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Canada. Labour, Dept. of-

THE LABOUR GAZETTE

PUBLISHED MONTHLY

DEPARTMENT OF LABOUR, CANADA

VOLUME XLIV

FOR THE YEAR

1944

441489
19.12.45

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Editor—HARRY J. WALKER

OTTAWA
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
EDMOND CLOUTIER
1945

LEGEND

A.F. of L.	American Federation of Labour
A.M.G.	Allied Military Government
B.N.A. Act	British North America Act
C.C.C.L.	Canadian and Catholic Confederation of Labour
C.C. of L.	Canadian Congress of Labour
C.I.O.	Congress of Industrial Organizations
C.M.A.	Canadian Manufacturers' Association
C.V.T.	Canadian Vocational Training
D.B. of S.	Dominion Bureau of Statistics
E. and S.S.	Employment and Selective Service
I.A.P.A.	Industrial Accident Prevention Associations (of Ontario)
I.D.I. Act	Industrial Disputes Investigation Act
I.D.I.C.	Industrial Disputes Inquiry Commission(er)
I.L.O.	International Labour Office International Labour Organization
I.M.S.	Industrial Mobilization Survey(s)
N.L.R.B.	National Labour Relations Board
N.S.S.	National Selective Service
N.W.L.B.	National War Labour Board
R.T.B.	Railway Transportation Brotherhoods
T. and L.C.	Trades and Labour Congress (of Canada)
T.U.C.	Trades Union Congress (British)
U.A.W.	United Automobile, Aircraft and Agricultural Implement Workers of America
U.I.C.	Unemployment Insurance Commission
U.M.W.A.	United Mine Workers of America
U.N.R.R.A.	United Nations Relief and Rehabilitation Administration
U.R.W.A.	United Rubber Workers of America
W.B.T.P.	Wartime Bureau of Technical Personnel
W.L.R.B.	Wartime Labour Relations Board (National)
W.L.R.R.	Wartime Labour Relations Regulations
W.M.C.	War Man-power Commission
W.P.B.	War Production Board
W.P.T.B.	Wartime Prices and Trade Board

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Report of Government Delegates to the 26th Session of the International Labour Conference (June, 1944).

Wages in the Primary Textiles Industry in Canada, 1943 (October, 1944).

ERRATA

On page 620—Column 2—under "Sudbury-Copper Cliff Suburban Electric Railway Company, Sudbury, Ont."—7th line, for 1943 *read* 1944.

On page 1053—Column 2—under "Quebec Minimum Wage Act"—line 1—for 1943 *read* 1944.

On page 1397—Column 1—under "Alberta" the first town should read "Black Diamond" followed by the other towns in order except "Turner Valley" which should be omitted.

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Montreal Ornamental Iron and Bronze Manufacturers and Contractors and United Steelworkers of America, (Local 2366), 1099.
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Oliver Co-operative Growers' Exchange, Oliver, 731.

The Ontario-Minnesota Pulp and Paper Company, Limited (Fort Frances Division), and International Association of Machinists, (Lodge 760), 1333.

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THE LABOUR GAZETTE

PREPARED AND EDITED BY

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VOLUME XLIV] JANUARY, 1944 [NUMBER 1

Notes of Current Interest

New Year's message of Minister of Labour

In a statement issued in the holiday season, the Hon. Humphrey Mitchell, Minister of Labour asserted that success is crowning the efforts of the United Nations and that there is a promise of the end of the present world conflict. He pointed out, however, that the war is not yet won. "The Government must call upon Canadian workers to continue that gigantic effort which for more than four years they have put forth in the interests of our cause—to re-dedicate themselves to this all-important task. And it has been a gigantic effort. Backing our splendid fighting services, Canadian workers have proved by their industry, by their initiative and ingenuity, that they are worthy of the fine young people who have put on our uniform to fight for civilization."

The Minister continued: "We have met our manpower commitments. Individually our workers on the farm, in factory and mine, in transportation and offices, have given an excellent account of themselves. And if now we ask them to renew their enthusiasm to the end, we know that they will do so with a will."

Referring to the post-war period the Minister stated: "Much has been said of post-war reconstruction, and alike in the interests of those who will be the veterans of our Navy, our Army and our Air Force, and in the interests of our industrial workers, we must be prepared to produce the best possible of post-war worlds. We must, however, not allow any consideration at this moment to divert us from our main task of securing peace through victory—of dealing our enemies the knockout blow."

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New Year's messages of labour leaders

In a New Year's message issued at the end of December, Percy R. Bengough, President of the Trades and Labour Congress of Canada declared: "The workers . . . have not failed and will not fail to realize that we are engaged in a people's war and that no class of society has more at stake in the outcome than organized labour."

He referred appreciatively to the "wonderful job" workers have done in this mechanized war. He declared that "labour has given up voluntarily many conditions of employment that took years to gain. In many instances overtime rates were not insisted upon and Saturday afternoons and Sundays worked for straight-time". Not only that "but hundreds have left their homes and families to work in industries and places where their ability and training could be put to better service in war requirements."

Mr. Bengough pointed out that labour had contributed heavily to every Victory Bond drive and worked for and supported the Red Cross and other wartime activities, while the sons and daughters of Canadian workers "comprise the vast majority of the personnel of the armed services." He continued: "Those who are fighting for us will meet injury and death if poorly and insufficiently equipped. Labour has and must continue to keep this in mind. Our obligations to our armed forces must at all times take precedence over all other issues. Such actions as strikes during this war must not be allowed.

"The fact that some outside the ranks of labour have not yet fully realized their responsibilities and have not co-operated with labour in the war effort must not be allowed

to side-track the main objective, which is to win the war in the shortest possible time."

Although admittedly heavy fighting and sacrifice lie before the United Nations in 1944, "the people of Canada are thinking more and more about the problems and possibilities of the post-war world, and particularly of Canada's position and prospects in the period of reconstruction", declared A. R. Mosher, President of the Canadian Congress of Labour, in his New Year's message.

"Canada's ability to produce foodstuffs in enormous quantities will," he declared, "make her one of the chief sources of supply for hundreds of millions of people throughout the world". Unprecedented problems will have to be faced "far transcending those which were faced during the war", but the experience gained during the war provides ground for confidence that these will be overcome successfully.

He asserted that "the responsibility for determining the policies which should be followed in providing economic security for Canadians rests directly upon the leaders of business and government". At the same time, he declared, "the labour movement in Canada is willing to co-operate in every effort that is being made to bring about a peaceful and orderly development of Canada's industrial structures and policies in such a way as to ensure the most efficient use of material and human resources for the general welfare".

Mr. Mosher concluded: "What the people of Canada want, and what they are entitled to receive, is the utmost contribution which every citizen can make to the general welfare. Under a proper system of economic organization, it will undoubtedly be possible for every Canadian to enjoy more leisure, security and happiness, and the New Year should see greater progress in this respect than any previous one in our history".

The year 1943 was marked in Canada by social unrest and by serious strikes, Mr. Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour declared in his message of greeting at the time of the New Year. He referred to struggles between labour leaders and employers, to attacks of "unprecedented bitterness" made by some on government officials, and to "violent rivalry" between various labour organizations. "The abuse of violence, if it is not repressed, is contagious . . . is not this the alarming spectacle that 1943 has given us?"

He called on the national Christian syndicate movement to remain calm in the future as in the past, declaring that its mission was "to aid others to raise themselves", and that the results of this mission were reflected in the winning of the provincial Collective Agreement Act, the creation of a Superior Council of Technical Education and of a Superior Council of Labour. Hailing the "triumph of the idea of a law on freedom of association" he hoped that this would be a source of collaboration amongst unions and would bring about greater labour unity.

"During 1944, may the C.C.C.L. continue in the same spirit and by loyal methods, its work of labour emancipation and of social peace, so as to deserve well of society", he declared.

Cost of living index declines slightly

The Dominion Bureau of Statistics cost of living index declined from 119·4 on November 1 to 119·3 on December 1, 1943. Decreases in indexes for foods and fuel and lighting overbalanced a rise in home furnishings and miscellaneous items. The food index dropped from 133·1 to 132·7 with declines for beef, pork, oranges, turnips and cabbage of greater importance than increases for butter, eggs and potatoes. The reduction in the fuel and lighting index from 113·3 to 111·9 was due to rebates in electricity bills in a considerable number of the larger cities. An index for home furnishings and services advanced from 118·2 to 118·8 due to increases in the furniture and chinaware sections. The miscellaneous index moved up from 108·3 to 108·6, reflecting an increase in the recreation sub-group.

Order transferring functions of Advisory Committee on Reconstruction

Reference was made in the November LABOUR GAZETTE (p. 1467) to the submission to the Government of the Report of the Advisory Committee on Reconstruction, headed by Dr. F. Cyril James. In announcing receipt of the Report the Prime Minister, Right Honourable W. L. Mackenzie King, stated that the Government had accepted one of the recommendations of the Committee, to the effect that the time had arrived when detailed responsibility for reconstruction planning should be undertaken by full time members of the government staff, and that the functions of the Reconstruction Committee be merged with those of the Advisory Committee on Economic Policy.

An Order in Council of December 31 (P.C. 9946) effectuates the transfer, effective January 1, of "the functions of the Advisory Committee on Reconstruction" to the Economic Advisory Committee. The order mentions that in addition to the final report of the Reconstruction Committee, the final reports of the various subcommittees to the Committee have also been received by the Government.

Employment and industrial statistics

The latest statistics reflecting industrial conditions in Canada are shown in the table below.

The index number of employment was 188·7 at the beginning of November, 1943, as compared with 187·6 for October, 183·3 for November 1942, and 123·6 for November 1939. An advance in the index at November 1 is unusual according to the experience of pre-war years. Since the outbreak of war, however, increases have been recorded in the index at that date in each year.

The slight advance recorded at the date under review as compared with the preceding

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1943			1942		
	December	November	October	December	November	October
Employment Index (1)	.....	188·7	**187·6**	**186·5**	**183·3**	**181·3**
Unemployment percentage (trade union members) (2)	0·6	0·3	0·3	0·8	0·7	0·8
Index numbers, aggregate weekly payrolls (3)	.....	152·0	150·7	144·3	140·6	137·8
Per capita weekly earnings $	.....	31·59	31·53	30·06	29·81	29·51
Prices, wholesale Index (1)	**102·5**	**102·4**	**101·9**	**97·2**	**97·1**	**96·6**
Cost of Living Index (4)	**119·3**	**119·4**	**119·3**	**118·8**	**118·6**	**117·8**
Retail sales unadjusted index (4)	.....	174·5	173·6	213·4	164·8	174·2
Retail sales adjusted index (5) (4)	.....	165·4	157·6	156·4	161·6	152·2
Wholesale sales (4)	.....	169·9	175·2	148·0	152·9	171·4
Common stocks index (4)	†79·9	79·6	86·4	71·3	67·6	65·0
Preferred stocks index (4)	.....	115·3	118·2	100·4	97·5	96·2
Bond yields, Dominion index (4)	†97·3	97·3	97·3	99·4	99·6	99·6
Physical Volume of Business Index (5) (4)	.....	**242·9**	**239·5**	**221·2**	**207·8**	**207·2**
Industrial Production (4)	.....	282·5	283·3	250·8	239·3	238·6
Mineral Production (4)	.....	292·3	310·9	209·6	192·0	195·7
Manufacturing (4)	.....	306·9	304·1	276·2	263·4	262·6
Construction (4)	.....	70·4	82·5	101·5	106·9	97·8
Electric power (4)	.....	149·4	151·3	140·1	137·3	138·5
Distribution (4)	.....	158·7	148·8	160·6	142·7	142·1
Carloadings	.....	138·8	121·6	145·2	126·5	124·6
Tons carried, freight (4)	.....	164·5	134·7	175·9	142·0	127·9
Trade, external, excluding gold. $	.....	453,723,018	425,795,307	408,808·675	335,166,671	353,160,229
Imports, excluding gold $	.....	160,310,824	162,920,856	137,569·394	126,204,238	140,192,850
Exports, excluding gold $	.....	289,912,212	259,808,158	269,176·070	204,795,236	211,895,408
Bank debits to individual accounts $	4,850,427,912	5,913,477,221	4,654,206,673	4,194,613,475	4,966,558,098	4,073,390,537
Bank notes in circulation (6) $	760,800,000	767,300,000	746,700,000	614,400,000	623,500,000	581,800,000
Bank deposits in savings $	.....	1,882,539,587	1,961,160,941	1,673,189,283	1,629,494,616	1,708,732,999
Bank loans, commercial, etc. $	.....	1,201,230,243	985,406,648	1,099,807,975	1,164,472,687	1,007,598,156
Railway—						
Car loadings, revenue freight cars (7)	238,822	293,894	290,454	224,916	279,487	288,065
Canadian National Railways revenues $	.....	.....	.....	33,072,561	28,175,200	32,128,400
Operating expenses $	.....	.....	.....	25,654,677	22,570,045	24,346,408
Canadian Pacific Railway, traffic earnings $	.....	27,461,492	26,344,166	24,532,338	22,414,905	22,799,000
Canadian Pacific Railway, operating expenses, all lines. $	.....	21,870,852	20,502,749	18,329,027	17,145,450	17,081,050
Steam railways, freight in ton-miles	.....	.....	.....	4,750,172,000	5,077,229,000	5,170,852,000
Building permits $	.....	6,348,196	6,880,239	6,625,430	7,956,629	8,432,851
Contracts awarded (8) $	26,122,600	14,146,500	19,238,500	13,451,200	22,085,500	21,412,800
Mineral production—						
Pig iron tons	.....	142,249	146,794	164,382	170,578	175,424
Steel ingots and castings tons	.....	259,444	271,976	269,834	270,812	271,127
Ferro-alloys tons	.....	16,169	16,843	19,567	16,733	18,266
Gold ounces	.....	267,797	280,062	362,983	365,755	385,111
Coal tons	.....	1,445,309	1,547,234	1,735,460	1,646,387	1,574,871
Timber scaled in British Columbia bd. ft.	.....	272,138,219	.....	186,846,509	222,518,072	214,881,097
Flour production bbls.	.....	2,175,831	2,118,409	2,062,835	1,973,401	1,851,062
Footwear production pairs	.....	2,925,870	2,885,816	2,650,375	2,884,992	2,992,325
Output of central electric stations k.w.h.	.....	3,460,737,000	3,458,568,000	3,248,672,000	3,188,797,000	3,174,419,000
Sales of insurance $	.....	53,207,000	52,846,000	44,970,000	51,333,000	57,149,000
Newsprint production tons	.....	256,340	259,340	244,180	251,150	271,560

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended December 30, 1943.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figures for four weeks ended January 1, 1944, and corresponding previous periods. (8) MacLean's Building Review.

month was due to increases in logging, mining, services and in trade. The advance in the last named group was substantial, due in part to the employment of unusually large numbers of part time workers. The indexes for other groups including that for manufacturing were lower. This is the sixth decline in manufacturing since the outbreak of war. The other occasions were seasonal losses at January 1 in each year since 1939, and a contra-seasonal decline at May 1, 1943. The employers reporting disbursed $59,950,027 in salaries and wages, an increase of 0·8 per cent as compared with October. The movement in payrolls has been upward, with rare exceptions, throughout the period in which the statistics have been collected, that is, since early in 1941. The weekly per capita earnings averaged $31.59 at November 1, $31.53 at October 1, $29.81 at November 1, 1942, and $27.02 at November 1, 1941.

The index of the physical volume of business advanced slightly in November 1943, to 242·9 as compared with 239·5 for the previous month. As compared with November 1942, the increase was 16·9 per cent. The indexes of mineral production, construction and electric power output were considerably lower than in the previous month but these were more than offset by the advances which occurred in the manufacturing group index and in the index indicating the volume of distribution of goods.

For the first eleven months of 1943, business operations averaged higher than for any other similar period in the record. The increase as compared with the corresponding period of 1942 was 17·1 per cent. It was reported that some evidence toward tapering off was evident after May, 1943, but the index continued to rise slightly even in November over the preceding month.

The index of employment was 6·4 per cent higher for the eleven months' period in 1943 than for the similar period in 1942, mineral production 30·8 per cent higher, and manufacturing 21·5 per cent higher, while the value of construction contracts declined 28·6 per cent.

Immigration status of refugees in Canada

An Order in Council of December 10 (P.C. 9440) makes provision for the status of refugees transferred to this country from the United Kingdom who have been allowed to take up employment or to pursue studies in Canada under prescribed conditions. According to the order, "it is desirable to make provision with regard to their immigration status in this country, and to render their position similar, in essential respects, to that of enemy aliens in general in Canada."

The order states that notwithstanding any provision of the Immigration Act, the Department of Mines and Resources may issue a temporary permit to enter Canada to any refugee whose release in Canada has been approved by the appropriate authorities. Such a permit will be issued for a period of not more than one year, but is renewable. Particulars and proposed address of the refugee will be forwarded to the Registrar General of Enemy Aliens.

The refugee will then "be deemed for purposes of the Defence of Canada Regulations, to be an enemy alien ordinarily resident in Canada, and subject to such restrictions as are placed by the Defence of Canada Regulations or any other Order or Regulation upon any enemy alien ordinarily resident in Canada:"

He will also "be subject to the provisions of the National Selective Service (Civilian) Regulations in the same manner and to the same extent as any other person in Canada."

Commission to investigate welfare of Japanese in British Columbia

The Honourable Humphrey Mitchell, Minister of Labour, announced on December 20 the appointment of a Commission to investigate the present provisions "made for the maintenance and welfare of persons of the Japanese race resident in settlements in the interior of British Columbia under the administration of the Department of Labour."

Most of the Japanese in Canada, especially the Japanese Canadians, are busy at useful employment in various parts of the country. There are still, however, several thousand Japanese unemployables and their families in the British Columbia settlements, and these have made representations that provision made for their maintenance is not adequate.

On the other hand, the Department of Labour has received complaints in British Columbia that the provisions made are, if anything, too generous. It was decided that a careful enquiry was indicated as necessary to establish the facts of the case.

The Minister pointed out that methods of administration are not an issue at this time —that the enquiry relates solely to the policies adopted for the welfare of the Japanese.

The Chairman of the Commission (appointed by Order in Council P.C. 9498, December 14) is Dr. F. W. Jackson, Deputy Minister of Health and Public Welfare, Province of Manitoba. The members of the Commission are Dr. G. F. Davidson, Executive Secretary, Canadian Welfare Council, Ottawa; W. R. Bone, Administrator of Social

Services, City of Vancouver, B.C.; and Mrs. Mary Sutherland, Revelstoke, B.C.

The Commissioners are appointed as a Royal Commission under Part I of the Inquiries Act.

Operation of Unemployment Insurance Act in Canada

Commencing with this issue the LABOUR GAZETTE is presenting as a regular feature some new information concerning the operation of the Unemployment Insurance Act. This will appear as part of the article, *Recent Activities of the Unemployment Insurance Commission.*

The new material consists of four tables. The first shows the number of claims for unemployment insurance benefit filed each month in local Employment and Selective Service offices. In this table the number of applicants month by month may be compared; this comparison makes a useful parallel to the Bureau of Statistics monthly index of employment in tracing the trend of the employment situation in Canada.

A second table gives by provinces the number of claims received, and the disposition of these claims, i.e. claimant entitled to benefit or not entitled to benefit.

Table 3 deals with claims disallowed, and the reasons for disallowance. Up to the present the greatest number of cases of refusal of benefit have been for workers voluntarily leaving their employment without just cause.

The final table shows the number of persons receiving benefit each month, the number of days' benefit paid, and the amount of benefit paid. The table also shows the average duration of each period of compensated unemployment and the average amount paid per beneficiary.

These tables are based on a monthly pamphlet from the Dominion Bureau of Statistics entitled *Statistical Report on the Operation of the Unemployment Insurance Act.*

Travelling boards to interview 1944 university science graduates

Arrangements have been made to facilitate the selection of technical personnel for the Armed Forces from University Science Students graduating in 1944, it was recently announced by Mr. Arthur MacNamara, Director of National Selective Service.

The three services, Army, Navy and Air Force, have informed the Wartime Bureau of Technical Personnel of their needs as to the numbers and types of engineering and science students they will require from the graduating classes. Instead of working independently as in the past the three services will send travelling boards representing the technical branches of the Navy, the Army and the R.C.A.F. together with officials of the Wartime Bureau of Technical Personnel, to visit the various universities in the near future for the purpose of interviewing graduates for technical appointments.

The principal advantage of having all three services represented at a University at the same time is that it becomes possible for a student who is not acceptable to the service of his first choice to be considered at once by the service of his second or third choice so that a final decision in the case of each student may be made with the least possible delay.

Prior to the visit of the travelling boards it is intended that all students who indicated one of the services as their first preference on a declaration form previously completed will be medically examined. While the Boards will be chiefly concerned with interviewing the 1944 graduates for all three services, a number of 1945 graduates in engineering, mathematics and physics are required by the Navy and the Army for summer training during the 1944 vacation, and these will be selected at the same time.

It is understood that after the representatives of the Armed Forces have completed their selection, the needs of civilian industry for technical personnel from the 1944 graduates will be considered.

Enforcement of mobilization regulations

A report received by the Department of Labour from the Commissioner of the Royal Canadian Mounted Police shows that up to November 30 a total of 39,973 men had been questioned by the R.C.M.P. in regard to compliance with Mobilization Regulations as a result of visits to poolrooms, beer parlours and similar places.

Up to the end of November, 1,659 places had been visited, and as a result 2,701 men were detained temporarily, until they could prove they had not failed to comply with the Regulations. Of these, 344 have been charged in court with attempting to evade the military call-up, and 164 have been charged with failure to notify change of address or to give other information under National Registration Regulations. In addition, 105 deserters from the Armed Forces were located, while 662 men found to be without gainful occupation, were referred to Selective Service Offices, and were made available for work.

The campaign being conducted by the R.C.M.P. is continuing.

Appointment of university advisory board

The Honourable Humphrey Mitchell, Minister of Labour, announced on December 27 the appointment of a University Advisory Board, to consider and report on manpower problems affecting the universities in wartime. The Board will concern itself with both problems involved in the military call-up and the shaping of university policies to better serve wartime needs in regard to university graduates.

Arthur MacNamara, Director of National Selective Service, will be chairman of the Board, while Dr. Sidney Smith, president of the University of Manitoba, will be vice-chairman. H. W. Lea, Director of the Wartime Bureau of Technical Personnel, is the secretary.

Other members of the Board include: Dr. R. C. Wallace, principal, Queen's University; Rev. Dr. H. J. Cody, president of the University of Toronto; Paul Beique, consulting engineer of Montreal; Dr. Cyrille Gagnon, rector of Laval University; Dr. Norman MacKenzie, president of the University of New Brunswick; Dr. James S. Thomson, president of the University of Saskatchewan; J. G. Fogo, K.C., Associate Co-ordinator of Controls, Department of Munitions and Supply; Paul Goulet, Associate Director of Selective Service; and S. H. McLaren, Associate Director of Selective Service (Mobilization).

The Board held its initial meeting in Ottawa on January 6.

Committee to enlist public support for economic stabilization

An Economic Stabilization Information Committee has been formed with the object of enlisting the fullest possible public support for the Government's program of controls.

Order in Council P.C. 9746, December 21, which establishes the committee, states that "it has become a matter of national urgency to create a wider understanding of the necessity for economic stabilization in wartime and of the responsibility of individuals and groups to carry out their parts in making the economic stabilization program effective." It points out that the Government has "reaffirmed the necessity of serving the national welfare by the maintenance of economic stabilization."

The duties of the new committee are stated to be to "institute a program of public information designed to increase the understanding of economic stabilization measures, of the need for these measures in the interests of the nation as a whole, of the benefits of these measures to all groups and individuals, and of the responsibility of all groups and individuals to do their part in assuring their success."

The membership of the committee is drawn from Government departments most directly concerned.

Industrial Disputes Investigation Act

Seven applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of December. Five boards submitted their reports; one board was established, and the constitution of another was completed during the month. Five disputes were referred to Industrial Disputes Inquiry Commissioners and reports were received from Commissioners in four cases. The settlement of one dispute was reported, agreement having been reached between the parties. One application was rejected, and two applications were withdrawn.

Bylaws governing co-operative associations in Saskatchewan

A revision of the standard by-laws governing all co-operative associations incorporated under the Saskatchewan Co-operative Associations Act was gazetted on December 23. They deal with meetings, voting, election and duties of officers, special committees, withdrawal of members, audit and inspection, etc. The by-laws governing credit unions incorporated under the Saskatchewan Credit Union Act were revised at the same time. They relate to organization and membership, capital and liability, deposits, pass books, loans, meetings, elections, directors, duties of officers, credit committee, supervisory committee, reserves, banking and use of seal, etc.

In 1941 a total of 768 co-operative organizations submitted financial reports required by the Acts under which they are incorporated to the Commissioner of Co-operation and Markets in Saskatchewan. Of this number, 68 were credit unions, 483 were co-operative purchasing associations, 29 were marketing co-operatives and two were wholesaling and manufacturing organizations.

Home arts and crafts

A recent number of the Maritime Co-operator outlines progress that is being made by the Canadian Handicraft Guild in promoting home arts and crafts. The Guild has its national headquarters in Montreal.

It is stated that the Montreal shop alone has turned over more than one million dollars

to weavers, rug makers, carpenters, iron and silver smiths. In Quebec, the provincial government sets aside $70,000 a year to develop the Art and Craft movement. By this means marked progress is claimed for the revival of regional folk art.

On the Prairies, too, hand craftsmanship is finding new followers. It was reported recently in one of the Montreal newspapers, that "up to last spring there were some 25 classes with an average of 14 pupils each that had completed a six weeks course in weaving". Continuing, the report states that, "Over 300 women had learned to weave, and in addition, to wash, card, spin and dye wool. . . . There are now 25 weaving circles in Saskatchewan and Alberta."

Commission on mothers'allowances in New Brunswick

On November 4, the Minister of Health and Labour for New Brunswick announced the appointment of an Advisory Commission under the Mothers' Allowances Act, which was proclaimed in force August 11, 1943. The members of the Commission, who will consider applications for allowances and to advise the Director administering the Act, are: Mrs. Florence R. Bertelson, Salmonhurst; Mrs. Herminie Goguen, Cocagne Bridge; Mrs. Mary A. Shea, Fredericton; and the Rev. R. H. Scott, Provincial Child Welfare Officer, Fredericton.

Employment of disabled persons in Great Britain

The British Government has recently introduced a Bill in the House of Commons to assist disabled persons in securing employment. The Disabled Persons (Employment) Bill implements the recommendations recently made by the Tomlinson Committee on the Rehabilitation and Resettlement of Disabled Persons (L.G., 1943, p. 425). The Committee expressed the opinion "that the only satisfactory form of resettlement for a disabled person is employment which he can take and keep on his merits as a worker in normal competition with his fellows". The Bill applies not only to war casualties but to persons disabled through injury, disease or congenital deformity.

Under the Bill disabled persons are to be registered by the Ministry of Labour and National Service and provided with remedial treatment and vocational training to fit them for employment. Employers of more than 25 workers will be required to employ a certain quota of disabled persons. In addition, certain employments throughout industry will be reserved for disabled persons. Employment under sheltered conditions will be provided for the more seriously disabled in voluntary undertakings or special centres financed by the Government.

Giving effect to another recommendation of the Committee, the Ministry has recently opened a Rehabilitation Centre for men at Egham, Surrey. The Centre is designed to restore mental and physical fitness to persons who have just recovered from serious injury or illness. It is equipped with workshops in which disabled persons may be trained for new jobs. Attendance at the Centre is voluntary but board, lodging and allowances are paid by the Government to persons in residence.

Regulation of conditions of domestic workers in British hospitals

To overcome the serious shortage of domestic staff in hospitals and institutions, the British Government has announced its intention of taking steps to regulate the wages and working conditions of this class of worker. The shortage is not only hampering the operation of institutions which care for the sick, the aged, the infirm, and young children, but it is aggravating the shortage of nurses by requiring them to perform non-nursing duties which consume time and also deter many persons from entering the profession. Owing to the absence of recognized rates of pay and conditions of service for institutional domestic staff, the Minister of Labour and National Service has heretofore considered it impracticable to solve the problem by using his powers to direct persons into such employment.

Last July the Government appointed a Committee under the chairmanship of Sir Hector Hetherington to consider the wages and working conditions which should be recognized in any scheme for recruiting domestic workers for hospitals and institutions. The Committee heard representations from workers' and employers' organizations in the industry and studied the existing collective agreements. Its report has been published as a White Paper and the Minister of Labour and National Service announced in the House of Commons at the beginning of November that the Government would accept its recommendations. He declared, however, that they would be applied only to institutions where there were no collective agreements in effect, and would not govern mental hospitals for which special arrangements are being planned.

The Committee proposed a scale of minimum wages for the different classes of domestic workers, holidays with pay, sickness benefits, limiting hours to 96 a fortnight, and the

fixing of maximum charges for meals. It was of the opinion "that differential rates for town and country areas are not desirable or equitable" owing to the difficulty of recruiting workers for rural institutions and the isolation and lack of amenities in rural areas. It suggested that if hours exceed 96 a fortnight, compensatory time-off should be given in the next fortnight, or if this was not feasible, the overtime should be paid for at one and one-quarter times the non-resident's hourly rate. The Committee did not favour enhanced pay for Sundays or holidays as work on these days cannot be avoided in institutions. Workers should be granted six statutory holidays or compensatory leave in lieu of them, and after six months' continuous service at least a week's annual holiday with pay; and a holiday allowance of 12s 6d should be paid to resident staff. After six months' continuous service, employees should also be entitled to sick leave of three weeks at full-pay and three weeks at half-pay each year. Sick leave could be accumulated if not used. An allowance of 12s 6d a week should be paid to resident staff who do not receive in-patient treatment.

The Committee expressed the opinion that the status of institutional domestic staff must be raised and efforts made to improve the arrangements made for their accommodation and leisure if sufficient workers are to be attracted to this occupation. The Minister of Labour and National Service stated that he was appointing a small standing committee to advise him on the problems of these workers and was extending the activities of the Welfare Officers and the Welfare Advisory Boards of the Ministry to include domestic workers in institutions. He added:

> I do not propose to rest content with promulgating rates and conditons for adoption by individual institutions. It is my aim that this service should be placed in the general estimation on a footing with any other industry and that it should offer suitable training, prospects of advancement, and proper welfare arrangements.

Joint production committees in British war department establishments

An agreement was recently signed by the official and trade union sides of the War Department Industrial Whitley Council to provide for the establishment of joint production committees in War Department establishments. The War Department Whitley Council is the negotiating machinery for determining the working conditions of civilian employees in industrial establishments operated by the Department.

The agreement stipulates that the production committees are to be purely consultative and advisory. They will not deal with questions such as wages or other matters which are covered by agreements with the unions represented in the establishments. Their purpose is to enable employees to make suggestions for increasing efficiency and output and to bring their practical knowledge and experience to bear on the work of the plant.

The production committee in each establishment is to be set up by agreement between the two sides of each local Industrial Whitley Committee. A production committee should have not more than six representatives each of management and the organized workers. Additional representatives with special knowledge of a particular problem under discussion may be invited to attend certain meetings. Only those workers who belong to a trade union and have completed 12 months' service are eligible for election to the committee or for appointment as a special representative. Each side will appoint a secretary. Meetings will be held when required, but normally, not more than once a month. Recommendations of the meeting must be transmitted to the head of the establishment. In addition, a copy of the minutes should be sent to the joint secretaries of the War Department Industrial Whitley Council.

Wage applications involving ability to secure adequate labour force

Applications to the U.S. National War Labour Board in which a company states that wages are the key factor in determining its ability to secure and hold an adequate labour force, may receive the joint sponsorship of the War Production Board and the War Manpower Commission if "justified in terms of the urgency of essential production." Announcement of an agreement to this effect between these two agencies was made in a recent press release from the U.S. Office of War Information, which further stated that the agreement had received the approval of the Chairman of the National War Labour Board.

In presentations to the War Labour Board, the War Production Board must certify to the importance of the product to the war effort; whether deliveries are behind, on, or ahead of schedule; and to what extent labour appears to be the limiting factor as compared with availability of materials or other production factors.

The War Manpower Commission will certify whether there is in fact a manpower shortage; whether such shortage cannot be remedied solely by the application of measures available to the employer and to the War Man-

power Commission; and the effect that a wage adjustment would have on the manpower situation within the plant and the probable effect of the wage adjustment on the manpower situation within other plants in the area.

Food facilities reduce absenteeism

According to the *Labour Management News* (Washington) for January, the United States Food Distribution Administrator has appointed a committee to work with labour and management in supplying in-plant food facilities. Priorities and materials for kitchen equipment will be provided by the War Production Board; food by the Office of Price Administration; and manpower by the War Manpower Commission. One of the main purposes to be achieved, it is said, is to provide another check on absenteeism in industry.

It is asserted that in-plant feeding facilities, or the lack of them, become increasingly important as absenteeism and quit rates rise in war plants. "Employment of women, food rationing, shortage of housing, inadequate restaurant facilities and transportation problems make some type of food service in the plant necessary."

It is pointed out that Great Britain has found in-plant feeding so important that all British factories with more than 250 employees are required to have it.

Although the provision of such facilities is admittedly not general in United States industrial plants, several concrete illustrations are enumerated to indicate that excellent results have been obtained in individual instances, not only in reducing absenteeism, but in the curtailment of industrial accidents as well.

Cafeterias and in-plant facilities for workers in U.S. war plants

An outline of the program which the United States War Production Board has undertaken to provide cafeterias and other health facilities for workers in war plants appeared in the text of a recent letter from Donald M. Nelson, Chairman of the Board, to President Roosevelt.

"Because proper facilities such as cafeterias, rest rooms, toilets, and locker facilities are a prerequisite for maximum war production, the War Production Board some eighteen months ago established an Industrial Health and Safety Section in our Labour Production Division which has been working on these problems continuously with management and the procurement agencies," the letter states. "An Office of Women Consultants was established in order to work out problems that have arisen or become more acute because of the great increase in woman war workers. Last spring our Labour Production Division initiated an active program on 'in-plant feeding' in co-operation with other agencies and this has been formalized in the War Production Board by an Administrative Order dated November 30, 1943, which designates our Office of Civilian Requirements as the claimant agency responsible for making available the equipment necessary.

"In-plant facilities in war plants have always been considered by our Industry Divisions and Facilities Bureau as 'essential for the war effort' and therefore eligible for construction during war time.

"In order to emphasize the importance of this activity, additional instructions are being issued to our entire organization to approve such essential 'in-plant' facilities in war plants as cafeterias, rest rooms, toilets, and locker facilities when they are submitted by the War Department, Navy Department, or Maritime Commission."

President Roosevelt had previously written letters to the Chairman of the War Production Board, the Secretary of War, the Secretary of the Navy, and the chairman of the U.S. Maritime Commission, stating that "in order to prevent unnecessary loss of man-hours and productive effort in our essential industries and to increase the employment of women, it is my desire that your agency make the necessary funds and materials available for such facilities as may appropriately be installed in the plants and yards under your jurisdiction."

Labour unionism in India

Industrialization in India in proportion to the population is, as yet, not extensive, but substantial progress has been made according to the monthly news-letter issued by the Royal Bank of Canada for December. It is stated that "there are 700 unions with half a million members (in India). Industrial legislation started as early as 1881, and now there are acts limiting working hours to 54 a week, prohibiting children under 12 from working and making provision for the protection of women employees." India also has a seat on the Council of the International Labour Office and an Indian was President in 1927. "More than 50,000 men are being trained in a technical education scheme organized by the labour department."

Manpower

Compliance of Male Employees with Mobilization Regulations

IT will shortly become necessary for every employer of male workers to examine the standing of employees of military call-up age to make sure that they have complied with Mobilization Regulations. An order in council of December 31 (P.C. 9919) authorizes the Minister of Labour to issue an order requiring employers to make a check on their employees to this effect.

Through this survey it is hoped that any men who may be delinquent in regard to the military call-up will be located, so that their cases may be dealt with.

The term "employer" will include Dominion, provincial and municipal governments, as well as all private businesses, and also will include farmers, even where the employee is a son or other relative of the farmer.

The order of the Minister, provided for under the order in council, is to be issued as soon as necessary arrangements have been completed to assist employers in making the necessary survey. The order will set forth the dates between which employers are to check on their employees.

In the meantime male employees are expected to provide themselves with copies of any documents they need to prove that they have not failed to comply with Mobilization Regulations. A warning to this effect was issued by the Department of Labour some time ago to male persons in employment (L.G., Oct., 1943, p. 1340).

The order in council amends National Selective Service Mobilization Regulations by adding a new section 25A.

Labour Supply in the Coal Mining Industry

COAL mines throughout Canada reported a net increase of 3,122 workers during the period June 1 to November 30, 1943, according to a recent announcement by the Honourable Humphrey Mitchell, Minister of Labour. Of the total, 1,100 were added by mines in the Maritimes, 1,832 in the Prairies, and 190 in British Columbia.

The net addition came from three main sources:

(1) the compulsory return of ex-coal mine workers to the industry under Selective Service Regulations;[1]

(2) the voluntary return of skilled miners granted leave from the Armed Forces;

(3) the recruitment through Selective Service Offices of other workers, mainly unskilled.

Another source, in the Prairies, has been a return for the winter months of some farmers who work seasonally at coal mining during the winter.

The Minister pointed out that a governing factor in building up the staffs of the mines is the shortage of "producers". Coal mining is a skilled occupation, which normally requires an extended apprenticeship. While an additional number of unskilled workers could be provided by Selective Service, these could be absorbed by the mines only in proportion to the number of skilled workers available. Although under the Order in Council of last May practically every ex-coal mine worker who is physically fit and who was engaged in any other industry has now been returned to the mines, the Minister stated, a shortage of skilled producers continues to exist, particularly in the Maritime Provinces and on Vancouver Island.

Of the net addition of 3,122 men to the staffs of the coal mining companies, 1,033 were skilled producers, 1,371 were other underground workers (mostly semi-skilled) and 718 were surface workers, most of whom are unskilled.

The net additions brought the total employed in Canadian coal mines at November 30 last to 27,986, compared with 24,864 at June 1 last. The net addition at November 30 compared to a year before was about 3,000.

"While the coal shortage which was anticipated last May when the Government

[1] P.C. 246 as amended by P.C. 4092, May 17, 1943 (L.G., June, 1943, p. 739).

declared labour supply for the coal mines to be a national emergency", the Minister said, "has not been obviated completely, the outlook has improved. Production of Canadian coal from April to November (inclusive) stands at 11,253,000 tons, compared to a total approximately 600,000 tons greater in the same months of 1942. But for the net additions to working forces, the falling off in production would have been much more substantial. However, with these net additions, it is anticipated that production in the immediate future will stand better by comparison with a year before."

Labour Priority of Gold Mines

On January 8 the Minister announced that a temporary change in the labour priority of gold mines had been made, to permit of the mines engaging some men who may be available, and who are not immediately required for other higher priority jobs for which they may be fitted.

National Selective Service has made a survey of the gold mines, and has drawn up a schedule of their minimum labour requirements, that is to say, of the minimum numbers of men necessary to keep the individual mines operating. What is now being done is to temporarily allow a "B" priority to certain gold mines, until they reach minimum labour quotas, after which the priority will again be reduced.

The Minister of Labour emphasized that all coal mines and virtually all base metal mines essential to the war effort are in "A" priority; so that the gold mines are not being placed on an equality basis with those other mines.

The present change is made by Selective Service because some of the gold mines faced a suspension of operations unless they secured some more workers, while at the same time demands for labour from high priority industries have eased to some extent.

Regular Selective Service Regulations are not being changed for gold mining; that is workers will still require work permits, and men will only be allowed to go to the gold mines where higher priority jobs are not available.

Winter Employment of Inland Seamen

SPECIAL arrangements have been made under National Selective Service Civilian Regulations to facilitate the procedure in connection with the laying off of men at the close of navigation on the Great Lakes, and for securing a return of the men to navigation when it re-opens in the Spring.

Selective Service Officers have been extending their facilities to issue the necessary forms in connection with the lay-off of men as shipping closes, visiting boats where possible. The officers and men laid off from the boats are then registered for other essential work during the winter time, and placements are proceeding. Some of the men will take advantage of the winter to take up tuition and examinations for certificates as navigating officers or marine engineers.

It is intended that men who are to return to navigation work next year will be able to claim continuation of postponement of military training by reason of their occupation. Even though these seamen enter an occupation from which Selective Service ordinarily does not permit separation, seamen will be permitted to return to navigation upon the arrival of Spring—and in fact Selective Service is taking measures to assist in locating the men when they are again required on the lakes.

The arrangements have been worked out in consultation with the Director of Merchant Seamen and the Canadian Seamen's Union.

Employment of Prisoners of War at Civilian Work

THE placing of prisoners of war in civilian employment in Canada was authorized in May, 1943, by Order in Council P.C. 2326 (L.G., June, 1943, p. 741).

Prisoners of war, to the number of over 2,400 are now working at 25 labour projects across the country, mainly connected with the production of fuel wood. Production has been satisfactory, the daily rate per prisoner going as high as 1¼ cords in some cases.

Some use has been made of the services of prisoners at farm work. Over 60 men have been assigned to farm jobs in Carleton County, near Ottawa, and 107 in the Brooks, Alta., district. In addition, over 500 prisoners were used on daily work during the harvest, particularly in the sugar beet areas of Alberta.

In the labour projects now in operation, accommodation for prisoners and guards is provided by the employer. Employers pay

the Department of Labour for the services of prisoners at the going rate of wages for such work adjusted to the work output. Prisoners receive from the Department a daily rate of working pay which is fixed in accordance with the provisions of the International Convention governing the employment of prisoners of war.

The fact that the utilization of prisoners' services is working successfully is borne out by continuous requests from their employers asking for more men. In so far as discipline is concerned, the Department states that generally the conduct of the men has given rise to no difficulties.

National Registration Regulations Amended

THE National Registration Regulations have been amended by a recent order in council, P.C. 8789, December 24. Most of the amendments thereby authorized are minor administrative ones, bringing the Regulations and the forms in use thereunder into line and up-to-date with the rapidly changing war conditions.

A few of the amendments are worthy of note, namely:

(1) The general registration of itinerant merchant seamen (other than those of Canadian citizenship) through the post offices is prevented. A special form of temporary registration has been provided for these subjects and registrars appointed at the principal Canadian seaports.

(2) It is made an offence for a person (a) to alter or obliterate any authorized endorsement appearing upon a Registration certificate or to be in possession of a certificate that has been so changed; (b) to counsel any person to commit, or to conspire with any person to commit, offences contrary to the principal penalty clauses of the Regulations.

(3) The two-year time limitation set previously for commencing actions against persons who illegally print, make or alter Registration certificates or who alter or obliterate authorized endorsements on certificates, is extended so that action may be commenced at any time during the continuance of the present war.

Others of the amendments make the forms now in general use under the Regulations integral parts of the Regulations.

National Registration was originally carried out in August, 1940, when all persons in Canada 16 years of age or over were required to register. It has since been kept up to date through the issuance of certificates to individuals reaching the age of 16, through the registration of changes of address, which have averaged many thousand per month, and through various other activities (L.G., March, 1943, p. 312). Information gained from the registration is supplied to the Mobilization Divisions for use in the military call-up, and to various agencies as required.

Drafting of Young Men for Coal Mines in Great Britain

GREAT Britain's Minister of Labour and National Service, the Right Honourable Ernest Bevin, has announced a scheme for conscripting young men for work in coal mines.

For some time previous to this announcement men up to 25 years of age who were available to be conscripted had been given an opportunity of choosing underground work in mines instead of service in the Armed Forces unless they were in certain skilled categories. However (as pointed out in a recent report by the Select Committee on National Expenditure) the labour force available in the coal mining industry is subject to an annual loss, through illness, accident, and retirement of elderly workers, of some 20,000 or more men; and during 1943 this figure was expected to be offset only to the extent of some 4,000 by the entry of young men choosing mining in preference to military service. The net loss during the year was thus estimated at 16,000 men, reducing the total number of men engaged in the industry below the lowest level since August, 1941. Expedients such as the return of miners from the Home Forces had been exhausted, and a dangerous decline in coal production was anticipated.

A few months ago the age limit of 25 years for men given the option of choosing coal mining instead of military service was abolished.

The new plan of conscripting men directly for the mines was announced during December by the Minister of Labour and National Service. It applies to men between the ages of 18 and 25, and is expected to bring more than 30,000 young men to the mines, at the

rate of 7,500 monthly for four months, and 2,500 monthly thereafter.

A draft is being taken during mid-January. Under the plan ten numbers from 0 to 9 will be written on cards which will be placed in a container. A member of the Minister's staff will choose one of the numbers and all those whose national service registration certificates end with that number will be liable for duty in the mines.

Exceptions have been made in respect of men who have been accepted for service with the R.A.F. or Fleet Air Arm, men accepted as artificers in submarines and men in a short list of highly-skilled occupations.

It was announced that men called up for the mines would be treated similarly to men called up for the forces as far as privileges and concessions are concerned. They will be given four weeks' preliminary training at pay ranging from $9.50 to $17.50, depending on age, then posted to collieries and paid full wages for the jobs they do.

The new miners will rank with men in the forces in demobilization plans, and the question of their joining the Miners' Union will be dealt with in arrangements between employers and the union.

Change in United States Manpower Policy

IN the LABOUR GAZETTE for September, 1943, (p. 1218) a description was given of the United States policy for supplying manpower to the armed forces and mobilizing the nation's labour supply for essential industry. The program then in effect under the direction of the War Manpower Commission was based on the principle that deferments from the armed forces should be given primarily to skilled workers employed in essential industry. Under the plan, dependency status was not to be considered as a primary factor for deferment, and fathers between the ages of 18 and 37 were eligible for induction into the armed forces. A list of "non-deferrable occupations" was issued; and draft registrants in these occupations were instructed to transfer to war jobs or be placed first on the list for induction.

The United States Congress recently moved to reverse this program by passing a new draft bill giving preferential treatment to men who were fathers before the United States entered the war. The new law abolishes the War Manpower Commission's list of non-deferrable occupations, and puts pre-Pearl Harbour fathers at the bottom of eligible lists. Occupational deferments are required to be made by appeal boards sitting in registrants' places of employment. The jurisdiction of Mr. Paul V. McNutt, Chairman of the War Manpower Commission, over the Selective Service system headed by Major General Lewis B. Hershey is eliminated.

Labour Turnover in War Plants in United States

APPROXIMATELY twenty-six causes, singly or in combination, underlie the heavy labour turnover in American war plants, according to a recent report issued by the Office of War Information at Washington. The report states that labour turnover has reached the extent where war plants on the average must hire 17 workers to get a net employment increase of three.

Common Causes.—The major cause was found to be the desire for a better job at better wages. Then workers frequently grow restive under the impression that they are not doing enough to aid the war effort; or they are seeking opportunities for promotion; or they feel that their ability is not sufficiently recognized. Inadequate transportation or housing, unsatisfactory hours, and overly hazardous conditions in plants are among other of the leading causes of workers quitting their jobs.

Among the lesser-known reasons mentioned in the report are lack of satisfying social contacts or recreation after work; layoffs and interruptions which the worker does not understand; or lack of proper feeding facilities near the plant.

Women have other types of reasons for quitting, such as the desire to join a husband who is in one of the armed services; or housekeeping difficulties. Others quit to get married, or to have a baby, or to give more care to their children. Other causes are the lack of sanitary facilities; inadequate arrangements for shopping; and promotional discrimination against women.

Corrective Measures.—Among the remedies suggested are labour representation on production committees; hiring and exit interviews; programs stressing the importance of workers' contributions to the war effort; and, in general, careful attention to correcting inadequacies in working and living conditions that create unrest among workers. Various remedies are necessary, requiring the combined efforts of management, labour, community and government.

Industial Welfare

Inquiry Into Hospitals in Quebec

Provincial Commission Recommends Sickness Insurance and Improvement of Working Conditions of Hospital Employees

THE first three parts of the Report of the Commission of Inquiry into Hospitals have been published. This Commission was set up by the Quebec Government in August, 1941, to enquire into Montreal hospitals, and in February, 1942, its terms of reference were extended to include all hospitals in the province. It was directed to examine the economic position of public charitable hospitals and asylums for the insane, the state of their revenue and expenditure and the labour conditions of their employees.

The first part of the Report, which was submitted in February, 1943, merely outlines the scope of the Commission's enquiries. The second and third parts were presented in June, 1943, and deal with "The Legal Problems of Public Charity" and "The Legal Status of Hospital Employees and their Working Conditions". The fourth and fifth parts, which have not been published, are concerned with the "Financial Position of Hosptals" and "General Conditions of Hospitalization in Quebec".

The major recommendation of the second part was that the province should provide for sickness insurance and that a Commission should be established immediately to work out the details. In the third part it was recommended that the existing labour laws of the province should be extended to cover hospital employees wherever possible, and that, as an immediate measure, a minimum wage order applying to these employees should be passed. The recommendations of both parts, insofar as they involve suggestions for immediate action, have already been implemented.

As first set up, the Commission consisted of Dr. Arthur Lessard, Special Officer of Montreal Charities, as chairman, Dr. A. Lorne C. Gilday, superintendent of the Western Division of the Montreal General Hospital, as vice-chairman, and the following members: Rev. Sister Allard, hospitaller-general of the Hotel-Dieu of Montreal, J. O'Connel-Maher, Associate Deputy Minister of Labour for the province, and Alfred Charpentier, president of the Confederation of Catholic Workers of Canada. When the scope of the Commission was extended, the following two members were added: Dr. Renault Lenneux, head physician of the St. Sacrement Hospital of Quebec, and Albert Towner, general manager of the Caisse d'Economie Notre-Dame of Quebec.

Public Charities and Lunatic Asylums Acts

The Commission analysed in detail the Public Charities and Lunatic Asylums Acts, the two statutes under which public assistance is provided to hospitals and other charitable institutions in the province. Under the former, the province and municipality each assume one-third of the cost of providing treatment in an approved hospital or similar institution to persons who are certified to be in need of treatment and unable to pay for it either directly or indirectly. The institution is responsible for the remaining one-third of the cost. The Lunatic Asylums Act provides that the cost of maintaining indigent insane persons will be defrayed entirely by the province and the municipality.

Both these Acts have been on the statute books for over two decades, and the Commission was of the opinion that they show clearly the attitude to public charity which was in fashion at the time they were passed. It was then widely believed that charity was a private matter and that State interference in the field was to be feared. The State had to step in because the institutions were no longer financially able to meet the needs of indigent patients, but it refrained from interfering any more than was absolutely necessary.

The Commission submitted that the system which resulted was inadequate under present conditions. The burden on the institutions was becoming increasingly difficult to bear both because their revenues had suffered as a result of the competitive appeals being made to the public by other charitable agencies and because their obligations had increased with the increase in the number

of cases in which hospital treatment was now considered necessary. An undue burden was also being placed on the municipalities with the increase in the number of indigent patients now being cared for, and a particularly undesirable aspect of the situation was that the poorest municipalities were those in which there was the greatest need for free hospitalization. Moreover, the means test to which the patient was subjected was always humiliating and frequently delayed urgent treatment.

The main criticism, however, went further than this. The Commission stated that the existing system had contributed nothing to the maintenance or improvement of the health of the people of the province, since its purpose was purely to provide hospitalization for indigent persons. It produced evidence to show that there was an "urgent need for the State to interpose more fully in matters of the general health".

Sickness Insurance

Therefore, though it made several minor recommendations, the Commission was mainly concerned to find means whereby the State could protect the health not merely of the poor but of the entire population. This, it believed, could be done through a system of general sickness insurance in which the State, the employer and the worker would contribute and in which the insurance premium would be calculated on a family, not an individual, basis. It therefore recommended the enactment of legislation laying down the principles of such a system and the establishment of a Commission to work out the system in detail.

The Quebec Legislature at its last session passed an Act, which was assented to on June 23, 1943, setting up a Health Insurance Commission. The Commission was directed by the Act to draw up a plan for health insurance along the lines recommended by the present Commission of Inquiry and in the meantime to recommend to the Lieutenant-Governor in Council any measures which might be taken to facilitate the transition from the present to the new system (L.G., July, 1943, p. 1028).

Conditions of Work of Employees

In the third part of its Report the Commission analysed the labour and social laws of the province in so far as they apply to hospitals and similar institutions. It also studied the actual conditions of work of the employees and the opinions of the employees' and hospital associations on these matters. The Commission found that the employees of charitable institutions obtain little protection under existing labour laws and that they are in an unfavourable position as compared with other workers in several respects. For example, they lack a legal minimum wage and protection against industrial accidents and diseases, their hours are unduly long and they have no overtime pay, their wages are low and they have difficulty in obtaining recognition for their associations. These unfavourable conditions react unfavourably on the institutions themselves. It is difficult to obtain competent personnel, labour turnover is high and there is a high degree of discontent and fatigue among the employees which affects their efficiency.

The Commission therefore recommended (1) that existing social legislation should be generally applied to hospitals and similar institutions, (2) that the Act respecting the Arbitration of Disputes between Certain Charitable Institutions and their Employees should be repealed and that the Municipal Strike and Lock-out Act should be applied to hospitals, (3) that the Minister of Labour and the Workmen's Compensation Commission should consider the possibility of applying the Workmen's Compensation Act to charitable institutions, and (4) that the employment of children under 14 should be prohibited and that the employment of those between the ages of 14 and 16 should be regulated by a system of permits.

The Commission also was in favour of the negotiation of collective agreements between hospitals and their employees under either the Collective Agreement or Professional Syndicates Act. It did not expect, however, that this suggestion would be adopted immediately, and it recommended that in the meantime an order should be passed under the Minimum Wage Act applying to hospitals and similar institutions. The Commission appended to its Report a draft order along these lines and this draft has now been made law with only insignificant changes (L.G., Dec., 1943, p. 1743).

Factory Inspection in Great Britain in 1942

A STEADY increase in the number of women workers, a rise in the number of reportable accidents particularly among women, a downward trend in hours of work and a growing interest in factory welfare arrangements are noted in the annual report for 1942 of the Chief Inspector of Factories for Great Britain. The awakened public opinion concerning the well-being of the factory worker is attributed in large part to the increased employment of women and the entry into industry of older persons drawn from the non-industrial population. The development of joint committees of various kinds was also regarded as an important advance during the year. The Senior Medical Inspector reported a satisfactory state of health among industrial workers. A separate report on factory canteens showed a remarkable increase in the number of canteens and an improvement in their service.

The work of the Factory Inspectorate has been greatly increased during the war due to the expansion and dispersal of factories, the employment of inexperienced workers and the development of new processes. About 30 per cent of the 387 members of the Inspectorate are temporary and only short-term training courses could be arranged for them. The appointment of an Industrial Health Advisory Committee to provide expert guidance on new problems was welcomed by the Chief Inspector.

Accident Prevention

While total accidents increased during the year, the percentage increase was slightly less than in 1940 and 1941, and the number of fatal accidents dropped. Only accidents requiring absence from work of three days or more are reported. There was a 66 per cent increase in the number of accidents suffered by women workers. This indicated the sharp increase in the number of women workers and also showed that "women have so largely taken over those accident-producing occupations formerly reserved for male workers of some skill". About 85 per cent of the accidents to women occurred in occupations connected with the manufacture of munitions.

A considerable number of accidents to women were caused by their hair or clothing being caught in machines. The Government has been strongly urged to make the wearing of caps compulsory but the Chief Inspector pointed out that one of the most serious accidents happened to a girl wearing a cap. He stated that "the first line of defence is the efficient fencing of the dangerous part". If cap-wearing was compulsory, there was a danger that "all concerned would tend to trust to this safeguard and neglect secure fencing". He added:

> Until some highly popular lady popularizes a fashion in hairdressing which will make the present puffs and curls unfashionable, I have little hope of the cap being a complete protection.

However, he commended the safety-cap shop run by one firm where the girls could choose whatever style and colour of hat they prefer. A warning was issued to women workers who attempt to protect manicured hands by wearing gloves which might catch in machinery.

Accidents caused by transmission machinery only totalled 17 per cent of the reported accidents and the number of fatalities dropped appreciably in 1942. In 1920 these accidents accounted for 26 per cent of the total. This indicated the effectiveness of the safety provisions of the Factories Act directed against such hazards. A campaign by the Inspectors and a series of court convictions for inadequate fencing have resulted in a greater awareness of the risks from transmission machinery. Accidents not due to machinery rose by 21 per cent. They included falls which accounted for over one-third of the fatalities, and injuries from the handling of goods which amounted to one-fourth of all accidents. The control of such accidents was, in the Chief Inspector's opinion, a problem for safety organizations, joint committees and trained safety officers working inside the plant rather than for legislators.

The increase in accidents was attributed not only to the entry of inexperienced workers such as women into industry, but also to attempts to work too fast or take short-cuts, over-worked supervisory staffs, fatigue from continuous employment at long hours for four years of war, less preliminary training, loss of maintenance staff, employment of older and less fit persons and insufficient medical supervision.

Accident prevention campaigns can only succeed, in the opinion of the Chief Inspector,

> where the management is sympathetic to the idea, where there is a committee . . . . that is given the necessary authority to get things done and where there is a trained safety officer with sufficient status and technical ability to carry out both his own ideas and the decisions of the committee as well as his instructions from his executive.

Cases are reported of firms with these essentials which achieved remarkable reductions in the number of accidents. One Government engineering plant organized four-day training

courses for women entrants and found that their accident rate was only half the rate of those who received no preliminary lectures. "We have no indication", the Chief Inspector commented, "that would lead us to think that safe practices impede output."

Preventive work of the Factory Department during 1942 included stimulating the formation of joint safety committees, producing posters and safety films and organizing lecture courses for safety officers and foremen. Special measures were directed against particular hazards. For example, regulations were issued to protect workers handling radioactive substances and grinding magnesium. A conference of firms filling methyl bromide fire-extinguishers was called to work out a voluntary code of precautions. A committee of representatives of trade unions, employers, a university technical expert and engineering, medical and general inspectors was appointed to study methods of preventing silicosis in steel foundries. A special booklet and posters were issued to warn shipyard workers of the danger of falls and falling objects which caused one-third of the 19,000 accidents in this industry in 1942.

Hours of Work

The Chief Inspector commented on the public's increasing acceptance of the fact

> that long hours do not necessarily mean a proportionate increase in output and that the man-hour is not a mathematical entity but varies with the fitness and vigour of the human being concerned.

A general trend towards a reduction in the hours not only of women and young persons but of adult men, whose hours are not controlled by the Factories Act, was observed during the year. Moreover, about 70 per cent of the 19,000 permissions granted under the general emergency orders (which authorize the employment of women and young persons for longer hours than those allowed by the Act) permitted work-weeks of not more than 55 hours. In many cases the actual hours worked were found to be below the maximum authorized. Shortage of supervisory staff and technicians prevented a wider adoption of rota systems during the year.

An investigation of the hours of young persons under 18 in a representative group of factories showed that of those over 16, 89 per cent of the girls and 85 per cent of the boys were working not more than 54 hours a week. About 55 per cent of the girls and 48 per cent of the boys over 16 had work-weeks of 48 hours or less. Of those between 14 and 16, 37 per cent of the girls and 30 per cent of the boys were employed for 44 hours or less and the remainder were working between 44 and 48 hours. A number of firms were prosecuted for employing girls under 18 and boys under 16 on the night shift or for requiring women and young persons to work excessive hours.

Several district Inspectors drew attention to plants where a reduction in hours resulted in no drop in production but in generally improved attendance. For example, a small plant making tank and aircraft parts reduced its 62-hour week to 47 hours, eliminating Sunday and Saturday afternoon work. At the end of a month piece-work earnings under the 47-hour week were at the same level as under the 62-hour week.

Opinions of employers varied as to the value of part-time women workers who entered industry in large numbers during 1942, "but on the whole the system seems to be working very successfully". Some firms reported that their hourly output was greater than that of full-time workers and in most cases their attendance was better. The majority of the women were employed on morning or afternoon shifts but a few were on evening or night shifts.

Welfare Work

"The swing of public opinion towards the acceptance of a personnel and welfare department as a necessary part of management in all works of any size" was among the significant advances of the year. The Supply Ministries have given impetus to the movement by the development of excellent welfare departments in Royal Ordnance Factories. Even in the long-established cotton industry employers found that they could not recruit labour unless they provided canteens, medical and welfare officers and ambulance rooms. Absenteeism can be appreciably reduced by attention to matters outside the factory such as transport, shopping, billeting, etc.

At the beginning of 1943 there were 5,759 welfare officers serving 3,099 factories, two-thirds of which had over 500 employees. Inspectors are now attempting to assist small factories to improve their amenities and welfare services. Short-term training courses have been organized to overcome the shortage of trained welfare officers. Special welfare arrangements have been made for workers on remote building sites and construction works.

The Chief Inspector does not consider that the time has come to lay down legal standards concerning all welfare services. Certain physical amenities that go to make good welfare conditions can be required but "good personnel management consists so essentially of the 'intangibles' that can hardly be included in a legal formula". Stress is laid on

the importance of co-operating with trade unions and plant committees in welfare work:

> Close team-work of all concerned, with the skilled advice of trained personnel management, will go far towards bringing to the forefront that emphasis on the value of the human side in industry that has been so neglected in the past and is now shown to be of such supreme importance.

Conditions of Work

The fuel economy campaign has resulted in better factory heating as it led to an examination and improvement of heating systems. The Chief Inspector warned that too low temperatures would "lead to a loss of output that would far outweigh any gain in fuel economy, quite apart from any increased accident risk and effect on the workers' health and comfort".

Some progress was noted in air conditioning in glass works and other plants, and one plant reported a 30 per cent reduction in sickness following the introduction of air-conditioning. Methods of controlling excessive temperatures in some foundries and metal-extracting plants had been devised in consultation with shop stewards and management.

Better methods of removing dust and fumes in filling factories have been adopted. Improvements in factory lighting, particularly in smaller factories, were reported. The importance of cleaning lighting installations regularly and painting walls and ceilings a light colour was stressed.

Industrial Health

The Senior Medical Inspector reported that, despite wartime conditions, there was no evidence of a decline in the health of industrial workers, but mental fatigue or staleness is increasing. He warned:

> There must be no lowering of standards of preventive measures . . . . Any increase of output obtained in this way is dearly bought, and at the best is illusory and evanescent . . . . There is a limit to the secondary jobs which can be taken on . . . . The physically immature and the older sections of the community must be watched in this connection, and particularly the hours of work of the former.

An increase was noted too, in non-disabling sickness such as boils, trench-mouth, etc. This indicated a lowered resistence to infection probably due to fatigue.

As regards medical services, the results achieved by plants with such services have stimulated other firms and the demand for medical officers exceeds the supply. Short courses have been arranged for industrial doctors and nurses by the Ministry of Labour and National Service and the medical schools. Special attention was given during the year to developing medical services for dock areas where accidents have increased due to air raids, the blackout and the employment of older and less fit men.

Progress was reported in preventing dermatitis due to tetryl, T.N.T., fulminate of mercury and white spirit in Government filling and explosive factories. This was achieved by "strict supervision of ablutions, the correct application of barrier substances, the gradual elimination of specially susceptible workers and the mechanization of many processes." A small advisory panel on dermatitis in industry made up of experts in dermatology, chemistry and general medicine and of Government officials was appointed to study the problem. Wider use of such specialist panels was recommended.

The number of notifiable industrial diseases was raised to 14 during 1942 by the addition of "toxic anaemia" caused by contact with X-rays, radioactive substances and chemical compounds. Fourteen cases of toxic anaemia were reported, half due to T.N.T. and the rest to solvents used in rubber solutions and aeroplane dope and containing low proportions of benzene. T.N.T. also caused 167 cases of aniline poisoning and 26 cases of toxic jaundice. However, the incidence of toxic jaundice from T.N.T. in the present war is only 19 per cent of what it was from January 1, 1916, to December 31, 1918, despite the increased production of T.N.T.

The number of cases of lead poisoning increased slightly but was still well below the level of the later pre-war years. Decreases were reported in most other notifiable diseases, although still high was the number of cases of gassing from nitrous fumes, producer gas, nickel carbonyl or sulphuretted hydrogen. Close medical supervision of workers handling radioactive substances was maintained but no serious effects have been discovered. Intensified research into causes and preventive measures to control industrial disease were urged.

Canteens

Factory canteens increased by nearly 3,000 in 1942. By the end of the year, 98 per cent of the factories engaged on war work and employing more than 250 persons and over 4,000 of the smaller plants had canteens. There was little need for the Government to use its power to compel war factories with over 250 workers to install canteens. Both management and workers now regard them

as an integral part of the factory. The readiness of small firms to provide them even though they are usually run at a loss in such plants "is proof of their benefit to health and happiness, and therefore to production". Joint canteens have solved the problems of some smaller firms. Special attention has been given by the Government to the provision of canteens at building sites and docks.

Factory Canteen Advisers reported improvements in the attractiveness of canteen premises, the nutritive value of the food and other aspects of canteen service. A special enquiry was made into the difficulties of catering for night-shift workers and it was recommended that a light, easily digested meal be provided as well as a variety of snacks. Re-heating the midday meal for night workers was condemned. Factories were urged to encourage young persons to eat suitable meals by reducing rates and by educational campaigns.

Future of Youth Service in Great Britain

THE future of the Youth Service organized in Great Britain during the war was the subject of a report by the Youth Advisory Council published in August.* The Council was appointed in June, 1942, to advise the President of the Board of Education on problems connected with the Youth Service. It contains representatives of voluntary youth organizations, education authorities, trade unions and employers.

The Board of Education first assumed responsibility for young persons who were over the minimum school-leaving age of 14 in November, 1939, when the Youth Service was established. It was designed to guide young persons from 14 to 20 years of age into worthwhile recreational activities and some form of national service. The scheme was administered through local education authorities assisted by local youth committees. Voluntary organizations were provided with grants, additional leaders, premises and equipment. Local authorities established youth centres and recreational facilities where the voluntary organizations did not meet the need (L.G., 1942, p. 880).

The Youth Advisory Council, in its report, strongly urged that the Youth Service should be continued after the war and should embrace all young persons from 14 to 20. It declared that boys and girls would be

> both better workers and more enlightened citizens later on if their transition from full-time schooling to full-time employment were a longer and more regulated process.

This will be partially effected by the educational changes proposed by the Government in its White Paper on education (L.G., 1943, p. 1207) and embodied in a Bill now before the House. They included raising the school-leaving age to 15 and compulsory part-time education up to the age of 18.

Minimum Age and Hours of Work

The Council recommended 16 as the school-leaving age and endorsed the principle of day continuation schools which would bring all boys and girls up to 18 under some measure of educational supervision. "Continued education must be regarded not as a concession granted by the employer but as a right given by the community." Maintenance grants should be provided to offset the added cost to families of a higher school-leaving age.

Young workers should be prevented from working excessive hours or accepting double employment.

> Even if continued long hours did in fact increase production—and there is plenty of evidence to the contrary—we should still feel that the damage to our young people is a price which the community cannot, on any long view, afford to pay.

It recommended that during wartime those under 16 in all occupations should be restricted to 44 hours a week, the legal maximum in factories, and those from 16 to 18 to 48 hours, the normal legal maximum for this age-class in factories. In peacetime no one under 18 should work more than 44 hours a week, including part-time schooling. Young workers should also be granted adequate holidays with pay. The Council proposed a minimum of 24 working days inclusive of the 6 statutory holidays. It urged that holiday facilities should be provided on a national scale and suggested converting military camps into youth camping centres and granting financial assistance to voluntary organizations which provide holiday facilities.

Co-operation Desirable

Local education authorities, employers, trade unions and the Ministry of Labour should co-operate, in the opinion of the Council, to provide boys and girls with skilled guidance in the choice of employment and of leisure-time activities. The Council was strongly opposed to any compulsion in the selection of recreational activities on the ground that it would place young persons "on the path which leads to a mute acceptance of directions from above." Instead, the widest possible variety of leisure-time activities should be made avail-

* *The Youth Service After the War*, Great Britain, Board of Education, August, 1943.

able for the individual. Particular efforts should be made to encourage boys and girls in the final years of compulsory schooling to participate in a varied program of activities.

The Council urged close co-operation between public authorities and voluntary organizations, emphasizing that both had an essential part to play in providing adequate social and recreational opportunities for young people. It suggested that local planning authorities should be obliged to consult education authorities to ensure proper provision of recreational facilities in both town and country. If communal premises are planned for youth work, they should be part of an adult community centre. Voluntary organizations should be given grants from public funds to enable them to expand their activities, but in return should submit to informal inspection and scrutiny of finances by education authorities.

There was a division of opinion in the Council regarding the future of the pre-Service training organizations. While all agreed that they should be continued after the war with greater emphasis on the educational, social and recreative side of their work, the majority considered that their administration should be transferred to the education authorities, but a minority favoured placing them under the control of an Inter-Services Cadet Committee representing the three Service departments and the Board of Education.

Other recommendations dealt with the need for a housing program to guarantee healthy conditions of living for young people and the necessity for giving religion a place in youth work. It was also suggested that the Board of Education should summarize all available information on local youth committees for the guidance of new committees. As a footnote the Council declared

> We hope that consideration will be given in the near future to such problems as the physical and mental health of the adolescent, vocational guidance, National Service after the war, and, above all, the discovery of a post-war purpose for our young people which will evoke from them in peace-time the magnificent devotion which they are showing in war.

Health and Industrial Efficiency in Scotland

Conclusions Arrived at by Department of Health on Certain Experiments in Social Medicine

DURING the past six years the Department of Health for Scotland has been making a study based on four experiments in social medicine, each of which intimately concerns industry; viz.:

(1) long-term incapacity for work;
(2) the health of young workers;
(3) the health and working experience of persons invalided from the Forces; and
(4) the rehabilitation of sick and injured miners.

Some of the conclusions arrived at were made public late in the autumn and the bi-monthly issue of *Industrial Welfare and Personnel* Management for November-December presents a digest of them under the heading, "Health and Industrial Efficiency".

At the outset it is pointed out that for the year July 1, 1937 to June 30, 1938 "the time lost through sickness in Scotland averaged 14·8 days per person. But of this loss, incapacity which continued throughout the whole of the year was responsible for 43·8 per cent." Mental and nervous diseases, rheumatism and diseases of the respiratory and circulatory systems were held to be the chief causes of such long-term incapacity and it was found that nearly a quarter of the persons concerned were under 35 years of age.

Long-term Disability.—In its study of the long-term incapacity for work the Department of Health for Scotland undertook to review the cases of insured persons whose illnesses extended more than three months. The Department obtained the co-operation of the insurance societies and over a period of two years 50,000 patients were dealt with under the scheme. An analysis was made of 1,000 of these long-term incapacity cases—580 males and 420 females. Of these, it was the opinion of the Regional Medical officers "that although a certain proportion were long past any possibility of re-absorption into industry, 790 of the 1,000 had a reasonable prospect of returning to work and to facilitate this in 350 cases a change of treatment was advised."

Health of Young Industrial Workers.—It is pointed out that the war brought "an increasing recognition of the importance of preventing the breakdown of workers—especially of young workers." Accordingly in 1942, general practitioners and industrial medical or welfare officers in "the Clyde Basin" were asked to refer to the Department's Regional Medical office young workers about whose health there was concern—whether or not they had ceased work. Patients were examined by consultants where necessary and if further

investigation was required they were admitted to emergency hospitals. Those requiring merely a period of rest to prevent break-down in health were sent to one of the country houses that functioned as auxiliary hospitals. In the course of a year some 1,400 young people were dealt with and at the end of 1942 it was decided the scheme should cover workers of all ages in the entire Scottish industrial belt. In the first six months of 1943 nearly 3,000 additional cases were examined.

It is stated that "from a general review of the working of the scheme to June, 1943, certain considerations emerge: (1) There is need for such facilities as those provided under the Clyde Basin scheme—though not necessarily on exactly the same lines—if health and industrial efficiency are to be maintained. (2) Too many persons suffering from fatigue carry on until unfit for work, when the period required for return of capacity is prolonged. More adequate facilities for ordinary (e.g. week-end) rest and recreation would help to prevent some of the conditions found. (3) Much of the vague ill-health is due to long hours of work, travelling difficulties and wrong diet. (4) The vast majority of patients sent for convalescence benefited by the rest and change provided."

Persons Invalided from Armed Forces.—With regard to the health and working experience of men invalided from the armed services, studies were made of the records of 1,000 consecutive men and women of Scottish domicile, discharged as unfit. Questionnaires were sent to each of the 1,000 persons three months after their discharge and a follow-up at the end of six months. Of the 975 persons actually contacted over both periods, two-thirds were under 35 years of age and only 3·5 per cent were over 50. "The chief causes of discharge were: mental and nervous disorders, 38 per cent; peptic ulcer, 17·5 per cent; injuries, 9 per cent; respiratory diseases other than tuberculosis, 8·5 per cent. Those capable of work were allocated to work by Ministry of Labour officials."

At the end of six months after leaving the armed services 161 were unemployed, 389 were doing their old work and 425 had taken up new work. It was noticeable that the percentage of men returning to their old work steadily decreased as the duration of active service increased. Three hundred and sixty men reported that they were having difficulties—many of them associated with their work. A common complaint was that the jobs suitable for disabled men had been filled by men who had not been to the war and by women. Other difficulties centred on housing and transportation problems, obtaining sickness benefit and the settlement of difficulties relating to pensions. Instances were noted of men suffering from chest diseases whose work exposed them to excessive dust and fumes. Regional Medical officers took serious exception to the types of work being done by a number of men who suffered from medical disabilities.

It was ascertained that all the difficulties met with by the men who had been discharged from the armed forces showed "how closely inter-related are their social, medical and occupational needs and how greatly their successful return to industry depends on the sympathetic personal handling of each case, and the close co-operation of all parties concerned to this end."

Rehabilitating Miners.—Results obtained in efforts to rehabilitate miners were considered to be insufficient to assess their real value. In 1939, a large hotel was taken over by the Department of Health as an emergency hospital. Within the succeeding three years it had treated 10,000 patients. In 1942, it was arranged that a certain portion should be used as a rehabilitation or "fitness" centre for miners, taking both surgical and medical cases. The men stayed at the centre for an average of six weeks, during which time a carefully prepared daily time-table was followed, covering remedial exercises, physiotherapy treatment, organized activity and games and simple crafts. The centre for miners was opened in January, 1943, and from that date until June, 1943, 314 patients had been admitted. Of the 184 patients discharged during that period, 111 left fit for return to their former employment in the mines, and 30 fit for light work.

Conclusions Reached.—It is pointed out that the experiments reveal important problems in industry that arise from "incapacitating sickness" and the consequent necessity of securing early and effective treatment, as well as how best to integrate medical and industrial care so as "to obtain for the individual work consistent with his talents and his physical capacity." It was affirmed that "the report not only throws into relief the amount of industrial and social welfare work yet to be tackled, but shows also how necessary it is to secure for each patient a *personal* approach to his problem, plus the effective co-operation of all the official agencies concerned to achieve his return to full working capacity."

Choosing Jobs for Juveniles in War Industries

Advisory Standards of U.S. Department of Labor

BASED on the slogan "The young worker of to-day is the skilled worker of to-morrow—protect him from injury", the Children's Bureau of the United States Department of Labor has published a series of leaflets setting out advisory standards to guide employers in placing 16- and 17-year olds in war jobs. The Fair Labor Standards Act prohibits the employment of children under 16 in industries engaged in inter-state commerce and gives the Chief of the Children's Bureau power to establish by order a minimum age of 18 in any hazardous occupation. Such orders have been made for explosives plants, coal mines, sawmills, logging and woodworking, motor-vehicle driving and work involving exposure to radio-active substances.

The advisory standards were prepared with the advice of workers, employers and safety organizations. Young workers are considered more prone to accidents and industrial disease. They do not appreciate the need for taking precautions and working carefully, and they lack experience, muscular co-ordination and maturity of judgment. Consequently, it is recommended that, if they must be employed, they should be placed in the safest jobs. The most suitable jobs are listed for each industry covered by the advisory standards and the hazardous occupations which should be closed to young persons under 18 are also indicated. The Children's Bureau urges that boys and girls be given jobs which will afford useful training. Employers are reminded that they must comply with Federal and State child labour standards and are urged to seek advice from State labour departments and the Children's Bureau when employing young workers.

Shipbuilding

The advisory standards for shipbuilding were issued in December, 1942. Boys under 18 in this hazardous and rapidly expanding industry should be given a definite training for a skilled or semi-skilled craft and special safety instruction under strict supervision.

The most dangerous work in shipyards is work on the ways and fitting-out work on board ship. Repair work is more hazardous than new construction work. Young workers should be excluded from such operations. In addition, no one under 18 should be permitted to do construction work on the shell or construction, fitting-out and hull-repair work involving rigging, erecting, or handling heavy materials; to clean tanks; to assist in building ways or staging, operating dry docks or marine railways; to do grinding or dry-mixing of paint or spray painting; to help in the transport or storage of steel and lumber or of heavy prefabricated units; to do heavy work in the foundry; to handle hot metal; to operate heavy machines or certain woodworking machines; or to work on the bending slab.

Jobs suitable for 16- and 17-year olds include clerical and other work not directly connected with the actual building of ships, work in the storeroom, toolroom, coreroom, mould loft, pipe shop, copper shop, sheet metal shop or electrical shop, hand blacksmithing, and bench work. In addition they may operate light machines and act as helpers to operators of heavy machines. In the yard or plate-shop they may lay-out, bolt-up, weld or work as helpers on sub-assembly. On board ship they may be permitted to do new or repair work in fitting-out, provided rigging or the handling of heavy materials are not involved.

Lead-using Industries

Under the advisory standards for these industries, also issued in December, 1942, young workers under 18 should not be employed in jobs involving exposure to lead dust or fumes. They are considered more susceptible than adults to lead poisoning partly because they are less likely to observe precautions. In particular, they should not be employed in the production of white lead or other salts of lead, in workrooms where these substances are used and lead dust is evolved, in work connected with tetraethyl lead or in occupations in which metallic lead is regularly used in a molten state. These occupations include lead burning, cable covering, cutting lead-coated materials, foundry work with lead-bearing metals, soldering when carried on continuously as part of the production process, casting stereotype plates and similar work in the printing trades. Lead dust is likely to arise in such operations as the manufacture of storage batteries, pottery, rubber, insecticides, paint and other products into which lead compounds enter, spray painting, vitreous enamelling, junk yard work, sanding of lead-covered surfaces, etc.

Young workers over 16 and under 18 may be safely employed in lead-using industries in workrooms segregated from those in which lead dust is present. They may also work on operations where the lead salts or oxides are in solution or suspension or in impervious containers as no dust arises under such conditions. Suitable jobs in lead-using industries include filling and labelling paint cans, mark-

ing and testing storage battery cases, and approved work in the machine-shop, wood-working-shop and other shops. In addition, work in the shipping department, laboratory and office is recommended.

Industries Using Carbon Disulphide

Carbon disulphide is chiefly used in the manufacture of viscose rayon and such allied products as cellophane, sausage casings, etc. It may cause severe poisoning but modern engineering and close medical supervision of workers have reduced the hazard. Advisory standards for these industries were published in December, 1942.

Before the war many rayon plants refused to employ persons under 18 in departments where workers are exposed to carbon disulphide but the labour shortage has brought a change. While the Children's Bureau considers that boys and girls under 18 can be safely employed in certain occupations in such plants, it strongly recommends that no one under 18 should be exposed to carbon disulphide or work in any room where occupations involving exposure are carried on. Such risk attaches to the production or handling of carbon disulphide, reeling unprocessed yarn, cake wrapping, cake, skein or bobbin washing, trucking unprocessed cakes and bobbins, acid collection and correction, fumigating corn bins and the manufacture and repair of rubber articles involving the use of carbon disulphide. In addition, the hazard is present in churn or barrette rooms, mixing rooms, ripening and filtration rooms, spinning rooms and cake cabinets.

Safe jobs for young workers of 16 and 17 years include work in the office, laboratory, stock room or shipping department and work in the machine shops not designated as hazardous. Also recommended is employment in the assembly of jets and as a coner, winder, spooler, twister or reeler of finished yarn, an inspector of cones, skeins or bobbins of finished yarn, a wrapper of cones or skeins, a trucker of finished yarn or a filter wrapper.

Industries Using Chlorinated Solvents

Standards for these industries were published in February, 1943. Chlorinated solvents such as carbon tetrachloride, trichloroethylene, ethylene dichloride, chloroform and methyl chloride are extensively used as degreasers for metals, refrigerants, fumigants, dry cleaners, paint removers, fire extinguishers and in various other chemical and manufacturing processes. Their toxicity varies, but all may cause damage to the liver and kidneys. When used in modern degreasing machines which clean with vapour, only the operator is exposed to the hazard, but in manufacturing processes and cleaning by cold dipping, the danger may extend to other workers in the immediate vicinity.

Workers can be protected by good engineering, close medical supervision, the provision of personal protective equipment such as respirators and the strict observance of safe practices. Young persons, however, cannot be depended on to exercise sufficient care. No one under 18 should, therefore, be employed in occupations involving exposure to excessive amounts of chlorinated solvents. These include operating and cleaning degreasing machines, cleaning metal by cold dipping in chlorinated solvents, dry-cleaning clothes, furs, etc., with chlorinated solvents, charging and repairing fire-extinguishers and refrigerators and all work in places where chlorinated solvents are used in manufacturing processes such as in the processing of fats and in the chemical, rubber and petroleum industries.

Welding

Protection against welding hazards depends to a large extent on the operator's "knowledge of the welding process and its dangers, combined with experience, caution and maturity of judgment." The advisory standards issued in April, 1943, stipulate that young persons should not be employed as welders except where older workers are not available. If it is necessary to use them, they should be given the least hazardous type of welding. No one should be employed as a welder before he has completed a recognized training course and been instructed in welding safeguards, the care of equipment, methods of ventilation, etc. Inexperienced welders should work under the supervision of an experienced operator for at least 30 days after the completion of their training in order to become familiar with safety rules and job procedure.

Young persons under 18 should not be permitted to do the following types of welding or cutting operations: gas or arc welding in other than the flat position; manual oxygen cutting at other than designated cutting stations; arc welding with stainless steel electrodes; gas or arc welding or oxygen cutting on materials coated with lead, cadmium or zinc (galvanized), on lead-bearing metals, in tanks or confined spaces, or done from scaffolding; welding on preheated assemblies except locally preheated parts; resistance welding when mechanical equipment is necessary to handle the material.

Young persons of 16 and 17 should be restricted to bench welding, tack welding, gas and arc welding in the flat position, machine

and manual oxygen-cutting on work that is properly supported, and resistance welding when no mechanical equipment is necessary to handle the material to be welded.

Metal-working Machines

Advisory standards for metal-working machines were published in May, 1943. While some of these machines can be operated safely by young workers, others "are inherently hazardous, or require such a degree of skill, caution, or muscular co-ordination that only older and more experienced workers should be permitted to operate them." Injuries from such machines are usually serious, but can be prevented by adequate guarding of all dangerous moving parts, including the point of operation, and by observance of safe practices in operating the machine and handling materials.

Young workers must be given careful supervision, instruction and training before being allowed to operate a metal-working machine. They should be placed on the safest machines at first until they have sufficient skill and knowledge to operate more hazardous machines safely. Those under 18 should not be permitted to adjust, oil or clean machinery in motion, set up or change tools or dies, operate machines with unguarded gears or other dangerous moving parts or those which require strenuous physical exertion such as the constant lifting of heavy materials. They should be forbidden to use a wiping rag or waste for removing chips when the machine is in motion or to operate machines while wearing loose clothing, neckties, long sleeves, etc. Girls must be provided with head protection.

Machines considered too hazardous for workers under 18 include grinding and abrasive wheels, large engine and turret lathes and milling machines, horizontal or vertical boring mills, radial and other types of drills, metal planers, power presses unless provided with automatic or semi-automatic feed and with complete enclosure of the ram, power-driven shears, plate punchers, brakes, crimpers, drop hammers, etc., centrifugal extractors, sand-blasting machines, riveting machines for hot riveting, all hot-metal forging, forming or rolling machines and die-casting machines, circular saws, and a number of other machines.

Machines which are considered relatively safe for workers of 16 and 17 years of age include small engine and turret lathes, horizontal milling machines, sensitive drill presses, metal shapers, keyseaters, filing, threading and tapping machines and non-power-driven presses, brakes, rolls or shears provided with barrier guards.

Aircraft

Standards for the aircraft industry were issued in November, 1943. Aircraft work is not, in general, particularly hazardous, but some types of jobs are too dangerous for young workers. Even those in relatively safe work require special supervision and training and should be identified by a distinctive badge.

Some of the operations in the industry are of the type listed as unsuitable for young persons under 18 in such advisory standards as those on metal-working machines, welding, etc. Most woodworking operations are forbidden under a Hazardous-Occupation Order. In addition, it is recommended that minors under 18 should be excluded from all work in the dope-room where highly inflammable and toxic substances are used, in flight ramps where there is danger of whirling propellers, in the foundry, in the anodizing, heat treating and degreasing departments, in plant engineering and maintenance work, in draw-bench operations, or in work involving the operation of cranes, carriers, hoists, elevators or other mechanical lifting equipment.

However, there is still a wide variety of safe jobs for 16- and 17-year olds in the industry. Suitable work includes most types of assembly, work in the tool crib, paint shop and pattern shop, hand forming or sub-assembling of sheet metal or sheet-metal products, light hand work in the receiving, packing, electrical, radio, instrument-assembly and upholstering departments, tube bending, the assembly of hydraulic landing gears and controls and inspection of small parts with simple gauges. In addition they may do machine and welding work of the type indicated as suitable for young workers in the advisory standards for these operations.

Music In War Plants In The United States

Survey Conducted by War Production Drive Headquarters Indicates Increased Expansion in Industrial Music Programs

ISSUED as one of a series of publications for the guidance of labour-management committees, *Music in War Plants* is a comprehensive statistical survey on the use of music in war industries to improve morale and production. Recently released by War Production Drive Headquarters of the United States War Production Board, the bulletin provides a progressive report on the growth and development of industrial music programs. (The establishment and development of these programs in Canada, Great Britain, Australia and the United States, was reviewed in earlier issues of the LABOUR GAZETTE—March, 1943, page 319; April, 1943, page 454.)

The survey, undertaken by Mr. Wheeler Beckett, conductor-composer, reveals a number of interesting facts concerning a comparatively new phase of industrial relations which, it has been definitely established, is equally enjoyed by both management and labour. A detailed analysis of the results of the survey, which covers 100 war plants[1] in all parts of the United States, is given (with charts and tables), together with a report sheet of questions used in the investigation.

Types of Industrial Plants Surveyed

Nine industrial classifications were used in the research, including aircraft, shipbuilding, communications—electrical equipment and instrument manufacturing, ordnance manufacturing, machinery and machine tools, auto and auto parts, miscellaneous stamping and metal parts, textiles, and " all other."

The type of music played in shipyards employing 11 per cent female workers differed from the kind used in communication, electrical equipment and instrument manufacturing plants where the female employees amounted to 52 per cent of the total, which indicates, the report states, that "it seems more desirable to make efforts to improve the atmosphere and working conditions in plants predominantly female than in those where male employees are more numerous."

The total number of workers covered by the survey was over 500,000 and "whereas only 25 per cent of these were female at the time of the survey, new employment is causing a rapid rise in the percentage ratio of women to men, which makes music of more and more importance in maintaining efficiency among women workers."

[1]In 76 of the 100 plants surveyed, the music originates from phonograph records broadcast over a public address system reaching all or part of the plant. The other 24 plants have either live bands, orchestras and choruses composed of plant personnel, or they secure outside talent for lunch hour programs.

Relation of Music to Production

In fifty-seven per cent of the 76 plants surveyed, it was declared that music *did* increase production, while in thirty per cent the results were "uncertain" which means that unless a "yes" response was received from all persons[2] queried in the plant the answer was listed as "uncertain."

According to the report, "this accounts for about one-half of the cases, while the balance of the 'uncertain' answers are mainly due to the extreme newness of the program. The one plant which was sure music did not increase production had a program of only 15 minutes per shift. The 12 per cent which refused to give an opinion disregarded the question on the grounds that their interest in music was other than its effect on production, i.e., making the plant an attractive place to work; to recruit workers by advertising 'music while you work'; because the workers like it; or finally, because music is believed to improve morale."

	Number of plants	Per cent of plants
Increased production claimed	43	57
Uncertain	23	30
Did not increase production.	1	1
Refused to give opinion....	9	12
Total	76	100

Relation of Music to Plant Morale

That music has a positive effect on plant morale is an important fact disclosed in the survey. In the report morale is defined "as a state of mind conducive to sustained efficiency in the war effort under difficult conditions".

Of the 76 plants using phonograph records, 87 per cent claimed that music improved morale. Ten per cent did not know what the effect was beyond the fact that workers liked it, and only three per cent noticed no improvement in morale. The two plants (three per cent) who claimed no improvement had music for less than one-half hour each day, which would indicate that there is a definite relationship between the length of the program and improved morale. Where music programs last for one hour or more, improved morale is claimed in every plant, but in only one-half of the six plants where it lasts for less than half an hour.

[2]The answers are the opinions of foremen, personnel managers, union leaders, members of labour-management committees, and others.

Relation of Music to Plant Morale

	Number of plants	Per cent of plants
Plants in which morale was improved	66	87
Plants in which effect on morale was uncertain	8	10
Plants in which morale was not improved	2	3
Total	76	100

Length of Music Period

"Music programs lasting more than one hour are found for the most part in the communication equipment and 'all other' miscellaneous manufacturing plants, with aircraft and machinery second and auto parts third", the bulletin states. "Very long music programs, however, occur mainly in communication equipment and 'all other' groups". The length of program most desired is between 30 minutes and one hour with 28 out of 76 plants falling in this category. "This is partly due to the fact that music in shipbuilding and aircraft plants has been limited to lunch periods, change of shifts and rest periods. The same is partly true of ordnance". These three classifications account for 24 out of 34 plants having music for less than 1 hour per shift, and for 19 out of 28 plants having music for 30 to 59 minutes per shift. If conditions allow, it is pointed out, it would appear that two hours of music per shift are more effective than one.

Labour-Management Committees and Industrial Music

A prominent part in the successful development of industrial music programs is played by labour-management committees, according to the survey. "The organization of the labour-management committee usually includes a sub-committee on publicity and education, which handles numerous educational activities connected with the work of the committee. Music should also be guided by this sub-committee. . . . It is important, therefore, that some of the publicity sub-committee members be musical, at least from a listening point of view, and able to appraise the value of various kinds of music played for the workers. In large plants, the music program becomes a full-time job. It must be thought of in terms of three shifts. It must be run as a 'live' program would be run, with an ear to the ground for listener reaction. . . .

"To get maximum results from a music program, it is important to have labour members of joint production committees take a more active part in reporting workers' reactions. Their advice and guidance can be very helpful in improving the effectiveness of music on morale and, as a by-product of morale, on increased production".

Psychological Attitude of Workers

The psychological attitude of the workers toward industrial music is one of the most significant factors in the establishment of a plant program. In some instances, the report declares, programs were rendered ineffective because the workers suspected that they were being used for an "experiment".

The best psychological attitude results from a feeling on the part of the workers that they have a voice in the music program. Although request boxes and suggestion boxes are recommended, the survey shows that questionnaires on music preferences are more reliable. It also appears that good results follow the practice of giving the labour-management production committee the responsibility of maintaining the music program. The labour members of this committee are in a better position to reflect the workers' desires and to correct faults in mechanical reception, while management members should supervise the kind of music played and check results.

Kind of Music Played

It is emphasized in the report that the kind of music played is of the greatest importance. In some plants, questionnaires were issued in order to ascertain what type of music the workers preferred, and the results were as follows: Strauss waltzes were first in popularity; hit parade numbers, second; patriotic music, third; semi-classical and light salon music, fourth; classical music, fifth; hymns and Negro spirituals, sixth; with hot swing and jitterbug, last.

"Some plants which have experimented by introducing more music of good quality" the bulletin declares, "have been amply rewarded by worker response. In one of these plants 33 per cent of the workers now favour classical music during lunch periods. The idea that the only kind of music workers wish to hear is popular swing, turns out to be erroneous, if for no other reason than that variety cannot be obtained without going outside this field, especially variety in tone colour. . . ."

Other Factors

Other phases of the survey on "music in war plants" are dealt with in the bulletin as follows: Music in noisy departments; the ideal sound equipment for music; the right moment to use music; the public address system; the use of plant talent; original music in war plants; nationality and type of music; night-shift music; use of radio programs; size of record libraries in war plants; unfamiliar music; and, what to avoid.

Settlement of Disputes Under Collective Agreements

An Analysis of Provisions in Canadian Agreements for Adjusting Grievances and Disputes Arising During the Life of the Agreements[1]

THE conclusion of a collective agreement between an employer or group of employers and one or more trade unions indicates that many of the most important causes of disputes between the parties have been removed, since agreement has been reached regarding wages, hours and other conditions of work.

No collective agreement, however, can eliminate entirely the possibility of disputes. Matters inevitably arise during its currency which were not foreseen when it was signed and differences arise over its interpretation or application even when it was negotiated in good faith. In addition, the grievances of individual employers and workers must be adjusted. These grievances in themselves may appear to be trivial or insignificant but if they are not dealt with promptly and satisfactorily, they may have the cumulative effect of undermining the good-will without which the agreement is unworkable. Moreover, the grievance of a single worker may involve a question of principle on which the future of the agreement depends. Thus the whole success of the method of collective bargaining may depend on the provision made by the parties to ensure the smooth working of the agreement and its satisfactory application to particular jobs and under particular conditions.

The Government of Canada in a declaration of principles for the regulation of labour conditions during the war (P.C. 2685, June 19, 1940) advocated "that every collective agreement should provide machinery for the settlement of disputes." Similarly, the chairman of the United States National War Labor Board stated recently:

> Long before we got into the war . . . many of us urged that every labor agreement should contain . . . a covenant not to strike or lockout during the term of the agreement and to settle by grievance machinery or finally by arbitration all disputes about the meaning and application of the agreement. More and more labor agreements have included such stabilizing clauses, particularly in recent years. However, we have by no means reached the goal of including such a stabilizing clause in every labor agreement.
>
> Everyone connected with the making of labor agreements should join in the effort to have such clauses universally adopted.[2]

The full National War Labor Board has emphasized the same principles in several of its decisions.

Great Britain

In Great Britain, where collective bargaining has been practised longer than in any other country, machinery for the settlement of disputes has been operating for many years in all the major industries, such as coal mining, iron and steel, engineering, shipbuilding, cotton and railway transport, and in many other industries as well.

The term "collective agreement" in Great Britain is used only when there is a collectivity on each side: a trade union or group of trade unions for the workers and one or more employers' associations for the employers. A "shop" agreement between a single firm and its employees, in the words of a British Government report,

> while securing uniformity in conditions of employment as between the different operatives employed by the firm to which it applies . . . affords no security against undermining by other firms. On the other hand, when the agreement . . . is entered into by a number of different firms and in particular where as is often the case, the firm bound by a collective agreement comprise the whole or greater part of . . . a given industry within a wide area, the whole of the workpeople employed by the employers concerned are secured equality of treatment, while each of those employers is, so far as regards all his competitors who are parties to the agreement, protected against the danger of being underbid by firms obtaining their labour upon easier terms than he himself enjoys.[3]

The national or regional character of a collective agreement or series of agreements (because there may be several agreements dealing with different subjects) ensures that certain basic conditions are standard throughout the industry. Even where there are

[1] The generalizations concerning Canadian collective agreements which are made in this article are based on a study of the agreements received in the Department of Labour. The reader who is interested in consulting the text of agreements is referred to *Recent Collective Bargaining Agreements* (Queen's University, Industrial Relations Section, Bulletin No. 7, July, 1943.) which contains the full text of 15 agreements signed during 1942 and 1943. An earlier publication of the same institution (Bulletin No. 6, Sept., 1942) is an analysis of the terms of 150 agreements in various industries.

A publication of the Division of Labor Standards of the U.S. Department of Labor (*Settling Plant Grievances*, Bulletin No. 60) gives in considerably greater detail in regard to the United States much of the information presented here for Canada.

[2] W. H. Davis: *Collective Bargaining and the War; American Federationist*, Jan., 1943, p. 12.

[3] *Report on Collective Agreements*, 1910, p. xi.

employers outside the organization they usually observe the conditions laid down in the agreement. Special conditions obtaining in any district or undertaking are taken care of by district or local agreements or by special conditions in the principal agreement.

The machinery for settling disputes established by collective agreement thus operates in many cases on a scale co-extensive with the industry so that uniform conditions of employment are not only established but are also interpreted and enforced, where necessary, by the national or regional representatives of the employers and trade unions. The result is that many differences arising, in part, from local or personal friction are removed to a larger arena where these factors do not operate and where disputes can be settled in a judicial temper. Under such a system, with employers and employed well organized and submitting to the rules and discipline of their respective organizations, a high degree of self-government and stability in the field of industrial relations is achieved.

A statement of the Engineering and Allied Employers' National Federation shows the importance attached by employers in Britain to machinery for ensuring the satisfactory interpretation and application of collective agreements and the prompt adjustment of grievances of individual employers and workers. These provisions, the Federation states,

> have been recognized as of the utmost value in preventing unconstitutional action either by the employers or the workpeople, and have admittedly avoided difficulties becoming acute. This has been in great measure brought about by the principle underlying the provisions, which is that each stage of the proceedings removes the question under discussion one stage further from the contending parties, while at the same time it keeps the discussion within the province of the parties themselves and thereby imposes an increasing degree of responsibility at each stage. No restriction is placed on any action which either of the parties may ultimately think fit to take, but naturally that freedom implies a sense of responsibility.
>
> The various stages of the procedure correspond almost exactly with the various steps which must be taken in accordance with the constitutions of many of the trade unions before their members are at liberty to take action of an extreme character. The principle has been maintained since 1898, but has been amplified in accordance with the development of organization and ideas of representation. The recognition of the trade unions has been maintained right through and the recognition of their officials has been amplified to the extent that there is no stage beyond the primary discussion in the works where the right of a workman to be represented by his official, if he desires it, is not in some way conceded.[1]

Main Types of Machinery

In certain Canadian industries, particularly in those such as coal mining, pulp and paper, printing, building construction and clothing, where there is a well-established tradition of collective bargaining, collective agreements have for many years provided for the settlement of disputes. On the other hand, many agreements in the past made no such provision or made it only in very general terms, and even to-day there are some agreements of which this is true. The trend, however, seems to be decidedly in the other direction. Organizing activity in Canada has increased greatly in recent years and many agreements are now being concluded in industries in which there had previously been no collective bargaining. Most of these new agreements provide machinery for the settlement of disputes.

Though there is a fundamental similarity in the procedure established by various agreements, there are also some important differences. These differences are due, to a considerable extent, to (1) the varying degree of organization of workers and employers and their experience in collective bargaining, (2) the nature of the industries concerned and (3) the varying number of employees covered by the agreements. What is perhaps the most important difference, however, arises from the fact that some agreements apply only to single undertakings while others cover all or most of the employers in an industry.

The great majority of Canadian agreements are still restricted in their coverage to individual employer-units. Certain industries, however, are characterized by the existence of a large number of small employers in a city or other single area, and in some of these it has been found that conditions can be satisfactorily regulated only if the collective agreements are subscribed to by all the employers acting together in an association. There are also a few examples in Canada of adjustment machinery of national scope.

In this article, the machinery which is set up under Canadian collective agreements for the adjustment of differences during the life of the agreement is considered in three main groups, according as it applies to an individual employer-unit, to a multiple employer-unit in a metropolitan area or to the whole or a considerable portion of an industry. In the first case the agreement is made with a single employer; in the other two cases it is made with an employers' association or several employers acting together. In all

[1] *Thirty Years of Industrial Conciliation*, Engineering and Allied Employers' National Federation, December, 1927, p. 4.

three cases there is a trade union which has, or seeks to have, members in all undertakings in the trade or industry.

Examples are cited from several industries, but it should be remembered that an article of this scope cannot pretend to be exhaustive.

Machinery Applying to Single Employer-Units

In some cases, a collective agreement may apply only to a specified group of workers who are distinguished from the remaining workers in the undertaking because of their craft or for some other reason. That is, it will cover perhaps only a hundred or fifty or even fewer employees. In other cases, there may be an agreement applying to all the workers in an establishment whose employees are numbered in thousands. It is obvious that, as far as handling disputes is concerned, much more elaborate machinery is necessary under the latter type of agreement than under the former.

Apart from this, however, there is a basic similarity in the machinery established by all agreements applying only to individual undertakings. In all cases, whether a large or small number of employees is involved, the procedure consists of a series of stages and the agreement applying to a small number of workers differs from that covering a large number mainly in that there are fewer stages.

In this section, therefore, it is proposed to make a general summary of the provisions of agreements applying only to individual undertakings, with variations in detail being noted. The section concludes, however, with a description of four actual agreements.

Union Representatives

Procedure for the settlement of disputes and grievances involves the appointment of union representatives who are responsible for taking up matters as they arise with the supervisors and other representatives of management. In cases in which only a few workers are covered by an agreement, even individual grievances are sometimes handled by the union's business agent or similar full-time official. In all but the smallest establishments, however, the matters which arise are usually too numerous to be dealt with in the first instance by one person. As a rule, therefore, some of the employees in the plant are designated to act as representatives of the other employees in all but the cases which have to be referred to the highest authorities.

The representative with whom the individual worker is in immediate contact is the steward, though he does not always go by that name. In large plants there are many such stewards and each one is responsible for a specific group of employees. This group normally consists of the employees in a given department or other unit in the plant. In some cases, one department may be represented by a committee consisting of a head steward and a number of other stewards each of whom may be immediately responsible for the employees under a given foreman in the department.

In the company as a whole there is what is variously called a plant committee, negotiating committee, administrative committee, etc. In small plants this committee may consist of all the departmental stewards. Usually, however, there are too many stewards to form an effective committee and even in cases where the committee consists of all the stewards there may be a sub-committee to deal with grievances.

The stewards must invariably be both employees of the company on the seniority list and members of the union in good standing. The method of appointing them varies, however. A steward may be elected by the employees he is to represent but it is not uncommon for the union to appoint him from among those employees.

The members of the shop, administrative or negotiating committee are also generally employees of the company as well as union members. They are usually appointed by the union, frequently from among the stewards, or they may be elected. In addition, most agreements provide that one or two permanent officers of the union are entitled to be members of the committee.

Under most agreements the steward and committee-men are given specific protection against discrimination on the part of the employer. In addition, many agreements provide that they will not suffer loss of pay if by permission they leave their regular duties for a reasonable period (on which a maximum is sometimes placed) in order to adjust or present grievances. In other cases the union must make up the lost pay, and occasionally grievances and disputes must be dealt with outside working hours, except in cases of extreme urgency.

The importance of the work of the stewards can hardly be overemphasized. They are the immediate representatives of the rank-and file employees and on their skill in making day-to-day adjustments may depend the morale of the working force as well as its loyalty to the union. Some unions, therefore, have instituted training courses to educate the stewards in the proper discharge

of their duties, and in addition, the permanent union officers normally supervise and assist them in their work.[1] Moreover, most agreements provide that in the case of layoffs the stewards and committee-men will be given special consideration in regard to seniority—frequently that they will be placed at the top of the list. This promotes continuity in their work.

The foreman is the counterpart of the steward in the system for handling grievances, and the maintenance of industrial harmony is no less dependent on his aptitude for handling men than on that of the steward. Many companies, therefore, carefully select, train and supervise their foremen with this consideration in mind.

Procedure

A matter affecting only one employee or a group within a department is settled as far as possible within the department itself. It reaches the higher representatives only if the representatives within the department cannot agree or if it is beyond their jurisdiction as involving either company or union policy. On the other hand, the earlier stages are naturally omitted in cases which clearly affect all or most of the employees of the company, e.g., complaints by the union against the company or by the company against the union for general non-observance of the agreement. The same is true of grievances involving the dismissal of a worker since these, more than any others affecting only individuals, may give rise to general trouble in a plant.

A worker who feels that he has cause for dissatisfaction must first take the matter up with his foreman, unless of course his complaint is that he has been unjustly dismissed. Under some agreements the worker may deal only with the foreman. In other cases he may take the matter up through his steward and in still others the foreman must consult the steward. Each method has its advantages and disadvantages. When the worker must first go to his foreman he is discouraged from making frivolous complaints, but, on the other hand, he may also be disinclined to give expression to a genuine grievance. The advantage of having the steward present is that the worker is more likely to feel that his case has been given a fair hearing and that he has not been talked out of his grievance.

If the worker is dissatisfied with the foreman's decision, he may appeal within a specified time to the superintendent either directly or through the head steward of the department or similar union representative. It is often provided that whichever way the appeal is made the steward must be notified and that the worker's case will be presented by him. An appeal may be made from the superintendent's decision to a higher supervisor, if there is one, and in that event the worker's case is usually presented by a member of the grievance committee.

If the worker is not satisfied with the decision of the superintendent or higher supervisor, his case goes to the next stage. Here it is taken up by the shop or other committee, which, as we have seen, represents all the employees, with company representatives who have similarly comprehensive authority. This stage is usually also the first stage for complaints regarding unjust dismissal and for disputes affecting the workers generally.

The agreements vary as to the persons designated to represent the management at this stage. Under some agreements the shop committee deals with the personnel department, under others with a committee appointed by the management of which the personnel manager is usually a member, and under still others it deals with both in succession. Some agreements provide that meetings between the shop and management committees must be held regularly—usually at intervals of two weeks—and that any question which arises will be dealt with at the next meeting. In other cases meetings are held only when items for the agenda are presented by one side to the other.

The procedure varies for cases in which the shop committee and management representatives are unable to reach an understanding. Some agreements merely leave the matter there but this is not typical. Sometimes the case is referred directly to arbitration but usually it is taken up by the highest company officials and the national officers of the union, after which it may be referred to arbitration.

In order that disputes may not be allowed to drag on indefinitely, a time-limit is usually set on all stages of the above procedure. At some stage in the proceedings, moreover, the grievance must be committed to writing so that when it is appealed to each stage of higher authority no misunderstanding may arise as to the exact point involved nor as to the decisions already made by the lower authorities.[2] The exact stage at which the

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[1] *Preparing a Stewards' Manual* (U.S. Department of Labor, Division of Labor Standards, Bulletin No. 59) gives useful information on how to prepare a manual for the guidance of stewards.

[2] Several examples of the forms used in the U.S. to commit grievances to writing are given on pp. 18-23 of *Settling Plant Grievances*, a publication of the U.S. Division of Labor Standards which has already been referred to.

grievance must be written out varies, but usually it is after the department superintendent has given his decision. If a claim by a worker that he is entitled to higher wages under the terms of the agreement is appealed through several stages and is ultimately decided in his favour, it is usually provided that the increase will be made retrospective to the date when the claim was first presented to the management in writing.

Arbitration

The above proceedings, if fully used, are undoubtedly sufficient to settle most disputes and incipient disputes. There still remains the possibility, however, that the highest representatives of management and the union will not be able to reach a settlement. In some agreements no provision is made for such an eventuality and presumably the workers are then faced with the choice of accepting the decision of the management or of striking. To an increasing degree, however, provision is being made for the reference to arbitration of matters which cannot be settled otherwise. It is stated in a recent publication of the U.S. Bureau of Labor Statistics that

> The absence of such an arbitration provision usually reflects immaturity in the collective bargaining relationship. Where agreements have been entered into year after year, both company and union have found that it is to their advantage to have well-defined procedures established for the final settlelment of all questions which may arise while the agreement is in effect.[1]

Most agreements provide for arbitration by an *ad hoc* bi-partite board with an impartial chairman. That is, when a case requiring arbitration arises, each of the parties names a certain number of representatives, usually two, and these members nominate a chairman. If they fail to agree on the selection, an impartial authority, usually the provincial or Dominion Minister of Labour, is asked to make the appointment. The decision of the board, which must be handed down in a specified time, is final. Occasionally, a standing arbitration board is set up.

Some agreements provide for an impartial umpire who is appointed in the same manner as the chairman of an arbitration board. It is sometimes provided, too, that disputes which cannot be settled in the plant will be referred to a Board of Conciliation and Investigation set up under the Industrial Disputes Investigation Act or to a similar board established under provincial legislation.

Work Stoppages

Most agreements specify that there will be no strike or lockout while a dispute is being handled in accordance with the procedure set forth in the agreement. Under agreements which provide for arbitration, the decision of the arbitration body is final and no work stoppage may occur after it is made.

Many agreements fail to set forth sanctions to enforce this provision, but there is a moral obligation on the union to impose on any members who strike such penalties as are permitted by its constitution for participation in outlaw strikes, that is, strikes not approved by the union. In some cases the agreement provides that the employer may discipline striking workers without interference from the union. In some cases, too, the union agrees to replace any of its members who strike and in general to take steps to keep the plant operating.

Examples

The following examples refer to employer-units of varying sizes. They will serve both to illustrate how the more general statements made above are carried out in practice and also to show some of the differences between large and small employer-units.

On May 1, 1943, two locals of the United Brotherhood of Electrical Workers entered into a number of agreements with the municipal authorities administering electrical and telephone utilities in Port Arthur and Fort William. One of these agreements, which is similar in principle to the others, was signed by the union and the Fort William Public Utilities Committee and applies to 51 telephone operators. Under it grievances must be reported to the management and the management must give a written reply within five days. If the reply is unsatisfactory, the matter will be taken up by a union committee with the Public Utilities Committee. Matters which are not settled within ten days must be referred for final settlement to a three-man arbitration board, whose chairman is to be chosen, if necessary, by the Dominion Minister of Labour.

An agreement of May 1, 1943, between the Spruce Falls Power and Paper Company Ltd. and the International Brotherhoods of Paper Makers, of Pulp, Sulphite and Paper Mill Workers and of Electrical Workers, applies to about 750 workers. Its provisions regarding disputes are similar to those which have appeared for over twenty years in agreements in the industry. The agreement is also interesting in that it was signed by three

[1] *Union Agreement Provisions*, U.S. Department of Labor, Bureau of Labor Statistics, Bulletin No. 686, p. 154.

unions whose collective membership covers all the occupations in the plant. This method of collective bargaining is common in pulp and paper.

A complaint arising in any department must be reported to the superintendent, either in writing by the secretary of the local branch of the union to which the worker belongs or orally by the adjustment committee appointed to act for the members of that union. The superintendent must reply within 48 hours. Appeals may be made first to the general manager who must meet with the superintendent and the committee and give his decision within five days, and then to the general manager of the company and a representative of the president of the International Union. The last two officials must reach a decision within ten days. The matter, if still unsettled, will be finally disposed of by a three-man board of arbitration, whose chairman will be selected if necessary by the Ontario Minister of Labour.

An agreement of December 3, 1943, between the Asbestos Corporation Limited and the Syndicat National Catholique de l'Amiante, which is similar to agreements concluded by the same union with other employers in the industry, applies to some 1,500 employees. The agreement provides for the continuation in the various mines of the corporation of the "shop committees" established under an earlier agreement, each of which consists of a specified number of representatives elected by the employees of the various departments in the mine concerned. Complaints and suggestions must be made to the shop committee in writing and the committee takes them up with the management. Meetings between the committee and the management are held when necessary. Disputes which cannot be settled are to be finally determined under the Quebec Trade Disputes Act. This Act provides first for conciliation and, if conciliation fails, for reference to a three-man council of arbitration, the award of which is binding on the parties if they agree in advance to make it so. The signatories of the present agreement have so bound themselves.

Under an agreement of January 15, 1943, between Research Enterprises Limited and a local of the United Steelworkers of America, the adjustment procedure consists of six stages. The agreement applies to about 7,000 workers. A grievance is dealt with in turn by the following parties: (1) the employee, with or without the department steward, and the foreman; (2) the employee with the chief steward of the department and the head of the department; (3) the appropriate shop committee-man and the division head; (4) the shop committee and selected representatives of the company; (5) the national office of the union and the management; and (6) an arbitration board appointed in the usual way. The first three stages together may not take more than 48 hours, and for matters of general interest as well as dismissals these stages are omitted altogether. The shop committee and representatives of the company meet regularly on the first and third Tuesdays of each month. All matters which are not disposed of in the first or second stage must be reduced to writing.

Machinery Applying In Cities

Printing, clothing and building construction are all industries in which there are large numbers of relatively small employers in single cities or districts. Included in these industries are some of the oldest trade unions in Canada, and collective bargaining has been carried on continuously for many years. As a result, agreements are almost always concluded on a city-wide basis, usually with employers' associations. That is, several employers have in each case co-operated with a trade union to establish standard conditions for the whole of their industry in the area. In addition, they have in most cases established adjustment machinery through which they have co-operated to make the agreement operate smoothly and to reduce the causes of industrial strife not merely in a single plant but in the entire area.

Printing

The organization representing printers in Canada as in the United States is the International Typographical Union. The agreements concluded by this union may, on the whole, be divided into two groups—those with the newspaper publishers and those with the book and job printers. In both groups of agreements, however, the general provisions, including those relating to disputes, are almost identical.

A grievance developing in any printing shop is first taken up with the employer by the elected officers of the "chapel", the term applied to the union organization within the individual shop. If a settlement is not made it is referred to the headquarters of the local branch of the union. Matters which cannot be disposed of by the union officers and the employer must, under almost all agreements, be submitted in writing to a joint standing committee. This committee represents equally the union and all the employers who entered into the agreement.

If the committee is unable to reach a decision within a specified period, many

agreements provide that an impartial chairman will be appointed. Under other agreements the matter is referred to a separate arbitration committee, which is usually composed of three members, one appointed by the union, one by the employers and the third by the other two. The decision of the impartial chairman or of the arbitration committee, as the case may be, is binding on both parties. All agreements specify that the local union laws which do not affect wages, hours and other conditions and the laws of the International Typographical Union will not be subject to arbitration.

Manufacture of Clothing

The manufacture of clothing in Canada has been chiefly confined in the past to the cities of Toronto and Montreal, and in both cities the clothing workers are well organized, particularly in the shops producing men's and women's outer-garments. The Amalgamated Clothing Workers of America and the International Ladies' Garment Workers' Union in these industries have highly developed grievance machinery.

In each city the workers in these unions belong to separate locals according to the type of work they do. However, all the local in a particular industry, i.e., the men's clothing industry, the women's cloak and suit industry or the women's dress industry, are organized in a Joint Board. The Board conducts negotiations on behalf of all the workers with the appropriate employers' association, which is also of city wide scope.

In the past, disputes in this group of industries were found to be numerous and difficult to settle. This was largely due to the nature of the industries. There is a multiplicity of small shops. Many of these require little capital expenditure and change management frequently. Many also work only on contract for the larger shops. Good working conditions are therefore difficult to maintain. Moreover, piece rates, which are common, are subject to constant revision because of the rapid style variations. Under such circumstances, only strong employers' associations and trade unions can attain any adequate measure of self government in the industries.

At the present time a considerable degree of stability in industrial relations has been achieved. The employers in each city have gradually organized associations — chiefly to protect themselves against competition on the basis of working conditions, but also in response, to a considerable degree, to the efforts of the unions, which found it impossible to regulate conditions if there was no agency to speak for all the employers. In addition, the letting of contracts is regulated by the agreements and the principal employers are usually held responsible for seeing that union conditions are observed on work on the contracts they let. Finally, out of the bitter experience of the past in both the United States and Canada there has developed a carefully defined adjustment procedure.

The various agreements provide for the appointment in each shop of a shop steward or shop chairman. This officer, like the department steward in agreements applying to individual undertakings, deals with the shop superintendent on behalf of the employees he represents. Any matter which he is unable to adjust is referred to a full-time union officer who takes it up with the employer or in one case with an officer of the employers' association.

The distinctive feature of these agreements is the provision made in each for permanent arbitration machinery. A joint chairman or arbitrator is appointed by the union and employers' association concerned not merely to deal with an individual dispute, but for an indefinite period. In one case he is named in the agreement. Under that agreement he is the sole arbitrator, but in other cases he is assisted by a standing joint commission or board of arbitration of which he is the chairman.

The powers of the arbitrator, or of the board on which he casts the determining vote, are extensive. All disputes which cannot otherwise be settled by the union and employers' association are referred to him or the board. The award is binding on both parties and the arbitrator may impose penalties on either party for violation of the terms of the agreement or of an award. This includes the power to impose penalties for strikes or lockouts.

The fact that the arbitrator is permanent means both that he can obtain experience in his work and also that his awards may become the basis for future settlements. There is a definite effort to avoid rigid adherence to precedent, but, at the same time, the parties can frequently settle matters among themselves, without reference to arbitration, merely by applying principles established in previous cases of a similar nature.

Because of the frequent changes in styles in women's clothing, the I.L.G.W.U. agreements provide special machinery for dealing with piece rates. In each establishment there is a price committee which, acting under the shop chairman, negotiates the rates for each garment before work begins.

Building Construction

The building trades are organized in a number of unions and the various craft unions normally bargain on behalf of their members with city-wide associations of employers.

As the workers are usually employed only for the duration of a job, continuing shop organizations cannot be established. Some agreements provide for the appointment of stewards, as for example the present agreement between the Electrical Contractors of the County of Essex and a local of the International Brotherhood of Electrical Workers, and in many other cases stewards are no doubt appointed informally. The business agent of the local branch of the union, however, necessarily plays a central role in the settlement of disputes, and almost all agreements provide that for this purpose he will have ready access to any site where work is being carried on.

Disputes which cannot be disposed of by the business agent are referred in many cases to a joint committee of the employers' association and union, variously called a conference board, industrial council, etc. Under some agreements, such as that between the Ottawa Branch of the Canadian Construction Association and the Ottawa local of the United Brotherhood of Carpenters and Joiners of America, an impartial chairman presides over the joint body. The provision for a joint committee is not universal in agreements in the construction industry, but we shall see below that the employers' associations and trade unions in the industry agreed in a national conference that such committees should be established for any disputes which cannot otherwise be settled. Moreover, it was agreed at the same conference that disputes which could not be settled locally would be arbitrated by national representatives.

Machinery of National or Regional Application

There are only a few cases in Canada of adjustment machinery which applies to a broader geographic area than a city. In the coal mining industry both in Nova Scotia and western Canada, detailed provision for the settlement of disputes has been made in collective agreements since the beginning of the century and earlier, and in Alberta and eastern British Columbia collective bargaining, and with it adjustment procedure, was of regional scope for a long period. In building construction, the employers' associations and trade unions have attempted both in the 'twenties and during the present war to develop a national system of negotiation and consultation. Perhaps the best-known examples of national adjustment machinery, however, are to be found in railway transport —particularly the Canadian Railway Boards of Adjustment.

U.M.W.A., District 18

The United Mine Workers of America entered western Canada in 1903. At first it made its agreements with individual coal operators, but in 1906 the Western Canada Coal Operators' Association was formed, including ultimately most of the operators in the Alberta and eastern British Columbia coal fields. In 1907 the U.M.W.A. entered into an agreement with the Association and for almost twenty years thereafter conditions of work in the major part of the industry were regulated by agreement between these two parties.

The adjustment machinery which operated under these successive regional agreements was as follows. An individual workman had first to submit his grievance to the pit boss. Disputes of a general nature and also grievances on which the pit boss's decision was unsatisfactory were to be dealt with by the pit committee and the mine superintendent, and, failing agreement between them, by the general manager of the company and the officers of District 18. So far, the procedure was the same as that described above for individual large-scale establishments.

In District 18, however, the regional scope of the agreements made it possible for disputes to be dealt with on a broader basis where necessary. If the general manager and union officers failed to agree, the dispute had to be referred to a joint committee consisting of three members appointed by the employers' association and three by the union. If it was still impossible to reach a settlement, an impartial chairman, whose decision was final, was appointed by the parties or, if they could not agree, by the Dominion Minister of Labour.

Due to a variety of factors arising chiefly out of the economic difficulties faced by the industry in the 'twenties, the Western Canada Coal Operators' Association disbanded in November, 1925, and has never been reorganized, although some smaller associations continued in existence or were later organized. The absence of a district-wide employers' association has been regretted by authorities investigating conditions in the industry. The Alberta Coal Commission which was appointed by the provincial Government in 1925 reported in 1926 that

> . . . . the Commission regards the passing out of existence of the Western Canada Coal Operators' Association as a retrograde step

and believes that no time should be lost in forming some organization or organizations of operators to take its place . . . . For the sake of the industry as a whole it is highly important that there should be effective organization by the operators, so as to bring to bear on their common problems the combined experience, knowledge and ability of all. This is particularly necessary in relation to their labour policy. The office of the Commissioner [the full-time officer of the Association] is considered of increasing importance and too great care cannot be exercised in the choice of a man to fill this position. In the negotiating of new agreements and the adjusting of differences under existing agreements, a Commissioner, who understands the industry and also the aspirations and limitations of union leaders, can do an immense amount to secure the smooth running of the industry.[1]

This view was reiterated ten years later by Sir Montague Barlow, Minister of Labour in Great Britain from 1922-24, who was commissioned to investigate the industry:

In an industry of this character the ideal undoubtedly is that there should be strong and responsible associations of operators on one side and of workers on the other; and it is unfortunate that no such association of operators exists.[2]

National Joint Conference Board, Construction Industry

In the construction industry, a National Joint Conference Board, representing the trade unions and employers' associations in the industry, was set up in 1920. It survived only a few years, but the principle of negotiation and consultation on a national scale was not abandoned, and during the present war a new effort was made to put it into effect.

With the financial assistance of the Dominion Government, a National Joint Conference of the employers' and workers' organizations was held in February, 1941, "in an effort to establish principles and create machinery to govern conditions in their own industry under war conditions". As a result of the conference a new National Joint Conference Board was set up, consisting of an independent chairman and nine employers' and nine workers' representatives from the various branches of the industry. This Board, together with a number of zone committees which it has assisted in establishing, has carried on the work of the Conference by providing a means whereby the employers and workers may jointly settle the problems affecting the industry.

Among the resolutions adopted by the Conference was one regarding disputes which arise out of the interpretation of an existing agreement or the negotiation of a new one. It is expressly declared that there will be no stoppages of work but that the following procedure will be adopted. Where arbitration is found necessary, the local union and employers' association must set up a joint committee within 72 hours. (A provision of this nature, we have seen, is already included in many local agreements.) The committee must meet within 48 hours and render a decision within 72 hours. Any question which it cannot settle must be referred to the National Joint Conference Board, and the Board must meet within five days of receipt of the notice of reference and give its decision within two days.

The importance of the Board was emphasized in October, 1943, by the Canadian Construction Association before the Special Committee of the House of Commons on Reconstruction and Re-establishment:

Meetings of this board have been held periodically . . . and have dealt successfully with the many problems, which have arisen. Evidence of this has been the absence of any serious strikes or shut-downs in our industry . . . .

We are desirous that in the future these relations be maintained and improved. For this reason we believe and respectfully recommend that this National Joint Board be continued in the post-war period under the provisions now made by the Department of Labour, and as in the past problems affecting our industry be dealt with by this Board . . .[3]

Canadian Railway Boards of Adjustment

In railway transport, the problem of collective bargaining is simplified because on the one hand there is a high degree of centralization on the employers' side in that there are only two large railway systems and on the other hand the workmen have long been organized. Moreover, most of the railways, including the two major systems, work together in the Railway Association of Canada.

The Brotherhood of Maintenance-of-way Employees has a national agreement with the Railway Association which covers practically all maintenance-of-way workers in Canada. Similarly there is a national agreement with the Railway Association covering workers in the railway shops. In the case of the other classes of railway employees, each agreement is concluded between the appropriate union and an individual railway only. That is, except in the case of the maintenance-of-way and shop employees the collective agreements are not national in the sense that any one covers all the workers in the class who are

[1] *Report of Alberta Coal Commission*, Feb. 15, 1926 p. 188.

[2] *Report of Royal Commission respecting the Coal Industry of the Province of Alberta*, Dec. 1935, p. 55.

[3] Special Committee of House of Commons on Reconstruction and Re-establishment, Minutes of Proceedings and Evidence, No. 29, Nov. 25, 1943, pp. 783-84.

employed by all or most of the employers. Nevertheless, there is a high degree of uniformity among the various agreements because in the case of any particular class of workmen the same union enters into agreements with all the railways.

Moreover, in the matter of disputes arising out of the interpretation or application of the agreement, machinery of national scope has operated successfully since the last war. All the agreements provide for definite grievance procedure of the same general nature as that established by agreements in other industries. Provision is made for progressive appeals to the officers of the company in order of their authority, and the employee is permitted to be accompanied by one or more union representatives. Disputes which cannot be settled under the agreement itself may be referred to a national tribunal—one or other of the two Boards of Adjustment which have been set up by agreement between the companies and the brotherhoods.

The Canadian Railway Board of Adjustment No. 1, established during the last war under an agreement between the Canadian Railway War Labour Board and certain of the brotherhoods, was continued by an agreement of April, 1921, between the Railway Association acting for the railways and the unions of engineers, firemen, conductors, trainmen, telegraphers and maintenance-of-way employees. By an agreement of September, 1925, between the Canadian National Railways and the Canadian Brotherhood of Railway Employees, the Canadian Railway Board of Adjustment No. 2 was set up covering the station and freight shed groups on the Canadian National Railway. Disputes in connection with other groups or railway workers may be referred to Board No. 1 if the parties submit a joint statement and are willing to be bound by the decision. Men in the railway shops have their own machinery which is described below.

Each of the Boards of Adjustment consists of an equal number of representatives of management and workers, and it deals with disputes arising out of the interpretation of wage schedules or agreements and with personal grievances. If there is a deadlock, a referee may be appointed by unanimous decision, or, in the case of Board No. 1, by the Minister of Labour if a unanimous choice cannot be made. It has rarely been found necessary, however, to appoint an arbitrator.

Railway Shops

As regards men employed in the railway car shops, there is an agreement between the Railway Association and Division 4, Railway Employees' Department of the American Federation of Labour. Division 4 comprises the Canadian membership of nine unions of men in the railway shops.

The preliminary stages of procedure for the settlement of grievances are similar in principle to those in other agreements: a case is taken up successively with the foreman, general foreman, shop superintendent, and master mechanic by a committee in the local shop or one of its members, and if the result is unsatisfactory, it is referred to a union committee of men employed by the particular railway with the highest railway officials designated to deal with such matters. If a settlement is still not achieved the matter is then dealt with jointly by the Railway Association and Division 4, who finally dispose of it.

Inland and Coastal Shipping

In June, 1940, after a period of unsettled industrial relations, a collective agreement was concluded, with the assistance of a board of conciliation, between the Canadian Seamen's Union and seven companies operating ships on the Great Lakes, the St. Lawrence and the Atlantic Coast. In June, 1943, a new agreement, which is still in effect, was signed by the union and the representatives of nine companies. Included among the signatories of both agreements is the Canada Steamship Lines Ltd., which is by far the largest company engaged in the trade.

Detailed provisions for the settlement of disputes appeared in the 1940 agreement and have been repeated in the current one. On each ship the unlicensed personnel who are members of the union elect a ship's delegate whose functions are similar to those of the shop steward in an industrial plant. He must submit a written statement of any dispute or grievance to the master of the ship. If the matter is not disposed of, it must be referred to a representative of the union, who will take it up with the management. All disputes which cannot be settled by the union and the particular company are referred to a permanent Maritime Adjustment Board whose decision is binding on both parties. It consists of one representative of the union, one of all the employers and an impartial chairman.

For the purpose of consulting any member of the crew, a representative of the union may board any ship covered by the agreement at any of the principal ports. This provision disposes of the problem of maintaining contact between the officers and members of the union in all matters including the settlement of disputes.

Quebec Collective Agreement Act

In any article of this nature, reference should be made to the Quebec Collective Agreement Act. Under this Act the Lieutenant-Governor in Council may make mandatory on an entire industry, either regionally or provincially, the wages, hours or apprenticeship terms of a collective agreement which has been voluntarily entered into by such a proportion of the employers and workers in the industry and region that it may be considered to "have acquired a preponderant significance and importance for the establishing of conditions of labour." It may be noted in passing that the principle of this statute is merely the general application throughout a trade or industry of "the common rule" as to working conditions which is the normal objective of any trade union. Where any part of an industry fails to achieve by voluntary agreement between employers and trade unions the standards set by the agreement, the State steps in to bring about by legislative act uniform minimum conditions of work. Such legislation has been adopted in Great Britain and the Commonwealth of Australia as a wartime measure. It has been in effect for some years in New Zealand, several Australian States, in South Africa, in most European countries and is now in force in several Latin American Republics.

The Quebec Act provides that when an agreement has been extended, the parties to the agreement must form a joint committee to which the Lieutenant-Governor in Council may add not more than four members representing equally the employers and workers who are not parties to the agreement. This committee is responsible for ensuring that the terms of the agreement are carried out. It is, of course, not primarily a grievance committee. Its duty of enforcing the agreement, however, involves dealing with grievances and disputes arising out of the agreement, and the Act requires it to "hear and consider any written complaint from an employer or from an employee respecting the carrying out of the decree."

"Cutbacks" in United States War Production

A REPORT recently issued by the United States Office of War Information deals with curtailments and "cutbacks" in certain types of war production.

"At the beginning of the war," the report states, "American production goals had to be set high enough to provide for any contingency —the possibility of Russia's fall, the invasion of this continent or the destruction of most British and Russian industry." Subsequent events, together with changing military requirements resulting from combat experience, have caused the cutbacks and changes in production which have already occurred or which are contemplated.

The report indicates that there will probably be only minor cases of resumption of output of civilian goods; instead, most plants affected will shift from the manufacture of one type of war material to another. However, a certain amount of production for civilian use may be planned, including some electric irons, bathtubs, electric refrigerators and stoves for war housing.

"Two events could completely change the production picture," the O.W.I. points out. "If the United Nations' armies should be checked during the year—if, say, large-scale landings in Europee were repulsed—the current trend would be abruptly reversed. If, on the other hand, the European campaign should go better than even the more optimistic conjectures, it would no longer be possible for plants to shift from the manufacture of one type of war goods to another."

Tentative schedules for 1944 call for further cuts in some types of equipment, while production of other war items will be advanced, the report states. Thus, despite cutbacks, the over-all program will be an estimated 17 per cent greater than in 1943.

The chief cutbacks during the coming months, according to the report, will come in small arms and ammunition, tanks, certain types of anti-aircraft equipment, non-combat aircraft, and artillery fire-control equipment. More than offsetting this will be an almost doubled production of combat aircraft, with greatly increased emphasis on bombers, a tripled requirement for high-octane gasoline, and other expansions in merchant shipping (an estimated 1,000,000 deadweight tons), trucks (about 50 per cent), electronic equipment, heavy guns, heavy artillery shells, ground ordnance, and signal items.

Decisions of National War Labour Board

DURING the month of December, the National War Labour Board has issued decisions in the following cases:—

Dominion Paper Company, and National Syndicate of Pulp and Paper Workers of Kingsey Falls.

J. and D. A. Harquail Company, Limited, Campbellton, N.B., and United Brotherhood of Carpenters and Joiners of America, Local Union No. 2539.

International Business Machines Company, Limited.

Wabasso Cotton Company, Limited, Three Rivers, P.Q.

Brackman-Ker Milling Company, Limited.

Hamilton Construction Association, and Builders' Exchange and United Brotherhood of Carpenters and Joiners of America, Local 18.

Standard Chemical Company, Limited, and Le Syndicat Industriel de Fassett, Inc.

Canadian Marconi Company, and Commercial Telegraphers' Union (Canadian Marconi System, Division No. 59).

Manitoba and Saskatchewan Coal Company, Limited, Bienfait, Sask.; Lignite Mines Limited, Pinto, Sask.; Eastern Collieries Limited, Estevan, Sask.; Roche Percee Coal Mining Company, Limited, Roche Percee, Sask.; Jenish Brothers, Estevan, Sask.; North-West Coal Company, Bienfait, Sask.; High Test Lignite Coal Company, Bienfait, Sask.; H. Banks and Son, Pinto, Sask.; Rock Springs Coal Mine, Pinto, Sask.; Banner Mine, Pinto, Sask., and Mineworkers' Central Union of Estevan and District.

Great American Insurance Company, New York.

Neaman Fur Company, and its employees.

Great Western Garments Limited, Edmonton, Alta., and United Garment Workers of America, Local 120.

Standard Clay Products Limited, New Glasgow, N.S., and United Steel Workers of America, Local 1231.

Re: Dominion Paper Company and National Syndicate of Pulp and Paper Workers of Kingsey Falls

Reasons for Decision

(Oral Decision)

This is an appeal from the finding and direction of the Quebec Regional Board which is dated the first of September, 1943.

In that finding and direction, certain changes and increases in rates were directed. Although the official of the Company seems to have been of the opinion that the Quebec Regional Board had established an eight-hour day, the finding and direction does not do anything of the kind, it merely increases the hourly rate.

It is quite apparent to us that the Quebec Regional Board has justified its decision by comparison of the wages in some of the other craft mills, particularly that of the Canada Paper Company at Windsor Mills. And, if one looks at the matter from that point of view, there does not appear to be anything unreasonable in the finding and direction made by the Quebec Regional Board.

The Company has advanced to us the question of financial inability to pay the increase ordered.

An examination of its profit and loss statement for the year ending December 31, 1942, shows a net profit for that year—before taxes of $26,648.55.

Mr. Riendeau estimates that the increase, as ordered by the Quebec Regional Board, will result in an extra expense of approximately $18,000; he also points out that there is an increase in the cost-of-living bonus and that there will be a higher consumption of coal.

However, it must be plain that, in order to make out a case of inability to pay, a Company must establish in a reasonable way that the result of the increase will be a loss. That does not appear to be the case here. It does look as if the payment, in the absence of some improvement in the manufacturing method, may cut down the Company's profit to a comparatively small amount.

We all feel that on appeal we cannot disturb the decision of the Quebec Regional Board on the evidence presented here: so the appeal will be dismissed.

December 1, 1943.

Re: J. & D. A. Harquail Company Limited (Campbellton, N.B.) and United Brotherhood of Carpenters and Joiners of America—Local Union No. 2539.

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for New Brunswick. The Regional Board has granted leave to appeal.

The application was for a 7 cent hourly increase in the basic rate and full cost-of-living bonus. The Regional Board allowed a 3 cent increase and raised the weekly bonus from $2.86 to $3.50 effective from September 1, 1943. The Union contends for the balance of its application and asks further that the effective date should be the date of its application to the Regional Board, namely July 24, 1943. The basis of the argument for the further increase is comparison with local industries of another type. The Company involved here is engaged in the general manufacture of wood products, while the companies referred to by the Union are in the pulp and paper and foundry industry.

We have in this case the advantage of written reasons for the decision of the Regional Board and we find that their direction was founded upon what appears to have been a perhaps incomplete examination of rates paid by wood-working firms in St. John and Moncton. Although on an appeal, we are not inclined to substitute our views for those of the Regional Board, we must conclude from our review of this case that there does appear to be ground, on a comparative basis within the industry concerned, for the granting of the extra 4 cent hourly increase. However, we do not think we should disturb the adjustment in the cost-of-living bonus as ordered by the Regional Board.

The Regional Board gave effect to its decision from the effective date (September 1, 1943) of the collective agreement between the Union and the Company, rather than from the date of the Union's application, and with that feature we do not think there is ground for intervention on our part and the additional 4 cent increase ordered by this Board will also be payable from September 1, 1943.

The appeal is therefore allowed to the extent indicated.

December 6, 1943.

Re: International Business Machines Co., Limited

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Ontario denying the Company's application for permission to increase the coverage under a non-contributory group life insurance plan.

The plan was first established on a non-contributory basis well before November 15, 1941, and has been extended on two other occasions with the Regional Board's approval. Under the present application the Company's yearly premium payment in respect of its Ontario employees will be increased by 12·36 per cent.

Premium payments made by an employer for insurance on the life of his employees strictly fall within the definition of wages found in section 15 (I) (iv) of P.C. 5963, because they are made "in respect of services rendered by the employee(s)". But, we think that without departing from the purposes of the Wages Control Order, an application of this nature can be viewed in a less stringent manner than ordinary wage rate increases. The plan here is an old established one and was inaugurated on a fairly liberal basis from the start. We are of opinion that the extensions asked should be approved and the appeal allowed.

December 6, 1943.

Re: Wabasso Cotton Company Limited (Three Rivers, P.Q.)

Reasons for Decision

By leave of the Regional War Labour Board for Quebec, this appeal is taken by the Company from a decision of September 16, 1943, approving vacations with pay for 1944, in the terms of bulletin D.B. 17. The Company's application was for one week's vacation with full pay to all employees on its payroll at the time of shut-down, regardless of service requirements.

The Company forcefully argues that paid vacations are not a condition of employment having the effect of increasing wage rates and consequently that a Labour Board's approval is not required by the Order in Council (P.C. 5963). We need hardly elaborate upon this subject, because the view has been consistently taken by this Board and by its predecessor that the inauguration of a paid-vacation plan was subject to Board approval

under the provision laid down in section 23 (2) of the Order. The effect of paid vacations is to raise the wage rate for time worked and undoubtedly they are a condition of employment governed by the Wartime Wages Control Order.

On its merits, we can understand that the plan proposed by the Company is from its viewpoint advantageously simple of operation. Moreover, the Company has placed itself in a difficulty caused by the plan having been put into effect in 1943, with the approval obtained from the Regional Board after the fact. However, we are not prepared to sanction a vacation plan which does away entirely with service qualifications, although strict compliance with all conditions of D.B. 17 may not necessarily have to be required. The Company may on a fresh application to the Regional Board perhaps obtain modification of the plan under review by introducing flexibility and scaling in paragraph (*a*) of the present finding and direction which requires a minimum qualifying period of 300 days actual work before any paid vacation is granted.

As to the presently proposed plan, however, we must dismiss the appeal.

December 6, 1943.

Re: Brackman-Ker Milling Company, Limited

Reasons for Decision

This is an appeal from a decision of the British Columbia Regional Board declaring two employees to be above the rank of foreman.

The Regional Board has found that the one so-called employee is the Secretary of the Company and the other the Treasurer. The Board has also reached the view that the duties which they perform are definitely of an executive character.

We find nothing wrong in principle in the decision. Accordingly, the appeal will be dismissed.

December 8, 1943.

Re: Hamilton Construction Association and Builders' Exchange and United Brotherhood of Carpenters and Joiners of America, Local 18

Supplementary Reasons for Decision

This was an appeal from the Ontario Regional Board which we dismissed on September 22, 1943.[1] The Ontario Regional Board had purported to grant an increase to carpenters in the City of Hamilton from 90 cents to 95 cents an hour.

Unfortunately the Regional Board's finding and direction read as follows:

> "The Board therefore directs that carpenters in the Hamilton area shall be paid a maximum basic wage rate of 95 cents per hour, effective as of the first day of June, 1943."

No attention was paid to the use of the word "maximum" by the parties on the appeal. The appeal was obviously taken and certainly was argued before us on the sole basis that the employers, members of the Association, were ordered by the Regional Board to pay 95 cents per hour to carpenters from June 1, 1943.

It appears that the employers, having undertaken the appeal on that basis and having argued it on that basis, now take the position that there is no liability on their part to pay the 95 cents an hour as that was the maximum ordered and they can pay less. On November 2, 1943, the Chief Executive Officer of the Regional Board advised the Association that the Board intended that its direction was to be a clear order requiring the employers to pay 95 cents an hour. Apparently the employers still maintain the position first advanced as an afterthought.

We are still seized of the matter. Accordingly, we order that the word "maximum" be deleted from the Regional Board's finding and direction. In the event of the employers still refusing to pay the wage on the basis ordered, the Union may apply to the Regional Board to have the necessary steps taken for prosecution under the wages order.

December 9, 1943.

Re: Standard Chemical Company Limited and Le Syndicat Industriel de Fassett Inc.

Reasons for Decision
(Oral Decision)

We think we can dispose of this matter without reserving judgment on it.

It appears that on the application to the Regional Board, in Quebec, the merits of the matter were not really gone into at all. The decision seems to have been based largely on a communication from the Company in which it puts forward the proposition that it could not take care of an increase without a substantial reduction in the general profits, and, that any increase which was granted at the

[1] L.G. Oct., 1943, p. 1351.

Fassett plant would have to be similarly extended to two similar operations, at South River and at Donald in Ontario. Therefore, the application comes to us in such a way that we really have to make an initial decision rather than deal with any decision of the Quebec Board in a strictly appellate way.

The basic wage rate at this plant and at the two Ontario plants appears to be thirty-seven and a half cents an hour and we are of the view, in the main, that the labour may be said to be unskilled and semi-skilled labour and that enables us, under section 25 —5963, to make some fairly general comparison in the Ottawa Valley insofar as the Fassett plant is concerned.

As to the basic wage rate, we feel there should be an increase of five and a half cents per hour throughout the various classifications. The Company has suggested to us that we should make this apply at the South River operation and also at the Donald operation. We simply could not do that, sitting in an appellate position as we are. If similar increases are to be granted for the Ontario operations, no doubt an application to the Ontario Regional Board for authority to pay them will be granted.

As to the application for increase in the cost-of-living bonus, we all feel we cannot make any change in this because our power to increase the cost-of-living bonus under Order in Council must be within an industry and comparative industries, at least. The industries which have been put forward to us on a comparative basis cannot be said to be of the same type as this industry involved here. Accordingly, there will be no change in the cost-of-living bonus.

The application was made to the Regional Board on September 1, 1943, and although there may have been some negotiations before, the position is not the same as that of a Union having a contract. The increases, which we are directing, will be retroactive to September 1, 1943.

December 9, 1943.

Re: Canadian Marconi Company and Commercial Telegraphers' Union (Canadian Marconi System, Division No. 59)

Reasons for Decision

This is an application by the Union for a direction to the Company—

(1) to extend paid vacations from two to three weeks;
(2) to pay, in addition to the monthly wage, premium rate of one and one-half times the regular *pro rata* rate for all time worked on Sundays and holidays.

The Union represents the operators in the Company's Central Telegraph Office at Montreal and the shift engineers at its sending and receiving stations at Drummondville, Que., and Yamachiche, Que. All of these employees are engaged in the Company's trans-oceanic service. The premium rate for Sunday work is at present being paid to the operators, and that part of the application is for the benefit of the shift engineers only.

With respect to the extension of the vacation plan now in effect, the Union bases its claim upon comparison with the practice prevailing in the Pacific Cable Board where a one-month paid vacation was established prior to November 15, 1941. Although on a prior occasion, this Board has held that comparison with the Pacific Cable Board (*see* 1943 Labour Gazette, p. 446) was a proper one to make for the purpose of a wage increase to the operators, we are not prepared to direct an extension of the existing vacation provisions of the parties' agreement just because a comparable firm has a longer vacation period. The country being at war is a "material circumstance" which it is incumbent upon this Board to take into account when exercising the jurisdiction conferred by section 29 of the Order in Council (P.C. 5963). We have by direction introduced paid vacations in branches of industry and for classes of employees who had not enjoyed them before, but we are of opinion that in this case the power should not be used in wartime to force the employer to extend a vacation allowance from two to three weeks. On this point, the application will be refused.

With regard to remuneration for work performed on holidays, the draft agreement submitted by the Company provides the following:

> "All time up to eight hours worked by operators and shift engineers on Dominion Public Legal Holidays, referred to in Clause E of this Article, shall be paid for at *pro rata* rates in addition to the monthly wage. After eight hours worked on such holidays, time and one-half of the regular wage rate shall be paid."

The Union asks that *all* time worked on holidays be paid at time and one-half in addition to the monthly wage. The rule generally prevailing in the railway agreements is the one quoted above. However, the Board, in the case cited, has found that the operators "are performing a special type of work requiring particular skill and under conditions not generally comparable with those obtaining in railroad and other classes of commercial telegraphy". The same observation can be made about the engineers referred

to in the application. On the basis of the comparison previously used by the Board, we find the time and one-half rule prevailing and we think that on this branch, the application should be approved. The direction will apply to the six holidays mentioned in P.C. 4671 and in the draft agreement.

On the question of remuneration for Sunday work, the following are the provisions of the Company's draft agreement:

"All time worked in the Control Telegraph Office in excess of the regular eight hour tour of duty, and all time worked on Sundays, shall be paid for at the rate of time and one-half of the regular wage rate.

"All time worked at Drummondville and Yamachiche in excess of the regular tour of duty, exceeding forty-eight hours per week, averaged over a period not exceeding six weeks, shall be paid for at the rate of time and one-half of the regular wage rate."

The Union contends that the shift engineers at the Drummondville and Yamachiche stations should be placed upon the same footing as the operators in the Montreal Office. Although they are all part of the one trans-oceanic system, there is a difference between the nature of the Sunday work required in the telegraph office and at the stations. The station need a full staff on Sundays, while the telegraph office operates with only a small staff. Hence the difference in the provisions for premium rates. However, our view is that the engineers should have one day off duty each week and they should be paid the premium rate for all time worked on their assigned day off and, if no day is assigned, for all time worked on Sundays.

Findings and directions accordingly, effective from June 1, 1943.

The establishment of the new classification discussed in the Company's brief is a matter which is irrelevant to the application and we therefore refrain from dealing with it.

December 10, 1943.

Re: Manitoba & Saskatchewan Coal Company, Limited, Bienfait, Sask.; Lignite Mines Limited, Pinto, Sask.; Eastern Collieries Limited, Estevan, Sask.; Roche Percee Coal Mining Company, Limited, Roche Percee, Sask.; Jenish Brothers, Estevan, Sask.; North-West Coal Company, Bienfait, Sask.; High Test Lignite Coal Company, Bienfait, Sask.; H. Banks and Son, Pinto, Sask.; Rock Springs Coal Mine, Pinto, Sask.; Banner Mine, Pinto, Sask., and Mineworkers Central Union of Estevan and District.

Reasons for Decision

This is an application for increased wages in all classifications whether hourly rated or on contract. In the particular field, there is both shaft mining and strip mining.

At the end of the hearing we intimated to the parties that in view of recent increases given to District U.M.W.A. 18, increase would also be granted to the Saskatchewan miners. It appeared to us that the schedule of proposed rates would tend to throw the existing wage structure out of balance and we suggested to the parties that they get together and see if a more balanced schedule could not be worked out even if they were not agreed on specific rates.

We have now received a revised schedule of classifications and rates agreed upon in writing by the parties. It quite clearly accomplishes the purpose we had in mind. We feel we should express our gratitude for the constructive work given to the matter by both the Union and the operators. In the result it means substantial increases to the miners and the elimination of some objectionable features contained in the old agreed schedule. Finding and direction will issue in the agreed terms including adjustment of the cost-of-living bonus, all effective December 1, 1943.

On the question of overtime still not agreed upon, we feel we should find in favour of the Union's contention. It seems quite evident that the 1939 contract did not contemplate present conditions when overtime work is urgently required. Accordingly, overtime will be directed at the rate of time and one-half for work on Sundays and legal holidays and for hours worked over the presently recognized normal working day.

December 10, 1943.

Re: Great American Insurance Company, New York

Reasons for Decision

This is an appeal from a decision of the Regional Board for Saskatchewan declaring the Company's Hail Superintendent in that Province to be above the rank of foreman.

The Regional Board made its finding on the basis of representations made to them by the employee concerned in the application. It appears that from the description made to them of the duties and responsibilities involved, the Regional Board correctly took the

view that they were of an executive character. Before this Board however, the Company's manager for Canada submitted a brief which rather indicates a different conclusion. In the circumstances and placed as we are in an appellate position, we feel we should not interfere and we would prefer to leave the matter to be settled by the Regional Board.

We must therefore dismiss the appeal.

December 15, 1943.

Re: Neaman Fur Company and its Employees (joint application)

Reasons for Decision

This is an appeal from a decision of the Manitoba Regional Board dated September 29, 1943, refusing to authorize,

(*a*) overtime rates of time and one-quarter after the regular day's work of eight hours and on Sundays and holidays;

(*b*) one week's vacation with pay under certain conditions.

It is quite clear from the records of the Regional Board that it made a thorough and searching investigation into the matters involved and that its decision was not lightly made. It had an inspector check the actual situation prevailing in the industry in the City of Winnipeg. The results of the investigation in the opinion of the Regional Board were not in accord with the representations upon which it was invited to act.

Besides it appears that the Neaman Fur Company jointly with six other firms and the Manitoba Fur Employees' Association had previously made an application for the same consideration among others as have been applied for here. The Regional Board refused to grant the request with respect to these claims on July 22, 1943. The present application is by the Company and an international union. In substance it is an application for review of the former decision made within two months. The Regional Board could not find any change in conditions meantime justifying a reversal of its former decision. On such a matter of fact we cannot substitute our judgment for that of the Regional Board.

The Regional Board quite evidently was distrustful of the representations made to it. In effect the appeal is substantially from an exercise of discretion. We are unable to say that in the circumstances that the discretion was wrongly exercised. The Regional Board is more thoroughly acquainted with conditions prevailing in the industry in the City of Winnipeg than we are. It would be too dangerous for us to interfere in a matter where the evidence presented did not appear to carry the confidence of the Regional Board.

The appeal must be dismissed.

December 15, 1943.

Re: Great Western Garments Limited, Edmonton, Alberta, and United Garment Workers of America, Local 120

Reasons for Decision

(Oral Decision)

We think we can dispose of this matter now, without reserving judgment on it.

Substantially what the union has requested in its application to the Alberta Regional War Labour Board, is the return of the rates as they existed in 1929. During the depression years following 1929 there had been reductions, accepted voluntarily by the union; and there were some restorations as well. It appears that at the present time, after giving effect to the 6 per cent increase which was granted by the Regional Board, rates are still 11·8 per cent below the 1929 rates.

The evidence before us, presented by the union, is that generally speaking, in different centres such as Vancouver, Toronto, and pretty much throughout the industry, the 1929 rates have been restored, with the exception of Winnipeg, where they are still 10 per cent below the 1929 rates.

It seems quite clear to us that when the reductions were agreed to by the union, it was on some basis of understanding that when conditions became better a restoration would be made.

It also appears from the evidence of the company, that the selling price is substantially the same now as it was in 1929. That being the case, we are all of the opinion that the appeal should be allowed and the 1929 rate should be restored.

As far as the question of retroactivity is concerned, while it is true that the union made its application sometime about April or May, 1943, and the decision of the Regional Board granting the 6 per cent increase was only made retroactive to October 1, 1943, it looks as if neither of the parties here should be blamed particularly in connection with that, so we will not make the award retroactive to May 1. The overall increase will date from October 1, 1943.

December 16, 1943.

Re: Standard Clay Products Limited (New Glasgow, N.S.) and United Steel Workers of America, Local 1231

Reasons for Decision

This is an appeal from a decision of the Regional Board for Nova Scotia. The application was for a general increase in wages (based from a common labour rate of 55 cents) and full cost-of-living bonus and was first dealt with by the Regional Board on October 30, 1942, in the following terms:

"The Regional War Labour Board for Nova Scotia finds:

1. That an examination of the schedule of wage rates now being paid by the Standard Clay Products Limited discloses that the said rates are low when compared with those generally prevailing for the same or substantially similar occupations in the locality.
2. That examination of attested statements discloses the fact that the financial position of the Standard Clay Products is such that the company cannot undertake the further expense involved in an increase of wage rates.

and directs:

1. That the present application for an increase in wage rates be disallowed.
2. That within 30 days of the end of the calendar year, 1942, and within 30 days of each 6-month period thereafter, the Standard Clay Products Limited shall submit to this Board a financial statement showing its position at the end of the 6-month period immediately prior thereto, in order that the Board may give the application further consideration.

The Regional War Labour Board for Nova Scotia recommends that the Management of the Standard Clay Products Limited and the representatives of their employees enter into consultation forthwith, with a view to working out some means (possibly an incentive bonus) whereby production may be increased, and the company reach the desirable position of being able to increase wages to the rates generally prevailing in the locality."

Pursuant to this finding and direction a 2-cent increase was ordered by the Regional Board on the basis of the Company's financial position at December 31, 1942. An operating loss was shown at the end of the first semester of 1943 and the Regional Board refused to order any further increase. Although under the comparative rule of section 25 of the Wages Control Order (P.C. 5963), the Union has a case supported by the Regional Board's finding—there is a material consideration which cannot be overlooked: the employer's financial ability to meet an increased wage bill. That feature was examined by a Conciliation Board in 1940 and has apparently been given careful study by the Regional Board. It was shown to us that quite apart from any administrative cost or general expenses, the plant is losing money on its 1943 production operations. It will perhaps be sufficient to point out that as against an average labour cost of $7.38 per ton of clay pipe produced in 1940, the average for the first ten months of 1943 is $13.77 and is increasing month by month. That situation may be due to reasons over which the men have no control, but we feel rather inclined to adopt the view expressed by the Regional Board in recommending the working out of an incentive plan to increase production, so that it may become possible for the Company to pay higher wages.

Our conclusion is that the Regional Board's handling of the matter should not be disturbed and we must dismiss the appeal.

December 17, 1943.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the LABOUR GAZETTE publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1942 appeared in the LABOUR GAZETTE for July, 1943.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Recent Proceedings under the Industrial Disputes Investigation Act

IN the month of December five Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:

(1) Between Ayers, Limited, Lachute Mills, P.Q., and its employees, members of Local 9, United Textile Workers of Canada.

(2) Between the Scott Tool and Machine Company, Montreal, P.Q., and its employees, members of Aircraft Lodge 712, International Association of Machinists.

(3) Between the Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont., and its employees, members of Local 189, United Rubber Workers of America.

(4) Between the Canadian Marconi Company, Montreal, P.Q., and its employees, members of Division No. 59, Canadian Marconi System, Commercial Telegraphers' Union.

(5) Between the Collingwood Shipyards, Limited, Collingwood, Ont., and its employees, members of Local No. 4, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.).

The texts of the reports of the Boards will be found at the conclusion of this statement.

Applications Received

During the month of December seven applications for the establishment of Boards of

Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act* were received in the Department of Labour as follows:—

(1) From employees of the Johnson Wire Works, Limited, Montreal, P.Q., members of Lodge 1758, International Association of Machinists. The dispute, which concerns the negotiation of a collective labour agreement, was said to affect 145 employees. On December 27, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(2) From employees of the Legare Foundry, Sherbrooke, P.Q., members of Local 2525, United Steelworkers of America. The dispute which arose out of the union's request for recognition and the negotiation of a collective labour agreement, was said to affect 14 employees directly and 3 indirectly. On December 29, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(3) From shot firers, examiners, foremen, weighmen and watchmen, employees of the Cumberland Railway and Coal Company, Springhill, N.S. The dispute, which developed out of the refusal of the management to recognize the Association of Employees for the purpose of adjusting differences as to working conditions, rates of wages, and seniority rights, was said to affect 60 employees directly and 1,400 indirectly. At the end of the month, the dispute had been referred to Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, for investigation as Industrial Disputes Inquiry Commissioner.

(4) From employees of Asbestos Corporation, Limited, Vimy Ridge, P.Q., members of Local No. 1, Canadian Union of Asbestos Workers (C.C.L.). The dispute, which was said to affect 280 employees, concerns union recognition and the negotiation of a collective labour agreement.

(5) From employees of Johnson's Company, Thetford Mines, P.Q., members of Local No. 6, Canadian Union of Asbestos Workers (C.C.L.). The dispute, which concerns union recognition and the negotiation of a collective labour agreement, was said to affect 616 employees.

(6) From employees of Asbestos Corporation, Limited, Black Lake, P.Q., members of Local No. 2, Canadian Union of Asbestos Workers (C.C.L.). The dispute, which developed out of the request of the union for recognition and the negotiation of a collective labour agreement, was said to affect 235 employees.

(7) From employees of Bell Asbestos Mines, Limited, Thetford Mines, P.Q., members of Local No. 5, Canadian Union of Asbestos Workers (C.C.L.). The dispute, which was said to affect 335 employeees, concerns union recognition and the negotiation of a collective labour agreement.

Board Established

On December 16, a Board of Conciliation and Investigation was established to deal with a dispute between the Horseshoe Lake Mining Company, Ormiston, Sask., and its employees, members of Local 2, Sodium Sulphate Workers' Union (C.C.L.) (L.G., Dec. 1943, p. 1651). On December 15, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Man., who was appointed an Industrial Disputes Inquiry Commissioner, recommended the establishment of a Board of Conciliation and Investigation as he had found it impossible to settle the dispute At the end of the month, Professor John E. L. Graham, Winnipeg, Man., and Mr. D. S. MacDonald, Regina, Sask., had been appointed members of the Board on the nomination of the employees and employer, respectively, and they had been requested to confer with a view to making a joint recommendation of a person to be appointed third member and chairman of the Board.

Board Fully Constituted

The Board of Conciliation and Investigation established on November 27, to deal with a dispute between Dominion Rubber Company, Limited (Papineau Plant), Montreal, P.Q., and its employees, members of Distillery, Rectifying, Brewery and Wine Workers International Union (L.G., Dec. 1943, p. 1650) was fully constituted on December 7. The personnel of the Board is as follows: Honourable Mr. Justice Alfred Savard, Quebec, P.Q., chairman, appointed on the joint recommendation of Messrs. George H. Foster, K.C., and Paul Fournier, both of Montreal, P.Q., the employer's and employees' nominees, respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

On December 14, Honourable Mr. Justice Oscar L. Boulanger, of the Superior Court,

* By P.C. 9384, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

Quebec, P.Q., was appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute between the Aluminum Company of Canada, Limited, Shawinigan Falls, P.Q., and its employees, members of the International Union of Aluminum Workers (L.G., Dec. 1943, p. 1649).

An application for the establishment of a Board of Conciliation and Investigation was received from employees of the Canadian Bridge Company, Limited, Windsor, Ont., members of Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (L.G., Dec. 1943, p. 1649). On December 13, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner recommended that the application for a Board of Conciliation and Investigation be denied. The interested parties were subsequently advised that a Board would not be established.

Other Reports of Industrial Disputes Inquiry Commissioners

A report was received on December 1, from Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between the General Engineering Company (Canada) Limited, Scarboro, Ont., and its employees, members of Local No. 1, Chemical Workers of Canada (C.C.L.) (L.G., Nov. 1943, p. 1499). The Commissioner recommended that the application for the establishment of a Board of Conciliation and Investigation be held in abeyance pending application of the union to the Ontario Labour Court for the certification as the bargaining agency.

Industrial Disputes Inquiry Commission at Arvida

In the December, 1943, issue of the LABOUR GAZETTE, reference was made to the appointment of an Industrial Disputes Inquiry Commission, under the chairmanship of Mr. Cyprien Miron of the Quebec Department of Labour for the purpose of determining the proper bargaining agency of the employees upon the expiration of the existing agreement between the Aluminum Company of Canada, Limited, Arvida, P.Q., and the National Catholic Syndicate of the Aluminum Industry of Arvida.

The majority report of the Commission, signed by the chairman and Mr. Louis Philippe Boily, the latter the nominee of the National Catholic Syndicate, was received on December 10, and recommended: (*a*) the verification of the membership books of the International Union of Aluminum Workers, Local 22022, and the National Catholic Syndicate of the Aluminum Industry of Arvida, Incorporated; (*b*) that for a period of one year, the International Union of Aluminum Workers, Local 22022, be accepted as a co-contracting party in the agreement between the Aluminum Company of Canada, Limited, Arvida, P.Q., and the National Catholic Syndicate of the Aluminum Industry of Arvida, Incorporated; (*c*) that the representation of both co-contracting unions on the Parity Committee be established in proportion to their verified membership.

In a minority report, Mr. Adrien Villeneuve, the nominee of the International Union recommended that the Minister of Labour order the taking of a representation vote at the Arvida plant in order to determine the bargaining agency desired by the employees; failing which, effect be given to the application of the International Union of Aluminum Workers, Local 22022, for the establishment of a Board of Conciliation and Investigation.

Subsequently the company, as well as the two unions involved in the dispute, indicated their acceptance of the majority report of the Industrial Disputes Inquiry Commission.

On the recommendation of the Quebec Department of Labour, the Minister of Labour appointed Messrs. W. C. Teakle, Albert Parent and N. Berube all of Quebec, P.Q., to verify the membership records of both unions.

The notice of termination date in the existing agreement was November 30, but by agreement this was extended to January 7, 1944.

Settlement

On December 27, at the request of the applicant union, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Canadian National Railways, Montreal, P.Q., and certain of its employees in the Dining and Sleeping Car Service, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, 1943, p. 920) was withdrawn, the parties to the dispute having reached a tentative agreement, which it was anticipated would be signed when certain questions concerning the remuneration of the employees had been dealt with by the National War Labour Board.

Application Withdrawn

On December 4, at the request of the applicant union, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between Canadian Car Munitions, Limited and Allied War Supplies Corporation, Montreal, P.Q., and their employees, members of Local 23216, Ammunition Workers Union of Cherrier (A.F.L.) (L.G., Nov., 1943, p. 1496) was withdrawn.

Report of Board in Dispute between Ayers, Limited, Lachute Mills, P.Q., and its Employees

On December 4, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Ayers, Limited, Lachute Mills, P.Q., and its employees, members of Local 9, United Textile Workers of Canada (L.G., Nov. 1943, p. 1498).

The personnel of the Board was as follows: The Honourable Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from Messrs. D. A. Paterson, Montreal, P.Q., and Frank Querat, Cornwall, Ont., the employer's and employees' nominees respectively.

The report of the Board was signed by the chairman and Mr. Paterson. Mr. Querat submitted a minority report.

The texts of the report of the Board and the minority report follow:—

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between Ayers, Limited, Lachute, P.Q., (Employer) and employees, members of Local No. 9 United Textile Workers of Canada, (Employees).

THE HONOURABLE
THE MINISTER OF LABOUR,
OTTAWA, CANADA.

Sir:—

The undersigned have been duly appointed and sworn in as members of the Board of Conciliation and Investigation charged with the above matter. At various times they have met in Montreal in Mr. Paterson's office and at Lachute in the Company's Board Room, for which thanks are given to Mr. Paterson and the Company. They have discussed with the interested parties different proposals put forward for the amicable settlement of the difficulty between the Union and the Company. After these consultations and after consideration of the problem, they desire to offer the suggestions hereinafter set forth as the proper and equitable method, in their opinion, of avoiding the threatened strike in the Company's plant, where war work is being carried on. They, therefore, respectfully beg to recommend as follows:

1. That the Company do, with all good-will and good grace, concede that Local No. 9 of the United Textile Workers of Canada controls and represents about 70 per cent of its employees and is entitled, therefore, to speak and act for said employees collectively.

2. That the Company do recognize said Local No. 9 as the sole bargaining agent of its employees for the conclusion of a collective labour agreement between the Company and its employees.

3. That the Company do consent to sign with said Local No. 9 a collective labour agreement, similar to the draft agreement submitted to the Company by the Local by its letter of May 18, 1943, and annexed hereto, but containing the recommendations of the present report.

4. That the execution of said agreement be left to a joint Council composed of the constitutionally elected Executive Officers of the Local and of an equal number of executive Officers of the Company. In order to insure representation of the 30 per cent minority of employees, a non-unionist employee will be appointed to the joint Council by the other members thereof by mutual agreement or, failing such agreement, by the judge of the Superior Court sitting in and for the District of Terrebonne on petition of either the Local or the Company. The principal duty of the joint Council shall be to see that the collective agreement is carried out loyally and harmoniously according to its letter and spirit and that its terms and conditions are respected by all concerned. The joint Council shall make the rules of procedure necessary for its proper functioning.

5. That a Grievance Committee composed of one steward for each department of the plant be formed to settle grievances and difficulties which may arise in the course of the daily occupation of the employees. Each steward shall be elected by the vote of all the employees of his department under the supervision of a representative of the Company and of a representative of the Local. If and when the Grievance Committee is unable to

settle a matter with the foreman, the Department Superintendents or the General Superintendent, such matter shall be referred to the joint Council.

6. That the matters referred to in paragraphs C. D. E. F. of the statement of the nature and cause of the dispute in the application for a Board of Investigation and Conciliation be settled by mutual agreement between the Company and the Local, the present Board offering its assistance for that purpose, or submitted to the Regional War Labour Board, the Company agreeing to furnish to said Board all information necessary for the determination of the matters submitted.

7. That the Local do renounce its demand for a closed shop in the Company's plant.

(Sgd.) O. L. Boulanger,
Chairman.

(Sgd.) D. A. Paterson,
Member.

Montreal, November 27, 1943.

TRANSLATION

Minority Report

CORNWALL, ONT.,
December 2, 1943.

In the matter of the Industrial Disputes Investigation Act and of a dispute between Ayers Ltd., Lachute, P.Q., and United Textile Workers of Canada Local No. 9

Mr. M. M. MACLEAN,
DIRECTOR OF INDUSTRIAL RELATIONS,
OTTAWA.

Dear Sir:

Following our sittings at Montreal and Lachute, P.Q., and from the facts presented during this investigation, my recommendation as the employees' representative on this Conciliation Board may be summarized as follows:—

A—Recognition of Local No. 9 of the United Textile Workers of Canada as the sole collective bargaining agent for the employees of Ayers Ltd.

B—Recognition of the Executive Committee of Local No. 9 of the U.T.W.C. as now in office as the official representative of all employees;

C—Under no circumstances to allow non-members of the U.T.W.C. to interfere in the internal or external business of the union, either by vote, nomination or election;

D—That the clause C (a and b) of the memorandum submitted by Ayers Ltd. under the title *Bulletins* be accepted in full by both parties;

E—That the clause entitled *Minimum Fee* of the memorandum submitted by Ayers Ltd. be accepted in full by both parties.

F—That a collective agreement following these principles be signed immediately between Ayers Limited and Local No. 9 of the United Textile Workers of Canada, as representative of all the employees of Ayers Limited, Lachute Mills, Lachute, P.Q.

This recommendation is based on the following facts:—

1. Following my long experience in the labour movement in Canada, as for the ticklish question of employees who are members and those non-members of a union in a mill or any other plant, I believe it is plain nonsense to allow employees who had nothing to do with the negotiation of a collective agreement between such a union and the company concerned, to vote, nominate or elect officers who are not concerned with the carrying out of the said collective agreement;
2. Local No. 9 of the United Textile Workers of Canada, affiliated to the Trades and Labour Congress of Canada, has without any possible doubt a very strong majority of the employees of the company and as the majority has priority over the minority, it is only logical that it alone should have the necessary power to transact, negotiate or sign anything in the name of the employees;
3. Concerning the matter of the election of the union grievance committee (called the *Permanent Committee* in the company's memorandum), I see no reason why such an election should not be held in the company's mills under the supervision of the Dominion or Provincial Department of Labour, inasmuch as only members in good standing of Local No. 9 of the United Textile Workers of Canada will be entitled to nominate and elect the said committee.

The Canadian workman has joined the union and insists on bargaining collectively through the union ... we must have democracy in industry if we are to have it in our society. And we must have it in Canadian industry if democracy is to survive the present crisis. Union members have the right to refuse to work with non-unionist, who are sharing in the benefits from the Union without sharing in its upkeep and the determination of its policies. This is a basic democratic right workers cannot in law or justice be required to continue working under conditions which they find abhorrent, and any attempt to force them to do so is a form of forced labour.

The reason why a union workman does not choose to work with a non-union workman is plain and evident and founded in the protection of himself and his fellow craftsmen. Instinctively men love the company of others of their kind ... The man who desires the society of his companions must so conduct himself that his associates are content to live with him ... Trade unionists for centuries have

believed that they are upholding the right of man, the welfare of their class; that without their organization their liberty and independence would be lost; they have come to regard the non-union man as one who not only refuses to stand with them but, who is disloyal to his class, a traitor to his kind.

This is the reason why in my minority report having over seventy per cent of the employees of Ayers Ltd. in the union United Textile Workers of Canada Local No. 9 that the Company should negotiate a collective agreement with the majority of their employees and nobody else.

I am fraternally yours, Frank Querat, chairman, representing the employees on the Board.

(Sgd.) Frank Querat,
12c Montreal Road, Cornwall, Ont.

Report of Board in Dispute between the Scott Tool and Machine Company, Montreal, P.Q., and its Employees

On December 8, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Scott Tool and Machine Company, Montreal, P.Q., and its employees, members of Aircraft Lodge 712, International Association of Machinists. (L.G., Dec., 1943, p. 1650).

The personnel of the Board was as follows: Mr. J. Wright, Montreal, P.Q., chairman, appointed on the joint recommendation of the other two members; Messrs. George S. Thom, Ville la Salle, P.Q., and Paul Fournier, Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the Board follows:—

Report of Board

In the matter of the Industrial Disputes Investigation Act and of the dispute between Scott Tool and Machine Company, Montreal, P.Q., and employees, members of Aircraft Lodge 712, International Association of Machinists.

To the Hon. Humphrey Mitchell,
Minister of Labour,
Ottawa, Ont.

Dear Sir:—

The Board convened its first meeting on November 16, at the Scott Tool and Machine Company. Those present were Messrs. Paul Fournier, George Thom and Jack Wright, for the Board, and Mr. Oliver, representative of Scott Tool and Machine Company.

At the first sitting, Mr. Oliver made the following declaration: In his opinion the Union represents only ten per cent of his employees, in figure, four or five. That after a personal investigation in the shop he found that the employees did not wish to be represented by the Machinists Union. That as far as he personally was concerned he had no objections to such an arrangement. Noting the definite assurance of the company to the effect that there were no members desirous of being represented, the Board ordered another session in the Windsor Hotel on November 17. The Board sat in the presence of the representative of the Union, Mr. Jean Pare and Mr. Gravel a member of the firm, Mr. Oliver and Mr. S. W. W. Wilson representing the Company.

Upon the assurance of the Union that out of thirty-nine employees, thirty-four were members of their Lodge 712, they submitted their case to Mr. Bernard Rose, K.C., Commissioner under the Industrial Disputes Investigation Act, who after investigation and necessary proof, had the Department establish the right for the Union to represent the employees of Scott Tool and Machine Company and that as a result he recommended a Board of Conciliation.

Mr. Fournier claimed that it was the usual procedure in such a case and that in his experience recently you could not obtain a Board of Conciliation unless you could prove that the Union represents the majority of the employees. Mr. Pare admitted, however, that he made the following statement at the time when the Board of Conciliation was requested. "It is quite possible that our members have changed their opinion, and in view of this fact, I suggest that a vote be taken in order to define whether or not the workers still want to be represented by this Union."

Mr. Oliver, President of the Company, was quite in agreement with the proposed procedure and Mr. Pare requested from the Board that a vote be taken and that if the Union loses, they will automatically withdraw their claim and "We are walking out". On the other hand, he suggested that if the Union wins the vote, the Company agrees to start negotiations with the Union. Mr. Oliver was in agreement with the above conditions.

Therefore, we unanimously recommend to the Government that a representation vote be taken at the earliest convenience of the Department of Labour. We respectfully suggest that two weeks after the receipt of this report would be an appropriate time, namely on or about December 15, 1943.

The conditions of the vote will be as follows: If the Union wins the vote the company will immediately begin negotiations with the International Association of Machinists, Lodge 712. However, if it is proven that the employees do not desire to be represented by the International Association of Machinists, Lodge 712, then the above mentioned Union shall withdraw its claim to represent the workers of Scott Tool and Machine Company.

The above conditions have been amicably accepted by both parties before our Board and have agreed that the above terms shall be binding on both parties.

We propose to the Department that the ballot should be made as follows:—

In your negotiations with your employer, do you wish to be represented by the International Association of Machinists, Lodge 712?

Yes
No

Our Board met once more to study the final report on November 22 and to adopt unanimously the recommendation which we respectfully submit for action.

(Sgd.) Paul Fournier,
(Sgd.) Geo. S. Thom,
(Sgd.) Jack Wright.

Report of Board in Dispute between the Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont., and its Employees

On December 14, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont., and its employees, members of Local 189, United Rubber Workers of America (L.G., September, 1943, p. 1225).

The personnel of the Board was as follows: Honourable Mr. Justice W. D. Roach, Osgoode Hall, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs. J. J. Robinette, and F. Andrew Brewin, both of Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The report of the Board follows:—

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, and its Employees, Members of Local 232, United Rubber Workers of America.

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation and Investigation appointed by you, in this matter, hereby submits its report as follows:—

Sittings of the Board were held at Toronto.

The Company was represented by:
Mr. K. E. Kennedy, Secretary;
Mr. Harley Allman, Factory Superintendent;
Mr. C. E. Shumaker, Personnel Manager;
Mr. J. E. W. Cumberland, appeared as counsel.

The applicant Union was represented by:
Mr. J. Lerette, President of Local 232;
Mr. J. MacKenzie, District Representative of United Rubber Workers of America;
Mr. C. Godard, member of Negotiating Committee of Local 232;
Mr. B. Laskin, appeared as counsel.

The Company is engaged in the manufacture of tires, tubes, tire accessories, bullet-seal fuel cells, life rafts and other war products. It operates two plants, one at New Toronto and the other at Bowmanville, both in Ontario.

A dispute is pending between the Company and its employees who are employed at the Bowmanville plant. That dispute is the subject of a separate inquiry. Accordingly, this report is limited to disputes which arose between the company and its employees at the New Toronto plant.

The Union is a chartered local of the United Rubber Workers of America, an international union, affiliated in the United States with the Congress of Industrial Organizations, and in Canada with the Canadian Congress of Labour. Membership in the local is confined to hourly and piece-rated employees of the Company employed in the New Toronto plant.

Concerning the history of the relationship between the Company and the local it will suffice to say that at the request of the local and with the consent of the Company a vote of the employees was taken on December 18, 1942, by secret ballot to determine whether the employees desired the Union or the "Joint Conference"—a group of elected representatives of the employees—to represent them for collective bargaining purposes with the Company. The result of the ballot was as follows: 1,198 ballots were cast; 990 favoured the Union, 204 the "Joint Conference" and 4 ballots were spoiled. Those thus favouring the

Union represented approximately 83 per cent of all the employees who voted. Since then the Company has recognized the Union as the collective bargaining agency of the eligible employees. The Union has represented that at present it has a fully paid-up membership of 1,220 out of a total payroll of 1,450 eligibles.

There followed a series of meetings between representatives of the Company and of the Union, the purpose of which was to negotiate a collective bargaining agreement. Differences arose between the parties as to certain basic provisions in the proposed agreement, and they were unable to reconcile their respective opinions.

The Union sought:—

(*a*) A "Union Shop".
(*b*) A system of voluntary check-off.
(*c*) The inclusion of two groups of employees:
  (*a*) the "Flying Squadron".
  (*b*) the Company Police.

The Company would not agree to those proposals and the parties were deadlocked.

It should be noted that those provisions of a collective bargaining agreement upon which the parties, as a result of their negotiations, came in accord, were embodied in a written document and have been governing the relations between the Company and its employees.

The Union then applied under the Industrial Disputes Investigation Act for the establishment of a Board to consider the matters upon which the parties were in dispute and this Board was appointed.

At the first meeting at which the Board met with the representatives of the parties the Company raised the preliminary objection that the Board had no jurisdiction to deal with the matters in dispute between it and its employees. The Company in a written submission contended,

(*a*) That the matters in dispute do not fall within the class of disputes to which the statute (sec. 3) applies; and
(*b*) That a condition precedent to the establishment of the Board is the imminence of a strike, and that a strike is not imminent.

The Board is of the opinion that it is precluded from considering the merits of the Company's submissions for two reasons:—

First: Authority is given by the statute to the Minister of Labour to establish a Board of Conciliation "if satisfied that the provisions of this Act apply". Every such Board is therefore the creature of the Minister acting under the statute, and the Board should not attempt to review the decision of the Minister who created it.

Secondly: The statute, sec. 7 (2) expressly provides that "when a Board is granted by the Minister, it shall be conclusively deemed to be authorized by and to be in accordance with the provisions of this Act".

Before the Board entered into any discussion with the parties concerning the matters in dispute, briefs and replies were filed with the Board by each of the parties, and during the discussions which ensued, these briefs were supplemented as occasion required by verbal submissions. The Board desires to record its appreciation for the very great assistance given to it by the representatives of the parties and for their co-operation with the Board.

It was manifest throughout all the discussions that the parties were anxious to co-operate with one another in an effort to reach a mutually satisfactory solution of the matters in dispute.

The Board is happy to report that at the conclusion of the discussions the parties had agreed on two of the matters that were in dispute, viz., a system of voluntary check-off and the eligibility of two groups of employees, the Company Police and the Flying Squadron.

The parties were unable to agree on the third item in dispute, viz., the "Union Shop".

As a matter of record and convenience the parties have filed with the Board a copy of the collective bargaining agreement which embraces all the terms upon which they have agreed and which leaves in abeyance only the dispute as to the "Union Shop". (This agreement has been filed with the Department of Labour as Appendix "A" of the Report.)

Dispute as to "Union Shop"

In the negotiations which preceded the establishment of this Board the Union sought to have the following provision included in the proposed collective bargaining agreement, viz.,

> "All future hourly-rated employees who have completed an accumulative period of service of three months (excluding overtime) with the Company shall be considered as having become regular employees of the Company. All future regular employees, together with all present regular employees, shall be members of the Union in good standing during the life of this agreement as one of their conditions of employment with the Company."

In its application for the establishment of this Board the Union referred to this provision as a "closed shop" clause. The Union has pointed out to the Board that in reality this provision does not provide for a "closed shop" but for a "union shop". Under a "closed shop" agreement only Union members may be employed and employees must retain their Union membership as a condition of continued employment. Under a "union shop" agreement the employer may hire persons who are

not Union members but all employees must, after a defined period, become and remain Union members as a condition of continued employment.

On behalf of the Union the following submissions were presented as justifying its demand for a "union shop":—

I. That it is essential to the principle of collective bargaining because,
   (*a*) The advantages to employees under a collective bargaining agreement accrue to all employees. The cost of operating the collective bargaining agency should, in equity, be borne by all the employees.
   (*b*) It eliminates strife and friction among employees.
   (*c*) Since the collective bargaining agency must accept responsibility for enforcing the collective bargaining agreement, a union shop clause permits the requisite discipline and control over all employees.
   (*d*) It is conducive to stability in the relationship between employees and management.

II. That it provides an essential security to the Union thereby enabling it to devote its cumulative experience and energies to the advantage of the employer, the industry and the public, without being distracted by doubts or fears as to its continued existence, or, to quote from the Union's brief, it dissipates any feeling among the members "that they are still engaged in a struggle for existence".

As justifying its opposition to the principle of a "union shop" the Company submitted:—

I. That, viewed from the standpoint of the employee, it is a policy of coercion resulting in,
   (*a*) A denial to the employee of his democratic right to decide freely whether or not and when he should join any labour union.
   (*b*) A denial to the employee of his right to join any other trade union if he so desired.
   (*c*) An interference with his economic freedom to earn a living because the price of continued employment is continued membership in the Union.
   (*d*) A dangerous concentration of power in the Union which might be used by careless or unscrupulous leaders to the disadvantage of its members whom it purports to serve.

II. That, viewed as a social problem, it is the negation of democracy, and

III. That, having regard to recent labour legislation, a "union shop" clause in any agreement entered into by the Company would put the Company in an intolerable position.

P.C. 2685 provides (interalia) as follows:—

"That employees should be free to organize in trade unions free from any control by employers or their agents . . . ."

If the Company should enter into a closed shop agreement with the Union it would thereby deny to its employees the right to join or organize any other trade union because to do so would incur the penalty of loss of employment.

The National Selective Service Civilian Regulations (Order in Council P.C. 246, January 19, 1943) provides by section 202 that seven days' notice in the prescribed form must be given by one party to the other in terminating employment.

Order in Council P.C. 6625 (September 1, 1943) amended P.C. 246 (supra) by adding thereto section 202A. Subsection 4 of section 202A provides:—

(*a*) "Subject to section 203" (which regulates dismissal for cause) "of these regulations, no employer whose establishment has been classified as a 'designated establishment' may give notice of separation to an employee pursuant to section 202 of these regulations without the permission of a Selective Service Officer."

The Company was notified by the Department of Labour on September 21, 1943, that it is a designated establishment. If the Company should enter into a "union shop" agreement, then, upon an employee refusing or ceasing to belong to the Union, it would, on the one hand, be required by the term of the agreement to forthwith discharge that particular employee, and on the other hand, by virtue of the foregoing legislation refrain from discharging him until the consent of the Selective Service Officer was first obtained.

IV. That a "union shop" agreement would deprive the Company of its inherent right to select and discipline its own employees.

V. That it tends to create dangerous labour monopoly and is a deterrent to individual initiative and aggressiveness.

The foregoing, while not exhaustive of the submissions put forward by the Company and the Union respectively, exemplifies their divergent views, and having regard to the earnestness which marked their presentment of those views it is understandable that the parties were unable to agree.

It is important to note that there were 1,846 employees on the payroll of the Company as of September 23, 1943, of whom 1,468 are male and 378 female. In addition there are 440 employees who are members of the armed forces who have been granted leave of absence and are accumulating seniority rights.

The Board was informed that of the Company's total production 93·2 per cent is war materials.

The Board understands that the parties have agreed that the term of any agreement between them shall be one year. If the Board's understanding as to this is wrong, then the Board is of the unanimous opinion that the term should be for one year with the provision as

contained in the form (Appendix "A") for revision and/or extension of the agreement for a further term of one year.

On the basis of that understanding or recommendation, and on the facts of this particular case, and without either accepting or rejecting the principle of "union shop" the Board unanimously recommends that the agreement between the parties instead of providing for a "union shop" should contain a "Maintenance of Membership" provision. The specific "Maintenance of Membership" provision which the Board has in mind should provide:—

(*a*) That every present employee who is a member of the Union should be given a period of thirty days from the date of the agreement within which to elect in writing to be filed with the Company, either to remain a Union member or to withdraw from the Union. If he elects to retain his membership in the Union then a continuance of his membership shall be a condition precedent to his retaining his employment with the Company.

(*b*) Every future new employee, including any employee who returns to his employment from the Armed Forces, if he is a member of the Union on the date of his new or resumed employment shall as a condition precedent to his continued employment retain his membership in the Union.

(*c*) Every employee, whether present or future shall, once he becomes a member of the Union retain his membership in the Union as a condition precedent to his continued employment with the Company.

(*d*) The obligation of the Company to discharge the employee for failure to retain his membership in the Union shall arise only if in the opinion of the Company such employee could be promptly replaced by an equally well trained and competent employee; such decision by the Company, if the Union so desires, to be subject to appeal to the National Selective Service authorities.

(*e*) If the number of Company employees, members of the Union, should at any time become 50% or less of the total number of employees eligible for such membership either by way of resignation within the thirty day period referred to in (*a*) above and/or failure to become members of the Union, then the obligation of the Company under this general provision for "Maintenance of Membership" shall forthwith terminate.

(*f*) These provisions should be expressly subject to any regulations of National Selective Service that may from time to time be in force.

The Board is of the opinion that the mechanics necessary to the satisfactory application of a Maintenance of Membership clause as above defined can be supplied by the parties themselves.

In making the foregoing recommendation the Board desires to adopt the language in the decision of the National War Labour Board of the United States in what has come to be known as the Little Steel case, decided on July 16, 1942, as follows:—

> "This provision is not a closed shop, is not a union shop, and is not a preferential shop. No old employee and no new employee is required to join the Union to keep his job. If in the Union, a member has the freedom for 15 days to get out and keep his job. If not in the Union, the worker has the freedom to stay out and keep his job. This freedom to join or not to join, to stay in or get out, with foreknowledge of being bound by this clause as a condition of employment during the term of the contract, provides for both individual liberty and Union security."

The provision making the Maintenance of Membership inapplicable if and when less than a majority of the employees are Union members is a protection to workers who, being members of the Union, for reasons that might appeal to them might, during the term of the agreement, desire to discontinue their membership without incurring the penalty of loss of employment and is an application of the democratic principle of majority rule.

All of which is respectfully submitted.

Dated at Toronto, this 11th day of December, 1943.

(Sgd.) W. D. Roach,
Chairman
(Sgd.) F. A. Brewin,
Member
(Sgd.) John J. Robinette,
Member.

Report of Board in Dispute between the Canadian Marconi Company, Montreal, P.Q., and its Employees

On December 27, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Marconi Company, Montreal, P.Q., and its employees, members of Division No. 59, Canadian Marconi System, Commercial Telegraphers' Union (L.G. Dec., 1943, p. 1649).

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs. Walter A. Merrill, K.C., Montreal, P.Q., and Drummond Wren, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Mr. Merrill, employer's representative. Mr. Drummond Wren submitted a minority report.

The texts of the report of the Board and the minority report follow.

Report of Board

Re: *Industrial Disputes Investigation Act, and* re *dispute between Canadian Marconi Company, Montreal, P.Q., and employees, members of the Commercial Telegraphers' Union, Canadian Marconi System, Division 59.*

To the Honourable Humphrey Mitchell,
M.P.,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation and Investigation appointed by you has investigated the above dispute, and now has the honour to submit its report.

Upon convening in Montreal, the Board found that there was only one matter in dispute, namely, the refusal of the Company to agree to the inclusion of a provision for "union shop" in the renewal of the labour agreement in force between the Commercial Telegraphers' Union and the Company.

There had been a considerable amount of negotiation between the parties to try and effect a settlement, which, however, had proved impossible. The Board also found itself unable to propose any satisfactory compromise. The Union had already offered to substitute the following maintenance clause as a compromise for a union shop provision:—

> "All operators and shift engineers who are members of the Union at the date of this agreement, or who subsequently become members of the Union, shall be required by the Company as a condition of continued employment to retain their membership in the Union according to its constitution and by-laws."

The Company, however, refuse to accept this or any similar provision.

The history of labour relations between the parties shows that a labour agreement has been in force for twenty-five years, and apparently satisfactory conditions have existed. The employees affected are thirty-six highly skilled technicians (employed in connection with the trans-Atlantic service of the Company) who are described as "shift engineers". All of them are members of the Union, in good standing, and it appears that through the period mentioned substantially all of the employees of this class have been members of the Union and have been covered by agreement. The Board does not find that there are any special facts or circumstances which would distinguish this case from any others in which a union shop is desired by a Union. There are no abuses to correct, and all other matters in dispute between the parties have been satisfactorily adjusted.

The Board is conscious of the many arguments in favour of union or closed shop conditions, a great number of which were ably and convincingly set forth in the brief filed on behalf of the Union. It is also fully aware that a great many union shop agreements are working satisfactorily in the United States and Canada. It is of the opinion, however, that the success of such agreements is generally due to the fact that both employers and employees willingly enter into them. In the absence of special circumstances, and having regard to the present development of labour relations in Canada, the Board does not feel that a union shop agreement should be forced upon an unwilling employer.

It should be remarked here that the Board is in no position to pass upon the complete labour relations picture of the employer which employs thousands of men in addition to the small group involved here. There are no doubt many considerations which would affect the decision of the employer in this matter.

For the reasons indicated, the Board recommends that the parties proceed to execute the renewal agreement as already negotiated without a clause providing for union shop or maintenance membership.

All of which is respectfully submitted.

Dated this 21st day of December, 1943.

(Sgd.) I. M. Macdonell,
Chairman.
(Sgd.) Walter A. Merrill,
Member of the Board.
.....
Member of the Board.

Minority Report

In the matter of the Industrial Disputes Investigations Act and the dispute between the Commercial Telegraphers' Union, Marconi System, Division No. 59, employees, and the Canadian Marconi Company, Ltd., Montreal, Employer.

The Hon. Humphrey Mitchell,
Minister of Labour,
Ottawa.

Sir:—

The Board established by you in the above matter has completed its investigations and much of the details undoubtedly have been included in the report submitted to you by my colleagues together with their conclusions, with which I am not in agreement.

The Local Union in this case consists of thirty-six members—all of the employees en-

gaged in the Company's Central Telegraph Office, Montreal; transmitting station at Drummondville, Quebec, and receiving station at Yamachiche, Quebec.

The Union and the Company have enjoyed harmonious contractual relations for the past twenty-five years. The Union's request, therefore, for the inclusion of a closed shop clause in the renewal of their collective agreement, which was the only matter in dispute before the Board, is a most natural result of that relationship over a considerable period of time.

In order to arrive at a compromise acceptable to the Company, the Union was willing to forego the closed shop for provisions for maintenance of membership, even to the extent that such a provision would apply only to those now members of the Union.

In most countries, where democracy prevails, the right of the worker to collective action through union recognition has long been accepted and there has developed from that acceptance a more enlightened labour relations policy providing for the inclusion of the closed shop and other forms of union security. It is unfortunate that in Canada, so far as labour relations is concerned, harmony in industry should at this late date still be disturbed with the necessity of Labour struggling to secure those rights. That struggle is also reflected in the opposition of employers to any form of union security, because it must now be accepted as a truism that "when trade unionism is endorsed, sanctioned or encouraged, the closed shop must also be approved and fostered."

The Union presentation dealt with the various aspects of the Closed Shop, including (*a*) Acceptance and success of maintenance of membership, (*b*) Individual rights, (*c*) Union-Management Co-operation, and (*d*) Democratic Majority Rule.

The Employer, in rebuttal, relied mainly on their thesis that a maintenance of membership provisions in the collective agreement would, in effect, place him in the position of maintaining the Union membership, which should be the sole responsibility of the Union.

However, in my confirmed opinion, that in adition to the many other arguments presented, those employees who are members of the Union and who, through their agents or officers obtain a collective agreement which they accept and thereby become a party to, should be compelled to recognize it singly and collectively for the period it is in force. This is only possible by each employee maintaining his or her union membership. This presumes a joint co-operative responsibility on the part of both Union and Employer.

In view of the above, therefore, I would recommend that the collective agreement between the parties in this dispute should include the following or similar clause:

> "No employee occupying a position governed by the terms of this agreement shall be retained in the services of the Company for a period exceeding thirty days except those who are members in good standing in the Union."

Respectfully submitted,

(Sgd.) Drummond Wren
Member.

December 14, 1943.

Report of Re-Convened Board in Dispute between the Collingwood Shipyards, Limited, Collingwood, Ont., and its Employees

In an interim report of October 27, the Board of Conciliation and Investigation established to deal with a dispute between Collingwood Shipyards, Limited, Collingwood, Ont., and its employees, members of Local No. 4, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.) (L.G., Dec., 1943, p. 1648), indicated that it was not prepared to make a final recommendation until such time as a representation vote had been held to determine the bargaining agency through which the employees desired to negotiate with their employer. Accordingly a representation vote was conducted under the auspices of the Department of Labour, on December 8 and 9, and resulted in 783 votes out of 819 being cast in favour of the applicant union.

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Messrs. L. A. Forsyth, K.C., Montreal, P.Q., and Drummond Wren, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The report of the Board follows:—

Report of Board

Re: *Industrial Disputes Investigation Act and* re *dispute between Collingwood Shipyards, Limited, and its employees, members of Industrial Union of Marine and Shipbuilding Workers of Canada, Local 4.*

To the Honourable Humphrey Mitchell,
M.P.,
Minister of Labour,
Ottawa, Ont.

Sir:

In its Interim Report, dated October 27, 1943, the Board of Conciliation and Investiga-

tion appointed by you to deal with the above dispute indicated that it was not prepared to make final recommendations until a representation vote was held at the plant.

Pursuant to the recommendation of the Board, a representation vote of the employees was conducted by the Department of Labour on December 8 and 9, 1943, with the following result:—

"The ballot read as follows:

"Do you wish local No. 4, Industrial Union of Marine and Shipbuilding Workers of Canada to represent you in negotiations with the Collingwood Shipyards Ltd., covering Union contracts, working conditions and wages?"

"The ballot resulted as follows:

Number of eligible voters	1,012
Number of votes cast	819
Number voting in favour of Local No. 4, Industrial Union of Marine and Shipbuilding Workers of Canada	783
Number voting against Union	34
Spoilt ballots	2"

Upon the request of the Department of Labour and the parties, the Board reconvened on December 28, 1943, to consider the result of the vote, and now begs to submit its report.

The result of the vote as above set out is such as to require the Board to report that the Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 4, should be recognized by the employer as a collective bargaining agency on behalf of the employees, and that the employer should forthwith enter into negotiations with that Union with a view to the conclusion of a collective agreement.

The Board is of the opinion that in such negotiations both parties should not leave out of consideration the fact that earlier negotiations did take place between another bargaining agency and the employer, but regardless of those negotiations and of their result the Board feels that the overwhelming majority registered in favour of the applicant Union here indicates that the employees desire to be represented by the applicant Union as their collective bargaining agency, and the Board recommends that this desire as manifested by the vote be given effect to.

All of which is respectfully submitted.

Dated at Toronto this 28th day of December, 1943.

(Sgd.) I. M. Macdonell,
Chairman.

(Sgd.) Drummond Wren,
Employees' Nominee.

(Sgd.) L. A. Forsyth,
Company's Nominee.

Conciliation Work of the Department of Labour During December, 1943

NEW industrial disputes numbering 50 and involving 54 employers were dealt with by the Industrial Relations Branch during December, 1943, under the provisions of the Conciliation and Labour Act. At the same time 24 disputes affecting 68 establishments, which were in progress prior to December, also were handled by Industrial Relations Officers. These 74 cases were distinct from, and in addition to, those receiving attention under the Industrial Disputes Investigation Act which are described on previous pages of this issue.

There were 20,118 employees involved in the 50 new disputes, which were distributed by industries as follows:—Mining, 10 (including 6 in coal mining); Manufacturing, 32; Construction, 1; Transportation, 5; Service, 2. Thirty of these disputes were "pending" as at January 1. The 24 "old" cases involved a total of 51,086 employees and were distributed by industries as follows:—Mining, 6 (including 4 in coal mining); Manufacturing, 11; Construction, 1; Transportation, 6. Three disputes in this group lapsed during the month, 10 were terminated through conciliation, and 11 remained "pending" at the end of the month.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and northwestern Ontario; four officers resident in Toronto confine their activities to Ontario, and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the province of Quebec and two officers resident in Fredericton, N.B., and Sydney, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Construction Workers, Malton, Ontario.—At noon on November 19, 1943, some 123 employees of the Russell Construction Company, Limited, engaged on the construction of hostels for Wartime Housing Limited at the plant of Victory Aircraft Company, Malton, Ontario, went on strike in order to secure the employ-

ment of union members only. It was reported that the construction company had 3 non-union men in its employ. Members of locals of both the United Brotherhood of Carpenters and Joiners of America and the National Union of Carpenters, Bricklayers, Painters and Labourers, were involved in the stoppage of work. Mr. H. Perkins, federal Industrial Relations Officer, Toronto, was assigned to the case and during November and December held numerous conferences with the parties. Various compromise proposals were suggested. Finally the company agreed to remove from the job one non-union sub-foreman and two non-union carpenters, and to employ union carpenters from Toronto in connection with a gyproc work. It was also agreed that the company should co-operate with the unions in connection with negotiations with its sub-contractors on plumbing and electrical work. On December 27th the labour organizations again supplied union tradesmen to the project after a stoppage of 25 working days. It was reported that the 90 men whose action caused the work stoppage were unemployed for only 5 working days.

Metal Workers, Montreal, P.Q.—On December 1 the Department was notified that Dowty Equipment Canada Limited, and the Montreal Aircraft Lodge 712 of the International Association of Machinists, had agreed to request the Minister of Labour to appoint the Chairman of an Arbitration Committee to deal with certain grievances under the terms of the collective agreement between the parties. Mr. Bernard Rose, K.C., of Montreal, was appointed as the independent Arbitrator. He recommended that one inspector, whose dismissal was at first apparently justified, be re-employed as the material used in the manufacture of certain articles which he inspected was later proved to have been defective. The Chairman also suggested that another employee who had resigned be re-employed, and that the matter of an increase which had led to his resignation should be left to the discretion of the management.

Coal Miners, Bellevue, Alberta.—On December 1, 1943, about 655 employees of West Canadian Collieries Limited and Hillcrest-Mohawk Collieries Limited, both of Bellevue, Alberta, ceased work because there was no miners' physician in the area. The men were accustomed to having a doctor under contract with Local 7924, United Mine Workers of America, of which they were members. Mr. F. E. Harrison, Western Representative, Department of Labour, communicated with the officers of District 18, United Mine Workers of America, and urged an immediate resumption of work. The matter was also taken up by the Deputy Minister of Labour, through whose efforts the doctor, who had been serving the miners on loan from the Army and who had been recalled, was released from duty to return to the Bellevue area. The miners returned to work when the doctor resumed his practice on December 6.

Unlicensed Steamship Personnel, Vancouver, B.C.—In November and during the early part of December, 1943, Mr. G. R. Currie, Industrial Relations Officer, Vancouver, was called upon to deal with a dispute involving a request by the B.C. Seamen's Union for a collective agreement covering some 179 unlicensed deck and engine-room employees of Union Steamships Limited, Vancouver, B.C. Joint conferences with the parties were arranged by Mr. Currie but no settlement was reached and the company communicated its intention of postponing a final decision in the matter pending the adoption of a labour relations code by the Federal Government.

Foundry Workers, Montreal, P.Q.—During November, 1943, the Department received a complaint from a representative of the International Moulders' and Foundry Employees' Union of North America, alleging that an employee of the Montreal Foundry Limited, Montreal, P.Q., had been dismissed because of his union activity. The worker in question had been Chairman of the Shop Committee of the local union. Following a preliminary investigation by Mr. L. Pepin, Industrial Relations Officer, Montreal, the Minister of Labour appointed the Honourable Mr. Justice W. Lazure as an Industrial Disputes Inquiry Commissioner to make a formal investigation into the circumstances. The Commissioner was able to bring about a mutually satisfactory settlement between the aggrieved employee and the company, as a result of which no action by the Minister of Labour was required under Order in Council P.C. 4020.

Shipbuilding Workers, Vancouver, B.C.—Late in November, a dispute affecting 20,876 employees in six yards operated by four shipbuilding companies in Vancouver was brought to the attention of the Department. The controversy came to a head when members of the Boilermakers and Iron Shipbuilders Union refused to work overtime at West Coast Shipbuilders Limited, unless that company accepted the interpretation of overtime conditions laid down by the union, which was that a shift bonus of 1½ and 2 hours should be paid to second and third shift workers respectively when employed on Saturdays and Sundays. The union also sought to establish the prin-

ciple that day shift workers whose overtime extended into the second shift should receive, in addition to the regular time and a half premium, a further increment in proportion to the amount of the bonus which second shift employees are paid over and above day shift rates. Adoption of the same principle was also requested in respect of second shift workers whose overtime extended into the third shift. Later these secondary demands were dropped and the union's requests limited to payment of shift differential in addition to the usual double time for hours actually worked by second and third shifts on Saturdays and Sundays. The existing practice under the basic agreements effective in most Vancouver shipyards, to which the companies reverted after discontinuing the continuous 7-day production program, was that overtime on week days should be paid for at the rate of time and one-half for the first four hours after the end of a normal shift and double time thereafter. Double time was also paid for all work performed on Sundays and on certain prescribed holidays. For second and third shifts 40 hours constituted a week's work, so that these employees put in five regular shifts in a normal work week. The second shift received nine hours' pay for 7½ hours' work while on regular shift work, and the third shift received 9 hours' pay for 7 hours of work. In practice these two shifts received double time rates for work on the 6th as well as the 7th day of the week, although this was not expressly provided for in the basic agreements. Thus, the claims for shift differentials in addition to punitive wage rates for overtime worked on week-ends would mean that a second shift employee, for example, who presently received 15 hours' pay for 7½ hours' work on Saturdays and Sundays would also be paid an additional premium of 1½ hours. These demands were taken up by other unions until 17 labour organizations were involved and eventually were pressed upon all Vancouver shipbuilding companies and a fifth company performing ancillary work adjacent to the shipyards. The Boilermakers and Iron Shipbuilders' Union together with the Dock and Shipyards Workers' Union succeeded in preventing their members from working overtime pending acceptance of their demands and on December 12 members of the Dock and Shipyard Workers' Union were withdrawn from one shipyard when important repair work was underway on a naval vessel. It was the contention of the union officials that their demands were in accordance with a proper definition of the word "time" in the basic agreements as applied to second and third shift workers. The ship-building companies, on the other hand, maintained that the unions were seeking to establish new contract conditions and would not agree to any changes. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, was asked to mediate and later was joined by Mr. F. E. Harrison, Western Representative, Department of Labour, in seeking to find a solution to the dispute. After some difficulty these Departmental officers secured a joint conference between representatives of the companies and of the unions, on the understanding that the unions would withdraw their objection to overtime work pending discussion of the problem with the employers. At a conference on December 20 the union representatives confined their demands to the payment of the shift differential for second and third shift workers who were employed on Saturdays or Sundays. The employers refused to join in a submission to the National War Labour Board and a separate application was drawn up and presented to the Board by the unions later in the month. At the end of December the case was still pending.

Rubber Workers, New Toronto, Ontario.—Suspicion on the part of employees that a new time allowance for a certain operation would lead to a reduction in earnings gave rise to a stoppage of work at the plant of the Goodyear Tire and Rubber Company, New Toronto, Ontario, on December 6, 1943. A group of 11 tire builders first ceased work and the strike then spread until 270 employees were involved. Some 579 other workers were indirectly affected and unable to work. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, arranged a joint conference of company officers and representatives of the United Rubber Workers on December 7. The union committee did not support the strike and at this meeting was convinced that the company had no ulterior motive in taking the action it did in regard to the lost-time allowance. The employees returned to work on December 9 with the company's assurance that it was not the intention that any employee should suffer a loss of earnings if a fair day's work was performed.

Gold Miners, Larder Lake, Ontario.—Late in November, 1943, the Department received an application from an international representative of the United Steel Workers of America for the appointment of an Industrial Disputes Inquiry Commissioner to investigate a case of alleged discrimination against an employee of Kerr Addison Mine Limited, Larder Lake, Ontario. The application was made on behalf of Local 240, International Union of Mine, Mill, and Smelter Workers, in respect of a man who had been suspended by the management for breaking a company regulation forbidding employees to carry union

literature or application cards on their person while on the company premises. Three days after his suspension the employee in question submitted to the company his separation notice which was accepted. Mr. F. J. Ainsborough, Industrial Disputes Officer, Toronto, made a preliminary investigation early in December to determine if the appointment of a Commissioner was warranted. He verified the fact that a company rule of long standing had been broken and ascertained that the employee was not a member of the union although he had made an application for membership. It was shown that the employee had a record of absenteeism which permitted his removal from the payroll under the terms of an agreement between the company and the certified bargaining agency in the mine. It was suggested to the complainant union that if the employees' civil rights were being violated by the company's rules prohibiting union literature from being carried on the person, the matter might be dealt with through other channels but was beyond the jurisdiction of the Department of Labour. No Commissioner was appointed.

Electrical and Machine Workers, Hamilton, Ontario.—On December 7th, the Department received a request for the appointment of an Industrial Disputes Inquiry Commissioner under Order in Council P.C. 4020, to investigate the dismissal of two members of the executive of Local 504, United Electrical Radio and Machine Workers of America, by Canadian Westinghouse Limited, Hamilton, Ontario. A preliminary investigation conducted by Mr. J. Hutcheon, Conciliation Officer for the Province of Ontario, showed that the dismissal of the two employees occurred in connection with the lay-off of about 79 workers in two departments. In one case the company had followed seniority as far as possible and in the other, the experience of the union executive member was not such as to permit her retention or transfer to any other department. The request for the appointment of a Commissioner was accordingly refused.

Metal Factory Workers, Hamilton, Ontario.—On December 13, 1943, a charge of alleged discrimination against one employee on the part of Sawyer-Massey Limited, Hamilton, Ontario, was made to the Department by an officer of Local 520, United Electrical Radio and Machinery Workers of America. During the course of a preliminary investigation by Mr. J. P. Nicol, Industrial Relations Officer, Toronto, it was revealed that the union had not approached the management in connection with the grievance and the company readily agreed to find a place for the employee in question which would be satisfactory to all concerned.

Shipbuilding Workers, Toronto, Ontario.—Violation of seniority provisions of its collective agreement was alleged by Local 128, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, in a telegram to the Department on December 2, stating that a union member had been unjustly dismissed by the Toronto Shipbuilding Company, Limited. An investigation by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, revealed that the work of a small department had been sub-let and that 4 of its 5 employees had been placed elsewhere in the plant while one plater-fitter had been laid off. No intentional discrimination on the part of the company was shown. Following the intervention of Mr. Ainsborough, the management was successful in having the man in question employed at his own trade by the sub-contractor who took over the work of the department that was closed down.

Textile Workers, Cornwall, Ontario.—The assistance of the Industrial Relations Branch was requested on December 6 by the management of Courtaulds-(Canada) Limited, Cornwall, Ontario, to deal with an apprehended refusal of Local No. 3, United Textile Workers of Canada, to permit its members to undertake a new operation unless paid an additional 10 cents per hour. The company was about to go into production of a special type of strong rayon yarn to be used in the manufacture of heavy tires from synthetic rubber. The situation was thoroughly discussed at a meeting of the parties held in the office of Mr. R. Trepanier, Industrial Relations Officer, Montreal. It was agreed that the representatives of the union would recommend to the members that production be commenced immediately and that an appeal would be presented to the Regional War Labour Board for the readjustment of wage rates.

Coal Miners, Princeton, B.C.—During December the services of Mr. F. E. Harrison, Western Representative, Department of Labour, were requested in connection with a dispute which had arisen between Tulameen Collieries Limited and the United Mine Workers of America with regard to the renewal of a union contract which had expired on October 31. The union sought to have the old agreement revised to make provision for closed shop conditions but the parties were unable to agree upon the wording of the new contract. Following a prolonged conference in the Vancouver office of the Department a contract was concluded upon a closed shop basis and signed on December 13.

Shipbuilding Workers, Vancouver, B.C.—On December 16 a group of 136 electricians employed at the Lapointe Pier outfitting yard of the Burrard Dry Dock Company, Limited, ceased work, demanding that heat be supplied in the hull of one of the vessels under construction. The strike was not authorized by the Amalgamated Building Workers of Canada, to the Electrical Workers' Section of which the men belonged, and officers of the union intimated that the leaders responsible for the stoppage would be disciplined. Following a conference arranged by Vancouver officers of the Department of Labour, the electricians resumed work on December 18 under the same conditions that prevailed previously but with the assurance of the company that heat would be provided as soon as possible.

Textile Workers, Cornwall, Ontario.—A joint request having been made to the Department for his services, Mr. R. Trepanier, Industrial Relations Officer, Montreal, was sent to Cornwall in the latter part of December, 1943, to arbitrate a dispute over the interpretation of an agreement between Canadian Cottons Limited, Canada Mills, and United Textile Workers of Canada, Local No. 2. After hearing both sides of the case Mr. Trepanier ruled that the company had been justified in hiring an outside person to fill a vacant position of loom fixer on the grounds that there was no evidence that any employee inside the plant possessed the necessary qualifications for promotion to the job.

Coal Miners, Robb, Alberta.—On the afternoon of December 10, 36 employees of Thirty-two Collieries Limited, Mile 32, Robb, Alberta, went on strike. The men were members of Local No. 22, United Mine Workers of America. Union officials maintained that the cause of the strike was the failure of the company to pay retroactive wages due under the earlier award of the National War Labour Board, the increased cost-of-living bonus or the wage increase directed by the Royal Commission, under the Chairmanship of the Honourable Mr. Justice O'Connor. The management of the company denied that these reasons for the strike were correct, stating that the stoppage occurred when a Bank sent payroll cash to the wrong address. The company met its payroll obligations when the money arrived on December 13, but according to the management's version, the strike was continued at the instigation of a few employees under the pretext of unsatisfactory boarding conditions. Mr. F. E. Harrison of Vancouver dealt with the situation in his capacity as Western Representative, Department of Labour. The employees returned to work on December 22. The management asked National Selective Service for permission to dismiss 9 unmarried employees which would it to close the company boarding house. Union representatives joined in requesting the immediate release of the men concerned. Information was received that the complaints regarding wages had been satisfactorily adjusted.

Foundry Workers, Sherbrooke, P.Q.—While an application for the establishment of a Board of Conciliation and Investigation was before the Department for consideration, as reported elsewhere in this issue, a complaint was received from the United Steel Workers of America, that the Legare Foundry of Sherbrooke, Quebec, had dismissed the President of Local Union No. 2525. An investigation was requested to ascertain if the employee had been discharged on account of union activity. The matter was referred to Mr. Bernard Rose, K.C., of Montreal, who secured a mutually satisfactory settlement involving the re-employment of the dismissed worker.

Metal Products Factory Workers, Guelph, Ontario.—After Local No. 3021, United Steel Workers of America, had been certified by the Labour Court for Ontario, as bargaining agency in the plant of Federal Wire and Cable Company, Limited, Guelph, Ontario, the assistance of Mr. H. Perkins, federal Industrial Relations Officer, Toronto, was requested during December to assist in negotiations for an agreement. Following a lengthy joint conference the deadlock was broken when the union withdrew its demands for a closed shop, maintenance of membership and checkoff provisions, and the company agreed to sign the remainder of the proposed agreement.

Coal Miners, Clover Bar, Alberta.—A strike by 30 miners employed by the Ottewell Coal Company, Clover Bar, Alberta, on December 15, 1943, was variously reported as being caused by the failure of the company to pay the Edmonton scale of coal mine wages as established by the National War Labour Board and the O'Connor Royal Commission, and the inability of the company and the employees to negotiate an agreement recognizing District No. 18, United Mine Workers of America, as the bargaining agency on behalf of the miners. The case was investigated by Mr. F. E. Harrison, Western Representative, Department of Labour, who reported that the men resumed work on December 23, when the company agreed to pay the Edmonton scale of wages and signed an agreement with the union.

Aircraft Workers, Montreal, P.Q.—On joint request of Lodge 712, International Association

of Machinists and the Canadian Power Boat Company, Limited (Aircraft Division), Montreal, P.Q., the Minister of Labour, late in December, 1943, named Mr. Bernard Rose, K.C., of Montreal, as Chairman of an Arbitration Committee to deal with a dispute between the parties under the terms of their collective agreement. The Chairman ruled that no discrimination had been used by the company against a dismissed employee but that the management had exercised its prerogative under the collective agreement to lay off an employee with inadequate qualifications even if he had more seniority than was possessed by other employees who were retained.

Metal Products Factory Workers, St. Catharines, Ontario.—During August, 1943, a dispute arose at the plant of St. Catharines Steel Products Limited, St. Catharines, Ontario, over the inauguration of a system involving the punching of two time clocks. Some 60 dissatisfied employeeos gave the company Notices of Separation and later various investigations were conducted. Officers of the United Automobile Workers of America charged that three of the employees involved in the dispute had been dismissed on account of union membership and activity. On October 28, the Minister of Labour appointed His Honour Judge J. G. S. Stanbury of Saint Catharines, to act as Industrial Disputes Commissioner and investigate the circumstances under the provisions of Order in Council, P.C. 4020. The Commissioner's report, which was received on December 21, 1943, indicated that the employees in question had resigned voluntarily and that the charges that they were dismissed because of union membership and activity were unfounded.

Foundry Workers, Sydney, N.S.—On December 28 a request was received by the Department for an investigation into the dismissal of two members of the Industrial Union of Foundry and Machine Workers of Canada, Local No. 1, by Sydney Foundry and Machine Works Limited, Sydney, N.S. The union alleged that in dismissing the men, the company had violated the terms of a collective agreement between the parties. Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., conducted an investigation and, although the company maintained that the two employees had been dismissed because of insubordination succeeded in having them reinstated on a sixty-day probationary basis.

Aircraft Workers, Leaside, Ontario.—Early in October the Department received a complaint that an employee of Sutton-Horsley Company, Limited, Leaside, Ontario, had been dismissed because of union membership and activity on behalf of the National Association of Technical Employees (T.L.C.C.). A preliminary inquiry into the circumstances made by Mr. J. P. Nicol, Industrial Relations Officer, Toronto, following which the Minister of Labour, on October 19, appointed Judge Ian M. Macdonell of Toronto as Industrial Disputes Inquiry Commissioner to make an investigation. The Commissioner reported that the employee had been dismissed in contravention of Order in Council, P.C. 4020. In accordance with the Commissioner's recommendation the Minister of Labour, on December 6, 1943, ordered that the employee be reinstated immediately in his former employment in the same, or substantially the same, occupation as he was formerly engaged in, at no lesser rate of pay, and with reimbursement for wages lost.

Textile Workers, Marieville, P.Q.—On November 19 the Department was asked to investigate the dismissal of four employees by Knitters Limited of Marieville, P.Q. allegedly on account of membership in and activity on behalf of Local No. 7, United Textile Workers of Canada. Mr. Frank Lafortune, Industrial Relations Officer, Ottawa, was assigned to make a preliminary investigation to determine if a Commissioner should be appointed to make a formal inquiry. Previously Mr. LaFortune had been called upon to mediate in connection with strikes at the same plant which occurred on September 22 to 25 and from November 11 to 13. The object of the first strike, which involved 140 workers, was to secure the reinstatement of one employee who had been dismissed allegedly for union activity and to force certain employees to join the union. The discharged worker was reinstated and 3 out of 4 of the other employees became union members. The November strike, involving 134 employees, resulted from demands for the maximum cost-of-living bonus. Normal operations were resumed pending a reference of the case to the Regional War Labour Board for Quebec only after Mr. LaFortune had, with difficulty, restrained the management from refusing to take back two union officers who acted as spokesmen for the employees. An investigation into the four dismissals on November 19 led to a recommendation that the Minister of Labour appoint an Industrial Disputes Inquiry Commissioner under the provisions of Order in Council P.C. 4020. Mr. Bernard Rose, K.C., of Montreal, was authorized to investigate as Commissioner and found that the employees were discriminated against and dismissed because of union office and membership. On December 7, the Minister of

Labour ordered the company immediately to reinstate all 4 employees in their former positions without loss of seniority or any other rights to which they were entitled prior to their dismissal and that they be reimbursed at their regular rates of wage for the period November 29 up to the date of their reinstatement.

Union Representation Votes

Railway Workers, Central and Western Canada.—During December, 1943, by joint consent of the parties, a representation vote was conducted by mail among yardmasters, assistant yardmasters, and yard agents of the Canadian National Railways under the supervision of Mr. Bernard Rose, K.C., Industrial Disputes Inquiry Commissioner of the Department of Labour, Montreal. The ballot, which affected 202 employees, was to determine whether they desired to be represented for collective bargaining purposes by the Brotherhood of Railroad Trainmen. A total of 158 of those eligible to vote cast their ballots in favour of representation through the union, while 14 voted against union representation and one ballot was rejected.

Air Line Pilots, Moncton, N.B., to Vancouver, B.C.—Pursuant to procedure mutually agreed upon in November, 1943, a vote was conducted under Departmental auspices in December to determine if pilots employed by Canadian Pacific Air Lines Limited in commercial air transportation, desired to be represented for the purpose of collective bargaining with the company by a duly accredited committee of employees affiliated with the Canadian Air Line Pilots Association. There were 109 captains and first-officers eligible to vote, most of them being based in Western Canada. Out of 94 votes cast, 93 were in favour of a committee affiliated with the Canadian Air Line Pilots Association. None was negative and one ballot was rejected as spoiled. The vote was conducted by mail under the supervision of Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg.

Storage Plant Employees, Winnipeg.—By joint consent of the parties a representation vote was conducted on December 15 to determine whether or not the employees of the Manitoba Cold Storage Limited, Winnipeg, Manitoba, desired to be represented for the purpose of collective bargaining by Local 235, United Packinghouse Workers of America. Votes were cast by 73 out of 79 voters eligible. There were 71 ballots cast in favour of representation through the union, while one person voted no and one ballot was rejected. The vote was conducted under the supervision of Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg.

Aircraft Maintenance and Transport Workers, Winnipeg, Manitoba.—On December 22, 1943, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, supervised, by joint consent of the parties, a representation vote among the aircraft maintenance, flight and motor transport staffs of Winnipeg Air Observer School Limited, to determine whether the workers desired to have a committee of employees affiliated with Lodge 764, International Association of Machinists, act as their bargaining agency in dealings with their employer. There were 249 voters eligible, of whom 175 voted in favour of representation through the union, while 21 voted against.

Metal Products Factory Workers, Smiths Falls, Ontario.—By joint consent of the parties, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, on December 28, 1943, supervised a vote among certain employees of the Frost and Wood Company, Limited, Smiths Falls, Ontario. The vote was to determine whether, in dealing with the management, the employees wished to be represented by the Employees' Association (Industrial Council) No. 1 Plant or the United Steel Workers of America. Ballots were cast by 531 of the 596 eligible. A total of 96 voted for the Employees' Association, No. 1 Plant, as against 427 for the United Steel Workers of America. There were 8 spoiled ballots.

Metal Products Factory Workers, Toronto, Ontario.—On December 14th, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, supervised a representation vote to determine if the employees of Ajax-Doret Metal Products Limited, Toronto, Ontario, desired to be represented for collective bargaining purposes by an Employees' Shop Committee or by Local 514, United Electrical, Radio and Machine Workers of America. There were 78 names on the voters' list and out of 72 votes cast, 41 voted for the Union and 31 for the Employees' Shop Committee.

Metal Workers, Longueuil, P.Q.—As a result of a contest as to the bargaining agency for employees in the Longueuil plant of Dominion Engineering Works between the International Association of Machinists, Local 1596 (T.L.C.C.) and Machinists, Fitters, Helpers and Other Occupations, Local No. 3 (C.C.L.), the Department was requested on November 30, 1943, to conduct a representation vote with the joint consent of all parties. The vote was taken on December 6, 1943, under the super-

vision of Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q. There were 1,979 hourly rated employees eligible and 1,327 cast their ballots. A total of 824 voted in favour of the International Association of Machinists and 473 in favour of Machinists, Fitters, Helpers and Other Occupations, Local No. 3. There were 30 spoiled ballots.

Packing Plant Employees, Hull, P.Q.—By joint consent of the parties, Mr. L. Pepin, Industrial Relations Officer, Montreal, supervised the conduct of a representation vote on December 17 among the employees of Canada Packers Limited, Hull, P.Q., to ascertain if they desired to be represented by a Plant Relations Committee or by Hull Packing Plant Employees' Federal Union, Local 92 (T.L.C.C.). Out of 179 employees eligible, 176 took part in the voting. The Federal Union won the vote by a majority of 124 to 52.

Strikes and Lockouts in Canada during December, 1943

THE number of strikes and lockouts recorded for the month of December was less than in the previous month. The time loss in man working days declined substantially but the number of workers involved was much higher. There were 21 strikes during the month, involving 36,142 workers, with a time loss of 57,227 man working days, as compared with 27 strikes in November, involving 16,784 workers and a time loss of 97,004 days. In December, 1942, there were 15 strikes, involving 1,488 workers, with a time loss of 6,044 days.

During December two strikes of civic employees in Montreal, involving police, firemen, public works employees and office workers, and two strikes in Nova Scotia, involving steel mill, metal factory, civic and shipyard workers and salt and coal miners, were responsible for more than 87 percent of the workers involved and about 80 per cent of the time loss. In November a general strike of coal miners in Alberta and British Columbia accounted for most of the time loss.

Two strikes, involving 178 workers, were carried over from November and 19 commenced during December. Of these 21 strikes, 17 were terminated during the month. Eleven resulted in favour of the employers, four in favour of the workers, one was a compromise settlement and one was indefinite in result. At the end of the month, therefore, there were four strikes unterminated, namely: rubber factory workers at Acton Vale, P.Q., hotel employees at Edmonton, Alta., coal miners at Springhill, N.S., and civic employees at Montreal, P.Q.

A strike of clothing factory workers at Winnipeg, Man., which commenced on December 20, was reported but sufficient information was not received in time for inclusion in the statistical table.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Information is available as to one dispute of this nature, namely: fur factory workers, Quebec, P.Q., one employer, May 12, 1943.

The following table gives information for December and November, 1943, and December, 1942:

Date	Number of strikes	Number of workers involved	Time loss in man working days
*December, 1943.....	21	36,142	57,227
*November, 1943.....	27	16,784	97,004
December, 1942.....	15	1,488	6,044

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The record includes all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1943*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December, 1943				
MANUFACTURING—				
Rubber and Its Products—				
Rubber factory workers (footwear), Acton Vale, P.Q.	1	152	3,500	Commenced November 22, 1943; for union recognition and agreement; unterminated.
SERVICE—				
Business and Personal—				
Hotel employees, Edmonton, Alta.	1	26	500	Commenced October 1, 1943; for payment of wage increases for porters as approved by RWLB‡; unterminated.
Strikes and Lockouts Commencing during December, 1943				
MINING—				
Coal miners, New Waterford, N.S.	1	*(a)* 37	74	Commenced December 1; *re* working conditions (ventilation allegedly poor); terminated December 3; return of workers; in favour of employer.
Coal miners, Bellevue, Alta.	2	655	2,500	Commenced December 1; against call-up of doctor for military service; terminated December 4; conciliation (federal); in favour of workers.
Coal miners, Standard, Alta.	1	11	33	Commenced December 2; for increased wages; terminated December 4; negotiations; in favour of employer.
Coal miners, Princeton, B.C.	1	108	650	Commenced December 6; for closed shop agreement; mine closed down after one week; indefinite.
Coal miners, Robb, Alta.	1	36	250	Commenced December 10; against delay (unavoidable) in payment of wages and for better meals; terminated December 21; negotiations; (boarding house closed and unmarried men secured work elsewhere) in favour of employer.
Coal miners, Clover Bar, Alta.	1	28	280	Commenced December 15; for greater increase in rates for mine cars than proposed; terminated December 27; reference to a Royal Commissioner; in favour of workers.
Coal miners, Forestburg, Alta.	1	5	10	Commenced December 17; against alleged wet condition of mine; terminated December 20; conciliation (federal); in favour of employer.
Coal miners. Bellevue, Alta.	1	23	46	Commenced December 20; for enclosed bus to mine; terminated December 21; return of workers; (bus being overhauled) in favour of employer.
Coal miners, Springhill, N.S.	3	1,500	3,000	Commenced December 29; against suspension of three officials for insubordination; unterminated.
MANUFACTURING—				
Rubber and Its Products—				
Tire factory workers, New Toronto, Ont.	1	*(c)* 267	534	Commenced December 6; for payment for time lost due to stock conditions; terminated December 8; conciliation (federal); in favour of employer.
Tire factory workers, Kitchener, Ont.	1	80	60	Commenced December 28; against transfer of eight workers to another department at lower wages; terminated December 29; negotiations; compromise.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1943*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing during December, 1943—*Concluded*				
MANUFACTURING—*Con.*				
Animal Foods—				
Meat packing plant workers (fertilizer division), Saint John, N.B.	1	*(d)* 30	15	Commenced December 6; for increased wages; terminated December 6; return of workers; in favour of employer.
Metal Products—				
Steel mill, metal factory, shipyard workers and coal miners, Trenton, Pictou and Westville, N.S.	6	3,800	3,800	Commenced December 8; in protest against closing down rolling mills and nut and bolt department of Trenton Steel Works Limited; terminated December 8; return of workers; in favour of employers.
Steel mill, metal factory, civic and shipyard workers, and salt and coal miners, Nova Scotia.	43	20,000	20,000	Commenced December 28; in protest against closing down rolling mills and nut and bolt department of Trenton Steel Works Limited; terminated December 28; return of workers; in favour of employers.
Shipbuilding—				
Electricians, Vancouver, B.C.	1	134	200	Commenced December 16; against lack of heat in hulls during construction; terminated December 17; return of workers pending negotiations; in favour of employer.
Shipyard workers, Montreal, P.Q.	1	1,500	750	Commenced December 22; misunderstanding *re* holidays with pay; terminated December 22; negotiations; in favour of employer.
CONSTRUCTION—				
Miscellaneous—				
Dam repair workers, Lake Manouan, P.Q.	1	50	25	Commenced December 11; for payment for 10 hours per day when able to work only 8 hours due to darkness; terminated December 11; negotiations; in favour of workers.
SERVICE—				
Public Administration—				
Civic employees (police, firemen, public works, etc.), Montreal, P.Q.	1	6,000	7,500	Commenced December 14; for union recognition; terminated December 15; conciliation (provincial); in favour of workers.
Civic employees (office workers, etc.), Montreal, P.Q.	1	1,700	13,500	Commenced December 21; for increased wages; unterminated.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board.

(a) 75 indirectly. *(c)* 579 indirectly. *(d)* 65 indirectly.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the July, 1943, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1942." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in October was 143, and 20 were still in progress from the previous month, making a total of 163 disputes in progress during the month, in which 67,500 workers were involved. The time loss in October was 157,000 working days.

Of the 143 disputes beginning in October, 28 arose out of demands for increased wages and 54 over other wage questions, 12 on questions respecting the employment of particular classes or persons, 47 over questions as to working arrangements and two on questions of trade union principle. Final settlements were reached in 138 disputes, of which 35 were settled in favour of workers, 75 in favour of employers and 28 resulted in a compromise; in 16 other disputes, work was resumed pending negotiations.

United States

Preliminary figures for November show 300 new strikes beginning in the month, in which 500,000 workers were involved. The time loss for all strikes in progress during the month was 2,825,000 working days, about 87 per cent of which was due to the general stoppage of coal miners.

Longshoremen in Cape Town

A collective agreement was signed last June by the employers' associations and trade unions making up the Industrial Council for the stevedoring industry in the municipal areas of Capetown and Simonstown, South Africa. The Council was established under the South African Industrial Conciliation Act of 1924 which encourages self-government in industry by means of collective bargaining and joint councils. The Act provides for the extension of an agreement to cover employers and workers in the industry who are not members of the organizations which negotiated the agreement. The stevedoring agreement has been extended in this way and is to be effective from August 2, 1943 to December 31, 1944.

The agreement fixes a minimum age of 15 years for employment in the industry. It permits employers to hire longshoremen on either a daily or weekly basis and prescribes minimum daily and weekly rates. It stipulates that except in certain specified cases, workers must be paid the full rate for the day even when their daily hours are less than those prescribed as ordinary working hours in the agreement. No one is to be permitted to work for more than five hours without a break of at least one hour, and 30-minute breaks must be given after each four hours of overtime. If workers are employed on a weekly basis they are entitled to four public holidays with pay, to annual leave of two consecutive weeks with pay and to 12 days sick leave a year. "Sick leave" does not include absence from work on account of compensatable accidents or due to the workman's misconduct. Employers are required to provide suitable protective clothing for employees required to work inside freezing chambers.

The agreement is to be administered by the Industrial Council which may appoint agents to inspect establishments and wage records. The Council may grant exemptions from any provision of the agreement. Council funds are to be obtained by a payroll levy, with workers and employers contributing equal amounts.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Metal Products

MONTREAL, TORONTO AND LONDON.—GENERAL STEEL WARES LTD. AND UNITED STEELWORKERS OF AMERICA.

Agreement to be in effect from December 1, 1943, to December 31, 1944, and thereafter subject to notice. All employees who are or who may become union members are to remain members of the union. The company agrees to deduct a certain amount each month as union dues, to be transmitted to the union.

Hours are not set out in the agreement but it is provided that time and one half be paid for the first four hours of overtime and double time thereafter; time and one half for all work on Sundays and holidays except where the practice has been to pay double time. A rest period of 15 minutes morning and afternoon. Wages: piece rates are not to be altered except because of a change in the method of manufacture, request of the employees or by mutual agreement, any change to be subject to the approval of the Regional War Labour Board. Seniority and grievance procedure are included in the agreement.

SHERBROOKE, P.Q.—THE CANADIAN FAIRBANKS-MORSE CO. LTD., AND UNITED STEELWORKERS OF AMERICA, LOCAL 2983.

Agreement made in settlement of a strike (LABOUR GAZETTE, August, 1943, p. 1126), to be in effect from October 1, 1943, to October 1, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agency for its members and will not make an agreement with any other union without a vote being taken under government supervision. Neither the company nor the union will coerce any person on account of union membership or non-membership.

Hours: 9 per day, 5 on Saturdays, a 50-hour week. Overtime and all work on Sundays and holidays is payable at time and one half. A wage scale forms part of the agreement; it became effective September 18, 1943. Hourly wage rates for some classes: toolmakers 70 to 80 cents, machinists 55 to 65 cents, machine operators 40 to 50 cents, moulders 55 to 70 cents, core-makers 50 to 65 cents, welders 65 cents, wood working machine operators 40 to 50 cents, labourers 40 cents. The full cost of living bonus is payable ($4.25 per week, at the time the agreement was made, for adult male employees, etc.). For work on the night shift, 5 cents per hour extra is paid.

Apprentices are limited to one for every eight journeymen and are to serve four years. Seniority and grievance procedure are provided for.

Construction: Buildings and Structures

VANCOUVER, B.C.—GENERAL CONTRACTORS' ASSOCIATION AND INTERNATIONAL HOD CARRIERS, BUILDING AND COMMON LABOURERS' UNION, NO. 602 (BUILDING LABOURERS)

Agreement to be in effect from September 1, 1943, to August 31, 1944, and thereafter from year to year, subject to notice. Job stewards are recognized and are not to be discriminated against. Preference in employment to be given union members.

Hours: 8 per day, 4 on Saturdays. Overtime and work on holidays is payable at time and one half. Hourly wage rates: common labourers 55 cents; experienced building labourers 65 cents; concrete and cement labourers, tradesmen's helpers, jackhammer men, vibrator men, etc. 75 cents; concrete gunmen and powdermen 90 cents. A cost of living bonus of $2.25 per week is payable and this as well as the basic rate of wages are subject to any change authorized by the War Labour Boards.

Transportation and Public Utilities: Electric Railways

TORONTO, ONTARIO.—TORONTO TRANSPORTATION COMMISSION AND THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, LOCAL 113.

The agreement came into effect March 31, 1934, and was noted in the LABOUR GAZETTE, September, 1934, p. 876, with amendments noted in the issue of June, 1941, p. 700. Further amendments have since been made:

From March 1, 1941, motor coach drivers were to be paid time and one quarter for Sunday work.

From June 1, 1941, all hourly rated employees were granted a 2 cent per hour additional increase. The agreement is to continue after March 31, 1942, for three months periods, until changed.

From December 1, 1941, a further increase of 3 cents per hour was granted all hourly paid employees, making the total increase 8 cents per hour since the outbreak of war.

From April 20, 1942, weekly hours were increased from 44 to 48 or 49 hours in garages, and from 44 hours to 49 hours at Hillcrest Repair Shops, Rolling Stock Department; overtime to be paid after 8½ hours; men on monthly basis to have salaries adjusted, by 10 per cent for foremen and storemen and by 5 per cent for shop clerks.

From May 1, 1942, hours in way and structures department are 10 per day from May 1 to October 31, with overtime to be paid after 10 hours; 8 hours per day the remainder of the year.

From August 16, 1942, an additional bonus of 60 cents per week was granted.

From October 16, 1942, an increase of 5 cents per hour was granted to hourly rated employees.

LONDON, ONTARIO.—LONDON STREET RAILWAY COMPANY AND AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES, DIVISION 741 (BUS DRIVERS, ETC.)

Agreement to be in effect from November 1, 1943, subject to 60 days' notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, December, 1942, p. 1485, with these exceptions:

Wages for bus operators are 53 cents per hour for first year and 56 cents thereafter, with 14 cents per hour extra payable for overtime and for all work on Sundays. Wage rates for other employees are also increased by 2 cents per hour, with overtime at 14 cents per hour extra.

Service: Public Administration

WINDSOR, ONTARIO.—CITY OF WINDSOR AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 455.

Agreement to be in effect from November 1, 1943, until 30 days' notice. The corporation will deal with union representatives. Vacation: three weeks' annual vacation to employees with one year's service or more. Employees are entitled to sick leave up to one month with pay in each year, if necessary. Each employee to be pensioned at the age of 65 years or earlier. Seniority rights and grievance procedure are included in the agreement.

WINDSOR, ONTARIO.—CITY OF WINDSOR AND DEPARTMENT OF PARKS EMPLOYEES' UNION, LOCAL 75.

Agreement to be in effect from November 1, 1943, until 30 days' notice. All employees of the department are required to be union members. Vacation: two weeks annually, with pay, to employees with one year's service or more. Sick leave: one month with pay each year, where required.

Hours: 8 per day, 44 per week. Employees to be paid for ten legal holidays. Seniority rights and grievance procedure are provided for.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable to the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement and the amendment of fourteen others which are noted below. A request for the extension of a new agreement for wholesale foods and hay and grain trades at Quebec was published in the *Quebec Official Gazette,* December 18; and a request for a new agreement for the aluminum industry at La Tuque was published December 31; a request for amendment of the agreements for the aluminum industry at Arvida was gazetted December 4; for the tannery industry throughout the province December 11; for the paper box (uncorrugated) industry throughout the province, December 18; for retail stores at Chicoutimi and building trades at Three Rivers, December 31.

In addition Orders in Council were published in the *Quebec Official Gazette* during December approving or amending the constitution and by-laws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection by certain other joint committees.

Manufacturing: Vegetable Foods, etc.

BAKERS, MONTREAL.

An Order in Council, dated December 23, and gazetted December 31, extends the previous Orders in Council for this trade (L.G., Oct., 1939, p. 1064; Sept., 1940, p. 970; Jan., 1941, p. 70, Feb., p. 183; Jan., 1942, p. 110, Mar., p. 352, Apr., p. 483; May, 1943, p. 639, Nov., p. 1529) for a period of three (3) months, from December 31, 1943, to March 31, 1944.

Manufacturing: Textiles and Clothing

TEXTILE AND JUTE BAG MANUFACTURING INDUSTRY, MONTREAL.

An Order in Council, dated December 21, and gazetted December 31, extends the term of this agreement (L.G., May, 1939, p. 527; Mar., 1940, p. 282, June, p. 608; Feb., 1941, p. 183; Jan., 1942, p. 110; Jan., 1943, p. 88) to December 31, 1944.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated December 2, and published in the *Quebec Official Gazette,* December 11, extends the term of this agreement (L.G., Nov., 1943, p. 1530, Aug., p. 1131, April, p. 490, and Jan., p. 88, and previous issues as noted therein) to March 31, 1944.

Manufacturing: Metal Products

CAN AND METAL UTENSIL MANUFACTURING, PROVINCE OF QUEBEC.

An Order in Council, dated December 17, and published in the *Quebec Official Gazette,* December 31, extends the terms of this agreement (L.G., May, 1940, p. 496, June, p. 608, July, p. 730; Jan., 1941, p. 70, May, p. 593; Jan., 1942, p. 110; Jan., 1943, p. 88) to December 31, 1944.

ALUMINUM INDUSTRY, ARVIDA.

An Order in Council approved December 17, and published in the *Quebec Official Gazette,* December 24, amends the previous Orders in Council for this industry (L.G., Nov., 1937, p. 1272; July, 1939, p. 728, Oct., p. 1065) as follows:

Vacations with pay—After one year of continuous service for the employer, each employee paid by the week or month shall be entitled to a vacation of two weeks with pay. Hourly paid employees shall be entitled to a vacation of one week, with pay, after completion of one year's service and to a vacation of two weeks, with pay, after ten years' service.

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL.

An Order in Council, dated December 17, and gazetted December 31, extends the term of this agreement (L.G., Nov., 1941, p. 1424; June, 1942, p. 738, Nov., p. 1348) for a period of 30 days from December 31, 1943.

SHEET METAL MANUFACTURING INDUSTRY, MONTREAL.

An Order in Council, dated December 18 and gazetted December 31 extends the term of this agreement (L.G. Mar., 1943, p. 340, Oct., p. 1381) for ninety days from January 1, 1944.

Construction: Buildings and Structures

BUILDING TRADES, THREE RIVERS.

An Order in Council, dated December 17, and gazetted December 24, amends the previous Orders in Council for these trades (L.G., May, 1940, p. 497, June, p. 609, Aug., p. 866; Mar., 1941, p. 334, Aug., p. 1010; Sept., 1942, p. 1097, Nov., p. 1348; Feb., 1943, p. 220) by providing for an increase of 5 cents per hour in the basic wage rates then being paid.

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated December 17, and gazetted December 24, amends the previous Orders in Council for these trades (L.G., Aug., 1940, p. 867, Dec., p. 1311; Mar., 1941, p. 334, Sept., p. 1160; Sept., 1942, p. 1097; Jan., 1943, p. 88, Feb., p. 220) from April 7, 1943, to April 7, 1944; employers to pay a cost-of-living bonus of 7½ cents per hour over the hourly rates paid on November 15, 1941; this is payable for regular hours but not for overtime hours.

Trade

DAIRY EMPLOYEES, QUEBEC.

An Order in Council, dated December 17, and gazetted December 24, amends the previous Orders in Council for these workers (L.G., July, 1938, p. 799; July, 1939, p. 729, Aug., p. 862; Dec., 1940, p. 1312; Apr., 1941, p. 473; Oct., 1943, p. 1381) by providing that the cost-of-living bonus be payable only for work on the regular weekly hours (not for overtime).

CLERKS AND BOOKKEEPERS, JONQUIERE, KENOGAMI, ARVIDA AND ST. JOSEPH D'ALMA.

An Order in Council, dated December 17, and gazetted December 24, amends the previous Orders in Council (L.G., July, 1939, p. 730; Jan., 1940, p. 69, Oct., p. 1076, Nov., p. 1203, Dec., p. 1312; Feb., 1941, p. 184, Mar., p. 234; June, 1942, p. 739; Feb., 1943, p. 220). Le Syndicat National Catholique des Commis-Comptables masculins et féminins de Kenogami, inc." (The National Catholic Union of Clerks and Accountants of Kenogami, Inc.) is added to the parties to the agreement.

Vacation: one week with pay to employees with one year's service. Wages: for female employees of commercial establishments, minimum wage rates are from $7 during first six months to $13 after three years. The weekly wages of manager of retail commercial establishments is raised to $45.

Service: Business and Personal

GARAGES AND SERVICE STATIONS, QUEBEC CITY.

An Order in Council, dated December 17, and gazetted December 24, amends the previous Orders in Council for this trade (L.G., May, 1941, p. 631), and previous issues by providing for one week's vacation to employees of one year or more.

BARBERS, JOLIETTE.

An Order in Council, dated December 17, and gazetted December 18, makes obligatory the terms of a new agreement between L'Association des Barbiers et Coiffeurs de Joliette (The Association of Barbers and Hairdressers of Joliette) and Le Syndicat catholique et national des Employés Barbiers, Coiffeurs et Coiffeuses des Comtés de Joliette, Berthier, l'Assomption et Montcalm. (The National Catholic Union of

Employed Barbers and Hairdressers of the counties of Joliette, Berthier, l'Assomption and Montcalm). The agreement is to be in effect from December 18, 1943, to December 17, 1944, and thereafter from year to year, subject to notice.

Hours are 63 per week for barber shops, 58 for hairdressing shops except for May, June and July when they are 63 hours for both. Minimum weekly wage rates: for barbers, $12 per week plus 50 per cent of receipts in excess of $20, hairdressers (female) $10, extra employees 40 cents per hour. Minimum prices for services are specified. Apprentice regulations are also included in the agreement.

BARBERS AND HAIRDRESSERS, ST. JOHN AND IBERVILLE.

An Order in Council, dated December 23, and gazetted December 31, amends the previous Orders in Council for these trades (L.G., Dec., 1941, p. 1573; May, 1942, p. 631; May, 1943, p. 639) by making a slight change in hours.

HAIRDRESSERS, MONTREAL.

An Order in Council, dated December 17, and gazetted December 24, amends the previous Orders in Council for this trade (L.G., Oct., 1941, p. 1315, Dec., p. 1573; July, 1942, p. 857; Apr., 1943, p. 490, June, p. 813) by making certain changes in apprenticeship regulations.

Wartime Pay of Women in Industry in United States

THE National Industrial Conference Board of New York, a federation of employers' associations formed to do research work, recently completed a study of the *Wartime Pay of Women in Industry,* specifically those women replacing men as a result of wartime conditions. Data were obtained from 155 United States plants, selected amongst those most likely to have replaced men with women.

In general, the study notes, both the U.S. Government policy, as reflected in the decisions of the National War Labor Board, and the union attitude have favoured the principle of equal pay for work comparable to that done formerly by men. Often, however, when women replace men it has been necessary to modify the job in some way to bring it within a woman's physical capacity. This was the case in 69 per cent of the companies. The most frequent change which had to be made was reducing the amount of heavy lifting, either through male assistance or mechanical aids. Whereas men had been accustomed to setting up their machines, frequently it had been necessary when women took over the job, to eliminate this responsibility. Simplification of the job came third highest in the list of changes.

The most usual working schedule for women was found to be the 6-day, 48-hour week (55 per cent of the plants). Women work on all shifts, but where the two or three-shift system prevail, they are slightly less often employed on the second and third shifts than men. Frequently, too, the shifts are made shorter for women. Only five of the plants reported the split shift, whereby two or more women working part-time combine to form a complete daily or weekly shift. One-half of the companies had regular rest periods for their women workers doing jobs comparable to men, whereas only one-third were giving rest periods to men also.

A comparison was made of the entrance rates of untrained men and women, all of whom were expected to become skilled workers. The entrance rates of women on men's jobs were not always identical with the male entrance rates, but on the whole they were higher than those paid women employed for women's jobs. However, slightly more than half of the plants adhered to the policy of the rate for the job.

Automatic progression to the base rate, used as another measuring rod, showed that in almost all the plants where the entrance rates were the same for both sexes, the automatic increases also corresponded; whereas in those plants with different entrance rates, the differential was gradually reduced as the rate increased in about 50 per cent of the cases, and unchanged in the remainder. Companies generally estimated that the training periods needed were identical for both men and women in 94, or 72 per cent of the 131 production jobs listed.

After the base rate has been reached, the decision of the supervisor was found to play a major part in any further upgrading. The study pointed out that this factor opens the way for prejudice. Moreover, the impossibility of weighing the part played by the supervisor's opinion, prevented accurate study of upgrading rates. Nevertheless, some indication of the degree to which women have advanced was given by a list showing the most highly skilled production jobs performed by women in each plant, together with the corresponding rates of pay. One quarter of these jobs paid from 70 to 79c an hour, one fifth paid 80 to 89c, one tenth paid 90 to 99c, and nearly one-fourth paid $1.00 or more.

In considering whether the production of women equalled that of men in quantity and quality, nearly 60 per cent of the companies stated that the production of women workers who were on men's jobs was equal to, or greater than, that of men on similar work. In one-fourth of the plants women in men's jobs were producing less than men, but in some cases this was because they were new at their job. Production is also sharply affected by the fact that women show a much higher rate of absences, about 1·7 times that of men in this project.

War Emergency Training

Summary of Program—Progress of Enrolment—Industrial Training—Assistance to Students

THE War Emergency Training Program provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the upgrading of persons already employed;

(3) Training in plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health.

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

Progress of Enrolment

From the beginning of the Program up to November 30, 1943, the gross enrolment in all types of projects has been as follows:—

Training in Industry	194,575
Army	37,062
Navy	6,703
R.C.A.F.	58,299
Rehabilitation (discharged persons from the forces)	2,139
Students	5,137
Total	303,915

Industrial Training

The enrolment in full-time pre-employment classes has remained fairly stable during the last 2 or 3 months and showed a total of 2,118 enrolled at the end of November. There was a great reduction in those placed in employment from the full-time pre-employment classes, the number being 741 during the month of November. The numbers placed in employment from the Plant Schools now greatly exceed the numbers placed from pre-employment classes and amounted to 1,365 in November.

The rehabilitation training given to discharged members of the forces showed an enrolment of 398 at the end of November constituting the peak enrolment in this type of training up to the present time. Additional representatives have been taken on the staff in several of the provinces to assist in rehabilitation training by attending meetings in the Rehabilitation Boards, advising discharged persons as to the best type of training for them to follow and making surveys of suitable training opportunities now available among employers in their own area.

The training of foremen and supervisors in industry continues to be most successfully received and up to the end of November, approximately 38,000 have certificated in one or more of the various units of training. This supervisory training was made available to the Dominion Civil Service and an Appreciation Session was held in Ottawa in the beginning of December for ranking officials of the Civil Service Commission and of various Government Departments. The indications are that the units of Job Instructor Training and Job Relations Training will be widely used in the Civil Service among those employed in a supervisory capacity.

Assistance to Students

During the present fiscal year, financial assistance has been given to 2,231 students up to the end of November. In all provinces except in Ontario, this has been done in co-operation with the Provincial Governments, which for the most part, contribute 50 per cent of the costs. The assistance is available for students of good academic standing in courses considered necessary for the war effort, who are in financial need and who agree to make their services available in connection with the war, in the capacity for which they have been trained. The assistance is given by way of an outright grant, a loan or a combination of both. Up to the end of November the Provincial contributions amounted to approximately $155,000 and the Dominion contributions to $245,000. Among the students helped in the various faculties are the following:

Medicine	377
Dentistry	89
Engineering and Science (1st year Students)	215
Engineering and Science (other Years)	513
Nurses in Training	106
Teachers in training	460

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF NOVEMBER, 1943
(WITH TOTALS FROM APRIL 1, 1943, TO NOVEMBER 30, 1943)

(Subject to revision)

—	Numbers in Training				Placed in Employment	
	From April 1/43 to Nov. 30/43	At First of November	Enrolled in November	At End of November	From April 1/43 to Nov. 30/43	(2) In November
DOMINION SUMMARY						
Pre-employment Classes men	9,629	1,581	657	1,569	5,992	466
Pre-employment Classes women	5,248	476	372	549	4,114	234
Part-time Classes(1) men	7,848	1,558	484	1,729	.....	.....
Part-time Classes(1) women	1,639	404	51	374	.....	.....
Total	24,364	4,019	1,564	4,221	10,106	700
NOVA SCOTIA						
Pre-employment Classes men	325	57	13	57	227	7
Pre-employment Classes women	196	25	4	11	157	16
Total	521	82	17	68	384	23
NEW BRUNSWICK						
Pre-employment Classes men	381	108	27	83	214	35
Pre-employment Classes women	160	21	35	35	106	11
Total	541	129	62	118	320	46
QUEBEC						
Pre-employment Classes men	4,633	758	229	666	2,527	224
Pre-employment Classes women	529	44	82	77	346	34
Part-time Classes(1). men	1,056	297	162	392	.....	.....
Part-time Classes(1). women	22	.....	.....	.....	.....	.....
Total	6,240	1,099	473	1,135	2,873	258
ONTARIO						
Pre-employment Classes men	2,844	421	251	497	2,142	139
Pre-employment Classes women	3,184	294	192	352	2,563	109
Part-time Classes(1) men	3,831	732	191	831	.....	.....
Part-time Classes(1) women	1,187	368	42	339	.....	.....
Total	11,046	1,815	676	2,019	4,705	248
MANITOBA						
Pre-employment Classes men	540	106	78	120	245	24
Pre-employment Classes women	.....	.....	.....	.....	.....	.....
Part-time Classes(1) men	249	58	64	112	.....	.....
Part-time Classes(1) women	.....	.....	.....	.....	.....	.....
Total	789	164	142	232	245	24
SASKATCHEWAN						
Pre-employment Classes men	187	37	28	41	110	20
Pre-employment Classes women	307	19	8	23	239	.....
Part-time Classes(1) men	58	.....	.....	.....	.....	.....
Part-time Classes(1) women	63	.....	.....	.....	.....	.....
Total	615	56	36	64	349	20
ALBERTA						
Pre-employment Classes men	170	58	28	81	64	2
Pre-employment Classes women	360	20	47	30	267	31
Part-time Classes—(1) men	88	16	2	11	.....	.....
Part-time Classes—(1) women	2	.....	.....	.....	.....	.....
Total	620	94	77	122	331	33
BRITISH COLUMBIA						
Pre-employment Classes men	549	36	3	24	463	15
Pre-employment Classes women	512	53	4	21	436	33
Part-time Classes(1) men	2,566	455	65	383	.....	.....
Part-time Classes(1) women	365	36	9	35	.....	.....
Total	3,992	580	81	463	899	48

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to November 30, 1943, were not so reported until after November 1, 1943.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF NOVEMBER, 1943, WITH TOTALS FROM APRIL 1, 1943

(Subject to revision)

—	Numbers in Training				Completed Training	
	From April 1/43 to Nov. 30/43	At First of November	Enrolled in November	At End of November	From April 1/43 to Nov. 30/43	In November
DOMINION SUMMARY						
R.C.A.F. Classes	26,289	6,148	1,755	6,372	18,626	1,345
Army Classes	10,247	2,205	1,032	2,275	7,335	880
Navy Classes	3,175	1,030	118	810	2,266	332
Total	39,711	9,383	2,905	9,457	28,227	2,557
NOVA SCOTIA						
R.C.A.F. Classes	364	87	57	59	294	85
Army Classes	576	109	42	109	428	40
Navy Classes	23	17	.....	15	2	.....
Total	963	213	99	183	724	125
NEW BRUNSWICK						
R.C.A.F. Classes	800	212	39	227	481	21
Army Classes	934	232	100	231	683	101
Navy Classes	1	.....	.....	.....	1	.....
Total	1,735	444	139	458	1,165	122
QUEBEC						
R.C.A.F. Classes	2,402	564	85	560	1,590	73
Army Classes	1,506	286	54	223	1,205	101
Navy Classes	197	18	7	25	88	.....
Total	4,105	868	146	808	2,883	174
ONTARIO						
R.C.A.F. Classes	11,884	2,982	772	2,960	8,366	686
Army Classes	3,375	680	437	787	2,323	273
Navy Classes	2,569	800	98	620	1,941	274
Total	17,828	4,462	1,307	4,367	12,630	1,233
MANITOBA						
R.C.A.F. Classes	2,369	554	195	642	1,580	83
Army Classes	657	75	68	113	536	30
Total	3,026	629	263	755	2,116	113
SASKATCHEWAN						
R.C.A.F. Classes	2,662	646	132	580	2,067	198
Army Classes	558	281	54	285	273	50
Total	3,220	927	186	865	2,340	248
ALBERTA						
R.C.A.F. Classes	2,862	474	196	558	2,261	97
Army Classes	882	204	139	258	594	85
Navy Classes	267	141	.....	103	163	38
Total	4,011	819	335	919	3,018	220
BRITISH COLUMBIA						
R.C.A.F. Classes	2,946	629	279	786	1,987	102
Army Classes	1,759	338	138	269	1,293	200
Navy Classes	118	54	13	47	71	20
Total	4,823	1,021	430	1,102	3,351	322

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF OCTOBER, 1943, WITH TOTALS FROM APRIL 1, 1943, TO NOVEMBER 30, 1943

(Subject to revision)

		Numbers in Training				Completed Training		Transferred to Production before Training finished	
		From April 1/43 to Nov.30/43	At First of Nov.	Enrolled in Nov.	At End of Nov.	From April 1/43 to Nov.30/43	In Nov.	From April 1/43 to Nov.30/43	In Nov.
DOMINION SUMMARY									
Plant Schools	Men	6,455	701	658	775	4,137	420	715	23
	Women	8,269	1,101	1,084	1,123	5,331	758	921	164
Part-time Classes	Men	2,521	689	457	1,053	1,368	67	16	.....
	Women	1,189	412	69	450	713	10	4	.....
Total		18,434	2,903	2,268	3,401	11,549	1,255	1,656	187
NOVA SCOTIA									
Plant Schools	Men	185	35	5	34	107	.....	32	.....
	Women	46	27	1	18	25	10	3	.....
Part-time Classes	Men	28	.....	.....	.....	28	.....	.....	.....
	Women	2	.....	.....	.....	2	.....	.....	.....
Total		261	62	6	52	162	10	35	.....
NEW BRUNSWICK									
Plant Schools	Men	56	14	9	17	31	6	.....	.....
	Women	6	6	.....	6	.....	.....	.....	.....
Total		62	20	9	23	31	6	.....	.....
QUEBEC									
Plant Schools	Men	2,341	172	384	415	895	97	566	.....
	Women	921	96	207	247	472	25	79	.....
Part-time Classes	Men	478	342	36	342	74	33	16	.....
	Women	68	54	10	57	7	7	4	.....
Total		3,808	664	637	1,061	1,448	162	665	.....
ONTARIO									
Plant Schools	Men	3,641	470	191	282	2,974	293	57	.....
	Women	5,343	788	613	681	4,186	636	27	1
Part-time Classes	Men	1,856	304	416	668	1,151	29	.....	.....
	Women	1,098	352	59	387	689	3	.....	.....
Total		11,938	1,914	1,279	2,018	9,000	961	84	1
MANITOBA									
Plant Schools	Men	27	.....	.....	.....	15	.....	9	.....
	Women	932	63	86	69	303	19	416	52
Part-Time Classes	Men	28	28	.....	28	.....	.....	.....	.....
	Women	6	6	.....	6	.....	.....	.....	.....
Total		993	97	86	103	318	19	425	52
ALBERTA									
Plant Schools	Men	.....	.....	.....	.....	.....	.....	.....	.....
	Women	274	25	44	41	104	13	7	.....
Total		274	25	44	41	104	13	7	.....
BRITISH COLUMBIA									
Plant Schools	Men	205	10	69	27	115	24	51	23
	Women	747	96	133	61	241	55	389	111
Part-time Classes	Men	131	15	5	15	115	5	.....	.....
	Women	15	.....	.....	.....	15	.....	.....	.....
Total		1,098	121	207	103	486	84	440	134

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1943, TO NOVEMBER 30, 1943

(Subject to revision)

—		Numbers in Training				Placed in Employment	
		From April 1/43 to Nov. 30/43	At First of November	Enrolled in November	At End of November	From April 1/43 to Nov. 30/43	(1) In November
DOMINION SUMMARY							
In Schools	Men	1,051	239	145	319	515	39
	Women	63	28	38	59	3	2
In Industry	Men	23	11	9	20	1	.....
	Women	.....	.....	.....	.....	.....	.....
Total		1,137	278	192	398	519	41
NOVA SCOTIA							
In Schools	Men	26	6	2	7	16	1
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	.....	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		26	6	2	7	16	1
NEW BRUNSWICK							
In Schools	Men	30	9	2	10	11	1
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	.....	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		30	9	2	10	11	1
QUEBEC							
In Schools	Men	319	43	46	67	165	15
	Women	15	.....	15	14	.....	.....
In Industry	Men	1	.....	1	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		335	43	62	82	165	15
ONTARIO							
In Schools	Men	156	45	24	57	77	5
	Women	13	2	11	13	.....	.....
In Industry	Men	17	9	5	14	1	.....
	Women	.....	.....	.....	.....	.....	.....
Total		186	56	40	84	78	5
MANITOBA							
In Schools	Men	108	30	14	38	34	1
	Women	13	10	5	13	.....	.....
In Industry	Men	.....	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		121	40	19	51	34	1
SASKATCHEWAN							
In Schools	Men	103	19	14	32	60	.....
	Women	3	2	1	2	1	1
In Industry	Men	.....	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		106	21	15	34	61	1
ALBERTA							
In Schools	Men	142	35	23	51	73	5
	Women	9	6	4	9	.....	.....
In Industry	Men	2	2	.....	2	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		153	43	27	62	73	5
BRITISH COLUMBIA							
In Schools	Men	167	52	20	57	79	11
	Women	10	8	2	8	2	1
In Industry	Men	3	.....	3	3	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		180	60	25	68	81	12

(1) Includes those graduates who, though actually placed prior to November 31, 1943, were not so reported until after November 1 1943.

Activities of the Unemployment Insurance Commission[1]

Placement of Physically Handicapped—Proceedings of Conference on Vocational Rehabilitation Published—Extended Tables Covering Claims for Benefit—Unemployment Insurance Registration—Insurance Fund

THE growing interest in the employment possibilities of physically handicapped workers was clearly indicated by the large attendance and the nature of the discussions at eight public meetings on the subject of "National Planning for the Physically Handicapped," addressed by Mr. Allan M. Mitchell, Director, Employment Service and Unemployment Insurance Branch, Department of Labour, and members of the staff of the Special Placements Division, in Western Canada recently. More than 1,100 persons attended the various meetings and participated actively in the discussions which followed the formal addresses.

Employers of labour volunteered the information at the meetings that the physically handicapped, when properly placed in positions for which they are qualified, maintain records of production quite up to the standards, and in some cases above those of the physically fit workers. In addition, tribute was paid to the spirit shown by the handicapped persons, which resulted in their having a favourable record of lower labour turnover, lower rate of absenteeism, and in many cases a higher degree of concentration on their work. One aircraft manufacturer, for example, stated that the seventeen totally deaf persons in his employ were not distracted by noises in the factory, and maintain productoin records quite up to the standards of the other workers in the plant. Other employers mentioned the advantage of engaging handicapped persons because of their freedom from call for Army service.

In his addresses at Edmonton, Vancouver, Victoria and Winnipeg, Mr. Mitchell outlined the steps now under way to expand the facilities of the Employment and Selective Service Offices in connection with the placement of the physically handicapped, and mentioned the fact that leadership in this field would be given by the appointment of five specialists at the various regional headquarters.

At the various meetings it was stressed that the newly formed Special Placements Divisions would work in the closest possible co-operation with the rehabilitation program of the Department of Pensions and National Health in Winnipeg and other centres. Members of the Rehabilitation Committees and various welfare Officers of the Department of Pensions participated in the discussion. (See also L.G. 1942, p. 1387).

An interesting side-light at one of the meetings, addressed by Mr. Mitchell, was the "translation" of his remarks by a young lady who, using the sign language, made an interested group of sixteen totally deaf persons aware of what the speaker was saying.

In conformity with a suggestion made by Mr. Mitchell in his public addresses, a committee has already been organized by representatives of 28 local organizations in Vancouver to promote the welfare of the handicapped and to co-operate with the regional and local employment services in that area.

Proceedings of Conference on "Vocational Rehabilitation of Physically Handicapped" Published

Reference was made in the October issue of the LABOUR GAZETTE (p. 1387) to the conference on the "Vocational Rehabilitation of the Physically Handicapped", held in Toronto at the end of September.

Representatives of various governmental, welfare employment and other agencies interested in the rehabilitation of the handicapped, both during the war and in the post-war period, attended the conference and took an active part in its deliberations.

The proceedings have been issued in pamphlet form by the Unemployment Insurance Commission, thus making available in succinct and non-technical terms a body of information that is of interest and value to special placement officials throughout Canada, as well as to all handicapped persons who are anxious to obtain a secure place in business or industrial lfie.

Although the conference was called primarily, merely for informal discussions and not for the formulation of official policy or action, unanimous approval was given to a formal closing resolution. In it, the "Conference respectfully urge that consideration be given to the development of both a comprehensive plan and actual facilities at the earliest possible moment in order that the needs of the handicapped may be more adequately met and that the interest and co-operation of employers may be stimulated and broadened."

Because of restrictions on the use of paper only a limited edition has been printed, mainly

[1]Two recent amendments to the Unemployment Insurance Act and 15 special orders issued under the Regulations are described in the *Labour Law* section, p. 105.

for the benefit of officials of employment offices, pension officials, social and other agencies.

Applications for Unemployment Insurance Benefit

(The following statistical report on the operation of the Unemployment Insurance Act comes from the Dominion Bureau of Statistics.)

During November, 2,896 applications for unemployment insurance benefit were filed in the local offices of the Unemployment Insurance Commission. This is almost double the number registered in October, when 1,475 claims were filed. During the corresponding months of 1942 the number of claims increased from 1,058 to 1,748, an increase of 65 per cent. The monthly figures on claims filed have shown a definite seasonal variation, with the low point occurring in September or October and the high point in March (see Table 1). These seasonal fluctuations correspond closely with those shown in the Bureau of Statistics monthly index of employment (See p. 82). Thus some of the increase from October to November can be ascribed to normal seasonal tendencies, but some is due no doubt to changes in emphasis on the production of war items resulting in layoffs of workers who cannot immediately be re-absorbed.

The number of claims sent forward to insurance offices for adjudication was 2,389 in November as against 1,318 in October of this year and 1,365 in November, 1942. During November, 1,610 claimants were considered entitled to benefit while 460 were deemed not entitled of whom 262 were disqualified because they had voluntarily left their employment without just cause and 124 were found to have insufficient contributions.

The number of persons who signed the live register during the last six working days of November was 2,436 as against 1,267 who signed during the last six working days of October. Those who sign the live unemployment register are claimants who are reporting unemployed days during the preceding week. Since each such claimant reports once a week on a specified day, those who signed in a six day period represent all those who are claimants and beneficiaries at a given time. Excluded are those unemployed who are not insured, those who for some reason do not claim and those who have exhausted their benefit rights.

Persons Receiving Benefit

One thousand two hundred and ninety-seven persons received benefit payments in November, while 1,036 were paid benefit during November of last year. These 1,297 persons received a total of $33,584 for 19,275 unemployed days. This compares with $27,221 for 14,581 days paid to the 1,036 persons who received benefit in November, 1942. Thus, in the present month the average duration of the unemployment compensated was 14·9 days as against 14·1 days in November, 1942. The average amount paid per beneficiary was $25.89 in November, 1943, and $26.27 in November, 1942. The average amount paid per compensated day of unemployment was $1.74 this November and $1.87 last November.

Tables 1 to 4 present data respecting the number of claims forwarded to insurance offices and their disposition, reasons for non-allowance of claims, persons receiving benefit, benefit days paid and amount of benefit paid.

Insurance Registration

Reports received from Local Offices of the Unemployment Insurance Commission showed that at January 1, 1944, 137,280 employers with insured employees were registered and 3,053,836 employees had been issued with insurance books.

A breakdown of employers and employees according to Regions in which registration took place is shown in the following table:

PROGRESS OF REGISTRATION AS AT JANUARY 1, 1944

Region	Employers establishments registered	Insured persons registered
Maritimes	11,220	228,862
Quebec	36,303	953,008
Ontario	51,792	1,183,185
Prairies	25,196	403,561
Pacific	12,769	285,220
Total for Canada	137,280	3,053,836

TABLE 1—Number of Persons Filing Claims for Unemployment Insurance Benefit in Local Offices, February, 1942 to November, 1943.

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896

TABLE 2.—CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1943

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	11	9	2	9	3	1	12
Nova Scotia	248	208	40	234	142	25	91
New Brunswick	35	31	4	33	15	11	19
Quebec	1,042	901	141	751	478	156	250
Ontario	657	576	81	547	403	120	86
Manitoba	325	280	45	306	174	66	144
Saskatchewan	125	100	25	107	88	16	20
Alberta	187	159	28	176	116	34	43
British Columbia	266	244	22	226	191	31	47
Total, Canada, November, 1943	2,896	2,508	388	2,389	1,610	460	712
Total, November, 1942	1,748	1,559	189	1,365	1,258	544	691

TABLE 3.—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of November, 1943	Cumulative Total April 1-Nov. 30, 1943
Insufficient contributions; and not in insurable employment	124	916
Not capable of work; and not available for work	10	98
Loss of work due to a labour dispute	1	83
Refused offer of work; and neglected opportunity to work	18	76
Discharged for misconduct	29	213
Voluntarily left employment without just cause	262	1,866
Other reasons(1)	16	200
Total	460	3,452

(1)These include: claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants under 16 years of age; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 4.—NUMBER OF PERSONS RECEIVING BENEFIT; AMOUNT OF BENEFIT PAID; NOVEMBER, 1943

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days' Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	6	0	79	88
Nova Scotia	65	47	535	915
New Brunswick	22	16	390	625
Quebec	406	263	7,009	11,634
Ontario	335	221	4,835	8,648
Manitoba	160	102	2,137	3,795
Saskatchewan	52	39	833	1,388
Alberta	82	54	1,118	2,048
British Columbia	169	117	2,319	4,443
Total, Canada, November, 1943	1,297	859	19,275	33,584
Total, November, 1942	1,036	679	14,581	27,221

Average Duration of Unemployment Compensated	14·9 days.
Average Amount of Benefit Paid Per Person	$ 25.89
Average Amount Paid per Compensated Day of Unemployment	$ 1.74

TABLE 5

UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE TWENTY-NINE MONTHS ENDED NOVEMBER 30, 1943

Month	REVENUE: CONTRIBUTIONS (Gross, less refunds)						REVENUE: Interest	EXPENDITURE: Monthly Total Revenue	EXPENDITURE: BENEFITS		Balance
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government			Monthly Total	Cumulative Total	
	$	$	$	$	$	$	$	$	$		$
Total from July to December 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	177,720 00	28,481,885 85	Nil	Nil	28,481,885 85
Total for the year ended December 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65	11,019,421 74	1,409,797 39	67,526,327 78	349,655 94	349,655 94	95,658,557 69
1943											
January	2,470,473 51	1,174,517 53	1,237,776 61	544 05	4,883,311 70	976,662 34	22,778 38	5,882,752 42	69,851 82	419,507,76	101,471,458 29
February	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66	913,189 53	12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37
March	3,202,971 58	1,286,165 19	1,246,228 75	2,428 33	5,737,793 85	1,147,558 77	238,960 00	7,124,312 62	195,190 49	743,810 68	113,762,974 50
April	2,431,365 31	1,103,912 33	1,256,407 64	103 94	4,791,789 22	938,357 84	315,887 50	6,066,034 56	141,990 92	885,801 60	119,687,018 14
May	2,252,602 06	1,053,514 83	1,304,413 23	824 08	4,611,354 20	922,270 84	708,057 95	6,241,682 99	128,162 33	1,013,963 93	125,800,538 80
June	2,421,430 52	1,078,241 28	1,336,325 58	995 35	4,836,992 73	967,398 55	296,976 92	6,101,368 20	64,999 84	1,078,963 77	131,836,907 16
July	2,725,682 68	1,066,808 21	1,401,840 03	9,244 48	5,203,575 40	1,040,715 08	621 37	6,244,911 85	44,391 09	1,123,354 86	138,037,427 92
August	2,524,674 15	1,036,821 63	1,266,889 41	5,371 04	4,833,756 23	966,751 25	47,125 57	5,847,635 05	27,359 61	1,150,714 47	143,857,701 36
September	2,548,738 57	1,081,954 12	1,409,503 82	8,783 77	5,048,980 28	1,002,796 06	280,210 00	6,338,986 34	19,602 84	1,170,317 31	150,177,084 86
October	2,747,173 83	1,149,469 89	1,480,302 11	9,663 79	5,386,609 62	1,077,321 92	434,387 50	6,898,319 04	23,989 63	1,194,306 94	157,051,414 27
November	2,635,021 85	1,077,059 23	1,532,003 80	5,389 16	5,249,474 04	1,049,894 81	1,008,733 54	7,308,102 39	32,856 24	1,227,163 18	164,326,660 42
TOTAL	28,303,333 38	12,195,867 82	14,606,037 78	44,345 95	55,149,584 93	11,029,916 99	3,366,108 05	69,545,609 97	877,507 24	1,227,163 18	164,326,660 42
GRAND TOTAL	73,131,341 69	29,501,670 69	31,153,853 33	46,632 75	133,833,498 46	26,766,699 70	4,953,625 44	165,553,823 60	1,227,163 18	1,227,163 18	164,326,660 42

The interest column represents the interest received on the due dates of the various Government bonds and includes accrued interest at the time pf purchase. This figure does not include the interest earned to November 30. The miscellaneous column includes the following:

Penalties	$ 1,360 78
Contributions in respect of services in the Armed Forces	43,547 79
Miscellaneous	1,724 18
	$ 46,632 75

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of November, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

Returns received from 14,099 co-operating firms indicated further important increases in employment and payrolls when 11,853 persons were added to their staffs which aggregated 1,897,661 at the beginning of November. On October 1, the staffs of the reporting establishments had aggregated 1,885,808.

The index number of employment (based on the 1926 average as 100) was 188·7 as compared with 187·6 in the preceding month and was 5·4 per cent higher than at November 1, 1942.

Information is also embodied in this article concerning payrolls, which is furnished each month by the co-operating firms. The per capita average weekly wage, at $31.59, showed a further increase, rising from $31.53 at the beginning of October, as compared with $29.81 at November 1, 1942.

Report on employment conditions for December.—A summary of employment conditions for the month of December has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, November, 1943.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from Employment and Selective Service Offices during the five-week period October 29, to December 2, 1943, showed a loss from November, 1942, in the average number of placements recorded daily but a slight increase over the previous period October 1, to October 28, 1943. Vacancies in the five weeks ending December 2, 1943, numbered 281,536. There were 261,309 applications for employment; and 189,410 placements in regular and casual employment.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of December, the percentage of unemployment among trade union members was ·6 as compared with percentages of ·3 in November and ·8 in December, a year ago. The December figure was based on returns received from 2,359 labour organizations, having a combined membership of 483,933 persons.

The Employment Situation at the Beginning of November, 1943 as Reported by Employers

FURTHER important increases in employment and payrolls were indicated at the beginning of November, when the 14,099 firms co-operating in the Dominion Bureau of Statistics' monthly survey reported the addition of 11,853 persons to their staffs, which aggregated 1,897,661. The weekly salaries and wages disbursed at November 1 by these establishments amounted to $59,950,027 as compared with the sum of $59,456,274 paid on or about October 1, representing an advance of 0·8 per cent. The contents of the average pay envelope of the men and women in recorded employment rose from $31.53 paid in

the preceding period of observation, to a new maximum of $31.59 at the beginning of November; the general increase in the cost-of-living bonus authorized as from November 15, 1943, will be reflected for the first time in the next report.

An upward movement in industrial employment at November 1 is contra-seasonal, according to the experience of pre-war years. Since the outbreak of hostilities, however, there have been annual increases in employment at that date; the latest gain is smaller than at any other November 1 in the period of the war.

The expansion at the date under review took place in the non-manufacturing industries, there being a slight falling-off in manufacturing, mainly in the vegetable foods and lumber divisions. This is the sixth general decline in manufacturing since the outbreak of war; the other occasions were the seasonal losses at January 1 in each of the years since 1939, and that of a contra-seasonal character at May 1, 1943. Among the non-manufacturing industries, logging showed considerably greater seasonal activity, some 11,000 men having been taken on by the co-operating camps. As in recently-preceding months, this advance was on a scale somewhat below the average for the time of year. Coal mining, services and trade also afforded more employment. The most pronounced gain was in the last-named, in which it was considerably greater than usual for November 1; this was no doubt partly due to the employment of unusually

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



large numbers of part-time workers. On the other hand, communications, transportation and construction and maintenance reported reduced activity, the losses being seasonal. In the last two industries, they were less than normal for the beginning of November, while that in communications approximated the average in the experience of the period, 1920-1942.

Based on the 1926 average as 100, the general index number of employment at the beginning of November, 1943, was 188·7, the highest to date. The October 1 figure was 187·6, while that for November 1, 1942, was 183·3. The increase of almost three per cent in the latter comparison was accompanied by that of 8·1 per cent in the index number of payrolls. The seasonally-adjusted index number of employment rose from 178·5 in the preceding month, to 180·6 at the beginning of November, 1943, when it was the highest since that for August 1, 1943.

Payrolls

As already stated, the firms whose returns were tabulated reported the payment of $59,950,027 in salaries and wages at November 1, a sum which exceeded by 0·8 per cent the amounts they had disbursed at the beginning of October. The latest figure is the highest yet recorded. The movement in payrolls has, with rare exceptions, been steadily upward throughout the whole period in which the statistics have been collected, that is, from the spring of 1941. The exceptions were at the beginning of January, 1942 and 1943, when the observance of the Christmas and New Year's holidays had lowered the reported aggregates, and at May 1, 1943, following the Easter holidays. The weekly per capita earnings averaged $31.53 at October 1 and $31.59 at November 1, 1943, being then considerably above the November 1, 1942, average of $29.81; the figure at November 1, 1941 had been $27.02.

If the statistics for financial institutions are included, the latest survey of employment and payrolls shows that the number of persons in recorded employment was 1,962,404, as compared with 1,950,662 at the beginning of October. The amounts received as weekly earnings by these persons were stated as $61,984,606 paid on or about November 1, and $61,488,958 paid on or about October 1.

TABLE 1—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

—	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
			$			$
June 1, 1941	100·0	100·0	25·25	100·0	100·0	25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·5	27·32	112·1	123·4	28·15
Jan. 1, 1942	108·4	112·1	26·13	111·4	114·3	26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·3	30·06	132·0	160·1	31·17
Jan. 1, 1943	120·1	131·9	27·92	130·7	142·9	28·11
Feb. 1	118·5	139·5	29·96	132·2	157·4	30·65
Mar. 1	118·7	143·2	30·72	133·0	162·5	31·49
Apr. 1	118·1	144·3	31·14	133·4	164·7	31·81
May 1	116·5	139·8	30·59	132·7	159·9	31·09
June 1	118·4	143·6	30·93	133·5	163·5	31·62
July 1	120·1	145·7	30·97	134·8	165·1	31·62
Aug. 1	121·6	147·7	31·06	135·5	166·6	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·7	31·53	137·7	171·8	32·37
Nov. 1	123·4	152·0	31·59	137·4	172·8	32·62
Dec. 1						

The per capita average for the nine industries, including finance, was also $31.59; this was seven cents higher than the figure indicated at the beginning of October. At November 1, 1942, the average in the nine leading industrial groups was $29.85, while in 1941, the November 1 figure was $27.10.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas and the eight leading industrial cities, and gives comparisons as at October 1, 1943, and November 1, 1942.

The indexes of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the index numbers of employment have been converted from their original base 1926=100 to June 1, 1941, as 100. The report shows that there has been an increase of 23·4 per cent in the number of persons in recorded employment in the eight leading industrial groups while the weekly earnings of these persons have risen by 52 per cent. Including finance, the gain in employment

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at November 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, Together with Index Numbers of Employment and Payrolls as at November 1 and October 1, 1943, and November 1, 1942, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to Revision)

Geographical and Industrial Unit	Number of Employees Reported at Nov. 1, 1943	Aggregate Weekly Payrolls at Nov. 1, 1943	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Nov. 1, 1943	Oct. 1, 1943	Nov. 1, 1942	Nov. 1, 1943	Oct. 1, 1943	Nov. 1, 1942	Nov. 1, 1943	Oct. 1, 1943	Nov. 1, 1942
(a) Provinces		$	$	$	$						
Maritime Provinces	**147,207**	**4,277,583**	**29·06**	**28·79**	**25·37**	**127·3**	**125·3**	**124·0**	**170·6**	**166·1**	**145·8**
Prince Edward Isl.	2,380	59,118	24·84	25·37	22·96	113·5	117·2	100·8	133·1	140·3	109·0
Nova Scotia	89,443	2,711,749	30·32	29·54	26·00	129·1	130·2	127·5	175·2	172·0	149·0
New Brunswick	55,384	1,506,716	27·18	27·65	24·44	125·8	118·7	120·5	158·5	157·2	142·4
Quebec	**607,263**	**18,285,235**	**30·11**	**30·24**	**28·15**	**131·0**	**129·2**	**125·9**	**165·3**	**163·5**	**150·7**
Ontario	**762,159**	**24,900,009**	**32·67**	**32·35**	**31·12**	**115·8**	**115·6**	**114·4**	**139·8**	**138·3**	**132·4**
Prairie Provinces	**200,632**	**6,187,891**	**30·84**	**30·84**	**29·78**	**115·4**	**114·1**	**109·3**	**136·1**	**134·5**	**125·0**
Manitoba	93,238	2,803,376	30·07	30·07	29·68	114·0	111·6	110·7	129·3	126·8	124·6
Saskatchewan	38,429	1,130,600	29·42	29·37	28·09	108·9	107·6	106·4	128·2	126·4	120·1
Alberta	68,965	2,253,915	32·68	32·67	30·96	121·6	121·6	109·0	150·5	150·3	128·6
British Columbia	**180,400**	**6,299,309**	**34·92**	**35·21**	**33·34**	**143·7**	**146·3**	**138·8**	**179·0**	**183·9**	**168·0**
CANADA	**1,897,661**	**59,950,027**	**31·59**	**31·53**	**29·81**	**123·4**	**122·7**	**119·9**	**152·0**	**150·7**	**140·6**
(b) Cities											
Montreal	296,528	9,403,754	31·71	31·71	29·60	136·7	136·1	126·6	171·1	170·1	151·4
Quebec City	40,683	1,200,163	29·50	28·94	25·30	172·7	172·3	155·0	247·8	242·5	192·6
Toronto	257,952	8,375,221	32·47	32·41	30·93	130·6	128·3	124·5	158·3	155·2	145·1
Ottawa	22,811	619,272	27·15	27·22	26·33	114·7	115·3	108·0	135·2	136·2	124·5
Hamilton	59,592	1,967,068	33·01	32·64	32·18	112·4	112·4	119·1	135·0	133·4	139·7
Windsor	40,297	1,761,749	43·72	41·37	40·61	128·7	129·3	135·0	148·0	140·6	144·5
Winnipeg	61,102	1,715,855	28·08	27·88	28·08	119·0	116·3	113·1	132·2	128·3	125·9
Vancouver	90,124	3,052,280	33·87	34·28	32·58	177·6	179·0	170·1	230·5	235·2	215·5
(c) Industries											
Manufacturing	1,206,032	39,337,584	32·62	32·37	30·70	137·4	137·7	130·1	172·8	171·8	155·3
Durable Goods[1]	684,436	24,543,535	35·86	35·68	33·84	160·2	160·3	145·2	205·2	204·4	176·9
Non-Durable Goods	503,131	14,115,523	28·06	27·72	26·70	116·4	117·0	116·7	138·5	137·5	133·2
Electric Light and Power	18,465	678,526	36·75	36·61	34·67	96·7	97·5	95·9	110·3	110·8	103·3
Logging	54,644	1,389,263	25·42	27·71	21·32	115·4	92·2	120·2	149·7	130·5	137·1
Mining	72,480	2,687,955	37·09	36·36	35·36	87·7	87·8	92·0	103·2	100·3	103·8
Communications	28,121	844,945	30·05	29·97	28·65	108·3	109·5	107·7	120·1	121·1	113·8
Transportation	150,887	5,390,262	35·72	35·22	34·55	120·4	121·0	111·5	135·2	133·9	121·6
Construction and Maintenance	170,673	5,152,334	30·19	30·45	28·51	97·0	98·1	111·0	128·5	151·2	139·2
Services	44,935	845,456	18·82	18·94	18·23	117·3	116·1	106·8	137·0	136·5	121·7
Trade	169,889	4,302,228	25·32	25·63	24·51	105·9	99·7	99·8	112·5	109·9	107·7
Eight Leading Industries	**1,897,661**	**59,950,027**	**31·59**	**31·53**	**29·81**	**123·4**	**122·7**	**119·9**	**152·0**	**150·7**	**140·6**
Finance	64,743	2,034,579	31·43	31·34	30·79	108·0	108·2	106·9	117·8	117·7	114·2
Total—Nine Leading Industries	**1,962,404**	**61,984,606**	**31·59**	**31·52**	**29·85**	**122·8**	**122·0**	**119·3**	**150·6**	**149·3**	**139·5**

[1] This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

from June 1, 1941, to November 1, 1943, amounted to 22·8 per cent and that in payrolls to 50·6 per cent.

From November 1, 1942, to November 1, 1943, the increase in employment in manufacturing, logging, mining, communications, transportation, construction and maintenance, services and trade was just under three per cent, as compared with a gain of 8·1 per cent in the weekly payrolls. The reasons previously given for the relatively greater rise in the latter than in employment may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average, and, in addition, there is a considerable amount of overtime work, (2) the extension of the system of paying a cost-of-living bonus to the majority of workers; the rates at which this allowance has been calculated have been enlarged on more than one occasion since its institution, (3) the progressive upgrading of employees as they gain experience.

The expansion in employment and payrolls in manufacturing in the period of observation has for obvious reasons been on a much greater scale than that in the non-manufacturing industries, the index of employment in factories having risen by 37·4 per cent from June 1, 1941, and that of payrolls by 72·8 per cent. The factors given above as influencing the all-industries statistics operate with greater force in the case of the manufacturing group.

Even more striking than the advance in personnel and payrolls in manufacturing as a whole in recent months is that which has taken place in plants producing durable goods. Thus, the index of employment in this class has risen by 60·3 per cent and that of payrolls by 105·2 per cent from June 1, 1941, to the beginning of November, 1943. Despite curtailment in certain lines in the non-durable goods division, the index number of employment in this group was 16·4 per cent above that indicated at June 1, 1941, while the increase in payrolls amounted to 38·5 per cent.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently associated with

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1927.....	108·8	100·1	.....	.....	.....	110·2	109·8	110·7	.....	.....	.....	104·2
Nov. 1, 1928.....	118·9	109·5	.....	.....	.....	114·8	121·1	128·6	.....	.....	.....	112·1
Nov. 1, 1929.....	124·6	124·6	.....	.....	.....	122·8	126·5	129·5	.....	.....	.....	113·9
Nov. 1, 1930.....	112·9	110·1	.....	.....	.....	111·9	111·6	125·8	.....	.....	.....	105·4
Nov. 1, 1931.....	103·0	116·6	.....	.....	.....	96·2	98·1	128·2	.....	.....	.....	98·9
Nov. 1, 1932.....	84·7	86·8	.....	.....	.....	83·6	84·2	91·6	.....	.....	.....	77·8
Nov. 1, 1933.....	91·3	90·2	.....	.....	.....	92·2	91·4	94·6	.....	.....	.....	84·0
Nov. 1, 1934.....	100·2	104·9	.....	.....	.....	98·0	103·6	96·5	.....	.....	.....	94·1
Nov. 1, 1935.....	107·7	111·1	.....	.....	.....	105·0	110·0	108·1	.....	.....	.....	101·8
Nov. 1, 1936.....	111·0	119·4	.....	.....	.....	110·3	112·8	106·0	.....	.....	.....	105·4
Nov. 1, 1937.....	125·2	127·3	83·0	124·9	132·8	130·5	130·4	106·2	99·3	115·9	110·5	111·5
Nov. 1, 1938.....	114·6	112·6	95·0	123·6	100·3	119·7	115·0	108·1	97·6	132·2	108·1	107·5
Nov. 1, 1939.....	123·6	117·9	101·1	126·9	108·1	131·5	124·4	112·7	103·1	124·3	120·0	115·5
Nov. 1, 1940.....	139·2	133·8	134·0	142·4	123·4	148·7	142·5	119·7	110·5	123·5	131·6	126·3
Nov. 1, 1941.....	167·6	179·6	112·8	198·1	160·7	177·1	173·0	136·1	130·1	134·7	146·5	149·4
Nov. 1, 1942.....	183·3	189·0	108·0	214·1	162·6	198·1	185·2	140·2	138·0	135·6	146·6	187·2
Jan. 1, 1943.....	183·7	180·0	112·0	194·5	166·1	198·7	187·4	140·7	137·6	131·7	151·3	185·4
Feb. 1.....	181·2	167·4	108·3	184·2	150·1	198·7	186·6	134·7	132·7	121·8	146·5	181·4
Mar. 1.....	181·5	168·4	110·9	184·8	151·5	198·9	186·4	135·4	133·1	122·8	147·5	182·4
Apr. 1.....	180·6	171·3	108·0	190·6	150·8	195·7	185·6	135·3	133·1	121·7	147·6	185·0
May 1.....	178·2	170·5	102·3	193·8	145·0	192·1	181·8	135·9	135·0	125·6	144·2	186·8
June 1.....	181·2	175·3	108·3	195·5	153·7	197·8	182·9	138·5	136·2	132·1	146·4	187·6
July 1.....	183·7	184·7	112·4	203·1	165·8	198·7	184·9	141·6	138·3	135·6	150·8	191·9
Aug. 1.....	185·9	194·6	120·9	224·9	160·7	200·9	184·8	145·1	140·4	138·8	156·4	195·8
Sept. 1.....	186·2	187·8	121·7	210·2	163·4	200·7	186·1	145·2	139·0	137·7	159·9	198·8
Oct. 1.....	187·6	191·0	125·5	218·6	160·1	203·0	187·2	146·4	139·2	137·1	163·5	197·4
Nov. 1.....	188·7	194·3	121·6	216·7	169·7	206·1	187·4	148·1	142·1	138·8	163·6	193·8
Relative weight of employment by Provinces and Economic areas as at Oct. 1, 1943.	100·0	7·7	0·1	4·7	2·9	32·0	40·2	10·6	4·9	2·0	3·7	9·5

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is also obviously an extremely important factor.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Nov. 1 1943	Oct. 1 1943	Nov. 1 1942
Manufacturing	**63·6**	**230·8**	**231·3**	**218·6**
Animal products—edible	2·1	202·3	197·2	178·8
Fur and products	·1	124·8	123·0	125·7
Leather and products	1·5	136·7	136·3	138·6
Boots and shoes	·9	123·6	123·4	126·5
Lumber and products	3·4	120·7	124·1	114·9
Rough and dressed lumber	1·8	98·4	105·2	102·2
Furniture	·5	108·1	107·7	108·8
Other lumber products	1·1	216·6	210·6	168·2
Musical instruments	·1	51·5	50·1	42·9
Plant products—edible	2·9	170·2	185·6	160·1
Pulp and paper products	4·4	135·0	134·2	128·7
Pulp and paper	1·9	121·9	124·1	119·9
Paper products	·9	207·3	201·4	184·1
Printing and publishing	1·6	127·2	124·3	121·1
Rubber products	·9	135·7	131·8	127·6
Textile products	7·1	156·6	156·7	165·9
Thread, yarn and cloth	2·6	156·7	156·2	173·5
Cotton yarn and cloth	1·2	112·8	112·6	126·4
Woollen yarn and cloth	·6	169·5	169·9	197·2
Artificial silk and silk goods	·6	561·7	556·3	584·8
Hosiery and knit goods	1·1	144·0	143·3	133·8
Garments and personal furnishings	2·5	158·2	159·5	173·1
Other textile products	·9	171·1	170·7	173·3
Tobacco	·6	133·1	126·8	137·7
Beverages	·7	238·4	243·6	253·1
Chemicals and allied products	4·2	630·0	627·9	694·7
Clay, glass and stone products	·8	137·6	137·7	133·4
Electric light and power	1·0	145·0	146·2	143·7
Electrical apparatus	2·5	328·0	323·4	276·8
Iron and steel products	25·3	351·3	351·2	319·1
Crude, rolled and forged products	1·9	266·1	266·5	252·5
Machinery (other than vehicles)	1·3	239·0	239·5	259·2
Agricultural implements	·6	128·5	128·0	123·9
Land vehicles and aircraft	10·1	303·4	300·2	260·1
Automobiles and parts	2·3	298·4	301·9	308·1
Steel shipbuilding and repairing	4·5	1,632·3	1,667·0	1,350·6
Heating appliances	·3	168·5	171·1	157·6
Iron and steel fabrication (n.e.s.)	1·1	309·7	316·8	326·1
Foundry and machine shop products	·7	275·6	274·3	311·1
Other iron and steel products	4·8	433·3	431·5	450·2
Non-ferrous metal products	4·0	502·0	500·0	442·2
Non-metallic mineral products	·9	213·0	213·4	197·7
Miscellaneous	1·1	373·1	371·5	364·3
Logging	**2·9**	**182·6**	**146·0**	**190·3**
Mining	**3·8**	**155·4**	**154·1**	**163·0**
Coal	1·4	97·5	93·9	90·1
Metallic ores	1·9	283·8	285·7	325·3
Non-metallic minerals (except coal)	·5	154·0	155·5	159·8
Communications	1·5	105·3	106·4	104·7
Telegraphs	·4	130·3	133·2	128·5
Telephones	1·1	98·4	99·1	98·2
Transportation	**7·9**	**119·4**	**120·0**	**110·6**
Street railways and cartage	2·3	176·2	174·3	160·2
Steam railways	4·4	105·3	106·1	97·6
Shipping and stevedoring	1·2	107·4	109·8	103·5
Construction and Maintenance	**9·0**	**135·3**	**136·9**	**154·9**
Building	3·2	140·8	145·9	201·4
Highway	3·6	173·3	169·1	172·1
Railway	2·2	94·9	98·4	91·8
Services	**2·4**	**200·5**	**198·5**	**182·6**
Hotels and restaurants	1·5	202·6	199·0	175·1
Personal (chiefly laundries)	·9	196·8	197·5	195·6
Trade	**8·9**	**161·9**	**156·3**	**156·5**
Retail	6·8	171·3	163·5	165·7
Wholesale	2·1	137·8	137·7	132·3
All Industries	**100·0**	**188·7**	**187·6**	**183·3**

[1]The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Employment and Payrolls by Industries

Manufacturing.—Employment in factories at the beginning of November showed a slight curtailment; this was seasonal in character, according to the experience of pre-war years, but was contrary to the movement indicated annually at November 1 since the outbreak of hostilities. The index slightly declined from its all-time maximum of 231·3 at October 1, to 230·8 at the date under review, when it was higher by 5·6 per cent than the figure of 218·6 at November 1, 1942. The 1926 average equals 100 in calculating these index numbers. After correction for seasonal influences, however, the index showed a further gain, rising from 224·2 at October 1, to 228·8 at the beginning of November.

Data were received from 7,845 manufacturers, whose staffs included 1,206,032 men and women—3,020, or 0·3 per cent fewer than they had employed at October 1. This decline was accompanied by an increase of 0·5 per cent in the reported weekly payrolls. The pay envelope of the typical individual in recorded employment in manufacturing at November 1 contained $32.62; this was 25 cents more than the per capita average earnings of those employed by the same firms at the beginning of October, and $1.92 more than the November 1, 1942, average of $30.70. The gain over the twelve months is partly due to the growing concentration of employment in the more highly-paid heavy industries, together with the progressive up-grading of employees as they acquire experience, factors which have offset the effect of the considerable dilution of labour which has been rendered necessary by wartime conditions. The payment of higher wage rates in a number of cases has also contributed to the result; it may again be mentioned that the general increase recently authorized in the cost-of-living bonus took effect only from November 15, and consequently will not be reflected in the current statistics of payrolls until the next report.

There were increases at the beginning of November in the iron and steel, non-ferrous metal, electrical apparatus, chemical, tobacco, rubber, pulp and paper and animal food divisions. The advances, however, were not particularly large, that in the animal food group being most noteworthy. On the other hand, there was considerable seasonal curtailment in the vegetable food group (from which nearly 5,000 persons were released), and in lumber mills. Textiles and beverages also showed reduced activity.

The co-operating manufacturers reported the disbursement of $39,337,584 in weekly payrolls at November 1. This was an increase of $200,443, or 0·5 per cent, over the weekly salaries and wages paid on or about October 1. The per capita average, at $32.62, was the highest in the record which dates from June 1, 1941. The October 1, 1943, figure was $32.37, and that at November 1, 1942, $30.70. In 1941, the November 1 average had been $27.59.

Based on the weekly salaries and wages paid by the co-operating establishments on or about June 1, 1941, as 100 per cent, the index of payrolls at November 1, 1943, stood at 172·8, as compared with 171·9 per cent at October 1, 1943, and 155·3 at November 1, 1942. The increase of 11·3 per cent in the reported payrolls at the date under review as compared with twelve months earlier, considerably exceeds that of 5·6 per cent in the number of persons employed by the co-operating manufacturers. The reasons for this disparity in the rates of gain have already been given. In the manufacturing industries, the up-grading of employees as they gain experience is of particular and growing importance, tending to offset the effect of the large-scale dilution of labour consequent upon the shortage of workers which has become increasingly acute with the development of the war effort. As was pointed out in preceding bulletins, the changing industrial distribution of wage-earners in recorded employment has also contributed materially to the relatively greater rise in payrolls, there being a growing proportion of workers in the more highly-paid heavy industries. At November 1, 1943, such industries provided work for 57·6 per cent of all those engaged in manufacturing, exclusive of electric light and power, while at June 1, 1941, the proportion was 49·7 per cent. The effect of this change in distribution is emphasized by the fact that the latest per capita average earnings of persons engaged in these classes stood at $35.86, an amount which was higher by $8.07 than at June 1, 1941, while in the light manufacturing industries the November 1 average, standing at $28.06, has risen by only $4.76 in the 29 months.

During the period for which statistics of payrolls are available, there have been especially noteworthy increases in the salaries and wages reported in the non-ferrous metal, chemical, iron and steel, miscellaneous manufactured products and electrical apparatus and equipment industries. These gains have been associated with important, though relatively smaller advances in employment. In practically every case, the per capita average weekly earnings in the various branches of manufacturing are higher than they were at the same date of 1941.

Many factors contribute to the existing differences in the figures of per capita averages in various industries as shown in the text. Important among these is the sex distribution of

workers in the various industries; with this factor is associated that of age, the women workers in general tending to belong in the younger age groups, where earnings normally are less than among more experienced workers. The presence or absence of overtime also affects substantially the per capita average earnings.

Logging.—There was a further seasonal increase in logging at November 1, 1943, when the expansion was smaller than that reported at the same date in any other year since 1932. Returns were received from 524 operators having 54,644 workers, as compared with 43,690 at October 1. The index of employment, at 182·6, was the lowest for November since the outbreak of war. As compared with November 1, 1942, there was a decline of 4 per cent in the index of employment, while that of weekly payrolls was higher by 9·2 per cent. The salaries and wages reported at the latest date amounted to $1,389,263, showing an advance of 14·7 per cent over the payrolls indicated in the preceding period of observation.

The per capita average earnings fell from $27.71 at October 1, 1943, to $25.42 at the date under review; this decline is associated with the large increase in the number of employees. The average at November 1, 1942, was $21.32. In considering the figures of aggregate and average earnings in logging, it must be recalled that they do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also a factor in lowering the reported earnings; these differ greatly in various parts of the country, the average in British Columbia being considerably higher than in any other province.

Mining.—Heightened activity was indicated in mining as a whole at the beginning of November, when information tabulated from 479 operators showed a combined working force of 72,480 persons, as against 71,855 in their last return. There was a falling-off in the extraction of metallic ores, and of miscellaneous non-metallic minerals, but coal-mining was considerably brisker. The index of employment in the mining group at November 1 was 155·4, being 4·7 per cent below that of 163·0 at the same date in 1942. In the 12 months, the index of payrolls has fractionally declined.

The weekly payrolls reported at the latest date amounted to $2,687,955, a sum of 2·9 per cent greater than the salaries and wages disbursed by the same firms at October 1. The per capita average earnings were also slightly higher, standing at $37.09, as compared with $36.36 in the preceding period of observation. The November 1, 1942, figure had been $35.36.

Communications.—The trend in the communications division was again downward, as is usual at the beginning of November. The staffs of the co-operating establishments aggregated 28,121, a decline of 311 from their last report. The loss was about normal in extent. There was also a falling-off in the payrolls distributed; these amounted to $844,945, as compared with $852,118 paid on or about October 1. The per capita average rose from $29.97 at October 1, to $30.05 at the first of November. The November 1, 1942, figure had been 28.65. Based on the 1926 average as 100, the latest index of employment was 105·3; this was fractionally higher than that of 104·7 at November 1, 1942, while there was a gain of 5·5 per cent in the index of payrolls in the twelve months.

Transportation.—A smaller-than-usual seasonal contraction was noted in transportation as a whole at November 1. The reduction took place in shipping and stevedoring and steam railway operation, local transportation showing a moderate advance. Employment continued in greater volume than at the same date in any earlier year of the record. The index stood at 119·4, 8 per cent higher than that of 110·6 at November 1, 1942; this gain has been accompanied by that of 11·2 per cent in the reported weekly payrolls. The staffs of the 595 firms and branches furnishing returns totalled 150,887, as compared with 151,602 at October 1. The weekly salaries and wages disbursed at November 1 were given as $5,390,262; this was not quite one per cent greater than that of $5,338,921 recorded in the preceding period of observation. The average per capita weekly earnings rose from $35.22 at October 1 to $35.72 at the date under review. The November 1, 1942, figure had been $34.55.

Construction and Maintenance.—There was a further recession in the construction industries, in which the loss was below-average for the time of year. Highway work was more active, but building and railway construction and maintenance released employees. Statements were tabulated from 1,563 contractors, employing 170,673 men and women, 2,054 fewer than in the preceding month. The weekly payrolls reported by these employers amounted to $5,152,334; this was a decrease of two per cent from their October 1 total. There was also a falling-off in the per capita average earnings, which stood at $30.19 at November 1, as compared with $30.45 at the beginning of October. The November 1, 1942, figure was $28.51.

The latest index in construction, at 135·3, was lower than that of 154·9 at the beginning of November of last year. This decrease of 12·7 per cent was accompanied by that of 7·7 per cent in the reported payrolls.

Services.—A contra-seasonal advance was indicated in the service division, in which the 655 co-operating establishments added 457 persons, bringing their staffs to 44,935 at November 1. The gain took place in hotels and restaurants, employment in laundries and dry-cleaning plants slightly declining. The salaries and wages distributed at the beginning of November amounted to $845,456, compared with $842,469 in the preceding period of observation.

During the last 12 months, there has been an advance of 9·8 per cent in the number of persons in recorded employment, while the reported payrolls have shown a gain of 12·6 per cent. The per capita averages were $18.82 at November 1, and $18.94 at October 1, 1943, as compared with $18.23 at the beginning of November, 1942. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration; the former division constituted some 64 per cent of the total in the service division as a whole at the beginning of November.

Trade.—Employment in trade showed extremely marked expansion at November 1; this may be due in part to the employment of unusually large numbers of part-time workers. Data were furnished by 2,378 establishments, with a total personnel of 169,889 men and women, as compared with 163,972 at October 1. The sum of $4,302,228 was paid at the date under review in weekly salaries and wages by the co-operating firms, whose payrolls at October 1 had aggregated $4,203,394. The percentage gain in the disbursements was smaller than that in the employees, so that the per capita average declined, standing at $25.32, as compared with $25.63 in the preceding report; the November 1, 1942, figure had been $24.51.

The index number of employment in trade at November 1 was 161·9, as compared with 156·5 at the same date in 1942. The latest figure therefore showed an increase of 3·5 per cent in the twelve months. The index of payrolls was 4·5 per cent higher.

Financial Institutions.—Information from 757 financial institutions showed a personnel of 64,743, 111 fewer than at October 1. The weekly earnings paid at the date under review amounted to $2,034,579, as compared with $2,032,684 paid on or about October 1. The per capita weekly average was $31.43, as compared with $31.34 in the last report, and $30.79 at November 1, 1942. The latest index of employment in financial institutions was higher by one per cent than at the same date in 1942, while that of payrolls was higher by 3·2 per cent.

Sex Distribution of Persons in Recorded Employment at October 1, 1943

IN connection with its monthly survey of employment and payrolls as at October 1, 1943, the Dominion Bureau of Statistics requested employers for a statement of the number of females on their staffs in the pay periods for which they were furnishing data, repeating the enquiry undertaken at the same date in 1942. The response to these enquiries was highly gratifying, indicating a very general realization of the present-day importance of information respecting the sex distribution of those in recorded employment. The value of the data for October 1 of the present year is greatly enhanced by the fact that changes in the numbers and proportions of female workers over the 12 months can now be measured, whereas the October 1, 1942, data could be compared only with the information obtained in the 1940 Census of Industry, and with the distribution existing at the date of the 1931 Decennial Census. (L.G., 1942, p. 1464.)

The Coverage of Industry.—The monthly surveys cover large proportions of the total numbers employed in the following industries: manufacturing, logging, mining, communications, transportation, construction, services, trade and finance. The more important groups excluded are the following: agriculture, domestic and personal services, and professional services, such as governmental, educational, etc. In these industries (except agriculture), and in many of the smaller establishments excluded from the current surveys, the proportions of female employees are relatively high, in some cases exceeding the ratios found among the industries for which current statistics are available. The proportions given in this supplement are therefore probably rather lower than those which would be indicated in a census taken at the same date.

The Situation at October 1, 1943.—The number of females in recorded employment at October 1, 1943, in the nine leading industrial divisions, was 510,715, constituting 262 per thousand of the total personnel of 1,950,131. At the same date in 1942, 441,156 women had been reported in a staff of 1,879,845. The proportion then was 235 per thousand.

The proportion of 262 women per thousand employees at October 1, 1943, was considerably

higher than that of 235 per thousand a year earlier, there being a rise of 11½ per cent in this comparison. The increase in the number of females (approximately 67,000, or 15 per cent), accounted wholly for the general gain of 3·4 per cent in recorded employment in the nine leading industries; the number of males showed a small decline in the 12 months.

Sources Contributing to the Supplies of Male and Female Workers.—During the year, large numbers of men have been withdrawn from industrial employment to serve in the Armed Forces; the reserve of women has also been affected to some extent by enlistments, although the number involved is naturally much smaller. The virtual maintenance of the number of males in recorded employment, notwithstanding the demands from the various Services, reflects the operation of several factors: (1) The transfer from the less-essential to the more-essential industries (the latter being heavily represented in the current surveys); (2) The continued movement from the own-account and small-employer classes to employment in industry; (3) The employment of increasingly large numbers of boys of pre-enlistment age, and to a lesser extent of older and physically-handicapped men, to replace those of military age and fitness; (4) The industrial reabsorption of men discharged from the Armed Forces.

The female accessions to the number in recorded employment have also come from various reserves, among which may be mentioned considerable numbers of married women (either returning to work or as recruits), young

SEX DISTRIBUTION OF THE WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE MAIN INDUSTRIAL GROUPS, AS AT OCT. 1, 1943 AND OCT. 1, 1942.

Geographical and Industrial Unit	1943					1942				
	Total	Male	Female	Male	Female	Total	Male	Female	Male	Female
(a) Provinces	No.	No.	No.	P.C.	P.C.	No.	No.	No.	P.C.	P.C.
Maritime Provinces	**148,390**	**124,891**	**23,499**	**84·2**	**15·8**	**142,207**	**123,307**	**18,900**	**86·7**	**13·3**
Prince Edward Island	2,719	2,058	661	75·7	24·3	2,325	1,797	528	77·3	22·7
Nova Scotia	92,085	78,771	13,314	85·5	14·5	87,426	77,029	10,397	88·1	11·9
New Brunswick	55,586	44,062	9,524	82·2	17·8	52,456	44,481	7,975	84·8	15·2
Quebec	**615,339**	**454,029**	**161,310**	**73·8**	**26·2**	**586,931**	**439,718**	**147,213**	**74·9**	**25·1**
Ontario	**790,857**	**552,376**	**238,481**	**69·8**	**30·2**	**779,410**	**571,210**	**208,200**	**73·3**	**26·7**
Prairie Provinces	**207,754**	**159,019**	**48,735**	**76·5**	**23·5**	**197,173**	**159,102**	**38,071**	**80,7**	**19·3**
Manitoba	95,749	70,022	25,727	73·1	26·9	93·378	73·596	19,782	78·8	21·2
Saskatchewan	40,423	31,680	8,743	78·4	21·6	39,516	32,183	7,333	81·4	18·6
Alberta	71,582	57,317	14,265	80·1	19·9	64,279	53,323	10,956	83·0	17·0
British Columbia	**187,791**	**149,101**	**38,690**	**79·4**	**20·6**	**174,124**	**145,352**	**28,772**	**83·5**	**16·5**
CANADA	**1,950,131**	**1,439,416**	**510,715**	**73·8**	**26·2**	**1,879,845**	**1,438,689**	**441,156**	**76,5**	**23·5**
(b) Cities										
Montreal	307,491	206,214	101,277	67·1	32·9	280,192	191,495	88,697	68·3	31·7
Quebec	41,634	28,217	13,417	67·8	32·2	36,564	23,685	12,879	64·8	35·2
Toronto	267,237	159,334	107,903	59·6	40·4	253,674	160,742	92,932	63·4	36·6
Ottawa	26,390	16,082	10,308	60·9	39·1	24,978	15,698	9,280	62·8	37·2
Hamilton	60,459	41,398	19,061	68·5	31·5	63,426	45,087	18,339	71·1	28·9
Windsor	40,977	33,603	7,374	82·0	18·0	42,784	36,390	6,394	85·1	14·9
Winnipeg	63,156	41,025	22,131	65·0	35·0	59,937	43,022	16,915	71·8	28·2
Vancouver	93,271	67,793	25,478	72·7	27·3	86,862	68,352	18,510	78·7	21·3
(c) Industries										
Manufacturing	1,208,156	870,905	337,251	72·1	27·9	1,137,242	844,501	292,741	74·3	25·7
Durable Goods[1]	684,157	553,626	130,531	80·9	19·1	605,130	512,809	92,321	84·7	15·3
Non-Durable Goods	505,382	300,985	204,397	59·6	40·4	513,428	315,108	198,320	61·4	38·6
Electric Light and Power	18,617	16,294	2,323	87·5	12·5	18,684	16,584	2,100	88·8	11·2
Logging	43,690	42,638	1,052	97·6	2·4	45,005	44,217	788	98·2	1·8
Mining	72,780	70,555	2,225	96·9	3·1	76,831	75,266	1,565	98·0	2·0
Communications	28,432	13,472	14,960	47·4	52·6	28,296	14,805	13,491	52·3	47·7
Transportation	151,588	139,420	12,168	92·0	8·0	140,729	132,298	8,431	94·0	6·0
Construction and Maintenance	172,727	168,683	4,044	97·7	2·3	188,660	186,065	2,595	98·6	1·4
Services	44,478	18,659	25,819	42·0	58·0	41,237	19,962	21,275	48·4	51·6
Trade	163,426	83,188	80,238	50·9	49·1	157,672	86,239	71,433	54·7	45·3
Eight Leading Industries	**1,885,277**	**1,407,520**	**477,757**	**74·7**	**25·3**	**1,815,672**	**1,403,353**	**412,319**	**77·3**	**22·7**
Finance	64,854	31,896	32,958	49·2	50·8	64,173	35,336	28,837	55·1	44·9
Total—Nine Leading Industries	**1,950,131**	**1,439,416**	**510,715**	**73·8**	**26·2**	**1,879,845**	**1,438,689**	**441,156**	**76·5**	**23·5**

[1] This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

girls who under ordinary circumstances would continue at school for a longer or a shorter period, domestic servants, and other women and girls normally engaged in kinds of work which are excluded from the monthly surveys. The employment of part-time workers has considerably increased in the year; the number of such workers is not available, but in some industries is probably fairly substantial.

The Trend of Average Earnings.—It is worthy of note that despite the virtual stabilization of the number of male wage-earners reported in the year, and the widely-distributed gains in the number of females, there have almost invariably been increases in the average weekly earnings in the various industries and areas between October 1 of 1942 and 1943. Since no general increase in the cost-of-living allowances was authorized during this period, the widespread rises in the average weekly earnings result in specific cases from increases in the rates of wages or bonus, but more generally, from the upgrading of workers (male and female) as they acquire experience. As would probably be expected, there also appeared a tendency for the smallest advance in the weekly averages to be indicated in the industries and areas where the proportions of women workers showed greater-than-average increases. The length of service of the female recruits to industry would obviously be one of many factors contributing to this result.

Comparison with Annual Census of Industry Data.—In many respects, the comparison of the current statistics of employment with the data of the Census of Industry is of greater interest than any other, despite the fact that the comparison is limited to the manufacturing industries. The use of the Census data permits a comparison with pre-war years, so that the steadily upward trend in the proportions of female employees may be roughly measured. It should be noted that the annual and the current statistics are not strictly comparable, the former covering all manufacturing establishments without regard to size, while the latter are limited in the main to those employing 15 persons and over.

The females in 1938 constituted 214 per thousand of all persons employed in factories, while in 1939, the proportion was 220 per thousand; the marked increase in activity in the heavy manufacturing industries in the following year as a result of the war, slightly lowered this proportion, which declined to 218 in 1940. The ratio in 1941 was 226 per thousand workers enumerated in the Annual Census. At October 1, 1942, the proportion of females was 260 per thousand, and that at October 1, 1943, 282 per thousand. From 1939 to the latest date, therefore, there has been an increase of roughly 28 per cent in the number of women in each 1,000 employees in manufacturing, while the proportion of males per thousand has fallen by nearly eight per cent.

The Distribution of the Women Workers in Recorded Employment at October 1, 1943.—The accompanying table summarizes the statistics reported at October 1, in 1942 and 1943. Of the total of 510,715 women in recorded employment in the nine leading industrial divisions, 337,251, or 66 per cent, were engaged in manufacturing, including electric light and power; the October 1, 1942, proportion had been 66·4 per cent. The next largest groups of female employees were those of 80,238 in trade, 32,958 in finance and 25,819 in services. Communications, transportation, construction, mining and logging together reported approximately 34,450 women workers, or only 6·7 per cent of the total. Small though this proportion was, it fractionally exceeded that of just over six per cent at the time of the October 1, 1942, survey.

The number of females engaged in plants turning out heavy manufactured goods constituted 25·6 per cent of the total at October 1, 1943, as compared with 20·9 per cent in 1942. On the other hand, the proportion of the total reported by the light goods manufacturers declined from 45 per cent at the time of the first survey, to little more than 40 per cent at the date under review; employment in this class was then generally quieter than a year earlier, the falling-off taking place among the male workers. Certain manufacturers of consumers' goods reported growing difficulty in obtaining the services of women and girls; in a few cases, it was stated that shortages of such workers were being made up by the employment of increasingly large numbers of boys of pre-enlistment ages.

Among the provinces, Ontario and Quebec ranked first and second, respectively, in the number of females in recorded employment; 46·7 per cent of the Dominion total belonged in Ontario, while Quebec firms reported 31·6 per cent of the aggregate. The greatest gains over the year in the number of women in each 1,000 persons on the reported payrolls were in Manitoba and British Columbia, where the proportions rose by some 27 per cent and 25 per cent, respectively. The largest increases in the number of females at work were shown in British Columbia, with a rise of 34·5 per cent, and in Alberta, where the number at October 1, 1943, exceeded by 30·2 per cent that indicated at the same date in 1942.

Firms in Toronto again reported the employment of a larger number, and a higher proportion of female workers than any other of the eight cities for which statistics are

regularly segregated in the monthly surveys; 107,903, or rather more than 21 per cent of the total women on the staffs of the co-operating employers throughout the Dominion were in the Toronto Metropolitan Area, where such workers constituted 404 per thousand of the reported aggregate of both sexes. Montreal took second place in the number of females, there being 101,277 women in recorded employment at October 1, 1943; this was slightly less than 20 per cent of the Dominion aggregate. The proportion of females in that city was 329 per thousand workers of both sexes. The lowest ratios at the date under review were in Windsor, Vancouver and Hamilton, in all of which, however, the proportions were considerably higher than at October 1, 1942.

Report on Employment Conditions for December, 1943

The following summary of employment conditions for the month of December has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

AT the close of December, 1943, developments in the labour market foreshadowed changing conditions in manpower requirements to be met in 1944.

Alterations in the war production program had, of necessity, entailed the diminution of staffs in certain industries, but to date the workers affected by such layoffs were for the most part being absorbed into other essential industries.

Three of the most productive months of the logging season were over, and the acute shortage of bush workers had caused output to drop behind schedule. During the vacation period, the number of men entering the logging camps fell off somewhat, but it was anticipated that in the new year the movement of men into the industry would accelerate. The cessation of construction work in most parts of the country was resulting in the direction of many labourers to the logging industry.

Maritime Region

Agriculture—In the Maritime Provinces the agricultural season had drawn to a successful conclusion, although it was reported that in some districts Fall ploughing had been curtailed by the early migration of farmers to the woods. There was a minimum of demands for permanent farm labour, as well as for a few assistants on dairy farms, none of whom were procurable.

Logging—Although a substantial number of men had been hired by authorized canvassers, and the number of vacancies had materially decreased for the logging industry, the majority of operators could use more men to advantage: in fact, Campbellton, which had curtailed its operations, was the only area in which no labour shortage existed. There was at present very little movement of skilled men to the woods, as few operators were working their camps during the holiday season, but full production was expected to begin in January, when Moncton, New Glasgow, Sussex and Truro would all be in need of a large number of sawlog cutters and general lumbermen.

Coal Mining—Slight change was recorded in the coal mining situation throughout the region. Although employment was improving somewhat with the return of soldier miners released on leave to work in the mines, and with the hiring of young men leaving school, a definite shortage of certified miners persisted, aggravated in some instances by poor housing facilities and the scarcity of board. Most of the collieries of the region had more than enough labourers on hand, until a greater number of certified men could be procured.

Manufacturing—A survey of the manufacturing field revealed alternating labour demands and labour layoffs, and it was apparent that while manufacturing industries on the whole were busy, there was no drastic shortage of workers (except in shipbuilding and repairs)—due undoubtedly to the absorption of men released from other projects.

At Charlottetown considerable difficulty was being encountered in the placing of some men who had worked in shipyards or steel works during the past few winters. The Pictou-New Glasgow area was reported as unwilling to accept any men from the Charlottetown area at the present time, and many of them were unsuitable for woods work. The closing down of two departments in the Trenton Steel Works at New Glasgow had resulted in the layoff of about 1,100 men and women. To date some 425 of these workers had been placed.

To offset such layoffs there was a continued demand for labour in various industries throughout the region. At Halifax, the shipbuilding industry needed a considerable number of skilled workers and expected to get a number of these from the Quebec area. Many skilled workers were also required by H.M.C. Dockyard, and very few had come from outside places to take employment there. At New Glasgow an additional 200 workers would be required at the beginning of the year

for car construction. At St. Stephen there was an urgent need for workers for the cotton mills, fish canning factories and lumber mills, and a shortage of skilled textile workers at Kentville was being met by a canvass for workers throughout the region.

Construction—With the closing-in of the season, the manpower needs of construction were by no means so exigent, and many men released by the termination of contracts made a pool available from which to draw for projects not yet completed. Halifax labour needs continued to be partially met from the Longshoremen's Reserve Labour Pool, but Moncton was experiencing difficulty in finding good labourers, housing conditions presenting a real drawback. Throughout the area, the need for unskilled labour and carpenters had shown a sharp reduction during the past few weeks. This reduction was partly seasonal and partly due to the completion of various projects. However, there was still an immediate demand for bricklayers, which could not be filled in the region.

Quebec Region

Agriculture—In this region, too, agriculture had concluded a profitable season, and many farmers were busy with fuelwood cutting to fill their own winter needs. Some had gone into the bush, or to other essential industries, but this migration had slackened and would probably not speed up again until after New Year's.

Logging—In the Quebec region the problem of fuelwood cutting had been practically solved, but not the difficulties of the pulpwood cutting industry. Quite a number of men had left the lumber camps for Christmas, and would not be back until January, with the result that operations were impaired. The labour picture throughout the province seemed to be rather an uneven one: recruiting for bushmen in Quebec, Three Rivers, Baie St. Paul, La Tuque, Rimouski, Coaticook, Riviere du Loup and the Eastern Townships was reported as having been quite satisfactory, and at Hull and Montreal the situation had improved materially. However, at Campbell's Bay and Rouyn, Shawinigan Falls and Val d'Or, shortages were still recorded.

Mining—In the mining field, the base metal mines of the region were producing to capacity, with labour demands reasonably well satisfied. At Campbell's Bay, experienced miners were needed for the lead and zinc and molybdenum mines, with qualified applicants scarce, and at Val d'Or both beginners and experienced workers were required for the gold mines.

Manufacturing—Extensive layoffs were an outstanding feature of the labour situation in certain of the manufacturing industries in the region. At Chicoutimi the aluminum plants were releasing or transferring workers from one department to another, and many farmers working there had returned home to cut fuelwood. At Levis and Quebec the shipbuilding yards had closed from December 23 to January 3.

In Montreal layoffs from munitions plants, and reduction in orders for women workers in war factories, made it easier to obtain assistants for the primary textile plants, with the result that sufficient female help was available for immediate needs, but the outlook as regards male workers was not so encouraging, partly because of the dearth of young male apprentices. The shortage of skilled operators in all the clothing manufacturing trades remained acute, and shoe operators were in great demand in all the factories, with the production of children's footwear seriously retarded by lack of the requisite labour.

Orders for workers in the aircraft industry in Montreal had been reduced, and only one local plant was continuing to hire new staff. Layoffs in the Montreal shipyards had come to an end, and the general slackening off in heavy industry was reflected throughout the local machine shops handling subcontracts. Orders for general machinists and toolmakers had declined, and only experienced and specialized workers were easy to place. Manpower layoffs were also quite extensive at Quebec, where the arsenals and shipbuilding yards were gradually decreasing their payrolls.

However, the Quebec region's manufacturing story was not solely one of dwindling manpower requirements. The aluminum plant at Ile Maligne was maintaining full production, and the paper mills there were carrying on about 50 per cent of their ordinary production. At Verdun the over-all labour shortage was still acute, with unskilled hands particularly needed by the steel foundries, as well as by the chemical, glass and electrical devices manufacturers. In all parts of the region, with the sole exception of Montreal, there was an urgent appeal for workers in textile plants, as well as hosiery and shoe factories.

Construction—The approach of Winter was gradually lessening the manpower needs of the construction industry in the Quebec region, as elsewhere in the Dominion. Chicoutimi reported that men had been laid off daily from Arvida and Shipshaw construction during the month. It was anticipated that there would be several hundred unemployed workers during the course of the coming Winter who would register for insurance benefits, unless they accepted work in the bush or outside districts.

The dam under construction at Lac Morin had been completed, and over 200 labourers

from this project were out of work, 25 of the number being carpenters for whom no openings were available in the area. The local office of St. Joseph d'Alma was encountering difficulty in placing elsewhere labourers released from the Ile Maligne project who could not be directed to the bush, either through inexperience or inability. Valleyfield, too, reported a surplus of 500 workers from completed construction projects.

In Montreal construction work in the high priority brackets had been reduced, though the supply of tinsmiths fell far short of the demand and orders for stationary engineers were becoming heavier. However, most local projects throughout the Quebec region—bridge building, roadwork and building—had either been completed or were being left unfinished until Spring.

Ontario Region

Agriculture—The continued mild weather had prolonged the agricultural season in the province, affording farmers an excellent opportunity to repair buildings and farm equipment and complete any late unfinished Fall chores. Many farmers were taking out their own fuelwood. There was little demand for farm labourers, and a few requests for helpers for dairy farmers.

Logging—The open season had to some extent been a deterrent to farmers enlisting for logging activities: a smaller number than usual had, so far, taken out seasonal permits. However, December showed a marked improvement both in production and in the number of men in bushwork.

At Kapuskasing, logging and pulpwood referrals had declined during the past several weeks, due both to the holiday season and weather ranging as low as 55° below zero. Sudbury reported the labour situation well in hand, but elsewhere the outlook was not so favourable. In Arnprior, Bracebridge, Renfrew, Pembroke and Peterborough there was a considerable demand for labour, and the majority of the lumber companies in these areas recorded a decrease in production between 35 per cent and 50 per cent from that of the same period a year ago.

Mining—It was reported that the labour requirements of the base metal mines of the region were on the whole, being adequately met. At Sudbury and Timmins the supply of labour suitable for underground mine work was coming in slowly, with some improvement, but a larger supply would be required to bring smelter operations nearer capacity production, and it had been suggested that men laid off from other industries, and capable of doing underground work, should be referred to these operations. At Kirkland Lake a few experienced miners were required for underground shaft sinking in the cobalt and silver mines, and the gold mines required 200 experienced miners and 300 beginners immediately.

Manufacturing — The manufacturing field presented no pressing difficulties from an employment point of view, except in the textile factories, where an acute lack of labour was curtailing essential production. Orders for semi-skilled and unskilled workers had fallen off steadily, with the one notable exception of foundry labour.

In Guelph a large textile plant had cancelled an expected layoff of 200 female workers, scheduled for December 15: their previous reduction of staff had been of assistance to other textile plants currently short of workers, but power sewing machine operators and general factory workers were still needed.

Layoffs in varying degrees had taken place in other industrial centres throughout the region,—such as Niagara Falls, Owen Sound, Stratford and Wallaceburg—but to counterbalance such staff reductions, Kingston and Kitchener, Port Colborne and New Toronto, were still reporting heavy demands for skilled and unskilled workers to step up important production schedules.

Toronto apparently had no major manpower difficulties, the chief need being for skilled mechanics such as toolmakers, lathe hands, and draughtsmen: auto mechanics were also much in demand, as were radio and woodworkers in low priorities, and skilled and unskilled men for the printing trade.

Construction—Most of the construction projects in the Ontario region were nearing completion, and with the over-all slowing down, there was very slight call for building tradesmen and construction labour. The demand for unskilled labour had also fallen off. At Midland skilled tradesmen were still required for the steel shipbuilding industry, and construction labourers and carpenters were urgently needed at New Toronto, where the supply was very scarce, and all available men were placed as rapidly as possible. Structural steel workers were also needed for the work of repairing lake freighters for the 1944 season, but with these few exceptions the construction season was practically at an end in Ontario.

Prairie Region

Agriculture—In spite of the advancing season, agriculture continued to make a steady—though not heavy—demand on the labour market in the prairie provinces. Farm helpers, particularly choremen, were in general demand, while in Saskatchewan and Alberta dairy men and ranch hands were also required, but were unavailable. Domestic help

for farmhouses was equally lacking, with high wages offering no inducement.

Logging—A serious situation still prevailed in the logging industry throughout the region, owing to the over-all shortage of bushmen. Slight relief had been afforded in some sections through the excellent work of the Farm Help Service in sending agricultural workers into the logging and pulpwood camps, and also through the aid given by members of the Canadian Forestry Corps, but on the whole the production of pulpwood would be greatly reduced, and in the lakehead district some small operators would be forced to suspend operations. In the Port Arthur area alone 5,000 bushmen were still needed, and at Fort Frances unfilled orders were high.

In Northern Manitoba the shortage of bushmen continued to be heavy, as most of the available manpower had gone into the base metal mines, which had filled their vacancies early. The situation in Northern Alberta, not so acute, was being met by the recruiting of farmers and Japanese.

Mining—Mining operations in the Saskatchewan coal fields were progressing smoothly, and all disputes seemed to have been satisfactorily settled. The Alberta fields were working again, also, (with the exception of several small local strikes in the Edmonton area) and there was a plentiful supply of unskilled labour on hand, but a big demand for certified miners in all districts. Some experienced agricultural workers were returning for the Winter months, and a good number of soldier coal miners were taking on their former jobs again, but the lack of housing accommodation was proving a serious drawback in many towns.

The base metal mines of northern Ontario had had to revise their estimates of labour requirements, and their new orders for miners would call for the minimum of workers required to maintain ore reserves and keep the mines operating without loss. With this object in view, the Port Arthur office was giving them all possible assistance in securing their estimated requirements.

Manufacturing—The manufacturing industry in the prairie region was, as a whole, in a better position than formerly as regards its labour supply, with an alleviation of earlier shortages. Packing plants and flour mills were running on full time schedules, while in Lethbridge and Winnipeg the termination of the seasonal run of the sugar factories had released a considerable number of workers to other essential industries.

There was, however, a persisting lack of experienced machine operators for the garment factories in Edmonton, and in the Winnipeg district war industries reported an acute shortage of qualified mechanics, auto mechanics and sheet metal workers. In the pulp and paper operations in the lakehead region women were now steadily employed in the place of men, and Wartime Housing had just completed the construction of a dormitory to house some 1,250 women and girls employed in the expanding aircraft plant at Fort William.

Construction—All through the region activity in the construction industry had practically come to a standstill, with major projects well on the way to completion. The only new construction presently under way consisted of projects such as the building of a new wing to the Deer Lodge Hospital, the erection of a number of four-room cottages in Regina and similar minor projects. With the close-up of the construction season, there was a surplus of carpenters and bricklayers in the region, who could not be placed again in this industry until the opening of the Spring building program, and consequently would in all probability go to lumber camps or essential industry.

At Fort Frances, the Hydro Electric Power Company had completed a new transmission line on November 28: a number of men (mostly regular Hydro employees) were retained to clean up the right-of-way and do similar work, but a large number of those released had found employment in woods industries.

Pacific Region

Agriculture—While the agricultural season was at an end, the shortage of workers continued in the dairying areas of the region, with no appreciable assistance afforded by agricultural helpers seeking off-seasonal employment. On Vancouver Island this scarcity of labour was particularly acute.

Logging—In the logging industry many orders for workers in the coastal areas (including Duncan, Nanaimo and Vancouver) had been cancelled, or merely suspended, in preparation for the annual shutdown of camps during the Christmas and New Year season. The date of renewal of operations was in some cases indefinite,—dependent on weather conditions, availability of labour and (in the case of the sawmills) the supply of logs.

In the interior, efforts were being made to supply long-standing labour shortages by recruiting Japanese, and the canvassing of members of the Canadian Forestry Corps. Some agricultural workers were reported to be taking employment in the logging camps, but the numbers as yet were small, and the movement of members of the C.F.C. to the industry had slackened off during the transfer of their dispersed centre from Camrose to Vancouver.

Mining—The base metal mines were still calling for labour: Nelson was in great need of experienced muckers and Cranbrook reported that while the Kimberley mine had

benefited by the appeal to agriculturists to take off-seasonal employment in that industry, there was still a great lack of necessary labour. Housing for married men was scarce, but there was ample bunk-house accommodation for others. At Prince George, the two large mercury mines of the district had full crews and production was normal. The labour requirements of all other small mines in the area were also filled, and orders for gold miners had not been acted upon owing to the urgent demand of more essential industries.

Manufacturing—In the manufacturing field, there was a repetition of the layoffs in other parts of the Dominion. New Westminster reported continued decreasing of the staffs of engineering and metal manufacturing plants, and in Victoria one of the largest shipyards continued a gradual reduction of personnel, who were being absorbed by another major shipyard. There was still a demand for good mechanics, and the engaging of unskilled labour was contingent on the number of skilled mechanics procured.

In Vancouver the shipbuilding industry was still experiencing a shortage of electricians, sheet metal workers, pipe and steam fitters, as well as labourers and helpers. The demand for electricians had been remedied to some small degree through the employment of soldier-electricians, and further assistance from this source was expected. The demands for mechanics in Vancouver plants had increased slightly, with the result that men not fully qualified were being taken on. There was also a call for second and third class engineers for out-of-town jobs, and fourth class for Vancouver proper. The needs of local foundries had fallen off, however, and for the first time in many months a slight surplus of moulders, coremakers and chippers was noted.

At Prince George several of the larger sawmills had completed the season's cut and closed down for the Winter, but some of the smaller mills were desirous of commencing operations, and had placed more than 100 orders, for which applicants were not available.

Construction—There was a marked easing of the labour situation in construction throughout the Pacific region. In Victoria the usual temporary shutdown due to weather conditions was in progress, and the only shortage recorded was for construction labourers, who were not procurable. The National Housing Registry reported that 860 families in Victoria were awaiting suitable accommodation, and an early improvement of this situation was expected through the Government's conversion scheme.

At Prince Rupert the labour situation had eased markedly, and orders for Wartime Housing and naval construction work had been filled in sufficient number to relieve the previous grave shortage which had been handicapping the progress of important projects. Work on the Prince Rupert-Cedarvale Highway had subsided for the Winter: section No. 1 at the west end of the road would continue work, but only maintenance and machinery repair crews would be retained on the other six sections. Vancouver, usually beset with construction labour difficulties, reported a marked improvement in the man-power situation, with orders for all types of workers filled without much trouble.

Throughout the Dominion

Transportation—There was a continuing demand for crew and maintenance workers on the railways, and snow shovelling gangs would also be in demand. The close of navigation on the Great Lakes and on the St. Lawrence had laid up a large number of ships, and the crews thus released were being paid off and referred to bush work or other essential industries, for employment until the opening of Spring navigation.

Services—The situation was static, with domestic help in as constant demand as ever, but the seasonal requirements for Christmas helpers well satisfied.

Applications for Employment, Vacancies and Placements, November, 1943

REPORTS received from Employment and Selective Service Offices during the five-week period October 29, to December 2, 1943, showed an increase of 1·4 per cent in business transacted when compared with the previous period of four weeks duration ending October 28, but a loss of 22 per cent when compared with the month of November, 1942, this computation being based on the average number of daily placements.

The accompanying chart shows the trend of employment since January, 1941, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed downward courses, the ratio of vacancies to each 100 applications being 107·7 during the five weeks ending December 2, in contrast with 115·9 during the preceding four weeks ending October 28, and 88·6 during the month of November, 1942. The

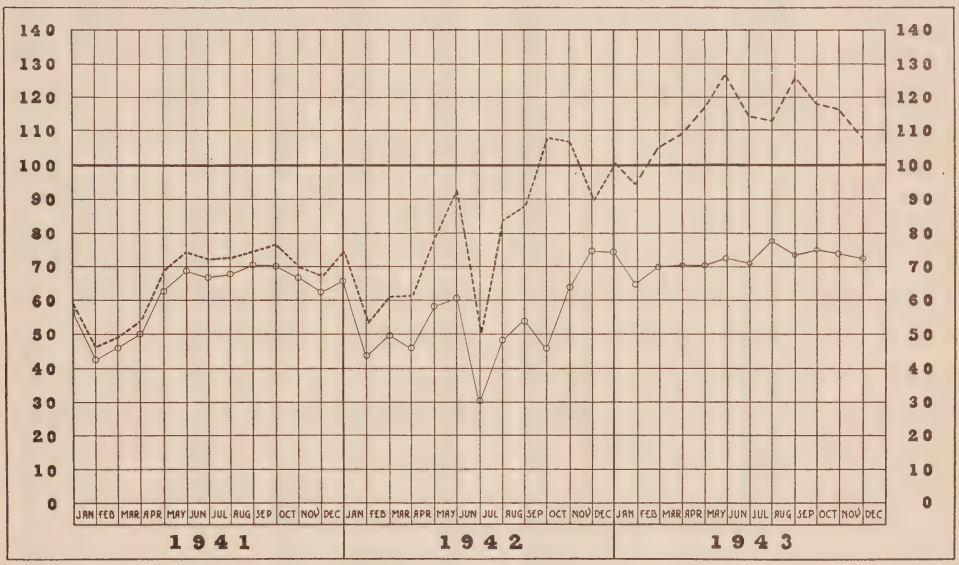
ratio of placements to each 100 applications during the period under review was 72·4 compared with 73·7 for the four weeks October 1, to October 28, 1943, and 74·3 during November of the previous year.

The average number of vacancies reported daily by employers to the offices throughout Canada during the five weeks October 29, to December 2, 1943, was 9,385 as compared with 9,798 during the preceding four weeks and with 9,649 in November a year ago.

lar employment were 184,872 of which 114,510 were of males and 70,362 of females, while placements in casual work totalled 4,538. The number of vacancies reported by employers were 186,910 for males and 94,626 for females, a total of 281,536, while applications for work numbered 261,309, of which 158,031 were from males and 103,278 from females. Reports for the previous period October 1, to October 28, 1943, showed 225,354 positions available, 194,306 applications made and 143,230 place-

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———— Vacancies - - - - - - - - - Placements—o—o—o—o—o—o



The average number of applications for employment received daily by the offices during the five weeks ending December 2, was 8,710 in contrast with 8,448 in the four weeks ending October 28, and with 10,886 during November a year ago.

The average number of placements made daily by the offices during the period October 29, to December 2, was 6,314 of which 6,163 were in regular employment and 151 in work of one week's duration or less, as compared with a total daily average of 6,227 during the previous period ending October 28, 1943. Placements in November a year ago averaged 8,091 daily, consisting of 7,897 in regular and 194 in casual employment.

During the five weeks ending December 2, 1943, the offices referred 262,410 persons to employment and effected a total of 189,410 placements; of these, the placements in regu-

ments effected, while in the month of November, 1942, there were recorded 241,204 vacancies, 272,138 applications for work and 202,259 placements in regular and casual employment.

The following table gives the placements effected by the Offices, each year, from January, 1933, to date:—

Year	Placements		
	Regular	Casual	Totals
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809 983	85,638	895,621
1943 (48 weeks)	1,779,956	50,051	1,830,007

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS OCTOBER 29, TO DECEMBER 2, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
P.E.I.	**959**	**431**	**1,230**	**1,033**	**682**	**4**	**483**
Charlottetown	616	291	829	673	436	4	337
Summerside	343	140	401	360	246	.....	146
Nova Scotia	**9,873**	**10,789**	**9,446**	**8,923**	**6,689**	**293**	**2,401**
Amherst	201	196	328	320	308	.....	53
Bridgewater	273	106	202	198	248	.....	12
Dartmouth	366	582	307	294	218	.....	96
Digby	833	197	78	76	83	.....	35
Glace Bay	158	681	253	211	178	.....	36
Halifax	4,238	5,528	3,510	3,666	2,732	6	718
Inverness	69	55	67	48	26	.....	22
Kentville	517	495	348	305	318	5	148
Liverpool	152	371	169	171	137	.....	64
New Glasgow	860	729	1,181	1,048	645	72	476
New Waterford	48	298	150	80	67	.....	21
Pictou	268	63	343	334	263	3	64
Shelburne	39	86	34	34	31	.....	14
Springhill	101	199	85	85	51	11	0
Sydney	788	436	1,167	1,053	701	28	388
Sydney Mines	384	172	570	368	211	168	92
Truro	265	404	367	367	244	.....	94
Yarmouth	313	191	287	265	228	.....	68
New Brunswick	**9,679**	**9,294**	**8,081**	**8,176**	**5,396**	**41**	**2,024**
Bathurst	650	236	946	923	516	.....	182
Campbellton	484	1,522	523	331	167	34	194
Edmundston	671	1,079	274	1,031	147	.....	167
Fredericton	390	374	304	292	220	.....	58
Minto	464	643	310	219	244	.....	30
Moncton	2,466	2,152	2,315	2,016	1,651	3	777
Newcastle	573	178	455	441	393	.....	116
Saint John	2,528	1,393	2,574	2,659	1,824	4	397
St. Stephen	100	664	127	108	100	.....	20
Sussex	352	434	118	85	60	.....	56
Woodstock	1,001	619	135	71	74	.....	27
Quebec	**88,589**	**73,932**	**75,158**	**73,393**	**53,361**	**238**	**20,877**
Acton Vale	37	26	116	70	57	2	60
Asbestos	129	68	182	126	94	.....	89
Baie St. Paul	501	631	421	327	344	.....	42
Beauharnois	336	158	392	276	328	4	55
Buckingham	363	830	637	453	197	.....	412
Campbell's Bay	119	1,130	258	241	243	.....	134
Causapscal	1,476	1,321	1,074	1,052	965	.....	149
Chandler	423	2,159	631	631	504	.....	156
Chicoutimi	1,724	1,909	2,802	2,529	2,630	.....	523
Coaticook	886	115	822	821	808	.....	28
Cowansville	82	149	118	109	100	.....	14
Dolbeau	78	1,383	588	566	595	.....	27
Drummondville	382	21	603	471	394	.....	440
East Angus	309	123	270	241	219	.....	23
Farnham	139	52	142	137	113	.....	16
Granby	331	195	563	478	308	.....	110
Hull	5,153	3,357	927	724	564	1	127
Joliette	504	276	452	621	289	.....	83
Jonquiere	518	681	983	741	295	.....	208
Lachine	1,206	811	1,034	1,208	860	7	310
Lachute	576	339	607	596	332	3	166
La Tuque	853	543	217	211	193	.....	27
Levis	426	1,307	1,080	722	700	.....	198
Longueuil	1,117	920	1,160	996	818	.....	274
Louiseville	270	122	451	353	431	.....	123
Magog	186	32	319	281	154	.....	145
Matane	4,018	1,779	2,377	2,305	2,244	.....	11
Megantic	1,459	630	652	591	551	.....	60
Mont Laurier	452	216	413	413	400	.....	31
Montmagny	230	31	464	251	237	.....	49
Montmorency	169	18	325	215	173	.....	59
Montreal	38,446	29,614	30,139	33,747	21,759	127	10,737
Nicolet	26	4	52	26	25	.....	7
Plessisville	87	61	193	312	68	.....	49
Pointe aux Trembles	759	806	655	709	518	.....	280
Port Alfred	180	197	425	290	186	.....	165
Quebec	6,042	5,790	4,895	4,709	2,979	8	1,733
Richmond	64	63	137	75	76	.....	18
Rimouski	1,408	810	1,123	1,222	783	43	16
Riviere du Loup	1,397	348	1,331	1,240	1,068	.....	310
Roberval	1,437	1,373	116	93	68	.....	38
Rouyn	1,063	2,221	1,266	1,205	877	.....	196
Ste. Agathe	155	534	142	86	80	.....	52

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS OCTOBER 29, TO DECEMBER 2, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Con.)							
Ste. Anne de Bellevue	270	19	323	240	266	1	40
St. Hyacinthe	624	289	654	636	527	11	130
St. Jean	672	186	949	895	618	.....	172
St. Jerome	306	252	466	354	269	.....	81
St. Joseph d'Alma	1,122	541	463	264	285	.....	116
St. Paul l'Hermite	442	59	449	449	349	.....	54
Ste. Therese	435	1,494	401	369	444	.....	66
Shawinigan Falls	1,042	156	1,332	896	754	.....	430
Sherbrooke	1,053	279	1,473	1,173	774	31	327
Sorel	472	229	941	507	448	.....	309
Thetford Mines	1,699	1,123	999	848	609	.....	100
Three Rivers	1,230	986	2,022	1,228	1,141	.....	498
Val d'Or	179	1,507	345	291	281	.....	25
Valleyfield	619	255	880	586	486	.....	235
Verdun	2,615	3,256	1,477	1,821	1,247	.....	388
Victoriaville	293	148	430	366	236	.....	156
Ontario	**113,356**	**74,625**	**98,760**	**104,604**	**74,937**	**1,314**	**23,505**
Arnprior	322	317	256	276	202	.....	50
Barrie	540	218	772	518	379	6	79
Belleville	898	412	779	835	637	.....	184
Blind River	630	635	50	53	63	.....	24
Bracebridge	238	524	306	242	210	.....	90
Brampton	459	633	364	353	268	.....	64
Brantford	1,466	945	1,692	1,650	1,286	3	304
Brockville	371	124	466	388	278	.....	113
Carleton Place	86	64	120	103	94	.....	18
Chatham	910	357	1,336	1,198	662	14	393
Cobourg	99	32	204	116	92	.....	46
Collingwood	176	399	205	155	160	.....	185
Cornwall	864	130	1,200	1,032	791	9	242
Dunnville	93	87	142	106	81	.....	13
Fergus	88	42	137	131	81	7	23
Fort Erie	495	468	330	300	399	.....	52
Fort Frances	844	1,071	438	334	325	.....	47
Fort William	5,895	5,259	1,146	1,215	1,307	2	235
Galt	689	1,048	692	859	623	.....	102
Gananoque	103	39	100	84	91	.....	17
Goderich	149	86	216	155	107	.....	68
Guelph	908	376	1,002	886	671	.....	129
Hamilton	6,555	3,010	7,658	8,523	5,346	114	1,255
Hawkesbury	165	121	282	268	144	.....	47
Ingersoll	376	303	478	479	278	1	154
Kapuskasing	1,728	1,466	700	699	693	8	106
Kenora	1,260	906	422	417	336	.....	86
Kingston	972	951	1,413	1,650	1,010	1	372
Kirkland Lake	1,412	1,261	1,288	884	775	8	157
Kitchener-Waterloo	1,437	692	1,188	1,362	1,210	7	106
Leamington	621	293	696	673	370	.....	224
Lindsay	152	37	176	205	152	1	53
Listowel	142	36	240	189	140	.....	4
London	3,054	1,395	3,272	4,428	2,395	257	646
Midland	276	185	416	304	230	.....	128
Napanee	145	108	157	166	134	.....	38
Newmarket	144	112	236	172	130	.....	38
New Toronto	1,661	1,358	1,590	1,414	1,193	13	325
Niagara Falls	707	283	906	918	650	7	175
North Bay	1,252	1,103	1,398	1,221	1,235	39	383
Orangeville	80	63	177	136	60	1	21
Orillia	404	336	616	576	402	3	166
Oshawa	1,366	1,162	1,777	1,573	1,375	23	615
Ottawa	5,904	1,851	6,669	6,625	4,475	105	790
Owen Sound	483	171	603	592	339	5	139
Paris	72	137	103	114	72	.....	14
Parry Sound	442	151	395	317	285	.....	255
Pembroke	392	506	859	753	611	5	183
Perth	183	137	210	182	134	4	48
Peterborough	1,208	714	1,218	1,311	995	.....	285
Picton	203	31	291	260	156	27	66
Port Arthur	6,256	6,463	1,457	1,337	990	3	293
Port Colborne	175	138	528	302	263	.....	113
Port Hope	144	98	147	147	98	1	32
Prescott	239	157	215	218	197	.....	36
Renfrew	260	201	216	291	207	.....	162
St. Catharines	1,939	898	2,113	3,159	1,884	.....	534
St. Thomas	680	316	698	856	552	31	151
Sarnia	1,309	958	1,715	1,533	1,529	.....	358
Sault Ste. Marie	725	1,215	1,079	979	904	10	79
Simcoe	949	419	746	733	628	7	125
Smith's Falls	178	39	188	219	154	1	53
Stratford	436	210	680	653	370	33	124
Sturgeon Falls	127	166	262	205	158	.....	38

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Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario (Con.)							
Sudbury	1,410	3,128	2,308	1,821	1,750	49	818
Timmins	2,077	971	2,595	2,146	1,915	32	881
Toronto	35,415	19,213	24,401	30,258	20,071	334	6,614
Toronto Junction	3,456	2,857	3,079	3,263	2,241	.....	767
Trenton	497	319	446	515	370	.....	99
Walkerton	326	124	600	562	264	4	97
Wallaceburg	225	65	341	286	227	.....	106
Welland	773	598	1,017	1,009	664	.....	128
Weston	2,425	1,992	1,032	1,047	1,658	.....	214
Windsor	3,826	1,669	4,987	5,038	3,320	139	1,223
Woodstock	390	266	523	627	391	.....	103
Manitoba	**12,361**	**5,508**	**15,330**	**16,766**	**9,014**	**1,131**	**4,445**
Brandon	552	341	555	640	386	.....	176
Dauphin	828	619	663	394	308	.....	106
Flin Flon	471	196	257	272	457	18	47
Portage la Prairie	199	138	275	197	157	3	71
St. Boniface	190	0	190	224	164	.....	0
Selkirk	140	68	266	147	112	13	29
The Pas	154	312	164	84	65	.....	63
Winnipeg	9,827	3,834	12,960	14,808	7,365	1,097	3,953
Saskatchewan	**6,842**	**3,616**	**10,709**	**9,739**	**5,055**	**282**	**3,040**
Estevan	146	69	177	237	209	.....	37
Moose Jaw	1,057	457	1,272	1,176	758	16	376
North Battleford	273	194	497	362	152	.....	45
Prince Albert	1,252	1,155	1,178	1,214	780	8	303
Regina	1,835	603	3,360	3,217	1,291	163	914
Saskatoon	1,578	516	2,925	2,566	1,302	93	988
Swift Current	125	49	197	176	103	.....	55
Weyburn	175	76	219	180	146	1	49
Yorkton	401	497	884	611	314	1	273
Alberta	**14,181**	**8,906**	**15,401**	**14,472**	**10,519**	**583**	**3,229**
Blairmore	139	234	147	146	193	.....	28
Calgary	3,446	1,170	5,254	4,301	2,729	283	1,586
Drumheller	96	400	356	267	103	.....	53
Edmonton	8,054	5,579	7,617	7,622	5,835	283	1,170
Edson	955	735	194	195	349	.....	5
Lethbridge	616	321	960	943	536	17	220
Medicine Hat	436	158	566	527	429	.....	94
Red Deer	264	283	189	369	190	.....	60
Turner Valley	175	26	118	102	155	.....	13
British Columbia	**25,696**	**13,208**	**27,194**	**25,304**	**19,219**	**652**	**7,980**
Chilliwack	300	148	278	335	264	.....	103
Courtenay	241	289	219	186	242	.....	97
Cranbrook	396	459	332	328	346	.....	76
Dawson Creek	252	48	212	298	225	.....	15
Duncan	285	268	353	343	321	21	87
Kamloops	317	174	352	309	313	.....	56
Kelowna	210	77	335	256	193	3	104
Nanaimo	267	71	392	320	240	.....	115
Nelson	408	295	411	342	332	.....	145
New Westminster	1,761	427	2,192	1,738	1,338	51	831
Penticton	294	207	369	290	222	.....	162
Port Alberni	192	27	251	178	175	3	23
Prince George	354	310	321	267	240	1	117
Prince Rupert	813	716	705	692	553	.....	105
Princeton	859	730	949	967	888	.....	215
Trail	190	180	140	165	167	5	15
Vancouver	435	243	459	372	531	14	357
Vancouver North	15,682	6,896	15,662	15,040	10,414	464	4,484
Vernon	314	114	608	561	418	44	107
Victoria	2,006	1,529	2,543	2,206	1,677	46	766
Whitehorse	120	0	111	111	120	.....	0
Canada	**281,536**	**200,309**	**261,309**	**262,410**	**184,872**	**4,538**	**66,984**
Males	186,910	152,451	158,031	156,245	114,510	1,322	37,781
Females	94,626	47,858	103,278	106,165	70,362	3,216	29,203

Unemployment in Trade Unions at the Close of November, 1943

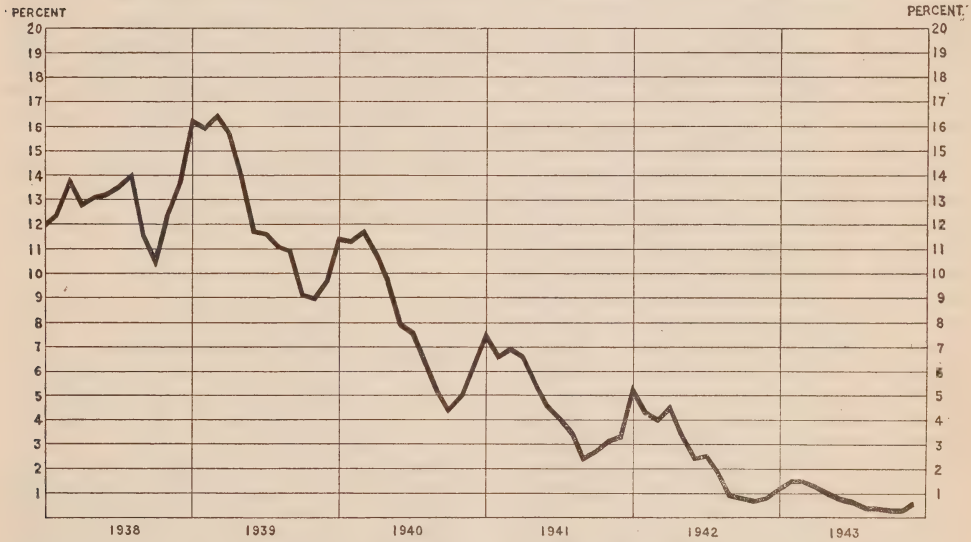
UNEMPLOYMENT in the following report has reference to involuntary idleness, due to economic causes. Persons who are without work, on account of sickness, a strike, or a lockout, or who are engaged at work outside their own trades, are not considered as unemployed. As reports from unions making returns vary from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

Returns were tabulated in November from 2,359 local trade union organizations. These had a combined membership of 483,933 persons of whom 2,674, or a percentage of ·6 were listed as unemployed, in comparison with percentages of ·3 in October and ·8 in November a year ago. The slight recession which occurred in November was due to a large extent to the moderate contractions in work afforded union members in the manufacturing division and in the building and construction trades. In the former group, the decline in activity was due largely, to some slowing up in the demand for certain classes of war supplies, while in the latter case, it was due, as is usual in the latter months of the year, to the seasonal conditions affecting members in these trades. These contractions in available work were offset to some extent by the slightly better situation indicated by union members in the service division; in the remaining groups, the few variations that were manifested were insignificant.

The unemployment percentages for the provinces appear in Table I. As will be observed therein, these ranged from ·2 in British Columbia to 2·9 in Nova Scotia. As compared with the situation in October, slightly better conditions were apparent for union members in British Columbia, while in New Brunswick and Manitoba the percentages remained unchanged. Slightly less work was apparent in Quebec, Ontario and Alberta, while in Saskatchewan there was a moderate employment recession. In Nova Scotia a rather substantial contraction occurred, which was due to the curtailment of certain classes of war production. In comparison with conditions in November, a year ago, appreciable betterments were reflected in returns received from union members in New Brunswick, Quebec, Manitoba and Alberta, while in Ontario and British Columbia employment levels were slightly higher. On the other hand, in Saskatchewan there was a slight decrease in available work. Owing to the decline, as already noted, in the production of certain classes of war supplies, there was also, as was seen in the previous comparison, a rather noteworthy employment recession for union members in Nova Scotia.

A separate compilation is made each month, of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. At the close of November, the percentages of members shown as without work in these centres ranged from less than 1 per cent in

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



Saint John to ·6 per cent in Montreal and Edmonton. In comparison with the situation in October, minor improvements were observed in Halifax and Vancouver, while the unemployment percentage for Winnipeg remained unchanged. On the other hand slightly lower employment levels were indicated in Saint John, Montreal, Toronto, Regina and Edmonton. As compared with conditions in November, 1942, noteworthy improvement was manifested in Saint John and Halifax, while in Winnipeg, Edmonton and Vancouver, the employment levels were slightly higher. The percentage of union members without work in Montreal remained unchanged, while in Toronto and Regina slight employment contractions were indicated.

The accompanying chart illustrates the trend of unemployment from January, 1938 to date. The point of the curve in November was at a slightly higher level than in the previous month, thus reflecting a slight reduction in work. In comparison with the situation in November, a year ago, the level of the curve was slightly lower, thus indicating a minor employment increase over that period.

For the manufacturing industries, 863 reports were tabulated, having a total membership of 290,330 persons, of whom 1,195, or a percentage of ·4 were without work; this was identical with that shown in November, a year ago; the percentage for this group for October was ·2. In comparison with the previous month a slight betterment was in evidence among woodworkers and for union members in the animal products group, in which are included butchers, leather and fur workers. Among unclassified manufacturing members, there was an appreciable expansion in activity to full employment and it was noted also, for union members in the non-ferrous metals division in which are covered such trades or occupations as metal polishers, jewellers and aluminum workers, that a very minor increase in work resulted in all of these members being fully engaged at the close of November. Full employment prevailed at both dates for electric current employees, etc., textile and carpet, hat, cap and glove, rubber, clay, glass and stone and chemical workers: among garment union members whose trade includes both men's and women's clothing workers and among members in the printing trades the percentages of unemployment remained unchanged. On the other hand, union members in the vegetable and mineral products groups indicated very slight reductions in activity, while among those in the iron and steel trades, a moderately lower employment level was apparent; this was due, as pointed out in foregoing comparisons, to the curtailed production in certain war industries. In comparison with the situation in November, 1942, unclassified workers registered a noteworthy employment expansion, while moderately higher employment levels prevailed among paper-makers, union members in the printing trades and in the animal products group. As was noted in the previous comparison, also, employment in the iron and steel group was at a moderately lower level.

Reports were received from 60 unions of coal miners. The total membership in this division was 21,887 persons, of whom 21, or a percentage of ·1 were without work. No one was reported as unemployed at the close of the preceding month, while in November, a year ago, the percentage of those without work was ·4. As in October, all union members were reported as working in Nova Scotia, New Brunswick and British Columbia, while in Alberta there was a slight recession. In comparison with the situation in November, 1942, a fair expansion only, resulted in full employment for Nova Scotia members, while in New Brunswick and British Columbia no one was

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	**22·0**
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	**22·3**
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	**18·2**
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	**15·4**
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	**13·2**
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	**10·7**
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	**13·1**
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	**12·2**
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	**7·8**
Average 1941.....	2·2	2·3	6·1	3·4	4·4	3·4	6·7	4·5	**4·5**
Average 1942.....	1·1	2·0	2·9	2·2	2·5	1·7	2·9	1·0	**2·2**
Nov. 1932.....	7·9	13·6	27·6	25·2	20·6	17·3	19·8	24·4	**22·8**
Nov. 1933.....	17·1	10·7	22·8	22·1	20·4	16·1	15·0	21·3	**20·4**
Nov. 1934.....	5·3	7·9	25·7	16·3	16·3	11·7	10·7	21·3	**17·5**
Nov. 1935.....	4·1	8·9	21·0	11·3	10·4	9·9	9·4	13·4	**13·3**
Nov. 1936.....	5·3	7·8	19·0	11·9	10·0	10·6	6·8	11·3	**12·7**
Nov. 1937.....	2·9	5·0	14·9	9·9	11·2	10·5	6·5	15·4	**11·2**
Nov. 1938.....	6·5	10·6	18·2	13·2	15·2	11·0	8·8	12·8	**13·7**
Nov. 1939.....	4·4	3·6	15·1	7·3	10·9	9·6	4·6	9·3	**9·7**
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	**6·2**
Nov. 1941.....	1·3	1·4	5·1	1·7	5·4	3·7	2·4	4·0	**3·3**
Nov. 1942.....	·7	1·5	1·1	·5	1·0	·6	1·3	·4	**·8**
Dec. 1942.....	·3	2·4	1·6	1·0	2·6	1·1	1·7	·6	**1·2**
Jan. 1943.....	·4	2·3	2·1	·8	2·7	·9	1·4	1·6	**1·5**
Feb. 1943.....	·5	2·6	2·0	1·1	1·9	1·1	3·2	1·1	**1·5**
March 1943.....	·6	·8	2·2	1·1	1·1	1·0	1·1	·4	**1·3**
April 1943.....	·3	1·3	1·6	·9	1·3	·9	·8	·4	**1·0**
May 1943.....	·2	1·2	1·3	·4	·8	·6	·9	·2	**·7**
June 1943.....	·3	1·1	1·0	·4	·6	·6	1·1	·1	**·6**
July 1943.....	·1	·4	·7	·3	·5	·3	·2	·1	**·4**
Aug. 1943.....	·5	·5	·7	·3	·5	·6	·1	·2	**·4**
Sept. 1943.....	·1	·4	·4	·3	·3	·7	·1	·2	**·3**
Oct. 1943.....	·2	·4	·4	·3	·3	·3	·3	·4	**·3**
Nov. 1943.....	2·9	·4	·5	·4	·3	·8	·5	·2	**·6**

TABLE II.—PERCENTAGES OF EMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Government (civic)	Miscellaneous	All occupations
November, 1932	27·0	46·5	7·0	26·0	10·3	17·6	15·4		40·1	37·7	24·4	36·6	72·9	20·6	....	28·3	46·9	32·3	0	....	....	39·5	63·5	13·4	19·6	15·8	1·5	13·4	13·7	0	5·8	10·8	5·6	21·3	22·8
November, 1933	26·3	30·3	12·7	20·3	10·4	14·0	14·0	14·0	15·4	11·6	15·4	6·7	53·8	41·5	....	23·2	13·3	35·1	0	....	....	44·4	67·6	13·2	31·4	14·6	1·1	11·6	11·8	0	0	8·2	3·2	16·8	20·4
November, 1934	33·3	38·8	6·2	18·0	5·9	8·4	5·6	10·4	0	33·0	25·2	16·8	27·2	18·0	9·2	....	20·2	15·8	10·0	....	....	63·1	91·6	10·4	54·3	10·0	1·0	11·8	12·1	0	5·9	5·9	1·2	15·4	17·5
November, 1935	31·6	12·1	5·7	13·6	16·5	6·2	3·4	8·6	0	55·7	17·2	17·5	14·3	32·8	21·3	....	12·9	4·3	10·7	0	....	29·1	12·5	7·5	30·3	38·0	1·4	10·5	10·8	1·8	5·4	3·4	2·0	10·6	13·3
November, 1936	38·8	2·1	8·0	15·6	7·9	5·9	4·3	7·3	0	9·3	27·9	1·9	29·3	51·9	29·7	....	11·5	6·7	39·2	0	....	42·0	34·1	6·6	30·6	7·0	1·2	9·1	9·4	0	4·7	5·4	1·4	10·3	12·7
November, 1937	37·4	2·4	5·8	12·9	5·9	9·0	10·9	6·5	0	29·5	12·7	5·7	12·9	48·4	27·7	....	11·2	8·4	12·2	0	....	22·4	28·3	6·2	24·6	6·6	·9	7·9	8·1	0	0	4·4	2·3	6·4	11·2
November, 1938	11·7	30·4	5·2	14·8	9·0	8·4	5·6	6·5	2·0	22·7	16·5	10·5	15·0	43·9	7·1	·7	18·7	7·6	18·9	0	....	39·9	36·6	9·4	36·4	10·5	·6	6·0	6·2	0	0	6·6	2·0	10·6	13·7
November, 1939	4·8	30·8	6·3	9·9	4·1	5·7	3·7	8·8	34·2	5·0	8·9	1·0	7·8	24·2	23·8	3·3	10·8	·3	14·7	7·7	....	30·5	25·0	6·8	30·7	7·2	2·4	5·8	6·0	0	0	4·0	2·2	5·5	9·7
November, 1940	22·8	9·3	6·3	6·2	1·6	3·4	2·7	4·6	0	20·0	9·9	2·7	10·1	20·8	14·4	4·8	3·7	2·6	1·7	0	....	16·7	11·6	4·6	28·0	4·6	·3	3·4	5·5	0	·1	2·5	·6	4·2	6·2
November, 1941	14·5	6·9	2·1	2·7	1·5	·9	·5	1·7	0	1·6	6·2	0	8·4	5·9	14·3	0	·5	·0	·4	0	....	19·1	8·6	2·6	18·4	2·2	·1	3·5	3·6	0	0	1·4	·1	2·4	3·3
November, 1942	·4	·5	0	·4	·1	·1	·7	·6	0	·4	·1	0	·1	·1	1·4	0	·1	·0	·3	0	0	7·7	3·2	1·0	4·3	1·2	·1	1·6	1·9	0	0	·3	0	·5	1·2
December, 1942	5·0	0	·9	·5	·1	·5	·5	1·1	0	·2	·1	0	·2	·1	4·4	0	·1	1·6	1·8	0	2·5	6·9	5·1	1·9	2·9	2·3	0	1·2	1·3	0	0	·3	0	·5	1·5
January, 1943	4·0	0	·9	·6	·1	1·9	2·0	1·6	0	6·2	·4	·3	·6	·0	2·6	0	·2	1·6	·1	0	6·7	11·5	6·2	1·3	4·5	1·5	0	1·8	2·0	0	0	·8	·2	1·4	1·5
February, 1943	9·3	2·0	·8	·6	·1	1·1	1·0	1·1	0	·6	·2	·2	·2	·1	4·6	0	·2	·0	·1	0	2·4	18·9	8·4	1·3	4·3	1·5	0	1·8	2·0	0	0	·8	·2	1·4	1·5
March, 1943	·7	0	·6	·3	·5	·2	·5	1·0	0	·2	·2	·3	·3	·1	2·4	0	·1	·0	·0	0	0	3·8	5·3	0	3·8	5·1	·9	4·9	5·5	1·2	·1	1·7	·2	1·6	1·7
April, 1943	0	·9	·4	·3	·6	·3	·6	·8	0	2·8	·8	·2	1·1	·2	2·2	0	·2	·0	·1	0	0	3·2	2·6	·7	1·5	1·0	·3	1·1	1·2	0	0	·7	0	1·2	·7
May, 1943	·1	0	·4	·2	·1	1·8	·6	·5	0	1·3	·2	·1	·3	·2	2·3	0	·1	·0	·0	0	·8	3·0	1·4	·4	3·1	·8	·3	1·6	1·7	0	0	·4	0	·9	·4
June, 1943	·2	0	·5	·2	·1	·3	·2	·6	0	·4	·1	0	·3	·2	2·3	0	·1	·0	·0	0	·7	2·0	1·3	·4	4·5	1·5	·6	2·1	2·3	0	0	·5	0	1·0	·3
July, 1943	·2	0	·7	·2	·1	·3	·1	·2	·1	·3	·1	0	·3	·1	1·9	0	·1	·0	·0	0	·7	2·0	1·3	·4	4·3	1·5	·6	2·1	2·3	0	0	·5	0	1·2	·3
August, 1943	0	0	·1	·2	·1	·2	·2	·3	0	·3	·2	0	·3	·2	·5	0	·2	·0	·0	0	0	2·5	1·0	·4	1·5	·5	·4	2·1	1·2	0	0	·5	0	1·2	·3
September, 1943	0	0	·1	·2	·2	·2	·2	·3	0	·2	·2	0	·3	·2	·5	0	·1	·0	·0	0	0	2·5	1·0	·4	1·5	·5	·5	2·1	1·2	0	0	·5	0	1·2	·3
October, 1943	9·3	0	0	·4	·0	·2	·2	·2	0	·3	·1	0	·2	·2	·7	0	·1	·0	·0	0	0	2·4	1·2	·5	2·4	·5	·5	1·6	1·7	0	0	·5	0	1·0	·3
November, 1943	0	0	·1	·4	·0	·2	·2	·2	0	·1	·2	0	·2	·2	·5	0	·6	·0	·4	0	0	2·0	2·2	·5	2·7	·6	0	1·5	1·6	0	0	·3	0	·7	·6

reported as without work at either date; in Alberta there was a minor employment decline.

In the metallic ores and non-metallic minerals group, returns were received covering 1,738 and 4,159 members, respectively. No unemployment was reported in either group during the months of October and November, while for November, 1942, reports were received from the non-metallic minerals division, only; these members indicated an unemployment percentage at that time of 1·0.

Unions in the building and construction trade returned 210 reports, having a total membership of 35,217 persons of whom, 760, or a percentage of 2·2 were listed as unemployed, in comparison with percentages of 1·2 in October and 3·2 in November, a year ago. In comparison with conditions at the close of the preceding month, the situation for granite and stonecutters was slightly improved, while bridge and structural iron workers and wood, wire and metal lathers, as in October, did not indicate any unemployment. Among electrical workers and plumbers and steamfitters very slight contractions were apparent, while for painters, decorators and paperhangers, bricklayers, masons and plasterers and unclassified building workers, there were fair declines in available work. The employment level for carpenters and joiners was appreciably lower, as is usual at this time of the year. Among steam shovelmen the percentage of members listed as without work, was considerably higher, but as the membership is small, very few were involved. In comparison with the situation in November, 1942, unclassified building members were much better employed, while for bridge and structural iron workers, bricklayers, masons and plasterers, electrical workers, painters, decorators and paperhangers and plumbers and steamfitters, employment levels were slightly higher. Although the change was very minor, a favourable tendency was reflected likewise in reports received from unions of carpenters and joiners; this organization has the largest membership of any group in the construction trades. On the other hand, among the comparatively small group of steam shovelmen the unemployment percentage was up substantially, but this change had but little effect on the group percentage as a whole.

For the transportation industries, 890 returns were tabulated, having a combined membership of 86,156 persons. Of these, 456, or a percentage of ·5 were without work. This was identical with that registered in October; in November, 1942, the percentage was 1·0. Approximately 80 per cent of the entire group membership is in the steam railway division. The percentage of those without work in this group was up slightly, as was the case, likewise for navigation members; among street and electric railway employees and teamsters and chauffeurs the variations were negligible. As compared with conditions in November, a year ago, the employment level for union members in the steam railway division was appreciably higher; noteworthy improvement was apparent likewise, for members in the comparatively small navigation group, while among street and electric railway employees and teamsters and chauffeurs there were very minor betterments.

Among the union membership in the retail and wholesale trade no unemployment was observed in November; this was true, also, of the previous month and in November a year ago. In the service group from which reports were received covering over 25,000 members and which includes occupations such as civic employees, hotel and restaurant employees, theatre and stage employees, barbers, stationary engineers and firemen and unclassified workers, there was a slightly higher employment level; the unemployment percentage was identical with that shown in November, 1942.

Returns were tabulated from unions of fishermen and lumber workers and loggers, covering total memberships, numbering, respectively 275 and 5,445 persons. As in October and in November a year ago, union members in the latter group did not show any unemployment; while for fishermen full employment prevailed in November, thus reflecting a marked improvement; in the corresponding month, a year ago, the percentage of unemployed members was ·4.

Table I shows by provinces the average percentages of union members, who were unemployed each year from 1932 to 1942, inclusive, and also, the percentage of unemployment for November of each year, from 1932 to 1941, inclusive, and from November, 1942, to date. Table II summarizes the returns in the various groups of industries for the months included in Table I.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

Seamen—Unemployment Insurance—Pensions in Manitoba—Quebec Forest Workers and Minimum Wages—Electrical Workers and Guides in Saskatchewan

ARRANGEMENTS have been made to facilitate the repatriation of merchant seamen who have been detained by an enemy or neutral country after serving on a Canadian ship, and who may be involved in exchanges of prisoners of war. Two amendments have been made in the Unemployment Insurance Act excepting truckers from the Act and clarifying the exemption of members of the Armed Forces. The special orders issued under the Act excepting specified temporary or part-time employments are also summarized. Other Dominion Orders in Council passed recently are listed below.

In the provincial field, British Columbia has amended the regulation declaring the jewellery trade subject to the Apprenticeship Act. Manitoba has issued regulations to clarify the position of old age and blind pensioners after it signed a Supplementary Agreement with the Dominion Government to provide for a war-time increase in the pensions. Quebec has relaxed certain of its forest regulations because of labour shortages. It has also reduced the assessment on employers for defraying the costs of administering the Minimum Wage Act. The reduction in levy does not apply to timber operators who are now governed by special bylaws relating to payment of the levy. In Saskatchewan the regulations governing the licensing of electrical workers and guides have been revised.

Dominion

Seamen

Seamen who have been detained by enemy or neutral countries after service on Canadian ships have been declared within the "non-immigrant classes" specified in the Immigration Act by Order in Council P.C. 9002 passed November 23 under the War Measures Act. They are, therefore, free to enter Canada notwithstanding the provisions of the Immigration Act. They may hold this status for the duration of the war and six months after, but lose it if they leave Canada during this period. This measure was considered necessary to facilitate the repatriation of seamen who have served on Canadian ships and who may be involved in exchanges of prisoners of war. The Department of Transport will assume responsibility for maintenance and repatriation expenses of such seamen.

In addition, the Order in Council authorizes the extension to such seamen of the provisions of Order in Council P.C. 164/6991 of September 4, 1943 (L.G., 1943, p. 1417) which authorizes free medical treatment for seamen who have served in war zones and who are not eligible for treatment under Part V of the Canada Shipping Act. If any of the repatriated seamen are eligible for disability pension under P.C. 104/3546 of April 30, 1942 (L.G., 1942, p. 691) they may obtain medical treatment and hospital allowances under the terms of P.C. 91 of January 16, 1936. The Department of Pensions and National Health will pay for the medical treatment of such seamen in Canada, and will also bear the cost of any treatment given in the United Kingdom while the seaman is undergoing repatriation provided the treatment has been approved by the Overseas Representative of the Department in the United Kingdom.

Unemployment Insurance Act

Armed Forces. An amendment in Part II of the First Schedule to the Act, which lists excepted employments, was made by Order in Council P.C. 9784 passed December 24 under the War Measures Act. One provision in the original Schedule designated as non-insurable, employment in the Permanent Active Militia, the Royal Canadian Navy, the Royal Canadian Air Force, and the Royal Canadian Mounted Police. The great expansion of the Armed Forces during the war has necessitated a revision of this provision which now excepts all employment as a member of any branch of His Majesty's Naval, Military or Air Forces or the Royal Canadian Mounted Police. In the preamble it is stated that Parliament will be asked to amend the Act to this effect as soon as possible.

Truckers. An amendment in the Contribution Regulations (L.G., Oct., 1943, p. 1414) authorized by Order in Council P.C. 8914 of

November 23 and gazetted December 11 excepts truckers from the Act. A "trucker" is defined as "a person who, for remuneration, contracts for the conveyance of things by means of a motor or horse-drawn vehicle and who is the owner of such vehicle either absolutely, partly or conditionally."

Special Orders. The Unemployment Insurance Commission has power under section (p) of Part II of the First Schedule to the Act to issue special orders declaring any class of employment an employment to which the Act does not apply on the ground that it is ordinarily adopted as subsidiary employment only and not as a principal means of livelihood. To date, 15 special orders have been issued designating the following employments as not insurable (the date of each order and, if not immediately effective, the date on which it became effective, are indicated):

(*a*) Seasonal employment of persons not in possession of an insurance book, in factories for canning or processing food products, when it is known that their employment will be for a period not exceeding 15 weeks in the 12-month period ending March 31 in any year. May 12, 1941; July 1, 1941.

(*b*) Temporary employees engaged in connection with federal, provincial and municipal elections, such as enumerators, poll clerks, returning officers and those engaged in compiling voters' lists, and census enumerators, May 12, 1941; July 1, 1941.

(*c*) Temporary employees engaged in connection with circuses, carnivals, exhibitions, fairs or race meetings, when it is known that the employment will not be for a period exceeding 15 weeks within the 12-month period ending March 31 in any year. This exception does not apply to persons already in possession of an insurance book. May 12, 1941; July 1, 1941.

(*d*) Employment as a janitor or a caretaker where the remuneration of the person employed is solely pecuniary and is less than a daily average of 90 cents. October 6, 1943.

Note: This order supersedes one passed October 2, 1941, which also applied to janitors and caretakers paid no pecuniary remuneration.

(*e*) Temporary employment from December 13 to December 31 (inclusive) of students on vacation from a school, college or university at which such students are in regular daytime attendance during the school term, if such students are not in possession of an insurance book. October 28, 1941.

(*f*) Seasonal employment in apple packing of any person not in possession of an insurance book, if it is known that his employment will be for a period not exceeding 15 weeks in the 12-month period ending March 31 in each year. November 28, 1941.

(*g*) Casual employment of not more than six consecutive days in connection with snow or sleet removal provided that the employer has not in his custody the insurance book of any person so employed or that no person so employed has in his possession an insurance book covering previous employment. January 21, 1942.

(*h*) Employment by any telephone company or system of any person who has never been in possession of an insurance book if the period of employment does not exceed 10 days in any month. March 19, 1942; March 24, 1942.

(*i*) Employment for a period not exceeding six weeks of any person to whom an insurance book has never been issued, in connection with the plebiscite held on April 27, 1942. April 21, 1942.

(*j*) Employment by a surveyor of any person who has never been in possession of an insurance book if the period of employment does not exceed 10 days in any month. November 10, 1942.

(*k*) Employment by a grain elevator company at an elevator of any person who has never been in possession of an insurance book, if the period of employment does not exceed 10 days in any month. February 23, 1943.

(*l*) Employment of any person who is in receipt of fixed annual remuneration not exceeding in value $250 a year. October 6, 1943.

Note: This order supersedes one passed June 10, 1943, applying to employment by a municipal authority of any person who occupies a position the remuneration for which is a fixed annual sum not exceeding in value $250 a year.

(*m*) Employment by an electric power company or system of any person who has never been in possession of an insurance book and whose usual occupation is farming or forestry if the period of employment does not exceed 10 days in any month. June 29, 1943.

(*n*) Employment as a charwoman for less than four hours a day outside the ordinary business hours of the employer. November 3, 1943.

War Measures Act

A new office consolidation of the National Selective Service Civilian Regulations (L.G., 1943, p. 19) with amendments up to December 2 was published in the December 27 issue of Canadian War Orders and Regulations, 1943. P.C. 9743 of December 24 clarifies the relation between the Regulations and the Order in Council (P.C. 946) of February 5, 1943, providing for the control of Japanese persons in Canada (L.G., 1943, p. 390) by stipulating that P.C. 946 does not limit the operation of the Regulations, but in the case of conflicting orders, those under P.C. 946 shall prevail over orders under the Civilian Regulations. P.C. 9440 of December 10, defining the status of refugee immigrants declares them subject to the National Selective Service Civilian Regulations. P.C. 9079 of December 7, prescribes the conditions of work for military personnel employed on railway maintenance work (L.G., Dec., 1943, p. 1616).

The following Orders in Council are summarized in the Manpower section or in the Notes of Current Interest: P.C. 8789,

December 24, amending the National Registration Regulations; P.C. 9919, December 31, amending the National Selective Service Mobilization Regulations (L.G., 1943, p. 153) in regard to the duties of employers of men liable for military service; P.C. 9498, December 14, appointing a Royal Commission to inquire into the welfare of Japanese in settlements in British Columbia administered by the Department of Labour; P.C. 9746, December 21, establishing an Economic Stabilization Information Committee.

Provincial

British Columbia Apprenticeship Act

An amendment in the regulation adding the "jewellery manufacture and repair trade" to the schedule of trades to which this Act applies was gazetted on December 30. The designation now reads: "Jewellery manufacture and repair trade, which, without limiting the generality of the foregoing, includes setting, polishing, plating, carving, and engraving."

Manitoba Old Age and Blind Persons' Pensions Act

Six new regulations under this Act were gazetted December 4 but are effective from September 1, 1943. They relate to the amount of pension payable under the Supplementary Agreement made between the Dominion Government and the Manitoba Government on September 1 to implement the provisions of Dominion Order in Council P.C. 6367 of August 10 (L.G., Sept., 1943, p. 1295). The latter provided for a wartime increase not exceeding $5 a month in old age and blind pensions. The Manitoba Legislature by an Act assented to on March 17, 1943, had also provided for a supplementary allowance of $1.25 a month to pensioners (L.G., May, 1943, p. 699).

The new regulations stipulate that if a pension calculated under the Supplementary Agreement of September 1 is equal to or greater than the former pension including the supplementary allowance of $1.25, no further supplementary allowance will be paid by the Manitoba Government. If a pension calculated under the Supplementary Agreement is less than the former pension including the supplementary allowance, the Manitoba Government will pay an amount sufficient to bring the pension up to the amount received by the pensioner before the Supplementary Agreement was signed. However, if the pension calculated under the Supplementary Agreement decreases due to an improvement in the economic circumstances of the pensioner, he will receive an amount equal to his former pension calculated before the Agreement was signed plus the allowance of $1.25 less the amount by which his circumstances have improved. The regulations also stipulate that a person who becomes pensionable after September 1, the date of the Supplementary Agreement, is to be treated as if he was a pensioner immediately before September 1, provided account is taken of changes occurring in his economic status from time to time.

Quebec Lands and Forests Act

Because of the scarcity of labour in the logging industry, scalers have been authorized by an Order in Council gazetted November 20 to scale four-foot wood by the apparent cord without an assistant provided that the measurement is made with a rule or stick and not with a tape. This relaxation of the Woods and Forests Regulations is to be effective during the current forest-operating season.

Another Order in Council gazetted December 4 relaxes for the current season the Order in Council of last April which required scalers to determine the volume of sawlogs by measuring both ends of each log. The relaxation was considered necessary to enable the industry to become familiar with the proposed new practice of two-end measurement and so as not to aggravate the difficulties of recruiting labour at the present time. It permits operators to continue scaling sawlogs at the small end only, provided they determine the volume of the logs by the application of specified correction factors and calculate the wages of pieceworkers according to the two-end measurement.

Quebec Minimum Wage Act

By-law B-1 Revised. Two amendments in by-law B-1 Revised, which provides for a levy on payrolls to defray the cost of administering the Minimum Wage Act, were gazetted and effective on December 24 (L.G., 1941, pp. 31, 653; 1942, p. 60; 1943, pp. 154, 267, 1034). One amendment further reduces the assessment from one-eighth of one per cent to one-tenth of one per cent. The reduced rate applies to the levy on wages paid after July 1, 1943. All employers whose employees are subject to any minimum wage orders must pay the levy.

The second amendment stipulates that cost-of-living bonuses are not subject to levy. In addition, it repeals the amendment of last June (L.G., July, 1943, p. 1034) which made special arrangements regarding the payment of levy for employers in forest operations, and declares that by-law B-1 does not apply to timber operators who are now governed by the new by-laws B-1-B and B-1-C.

By-laws B-1-B and B-1-C, also gazetted December 24, re-enact the provisions of the repealed amendment of last June regarding the levy on employers in forest operations. For employers in these operations the levy remains at one-eighth of one per cent, and it is expressly stated that employers may not charge any portion of it to their employees. Under by-law B-1-B employers engaged in timber-driving operations must pay by February 10 of each year a levy on wages paid to timber drivers in the preceding calendar year. By-law B-1-C requires employers in other timber operations to pay by June 10 a levy on wages paid in the preceding 12 months from May 1 to April 30.

Additional provisions in the new by-laws are similar to those in by-law B-1. They stipulate that employers must submit with their remittance of the levy, a statement showing the wages paid in the levy period, the amount subject to levy and the amount of levy due. Interest at five per cent per annum must be paid on unpaid assessments more than 15 days overdue. The value of board, lodging and other benefits supplied by the employer, any amounts paid as indemnity in lieu of notice or for holidays, absence through sickness or accident, and living allowances are subject to levy. Cost-of-living bonuses are exempt.

Saskatchewan Electrical Inspection and Licensing Act

A consolidation and revision of the regulations under this Act were gazetted on December 23, replacing regulations issued in 1935 and amendments. They deal with the licensing of electricians, journeymen, electrical contractors and supply houses, and with the inspection of electrical apparatus and work.

Under the Act no one may obtain a contractor's licence unless he holds a journeyman's licence, or employs a licensed journeyman. Journeymen are defined in the Act as persons competent to install, repair or alter electrical apparatus for a contractor without supervision. The regulations stipulate that candidates for a full journeyman's licence must submit proof of completion of apprenticeship of four years (or three years if they have completed an electrical course) and must undergo a written or practical examination, or both on the requirements of the Canadian Electrical Code, the provisions of the Act and the regulations, and any local by-laws which may apply. The examiners will also review the inspector's reports of the work upon which the candidate has been employed. Candidates for a restricted journeyman's licence, which limits the holder to certain types of work, must take a written or practical examination, or both, in the branches of electrical work to which the licence applies, and will also be examined on the legislation if the examiners consider it necessary. A journeyman's licence may be suspended by the Saskatchewan Power Commisison and three suspensions automatically cancel the licence. Causes for suspension include consistently poor work, engaging in the business of, or posing as, an electrical contractor without a contractor's licence, and in the case of a restricted licensed holder, performing work not specified in the licence.

Under the Act all public buildings and business establishments such as educational institutions, mines, factories, etc., must employ licensed electricians to take charge of the operation or maintenance of electrical installations machinery, or other apparatus. The regulations stipulate that candidates for an electrician's licence must pass a written or practical examination, or both, to prove their competency to take charge of electrical installations or machinery. Such a licence may be suspended in the same manner as a journeyman's licence.

The examination fee for a journeyman's or an electrician's licence is $2, and $4 in the event of a re-examination. The licence fee is $1 per annum.

Saskatchewan Game Act

Revised regulations relating to the licensing of guides were also gazetted on December 23, replacing regulations of 1936. They prohibit unlicensed persons from being employed or acting as guides for persons hunting game. If the Game Commissioner considers that an applicant who is a resident of the province is properly qualified, he will register him as a guide. The licence is $5 per annum. Licences expire on December 31. Guides are responsible for extinguishing fires, must report any infractions of the Game Act and may not exercise their rights under a hunting licence while acting as a guide.

Decisions of the Labour Court of Ontario

Union Which Had Been Refused Certification Not Entitled to Make New Application Until After One Year

ON November 27, Mr. Justice McFarland dismissed a second application by the United Electrical Radio and Machine Workers of America to be certified as the collective bargaining agency for the employees of York Arsenals Limited. The first application was dismissed by Mr. Justice Roach on October 1 on the ground that the union had not made out a *prima facie* case to show that it represented a majority of the employees (L.G.,

Dec. 1943. p. 1749). The Union instituted new proceedings because it claimed that it had overcome the numerical inferiority which was one of the reasons for the dismissal of its first application. There was no intervener.

When Mr. Justice Roach heard the first application, the union had only 515 members among the approximately 2,200 employees who were entitled to be represented for purposes of collective bargaining. The union now filed in evidence forms signed by nearly 1,400 employees authorizing the union to act as their collective bargaining agent.

The Court noted that these forms were not applications for membership in the union and imposed no liability on the signatories, not even the payment of dues. It held, therefore, that the change of circumstances which was alleged by the applicant was not established by the evidence.

In any case, it stated that the present proceedings, "if allowed, would constitute an unconscionable result, never contemplated, in my opinion, by the Legislature." The result would be that an applicant could make application after application while the employer, except in case of fraud, was prevented by the statute from taking any action until after a year. The Court considered that the present proceedings were in effect a violation of sec. 15 (2) of the Act which provides that there will be no appeal from a decision of the Court. It therefore ordered that no further proceedings could be taken in the matter until after October 1, 1944, one year after the date of the original decision of Mr. Justice Roach. *United Electrical, Radio and Machine Workers of America v. York Arsenals Limited,* (1943) Ontario Weekly Notes 781.

Employees' Council Certified as Collective Bargaining Agency for Employees of Aluminum Company of Canada Limited, Kingston

A case involving the Aluminum Company of Canada Limited, Kingston Works, was decided by Mr. Justice McFarland on December 9, when he granted the application of the Employees' Council, Aluminum Company of Canada Limited, Kingston Works, to be certified as the collective bargaining agency for the employees of the plant. There were two interveners: the International Association of Machinists, which claimed to represent a group of skilled workers, and the Aluminum Workers of America, which claimed to represent all the employees of the plant.

Organization of the Employees' Council was started in August, 1941, when 105 representatives were elected to committees of the nine departments of the plant. A constitution was adopted on December 15, 1941, after delegates from all departments had visited plants in which similar councils were operating and a report had been made to the 105 representatives. Under the constitution the Employees' Council was composed of the chairmen of the nine departmental committees and the chairman of the Council was elected by a secret vote of the members.

An agreement was signed on December 22, 1941, between the Council and the respondent company by which the latter recognized the Council as the sole bargaining agent of the employees. A draft of the agreement was posted on the notice board before its execution and copies of the agreement as concluded were both posted and circulated. A new agreement was signed on December 8, 1943. Before it was signed it was considered by the Council and all but one of the departmental chairmen signed it. In addition it was submitted to the departmental committees for discussion and the changes were posted. Some objections were made to it before its execution. These were considered by the Council and some of them were accepted.

The Court noted that all the witnesses who were employees, including those called by the interveners, were unanimous in stating that they had no complaint as to the manner in which the Council looked after their interests or as to the wages they were receiving.

The Court felt that there was considerable merit in the contention of the International Association of Machinists that they were peculiarly fitted to represent their group of skilled workers. It attached more importance, however, to the fact that this group was essentially temporary and would become insignificant as soon as the war was over.

In regard to the application of the Aluminum Workers of America, the Court stated that it

> presents a much less attractive picture. Most of their representatives were active members of the Council up to within a few days of the hearing. They then joined a violent campaign to secure members for the Aluminum Workers of America.

The Court decided that no other conclusion was possible from the evidence than that the Employees' Council represented a substantial majority of the workers and was entitled to be certified. — *Employees Council, Aluminum Company of Canada Ltd., Kingston Works, v. Aluminum Company of Canada Limited, Kingston Works, Dec. 9, 1943.*

Prices

Prices, Retail and Wholesale, in Canada, December, 1943

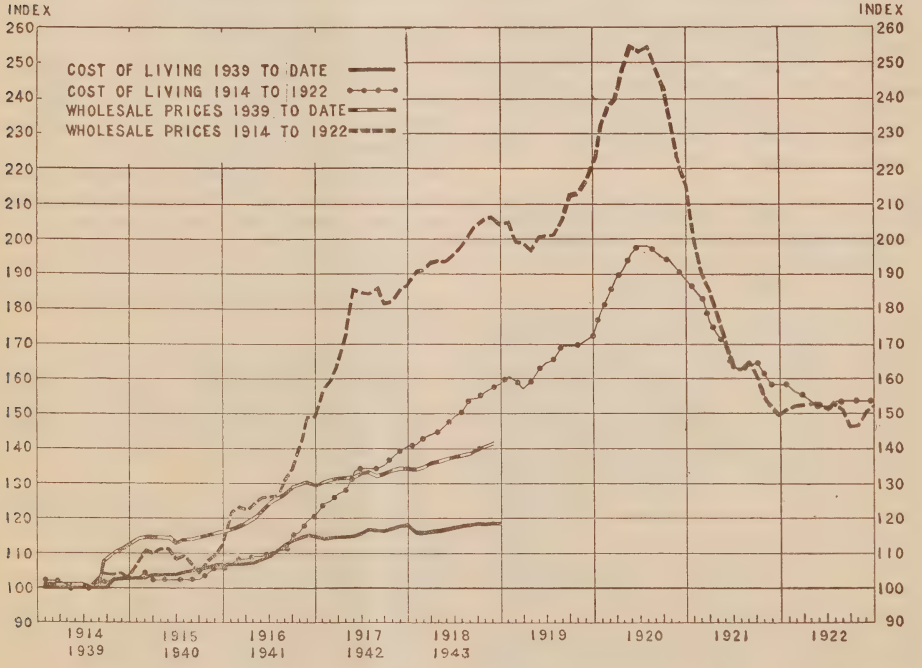
Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics official cost-of-living index recorded a decline of 0·1 points to 119·3 between November and December, 1943. There was a net rise in this index of 0·5 points during 1943, while the wartime increase has been 18·4 per cent. Weakness in December was due to price declines in the food group coupled with rebates on electricity rates in certain cities. Lower quotations for beef, pork, oranges, turnips and cabbage outweighed increases for butter, eggs and potatoes to lower the food index 0·4 to 132·7. Fuel and lighting moved down 1·4 points to 111·9. Home furnishings and services gained 0·6 points to 118·8 due to advances in furniture and chinaware while a firmer tone for the recreation section of the miscellaneous sub-group was reflected in a gain of 0·3 to 108·6. The two remaining sub-groups were unchanged, clothing at 121·1 and rentals at 111·9. (*See* Table I).

Cost-of-living index movements for eight regional cities recorded minor fluctuations between October and December. A rise of 0·5 points to 119·5 for Saskatoon was the largest change; and there were increases of 0·1 for both Saint John at 118·5, and Edmonton at 116·0. Vancouver was 0·2 points lower at 117·5, while Halifax at 118·1, Montreal at 121·4, and Toronto at 117·4 recorded losses of 0·1 each. Winnipeg was unchanged at 115·4. Net changes for 1943 showed Halifax living costs recording the sharpest gain of 1·9 points, while the only

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



decline was registered by Winnipeg, down 0·2. From August, 1939, to December, 1943, Montreal living costs have shown the highest recorded rise of 21·4 per cent while the Winnipeg increase of 15·4 per cent was the smallest among the eight regional cities. (*See* Table II.)

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the Labour Gazette for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized quarterly in the Labour Gazette under the title, *Price Control in Canada.*

Wholesale Prices

The Dominion Bureau of Statistics general wholesale price index closed 1943 at a seventeen year peak level of 102·5. A small December increase of 0·1 reflected higher authorized prices for imported and domestic bituminous coal, sand, gravel and crushed stone, as well as small increases in the vegetable products group. The non-metallic minerals group moved 1·9 points higher to 102·4 in December, while the vegetable group gained 0·1 to 94·9 due to higher prices for unmanufactured tobacco, rye, potatoes, green

coffee beans, onions and lemons. These outweighed declines in flour and oranges. A sharp seasonal drop in eggs, particularly in central and western Canadian centres was responsible for a decline of 0·1 to 109·6 in animal products, in spite of firmer quotations for live stock, furs, fowl and butter. Chemicals and allied products also eased 0·1 to 100·2 on slightly lower quotations among inorganic chemicals. Compared with December, 1942, the average level of wholesale prices has shown an increase of 5·7 per cent, while the wartime advance amounted to 41·8 per cent. Field and animal products both con-

TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August, 1939	On base of average prices in 1935–39 as 100*							Retail Prices Index (Commodities only)‡
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·2	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	103·0	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	103·8	104·6	104·8	104·4	105·9	107·8	105·1	101·8	105·5
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	106·2	107·0	105·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	105·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	116·0	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	116·3	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	117·2	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	117·6	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	117·9	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
August 2	118·3	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125 8
September 1	118·5	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125 8
November 1	118·5	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	118·4	119·3	132·7	111·9	111·9	121·1	118·8	108 6	125·9

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

‡ Commodities in the cost-of-living index excluding rents and services.

tributed to the December rise of 0·4 to 104·6 for Canadian farm products. This level represented a gain of 20·1 per cent during the past twelve months and an advance since August, 1939, of 79·1 per cent. A sharp temporary break in grain prices during August, 1939, caused this wartime increase to be about 13 per cent higher than if July, 1939, were taken as the pre-war reference month.

The December increase of 0·4 to 91·7 for field products reflected gains for certain grades of unmanufactured tobacco, rye, potatoes and onions while the advance in animal products from an index level of 125·7 to 126·1 was caused by upturns in live stock and fowl. These outweighed weakness in eggs. (*See* Table V.)

TABLE II

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1943

Base: August, 1939=100

—	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax	118·1	138·9	105·7	105·9	117·6	114·8	109·0
St. John	118·5	132·4	107·3	107·9	121·7	116·0	110·2
Montreal	121·4	139·2	108·3	113·4	124·3	118·3	106·5
Toronto	117·4	129·8	111·1	119·2	117·5	114·7	108·4
Winnipeg	115·4	130·4	104·4	107·1	118·1	115·9	106·3
Saskatoon	119·5	136·4	113·1	107·0	119·2	119·6	106·7
Edmonton	116·0	133·8	100·0	99·4	123·9	116·9	107·7
Vancouver	117·5	135·5	99·7	108·6	123·3	115·7	108·7

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939–DECEMBER, 1943, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR DECEMBER, 1943

Commodities*	Per	Aug. 1939	Dec. 1941	May 1942	Aug. 1942	Nov. 1942	Feb. 1943	May 1943	Aug. 1943	Oct. 1943	Nov. 1943	Dec. 1943	Price Dec. 1943
Beef, sirloin steak	lb.	100·0	120·7	124·0	138·7	135·8	137·3	143·0	145·5	143·7	144·1	143·0	39·9
Beef, round steak	lb.	100·0	125·7	130·8	147·3	145·6	147·3	154·9	158·2	155·7	155·7	154·4	36·6
Beef, rib roast	lb.	100·0	125·5	129·6	143·9	143·0	145·7	155·7	164·3	172·6	173·9	173·0	39·8
Beef, shoulder	lb.	100·0	132·7	140·3	159·7	157·2	161·0	172·3	178·6	180·5	181·1	179·9	28·6
Beef, stewing	lb.	100·0	136·7	143·7	165·1	165·1	169·8	180·2	184·1	181·7	181·7	179·4	22·6
Veal, forequarter	lb.	100·0	139·3	145·0	153·3	159·2	164·5	176·3	179·9	182·8	182·8	181·7	30·7
Lamb, leg roast	lb.	100·0	109·9	117·3	135·6	121·8	132·7	137·7	157·4	135·6	126·4	125·7	35·7
Pork, fresh loins	lb.	100·0	125·3	127·3	129·6	130·4	131·9	135·4	138·5	139·2	139·6	138·8	36·1
Pork, fresh, shoulder	lb.	100·0	127·0	129·6	133·7	134·7	137·8	144·4	145·4	148·0	148·5	147·4	28·9
Bacon, breakfast, sliced	lb.	100·0	132·3	132·9	134·5	136·3	138·5	139·1	140·0	140·3	140·6	140·3	45·6
Lard, pure	lb.	100·0	151·3	143·0	141·2	143·0	157·9	162·3	162·3	162·3	162·3	162·3	18·5
Shortening, vegetable	lb.	100·0	134·7	134·7	134·7	134·7	136·1	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, grade "A" fresh	doz.	100·0	156·4	116·8	131·6	183·2	146·7	134·2	162·5	178·0	181·6	182·2	55·4
Milk	qt.	100·0	111·0	111·0	111·0	112·8	94·5	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery, prints	lb.	100·0	140·5	143·6	142·1	146·2	146·2	145·8	141·8	142·5	144·0	145·1	39·6
Cheese, Canadian, mild	lb.	100·0	174·6	171·6	165·4	163·0	162·5	164·4	166·3	165·9	166·3	167·8	34·9
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	9·3
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	130·2	130·2	131·1	132·1	132·1	131·1	132·1	135·8	14·4
Peas, canned, 2's	tin	100·0	117·5	118·3	119·2	120·0	120·0	120·0	120·8	121·7	121·7	123·3	14·8
Corn, canned, 2's	tin	100·0	128·3	129·2	131·0	131·9	131·9	131·9	133·6	134·5	133·6	134·5	15·2
Beans, dry	lb.	100·0	129·4	129·4	129·4	127·5	127·5	127·5	129·4	129·4	129·4	131·4	6·7
Onions	lb.	100·0	108·2	146·9	128·6	98·0	110·2	132·7	159·2	149·0	146·9	144·9	7·1
Potatoes	15 lb.	100·0	89·9	125·6	174·7	121·3	131·1	154·3	169·2	137·2	136·3	136·6	44·8
Prunes, medium	lb.	100·0	115·8	118·4	120·2	121·9	124·6	123·7	125·4	126·3	126·3	127·2	14·5
Raisins, seedless, bulk	lb.	100·0	104·0	104·6	104·0	100·7	98·0	103·3	111·3	104·0	102·0	101·3	15·3
Oranges, medium size	doz	100·0	132·5	113·7	124·9	156·3	129·7	141·3	143·7	147·8	147·8	141·0	41·3
Lemons, medium size	doz.	100·0	111·3	110·8	112·6	126·5	129·5	133·8	144·9	145·8	141·8	137·8	44·8
Jam, strawberry, 16 oz.	jar	100·0	111·3	111·9	112·6	113·8	114·5	115·1	115·1	†115·1	†115·1	113·8	18·1
Peaches, 20 oz.	tin	100·0	101·5	102·0	102·0	103·6	104·1	105·6	109·6	†109·6	109·6	109·1	21·5
Marmalade, orange, 16 oz.	jar	100·0	118·3	119·7	119·7	121·2	125·8	129·5	131·8	131·1	131·1	131·1	17·3
Corn syrup, 3½ lbs.	jar	100·0	138·0	139·0	139·7	140·7	142·7	154·7	154·7	154·7	154·3	153·7	46·1
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	131·7	131·7	133·3	133·3	133·3	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	141·7	141·4	142·0	130·5	130·5	130·8	131·1	131·1	131·1	44·3
Tea, black, ½ lb.	pkg	100·0	145·2	147·3	148·3	148·3	131·3	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to December 1943 prices.
† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown	42·6	37·8	39·9	30·6	24·6	....	37·4	36·8	....	44·7	19·2	20·3	55·7	9·0	40·3	34·2	7·3	4·5	6·0	9·9
Nova Scotia—																				
2—Halifax	41·1	37·3	39·3	30·7	24·0	....	37·0	35·4	28·8	44·7	19·5	19·9	58·3	10·5	44·2	35·6	8·0	4·6	6·1	9·9
3—New Glasgow	42·5	38·6	38·3	31·1	24·7	....	37·2	38·1	30·4	46·9	20·0	20·0	58·1	10·0	43·6	37·0	7·3	4·9	6·1	10·0
4—Sydney	46·0	40·6	35·3	31·1	24·2	....	37·3	38·3	32·7	45·0	18·8	19·9	....	12·0	43·2	37·0	7·3	4·3	5·7	9·8
5—Truro	42·7	37·7	37·8	30·3	21·4	....	36·9	36·5	29·4	44·9	20·2	20·6	58·9	10·0	43·4	37·0	6·7	4·8	5·9	10·1
New Brunswick—																				
6—Fredericton	41·5	37·5	45·2	29·4	20·7	29·7	36·6	36·5	31·3	46·3	19·3	19·7	56·7	10·0	42·8	35·5	7·3	4·8	6·3	9·5
7—Moncton	41·9	37·5	40·8	29·7	21·8	....	36·7	35·8	30·0	47·4	19·4	20·1	56·9	10·0	42·4	35·0	8·0	4·6	5·8	10·0
8—Saint John	42·2	39·2	38·8	30·8	23·9	31·0	37·2	39·2	31·1	44·6	19·3	19·7	58·3	11·0	42·6	35·4	7·3	4·3	5·9	9·7
Quebec—																				
9—Chicoutimi	38·3	37·7	35·7	27·7	21·3	....	37·0	31·7	30·5	48·7	20·0	20·7	55·0	9·0	38·9	....	6·7	4·5	....	10·0
10—Hull	39·1	36·0	38·9	27·1	21·4	31·1	37·1	32·1	27·8	46·1	18·0	19·1	55·0	10·0	38·2	32·9	5·3	3·8	5·5	9·5
11—Montreal	40·0	37·5	43·8	27·0	22·1	26·4	35·9	33·3	26·8	45·8	18·9	19·4	58·5	10·5	38·8	33·8	6·0	3·8	5·4	9·5
12—Quebec	37·1	33·5	35·2	25·3	18·2	33·0	35·8	31·3	26·8	42·3	19·0	19·5	55·5	10·0	39·3	34·5	5·5	3·7	5·8	9·7
13—St. Hyacinthe	34·0	34·1	34·5	26·0	21·4	32·5	34·9	28·3	25·2	46·8	18·0	19·4	55·4	8·5	38·5	31·7	5·3	4·1	6·0	9·9
14—St. Johns	39·7	36·0	40·3	27·7	19·0	34·3	....	37·0	27·3	45·8	19·2	19·7	53·0	9·0	38·3	33·0	5·3	4·1	5·5	9·7
15—Sherbrooke	41·5	39·0	38·4	28·9	21·3	34·5	36·3	33·1	25·9	38·8	18·4	19·5	54·8	9·0	37·8	35·0	5·3	4·2	6·0	9·8
16—Sorel	37·4	36·1	33·0	24·6	18·1	....	35·0	32·4	24·6	45·3	18·7	19·7	....	9·0	38·9	31·0	5·3	4·0	5·3	10·0
17—Thetford Mines	33·9	35·4	27·7	24·7	17·3	....	....	25·1	23·9	37·6	18·9	19·5	52·9	8·0	38·5	....	4·7	4·1	5·1	9·7
18—Three Rivers	37·8	34·4	36·4	25·1	20·0	....	31·5	28·7	26·1	46·2	18·5	19·6	56·2	9·0	38·6	....	6·0	4·0	5·5	9·7
Ontario—																				
19—Belleville	39·3	36·6	40·0	28·5	23·6	....	36·6	36·0	29·5	46·1	18·8	19·1	53·4	10·0	39·5	34·3	6·7	4·2	5·3	8·9
20—Brantford	40·5	37·2	41·7	29·5	20·8	32·2	36·0	37·8	28·9	46·1	18·4	19·3	55·5	10·0	39·4	....	6·7	4·2	5·4	9·1
21—Brockville	41·0	37·4	45·5	30·7	22·1	....	36·0	35·0	28·8	46·7	19·1	19·5	54·8	10·0	38·2	....	6·3	4·1	5·6	9·0
22—Chatham	40·0	37·4	41·1	29·6	21·4	32·0	36·3	37·9	33·1	46·2	18·3	19·4	52·6	10·0	38·3	....	5·3	4·1	5·0	8·9
23—Cornwall	40·1	37·2	42·3	28·3	20·1	....	36·0	36·3	27·3	45·3	19·1	19·4	55·2	10·0	39·4	32·8	6·0	4·2	5·8	9·2
24—Fort William	40·4	36·6	39·7	29·3	22·8	....	35·0	36·5	29·9	45·6	18·2	19·1	56·1	11·0	39·2	33·7	6·0	4·0	5·1	8·8
25—Galt	39·7	36·8	41·7	29·5	24·7	....	36·0	37·7	28·7	46·3	18·6	19·3	54·9	10·0	39·3	39·3	6·7	4·1	5·7	8·8
26—Guelph	39·7	37·6	36·5	30·4	25·7	30·0	37·0	39·0	29·7	46·4	18·1	19·3	54·6	10·0	39·4	36·7	6·0	4·1	5·7	9·0
27—Hamilton	40·4	37·6	42·6	29·8	25·1	31·6	37·4	39·1	31·1	46·4	18·6	19·1	56·0	11·0	40·1	....	6·0	4·2	5·5	8·8
28—Kingston	40·7	36·4	39·5	28·5	19·9	....	36·0	36·3	28·6	45·4	19·0	19·3	56·1	10·0	39·2	35·0	6·0	4·3	5·3	9·1
29—Kitchener	39·7	37·4	39·9	29·1	24·5	29·5	36·8	37·9	28·7	46·0	18·5	19·6	52·0	10·0	39·6	35·6	6·3	4·0	6·0	8·8
30—London	40·5	37·3	41·2	29·5	23·3	29·6	35·7	37·4	28·2	44·8	18·6	19·2	55·2	10·0	39·2	33·3	6·0	4·0	5·5	8·9
31—Niagara Falls	40·1	36·4	43·0	29·2	21·8	29·8	35·8	37·7	29·1	44·1	18·9	19·7	55·7	10·5	39·8	....	6·0	4·3	5·6	9·1
32—North Bay	41·2	37·4	44·5	30·6	21·3	....	36·0	39·5	33·5	46·5	18·6	19·4	58·7	11·0	39·5	....	6·7	4·3	6·3	9·9
33—Oshawa	39·9	37·2	43·4	29·4	24·6	33·0	36·4	38·4	29·0	46·1	19·3	19·5	56·4	10·0	39·9	....	6·0	4·0	5·6	8·9
34—Ottawa	41·0	38·0	43·7	30·2	22·9	32·7	36·3	35·5	29·8	48·6	18·4	19·1	57·2	10·0	39·1	31·6	6·7	3·9	5·7	8·8

COAL AND RENTALS, CANADA, DECEMBER, 1943

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 3½ lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (c)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (b)	$ (b)	$	
14·7	15·0	15·5	6·6	9·2	35·7	13·9	16·1	50·8	70·1	38·2	21·7	35·1	49·5	8·6	8·1	53·9	37·9	.....	10·62	24·00–28·00(d)	1
14·5	14·3	.....	7·4	7·6	44·7	15·0	15·0	47·3	49·1	....	....	36·2	49·1	8·5	8·2	50·4	38·0	.....	11·69	27·50–31·50	2
14·8	14·7	15·3	6·3	7·2	44·9	15·3	15·4	....	49·5	38·0	22·0	38·4	49·6	8·2	8·2	52·4	37·9	.....	7·47	16·00–20·00	3
14·7	15·2	16·0	6·5	7·8	46·7	13·7	15·0	46·3	58·5	35·7	....	35·7	49·0	8·6	8·4	51·8	37·8	.....	6·12	18·00–22·00(d)	4
15·3	15·5	15·6	6·7	7·8	44·9	14·1	15·9	45·3	51·8	41·3	22·0	37·5	49·1	8·7	8·5	52·0	38·0	.....	10·47	26·50–30·50	5
14·8	15·5	15·3	6·6	7·3	39·5	.....	15·9	44·6	49·8	39·3	....	38·7	48·4	8·4	8·3	51·9	38·0	.....	11·11	21·00–25·00(d)	6
15·0	15·0	.....	6·5	7·7	39·3	.....	15·0	44·9	50·1	39·5	20·5	37·8	49·2	9·0	8·8	54·6	38·0	.....	11·00	26·00–30·00(d)	7
15·3	15·0	.....	6·7	7·7	42·8	14·3	16·1	45·4	47·7	....	....	36·4	49·2	8·4	8·2	49·5	38·0	.....	11·75	20·50–24·50(d)	8
13·8	15·7	.....	7·3	10·0	48·2	16·0	17·7	....	....	41·3	....	38·7	49·5	8·5	8·1	50·3	39·8	18·36	.....	.....	9
14·1	15·0	.....	7·3	7·4	48·0	14·2	16·0	39·8	42·3	....	....	36·7	45·0	8·3	8·0	44·9	38·9	17·09	.....	15·50–19·50	10
13·0	13·6	15·0	6·5	7·4	45·0	14·4	17·0	36·4	38·7	36·5	....	35·1	44·9	8·0	7·9	46·3	39·7	16·97	.....	23·00–27·00(d)	11
14·2	13·9	.....	6·6	7·8	41·2	14·8	16·2	43·7	49·2	36·8	....	35·5	48·2	8·1	7·9	42·5	39·8	16·64	.....	26·00–30·00(d)	12
13·1	.....	15·3	6·4	8·5	51·6	13·8	15·2	39·6	45·9	39·3	....	36·5	44·8	8·0	7·8	41·2	40·8	16·07	.....	16·00–20·00(d)	13
12·8	.....	16·0	6·1	9·1	46·9	14·7	15·8	39·0	48·2	....	....	37·7	45·8	8·0	7·9	40·5	40·0	15·81	.....	.....	14
13·4	15·0	17·0	6·3	8·1	44·4	15·0	18·3	40·7	42·6	39·2	....	39·3	48·1	8·0	8·0	39·8	39·3	17·85	.....	20·00–24·00(d)	15
.....	14·3	.....	6·8	8·4	50·5	15·0	17·7	....	48·7	40·0	....	36·7	46·3	7·9	7·7	45·8	39·4	.....	.....	.....	16
12·6	14·3	.....	6·1	8·1	44·3	15·0	15·7	42·9	47·0	....	....	37·3	47·8	8·0	7·5	48·4	39·4	19·38	.....	14·00–18·00(d)	17
13·7	14·7	.....	5·9	8·8	46·7	15·8	....	42·0	48·3	38·7	....	37·2	49·4	8·5	8·0	47·3	40·6	16·32	.....	20·00–24·00(d)	18
13·3	14·4	14·7	6·1	7·4	46·9	14·9	14·8	38·5	42·2	....	....	34·4	45·9	8·6	8·4	44·3	38·9	16·00	.....	22·00–26·00	19
13·8	14·4	14·8	6·1	7·3	48·3	.....	13·7	41·4	44·8	....	21·0	32·7	45·9	8·4	8·3	46·4	39·5	16·00	.....	22·00–26·00	20
.....	.....	.....	6·3	7·4	47·2	.....	14·4	42·1	46·0	....	22·0	35·0	47·0	8·2	8·1	41·4	38·2	16·00	.....	20·00–24·00	21
14·3	15·0	14·6	5·4	6·8	47·0	.....	14·5	37·7	40·3	....	....	32·8	45·0	8·7	8·5	40·3	38·4	16·00	.....	21·50–25·50	22
15·0	15·0	.....	6·9	7·6	47·2	.....	....	41·0	43·8	....	....	36·7	....	8·2	8·2	46·0	38·6	16·50	.....	23·00–27·00(d)	23
14·4	14·8	15·3	6·5	6·7	41·7	.....	18·6	41·0	50·0	36·3	20·0	36·8	44·9	8·6	8·5	41·5	38·1	16·80	.....	25·00–29·00	24
13·9	14·4	14·4	6·3	7·2	46·2	.....	14·1	41·5	47·8	....	....	34·9	44·2	8·7	8·4	43·7	39·5	16·00	.....	22·00–26·00	25
13·6	14·1	14·6	6·2	6·9	47·6	.....	14·6	40·6	43·3	36·4	23·0	33·2	45·3	8·6	8·5	43·3	38·6	16·00	.....	22·00–26·00	26
13·6	14·1	15·0	6·1	7·4	48·6	.....	14·3	40·7	42·6	35·3	21·3	34·7	45·6	8·2	8·1	41·2	39·3	15·50	.....	26·00–30·00	27
13·6	14·4	14·3	6·7	8·1	46·0	13·9	14·5	38·1	44·7	....	....	35·0	46·5	8·1	7·9	43·9	38·6	16·00	.....	28·00–32·50	28
14·0	14·3	14·9	6·5	7·4	47·2	.....	14·3	37·2	45·1	36·3	....	34·4	45·1	8·7	8·5	39·3	39·4	16·00	.....	26·00–30·50	29
13·9	14·7	15·3	6·1	7·0	47·4	.....	14·2	39·9	42·5	35·3	....	33·6	44·8	8·6	8·4	44·4	39·3	16·50	.....	26·50–30·50	30
13·5	13·1	14·9	7·0	6·7	48·1	.....	13·6	40·9	40·9	34·8	19·3	34·2	42·8	8·7	8·7	44·5	39·6	14·63	.....	25·00–29·00	31
14·3	14·1	14·5	6·6	7·7	47·7	.....	15·5	43·3	46·1	38·0	....	37·8	47·2	9·0	8·9	51·7	39·3	17·25	.....	23·00–27·00	32
13·5	14·5	14·6	6·7	7·2	44·1	.....	13·7	40·5	43·2	....	....	34·5	44·7	8·6	8·4	48·5	39·2	16·00	.....	23·00–27·00	33
13·9	15·0	15·0	6·8	7·6	46·8	.....	15·1	39·7	42·8	....	....	36·4	46·3	8·3	8·1	43·6	39·0	16·75	.....	31·00–35·00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
Ontario—*Con.*	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound	39·5	36·9	40·3	27·9	23·4	....	39·0	36·5	28·0	45·4	18·0	19·0	54·7	10·0	39·8	....	6·0	4·0	5·4	9·4
36—Peterborough	40·1	37·5	41·3	29·2	23·1	33·7	35·7	38·8	30·0	46·4	18·7	19·1	54·2	10·0	39·2	36·9	6·0	4·2	5·4	8·7
37—Port Arthur	39·3	36·8	37·7	27·5	23·1	29·5	37·5	35·8	28·6	49·3	18·0	19·0	56·3	11·0	39·3	34·2	6·3	4·2	5·6	9·5
38—St. Catharines	40·3	37·0	43·5	29·7	22·8	....	35·8	40·0	30·4	46·0	18·6	19·1	55·3	10·5	39·8	....	6·0	4·2	5·5	9·0
39—St. Thomas	40·0	36·8	42·4	29·9	24·7	30·2	36·6	38·7	30·4	46·4	18·9	19·6	55·2	10·0	39·7	....	6·0	4·2	5·8	9·6
40—Sarnia	39·6	37·3	41·8	29·4	22·6	33·3	35·5	37·3	31·6	46·2	18·9	19·6	55·9	10·0	39·9	....	6·0	3·9	6·0	9·4
41—Sault Ste. Marie	39·7	36·8	38·7	29·0	23·5	....	37·0	....	....	43·8	18·2	19·3	57·2	11·0	38·9	34·6	6·7	4·0	6·0	9·3
42—Stratford	38·7	36·7	40·5	29·4	23·2	....	36·0	37·0	30·0	45·9	18·8	20·3	55·5	10·0	39·5	....	5·3	3·9	5·8	9·2
43—Sudbury	40·7	37·8	40·3	28·9	22·6	28·5	34·7	36·9	30·2	44·0	18·8	19·4	57·8	11·0	38·8	34·6	6·7	4·2	6·5	9·3
44—Timmins	38·4	35·3	39·6	28·4	22·4	29·7	35·8	37·9	30·6	44·7	19·3	19·6	59·1	12·0	39·0	34·1	6·7	4·4	5·9	9·6
45—Toronto	40·3	37·0	43·2	29·8	24·0	32·7	36·0	37·9	26·7	48·1	18·3	19·1	57·2	11·0	39·7	37·2	6·7	4·3	5·4	8·8
46—Welland	40·0	36·5	42·0	29·3	23·3	....	....	36·9	28·7	43·6	18·0	19·3	54·7	11·0	39·7	35·0	6·7	4·2	5·3	9·1
47—Windsor	39·9	37·0	41·3	29·4	25·1	....	36·9	38·3	30·8	45·1	18·6	19·2	55·8	11·0	39·4	....	6·0	4·2	5·3	8·8
48—Woodstock	40·0	37·3	39·3	28·6	23·3	....	35·2	....	27·5	44·3	18·5	18·9	53·3	10·0	39·4	....	6·0	3·7	5·9	8·9
Manitoba—																				
49—Brandon	38·3	33·8	39·4	27·0	20·5	....	34·0	35·2	26·8	45·4	17·4	21·1	54·3	10·0	38·0	....	7·1	3·9	5·7	9·1
50—Winnipeg	37·6	33·5	33·8	26·5	24·1	29·0	34·0	36·0	30·2	46·8	17·4	19·6	54·2	9·0	37·2	34·1	8·0	3·7	5·5	8·9
Saskatchewan—																				
51—Moose Jaw	38·5	33·5	36·8	27·4	20·5	....	33·0	34·3	27·2	45·5	16·4	20·7	52·5	11·0	37·1	....	7·2	3·8	5·7	8·7
52—Prince Albert	32·6	29·4	33·2	24·6	19·4	....	32·0	33·7	25·7	34·8	16·9	20·2	50·0	10·0	38·7	33·3	6·0	4·4	5·8	8·8
53—Regina	37·7	33·6	37·1	26·1	23·1	24·7	31·2	32·5	24·7	42·8	16·6	21·6	54·0	10·0	37·5	....	6·8	4·0	6·1	8·8
54—Saskatoon	38·3	34·2	37·8	27·4	21·2	29·4	32·8	34·5	27·2	44·9	16·4	20·1	51·9	10·0	37·3	....	7·2	3·7	5·2	8·9
Alberta—																				
55—Calgary	39·7	35·7	41·9	28·6	24·7	27·5	33·1	35·6	30·7	47·8	17·0	20·1	54·7	10·0	38·1	37·8	7·2	3·9	5·4	8·8
56—Drumheller	37·5	33·7	37·3	26·5	22·0	26·3	....	36·3	27·0	44·9	17·5	21·7	53·3	10·0	38·9	....	8·0	4·3	5·7	9·2
57—Edmonton	38·2	33·7	36·6	24·9	21·8	29·0	31·8	35·0	27·0	46·2	17·2	20·4	52·1	10·0	37·5	34·2	7·2	3·9	5·5	8·7
58—Lethbridge	38·4	33·6	37·0	28·4	19·9	27·3	33·0	35·5	25·7	44·4	16·9	21·2	53·0	10·0	38·2	....	8·0	4·2	....	8·8
British Columbia—																				
59—Nanaimo	42·7	39·0	44·9	30·8	26·0	....	35·8	39·1	34·2	50·4	19·2	20·6	55·3	12·0	43·1	....	9·0	4·4	6·0	9·3
60—New Westminster	41·5	37·1	44·0	29·2	24·8	33·3	35·5	37·3	29·4	47·2	18·8	20·1	55·4	10·0	40·9	33·7	8·0	4·3	6·0	9·4
61—Prince Rupert	42·0	37·2	43·0	27·5	23·7	34·2	35·0	40·7	30·7	49·3	19·4	21·3	58·8	15·0	42·5	....	10·0	5·0	....	10·0
62—Trail	43·0	39·0	41·3	30·6	27·7	....	....	39·7	31·4	48·6	18·2	22·5	56·7	13·0	39·9	33·3	9·0	4·2	6·0	9·3
63—Vancouver	43·1	38·7	42·2	29·6	26·2	30·5	35·0	36·7	29·7	49·0	17·9	19·3	55·3	10·0	40·8	37·5	9·6	4·2	5·8	9·1
64—Victoria	42·9	38·9	45·2	30·2	25·9	34·3	36·5	37·2	29·6	47·4	18·9	20·4	56·0	11·0	41·8	....	9·0	4·3	6·6	9·2

(a) Ontario and East, 32 ounce jar; Manitoba and West, 4 pound tin.
(b) Inclusive of all sales taxes.

COAL AND RENTALS, CANADA, DECEMBER, 1943

Canned Vegetables														Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 3½ lb. jar	Granulated per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (c)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (b)	$ (b)	$	
13·8	14·8	.....	6·4	6·9	46·4	13·8	13·9	39·6	44·1	....	....	34·2	45·0	8·5	8·4	48·7	38·9	16·50	.....	16·00-20·00	35
13·5	14·5	14·5	6·3	7·3	45·7	.....	13·9	41·8	43·4	....	....	34·6	44·7	8·5	8·5	44·7	38·9	16·75	.....	24·00-28·00	36
14·1	14·6	14·9	6·6	6·6	41·9	13·3	18·0	40·3	48·8	39·3	18·5	36·3	44·4	8·5	8·4	41·9	38·2	16·50	.....	23·00-27·00	37
13·9	14·6	15·0	6·9	7·3	49·4	.....	14·5	41·6	44·6	34·0	19·5	32·1	44·3	8·6	8·3	43·2	38·9	15·75	.....	27·00-31·00	38
14·0	14·7	14·7	6·3	7·6	48·9	.....	14·6	44·4	46·1	....	....	34·5	45·6	8·7	8·6	43·8	39·7	16·00	.....	21·00-25·00	39
.....	14·5	.....	6·8	7·2	48·5	.....	15·6	43·9	42·4	....	....	34·7	45·7	8·8	8·8	43·3	39·1	16·50	.....	23·00-27·50	40
14·6	15·6	15·1	6·5	6·5	48·3	13·8	15·0	35·5	45·2	....	22·3	35·0	45·0	8·5	8·4	41·2	39·1	17·00	.....	23·00-27·00	41
.....	14·5	.....	6·0	7·6	47·9	.....	14·8	41·5	44·2	....	....	35·0	47·0	8·7	8·7	44·4	38·6	16·00	.....	21·00-25·00	42
14·5	14·8	14·7	6·1	8·2	48·4	.....	16·5	38·1	47·0	37·0	....	36·7	47·7	8·8	8·5	44·6	38·9	17·75	.....	27·00-31·00	43
15·1	14·6	15·6	6·1	7·1	50·6	13·6	16·4	40·7	44·9	38·3	23·0	36·4	47·1	8·9	8·8	39·3	39·1	19·50	.....	22·50-26·00	44
13·3	13·9	14·0	6·0	7·4	46·6	14·3	14·0	40·1	41·2	35·0	21·7	32·2	44·0	8·2	8·0	44·5	38·6	15·50	.....	32·50-36·50	45
14·0	13·3	14·1	7·3	6·5	47·7	.....	14·7	40·7	44·2	....	....	32·3	45·0	8·4	8·4	41·2	39·0	15·50	.....	.....	46
12·9	14·5	14·5	5·8	7·1	45·9	.....	14·1	33·9	38·0	....	....	33·7	45·0	8·2	8·0	38·7	38·9	16·00	.....	25·00-29·00	47
14·0	14·7	.....	6·3	7·1	46·8	.....	15·2	41·2	45·8	....	....	33·0	45·9	8·6	8·5	45·7	39·0	16·00	.....	22·00-26·00	48
15·7	15·2	16·0	7·1	5·7	33·1	14·6	15·1	42·5	42·1	73·0	21·3	....	42·5	9·1	9·0	44·5	38·2	.....	8·13	21·00-25·00	49
15·3	15·5	15·8	7·0	5·7	34·7	14·3	15·6	39·7	40·5	68·0	22·2	....	44·6	9·1	8·9	37·6	38·1	.....	12·45	26·00-30·00	50
16·3	15·0	15·7	6·4	5·3	38·1	.....	14·5	40·2	46·7	....	....	58·0	46·7	9·3	9·4	41·7	38·9	.....	9·80	21·00-25·50	51
16·0	16·5	16·7	7·1	6·0	27·0	15·3	16·4	39·8	37·4	70·8	....	....	48·3	9·9	9·6	39·3	37·8	.....	10·00	19·50-23·50	52
15·9	15·9	15·2	6·6	6·0	35·9	.....	16·0	39·8	36·8	70·2	22·1	....	47·6	9·2	9·6	42·7	38·0	.....	11·00	27·50-31·50	53
17·4	16·5	16·3	7·2	5·8	35·0	14·8	15·6	43·2	45·8	68·5	24·1	64·3	46·5	9·5	9·5	43·2	37·8	.....	9·60	22·00-26·00	54
14·9	14·8	14·9	7·3	5·7	44·0	15·6	16·1	38·6	47·1	68·2	21·7	57·7	45·7	9·0	9·2	41·5	37·4	.....	7·75	26·00-30·00	55
16·5	15·8	16·3	7·5	6·0	48·7	14·5	15·7	43·3	47·1	71·9	....	....	48·6	9·5	9·6	42·5	37·9	.....	.....	20·00-24·00	56
15·1	15·1	15·6	7·2	6·9	31·7	13·9	17·1	44·9	38·8	66·0	22·5	....	44·7	9·2	9·3	43·1	37·9	.....	4·90	24·50-28·50	57
16·0	14·1	.....	7·0	5·2	40·9	.....	16·0	38·3	39·4	66·8	....	....	45·0	9·2	9·3	45·0	37·5	.....	4·40	22·00-26·00	58
15·0	15·4	14·5	8·1	6·0	48·9	.....	14·5	42·0	39·1	63·6	20·9	....	43·3	8·7	8·5	41·6	38·1	.....	.....	17·00-21·00	59
14·8	14·4	15·3	7·3	5·8	42·8	12·7	14·1	37·8	37·7	63·6	21·4	....	43·7	7·9	7·8	36·3	38·1	.....	12·00	20·50-24·50	60
16·4	15·3	16·0	8·5	6·4	56·1	.....	15·3	47·0	39·6	67·0	20·0	57·5	45·0	8·7	8·5	44·5	39·0	.....	13·00	20·00-24·00	61
.....	15·7	16·9	8·5	5·1	45·7	14·0	15·6	41·2	47·3	58·9	23·6	58·4	48·9	8·9	8·9	39·5	37·9	.....	10·25	23·00-27·00	62
14·6	14·7	14·4	7·0	5·7	44·7	.....	13·4	43·2	37·6	62·0	20·8	54·0	42·1	8·0	8·0	37·9	37·8	.....	12·00	23·50-27·50	63
14·9	15·1	15·1	7·3	6·2	46·1	15·0	13·9	41·1	38·3	65·0	21·7	53·3	42·2	8·9	8·4	42·0	38·4	.....	12·25	21·00-25·00	64

(c) The basis of these figures is the record of rents collected in the 1941 Census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the change indicated by these reports.

(d) Rents marked (d) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Dec. 1926	Dec. 1929	Dec. 1933	Dec. 1939	Dec. 1941	Dec. 1942	Nov. 1943	Dec 1943
*All commodities	567	64·0	127·4	155·9	97·3	97·9	96·0	69·0	81·7	93·6	97·0	102·4	102·5
Classified according to chief component material—													
I. Vegetable Products	135	58·1	127·9	167·0	86·2	95·0	93·9	60·4	72·0	80·2	86·0	94·8	94·9
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	100·0	109·8	63·7	80·3	98·8	105·0	109·7	109·6
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	96·2	89·6	71·7	81·9	94·9	92·0	91·9	91·9
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	99·0	93·2	64·4	85·3	99·2	102·8	115·8	115·8
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	99·3	93·4	86·7	102·1	112·9	115·3	115·8	115·8
VI. Non-ferrous Metals and Their Products	18	98 4	141·9	135·5	97·3	95·7	96·5	66·5	75·3	77·6	79·7	79·7	79·7
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	103·1	93·4	85·8	86·5	99·3	100·4	100·5	102·4
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	99·3	95·1	80·8	85·1	104·1	100·8	100·3	100·2
Classified according to purpose—													
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	97·3	95·3	73·3	81·2	95·3	97·1	97·4	97·8
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	99·0	103·3	67·4	79·1	94·6	101·6	103·3	103·3
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	96·1	90·0	77·3	82·6	95·8	94·1	93·4	94·1
II. Producers' Goods	402	67·7	133·3	164·8	98·8	97·8	95·9	64·3	78·1	85·7	90·0	98·9	99·4
Producers' Equipment	24	55·1	81·9	108·6	104·1	110·4	96·2	87·2	96·6	108·6	110·5	114·3	117·5
Producers' Materials	378	69·1	139·0	171·0	98·2	96·4	95·9	61·8	76·0	83·2	87·7	97·2	97·4
Building and Construction Materials	111	67·0	100·7	144·0	108·7	97·8	97·9	80·6	94·2	112·9	116·7	126·1	126·5
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	96·1	95·5	58·6	72·9	78·2	82·8	92·3	92·5
Classified according to origin—													
I. Farm—													
A. Field	186	59·2	134·7	176·4	91·2	95·2	91·5	60·3	70·0	79·0	82·5	90·6	90·6
B. Animal	105	70·1	129·0	146·0	95·9	99·8	106·7	65·3	82·3	96·8	100·7	101·9	101·9
Farm (Canadian)	70	64·1	132·6	160·6	88·0	97·7	104·5	53·6	69·0	74·6	87·1	104·2	104·6
II. Marine	16	65·9	111·7	114·1	91·7	103·7	107·0	66·8	80·3	108·2	120·2	138·2	138·2
III. Forest	57	60·1	89·7	151·3	106·8	99·0	93·1	64·7	85·0	98·8	102·3	115·1	115·1
IV. Mineral	203	67·9	115·2	134·6	106·4	100·2	92·3	82·2	87·8	97·7	99·0	99·3	100·2
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	98·2	98·9	58·9	74·4	85·6	92·6	103·8	104·2
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	97·5	93·2	72·0	81·2	92·2	92·6	93·8	93·8

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—Monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 the number of commodities was 236; 1926 to 1933 inclusive, 502, and since January, 1934, the number is 567.

Price Movements in Canada and Other Countries

Most of the available records for fourth-quarter wholesale price index numbers showed only small changes. There was a fractional decline between September and November for both the United Kingdom and the United States indexes, the easier tendency in the United States being influenced by lower live-stock prices. However, fourth-quarter strength in Canadian price levels advanced the general wholesale index 1·3 points to 102·5 in December, reflecting increased prices for grains and lumber as well as late recovery in live stock. In other countries, advances were recorded for New Zealand and Argentina, while the Australian level of wholesale prices moved slightly lower.

The December level for United Kingdom living costs at 199 (1914=100) showed an increase of 1 point over September, while a rise of 0·2 points to 124·1 in November (1935-39=100) was recorded in the United States index of living costs. Canadian living costs moved 0.1 points lower to 119.3 in the fourth quarter. In Argentina living costs recorded a moderate increase in the latter half of 1943 following establishment of maximum price regulations in June coupled with an official reduction in rents at the same time. This action had produced a substantial decrease in June and July. Further detail concerning price movements for other countries may be found in Table VI which includes the latest records available.

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1928-1929 =1000	1928-1929 =1000	1926-1930 =1000	1926-1930 =1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(k) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	.....	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	.....	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	.....	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	.....	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	.....	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	.....	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	.....	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	.....	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	.....	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1000	1000	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	1004	997	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	815	794	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	892	846	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	911	868	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	916	894	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	949	913	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1033	966	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1125	1023	1416	1109
1943—January	97·1	117·1	101·9	120·6	162·1	199	215·2	201	1668	1211	1224	.....	1462	.....
February	97·5	116·9	102·5	120·9	162·1	199	216·8	201	1675	1220	1236	.....	1472	.....
March	98·5	117·2	103·4	122·8	162·2	199	217·2	201	1679	1226	1248	(d) 1101	1475	(e) 1011
April	98·9	117·6	103·7	124·1	162·8	198	217·9	203	1675	1232	1253	.....	1508	.....
May	99·2	118·1	104·1	125·1	163·3	199	218·1	203	1688	1248	1255	.....	1522	.....
June	99·5	118·5	103·8	124·8	163·1	198	218·2	203	1695	1250	1268	(d) 1121	1528	1000
July	100·1	118·8	103·2	123·9	164·0	200	217·9	204	1703	1248	1272	.....	1522	.....
August	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	1264	.....	1522	.....
September	101·2	119·4	103·1	123·9	162·9	198	.....	.....	1725	1259	1267	(d) 1111	1520	996
October	101·9	119·3	103·0	124·4	162·5	199			1732	1258	1262		1532	
November	102·4	119·4	102·9	124·1	162·7	199					1261			
December	102·5	119·3	.....	.....	.....	199								

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (k) June.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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VOLUME XLIV] FEBRUARY, 1944 [NUMBER 2

Notes of Current Interest

International Labour Conference to be held in United States

An official summons has gone out to the member states of the International Labour Organization to attend a regular session of the International Labour Conference and to be prepared to recommend "present and post-war social policy" to the United Nations. The session will open on April 20, probably in Philadelphia, it was announced.

The Conference is expected to last three to four weeks, and to be attended by delegations from 35 to 40 of the member states. Each national delegation will be tripartite, containing two persons representing Government, one representing employers and one representing labour.

Each member of a delegation will be entitled to be accompanied by six advisers, making a maximum of 28 persons in each delegation.

The decision to convene the conference was taken by the I.L.O.'s Governing Body at a meeting in London in December (L.G., Dec., 1943, p. 1596). The letter of convocation was signed by Edward J. Phelan, who has been Acting Director of the International Labour Office since John G. Winant resigned the directorship early in 1941 to become United States Ambassador to Great Britain.

The International Labour Office, whose working headquarters were moved to Montreal from Geneva, in 1940, is the permanent secretariat of the International Labour Organization.

The agenda of the Conference will comprise seven points. The principal items will be "Recommendations to the United Nations for present and post-war social policy," and "Future policy, program and status of the International Labour Organization."

Commenting on the first of these items, the announcement said that "experience after the war of 1914-1918 shows that Governments will feel the need for defining their social policies, and, unless preliminary international discussion takes place, unco-ordinated and possibly conflicting policies may lead to a dangerous state of confusion."

"The Governing Body therefore considered," it continued, "that the Conference should be asked to proceed immediately to a general examination of social policy, and that the discussions should not be confined to generalities but should deal courageously with the practical problems which are certain to arise and on which Governments are entitled to look to the International Labour Organization for advice and guidance."

The International Labour Office's recommendations to the Conference on this question will cover the following points:

1. "Social objectives of economic policy (more especially the measures required to be taken internationally and nationally to ensure full employment, social security and rising standards of living.)"

2. "The general principles of social policy in its various fields," such as conditions of work, social security, child labour, paid holidays, prevention of accidents, industrial relations, industrial hygiene and labour welfare, which should be applied by I.L.O. members.

3. "The social provisions to be inscribed in any peace settlement or the clauses of a long-term armistice, including measures to be taken

for re-establishing free trade union movements and to ensure to trade union organizations the restitution of confiscated property and funds, and the participation of employers' and workers' organizations in the work of reconstruction in their own countries."

4. "Social policy in the territories of Axis countries occupied by the forces of the United Nations."

It is not proposed that the Conference should aim at the adoption of international conventions or formal I.L.O. "recommendations" on the agenda items covering recommendations to the United Nations and the I.L.O.'s policy and status, but "that it should formulate its conclusions in a series of resolutions," the announcement said.

The other items on the agenda will be: The organization of employment in the transition from war to peace; Social security: principles, and problems arising out of the war; Minimum standards of social policy in dependent territories; Reports on the application of Conventions; and Director's report. The communication said the Office would propose formal "recommendations" on the first three of these points, and, in addition, would suggest an international convention dealing with the pension rights of displaced persons in Europe.

Apprenticeship training plan established by Dominion Government

A plan intended to develop apprenticeship in Canada has recently been established by the Dominion Government. An order in council of January 21 (P.C. 8993) authorizes the Department of Labour to extend financial assistance to the provincial governments in order to stimulate apprenticeship training.

Calling attention to the importance of apprenticeship as a means of providing post-war training to members of the armed forces and to munitions workers, the order provides that Dominion assistance to any province shall be subject to the province observing certain specified conditions. These include the passing of an apprenticeship act, where such an act is not already in effect, which must comply with certain standards laid down in the order.

A detailed account of the order in council appears on page 206 of this issue.

House of Commons Committee on Social Insurance re-appointed

A select committee of the House of Commons has again been appointed to study social security planning in Canada. Its membership is substantially the same as that of the parliamentary committee which examined the same problems in 1943 under the chairmanship of the Honourable Cyrus Macmillan.

The 1943 committee considered briefs from a number of organizations, including certain labour groups. At its first meeting it had laid before it the *Report on Social Security for Canada* prepared by Dr. Leonard C. Marsh and the report, *Health Insurance,* containing a draft bill prepared by the Advisory Committee on Health Insurance, under the chairmanship of Dr. J. S. Heagerty. In its report to the House (L.G., July, 1943, p. 1082) it approved in principle the health insurance bill and made recommendations for further study of social security problems.

The committee as re-appointed on February 4 on motion of the Prime Minister, is instructed:

> To examine and report on a national plan of social insurance which will constitute a charter of social security for the whole of Canada, and to that end,
>
> To examine and study the existing social insurance legislation of the parliament of Canada and of the several provincial legislatures; social insurance policies of other countries; the most practicable measures of social insurance for Canada, including health insurance, and the steps which will be required to effect their inclusion in a national plan; the constitutional and financial adjustments which will be required for the achievement of a nation-wide plan of social security; and other related matters.

Advisory committee on teaching profession

Mr. Leo Guindon, of Montreal, has been appointed to the advisory committee on the employment of teachers during the war, according to an announcement made recently by the Honourable Humphrey Mitchell, Minister of Labour.

The committee was established recently to advise the Minister on the effective use of the teaching profession's limited personnel (L.G., Dec., 1943, p. 1615). Because there has been a threatened shortage, teachers now require a special permit from National Selective Service in order to leave the profession.

Mr. Arthur MacNamara, Director of National Selective Service, is chairman of the committee. Other members include Miss Beryl Truax of Montreal; Dr. C. N. Crutchfield of Shawinigan Falls; R. E. Shaul of Edmonton; Frank Patten of Ottawa; and O. V. B. Miller of Montreal.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

The Dominion Bureau of Statistics index of industrial employment was 190·6 at December 1, 1943, the highest point recorded as compared with 188·7 in the preceding month, 186·5 at December 1, 1942, and 122·7 at December 1, 1939. Data were tabulated from 14,161 employers with a total working force of 1,916,688. The total weekly payroll for this working force was $60,541,888. Average per capita earnings at $31.59 per week at December 1 were practically unchanged from the average of the previous

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1944	1943		1943	1942	
	January	December	November	January	December	November
Employment Index (1)		190·6	**188·7**	**183·7**	**186·5**	**183·3**
Unemployment percentage (trade union members) (2)	0·8	0·6	0·3	1·5	1·2	0·8
Index numbers, aggregate weekly payrolls (3)		153·4	152·0	131·9	144·0	140·6
Per capital weekling earnings $		31·59	31·59	27·91	30·06	29·81
Prices, wholesale Index (1)		**102·5**	**102·4**	**97·1**	**97·2**	**97·1**
Cost of Living Index (4)	**119·0**	**119·2**	**119·4**	**117·1**	**118·8**	**118·6**
Retail sales unadjusted index (4)		221·7	174·1	128·9	213·4	164·8
Retail sales adjusted index (5) (4)		167·9	165·0	155·8	156·4	161·6
Wholesale sales (4)		165·6	170·3	139·9	148·4	152·9
Common stocks index (4)	†81·3	80·5	79·6	76·3	71·3	67·6
Preferred stocks index (4)		115·8	115·3	102·7	100·4	97·5
Bond yields, Dominion index (4)	†97·3	97·3	97·3	98·8	99·4	99·6
Physical Volume of Business Index (5) (4)		**248·8**	**242·9**	**225·8**	**221·2**	**207·8**
INDUSTRIAL PRODUCTION (4)		282·0	282·5	254·6	250·8	239·3
Mineral Production (4)		253·9	292·3	225·3	209·6	192·0
Manufacturing (4)		308·4	306·9	279·0	276·2	263·4
Construction (4)		107·6	70·4	95·0	101·5	106·9
Electric power (4)		153·5	149·4	142·5	140·1	137·3
DISTRIBUTION (4)		180·3	158·7	166·3	160·6	142·7
Carloadings		153·2	138·8	130·5	145·2	126·5
Tons carried, freight (4)		196·1	164·5	158·6	175·9	142·0
Trade, external, excluding gold $		442,835,828	453,723,018	305,833,776	408,808,675	335,166,671
Imports, excluding gold $		134,872,074	160,310,824	127,298,503	137,569,394	126,204,238
Exports, excluding gold $		302,571,274	289,912,212	177,324,031	269,176,070	204,795,236
Bank debits to individual accounts $		4,850,427,912	5,913,477,221	3,899,628,358	4,194,613,475	4,966,558,098
Bank notes in circulation (6) $		760,800,000	767,300,000	632,800,000	614,400,000	623,500,000
Bank deposits in savings $		1,947,774,749	1,882,539,587	1,722,570,861	1,673,189,283	1,629,494,616
Bank loans, commercial, etc. $		1,103,715,772	1,201,230,243	1,036,223,858	1,099,807,975	1,164,472,687
Railway—						
Car loadings, revenue freight cars (7)	268,818	238,822	293,894	226,109	224,916	279,487
Canadian National Railways						
operating revenues $			32,973,500	25,477,300	33,072,561	28,175,200
operating expenses $			26,854,976	22,065,063	25,654,677	22,570,045
Canadian Pacific Railway, traffic earnings $		27,282,828	27,461,492	18,927,920	24,532,338	22,414,905
Canadian Pacific Railway, operating expenses, all lines. $		22,265,179	21,870,852	16,687,265	19,329,027	17,145,450
Steam railways, freight in ton-miles			5,868,132,000	4,062,902,000	4,750,172,000	5,077,229,000
Building permits $		5,606,463	6,459,327	3,222,324	6,625,430	7,956,629
Contracts awarded (8) $	8,782,000	26,122,600	14,146,500	11,984,000	13,451,200	22,085,500
Mineral production—						
Pig iron tons		137,256	142,249	116,327	164,382	170,578
Steel ingots and castings tons		227,822	259,444	207,800	269,834	270,812
Ferro-alloys tons		17,038	16,169	15,331	19,567	16,733
Gold ounces		262,995	267,797	334,510	362,983	365,755
Coal tons		1,609,349	1,445,309	1,542,236	1,739,700	1,646,387
Timber scaled in British Columbia bd. ft.		324,358,681	272,138,219		186,846,509	222,518,072
Flour production bbls.		2,173,433	2,175,831	1,963,042	2,062,835	1,973,401
Footwear production pairs		2,704,543	2,925,870	2,612,258	2,650,375	2,884,992
Output of central electric stations k.w.h.		3,559,509,000	3,460,737,000	3,226,644,000	3,252,435,000	3,188,797,000
Sales of insurance $		51,258,000	53,207,000	39,945,000	44,970,000	51,333,000
Newsprint production tons		249,690	256,340	233,540	244,180	251,150

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended January 27, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figures for four weeks ended January 29, 1944, and corresponding previous periods. (8) MacLean's Building Review.

month which was the highest in the payroll record dating from June 1, 1941. The index number of payrolls has risen 6·5 per cent between December 1, 1942 and December 1, 1943, while the employment index has risen 2·2 per cent in the same period.

The greatest advance at December 1, was recorded in logging but the increase in mining was also substantial while smaller advances were recorded also in manufacturing and in transportation. The increase in the manufacturing group, more than 80 per cent since December 1939, has been much greater than that recorded by any other group. The mining and logging groups were at a lower level in December 1943 than in December 1939.

The index of the physical volume of business indicating activity in mining, manufacturing construction and in the output of electric power, as well as in the distribution of goods advanced from 242·9 for November 1943, to 248·8 for December. Substantial decline was recorded in mineral production as compared with the previous month but the other principal groups advanced.

Business activity was at a higher level during 1943 than at any previous time. The business index averaged 16·7 per cent higher during 1943 than for 1942.

Manufacturing production was 20·6 per cent higher in the same comparison, output of electric power 10 per cent higher and mineral production 30·1 per cent higher while the value of construction contracts declined 26·8 per cent. In the manufacturing group, flour production advanced 19·3 per cent in 1943 as compared with 1942, hog slaughterings 15·8 per cent, production of creamery butter 9·6 per cent and coke production 8·4 per cent while cheese production declined 20·7 per cent, the consumption of raw cotton 10·9 per cent, newsprint production 6·1 per cent, pig iron production 10·5 per cent. In external trade the value of exports increased 25·8 per cent in the same comparison and of imports 5·5 per cent. The volume of railway freight was 11·9 per cent greater in 1943 than in 1942.

Majority and Minority Reports of National War Labour Board tabled

The Report of the National War Labour Board, signed by the Chairman, the Hon. Mr. Justice C. P. McTague, and by Mr. Leon Lalande, employers' representative, together with a Minority Report, signed by Mr. J. L. Cohen, former employees' representative, were tabled in the House of Commons on January 28, 1944.

The complete text of the reports is being issued as a supplement to this month's LABOUR GAZETTE.

The reports arose out of an inquiry undertaken by the Board into labour relations and wage conditions in Canada. Public hearings were held by the Board in Ottawa between April 15 and June 17, 1943, during the course of which a considerable number of representations were made by labour and business organizations and by various other interests.

The reports were transmitted to the Minister of Labour during August, and were "carefully studied by the Government in considering modifications of its labour policy", according to a statement made by the Prime Minister on December 4 (L.G., Dec., 1943, p. 1597).

A revised Wartime Wages Control Order was issued by the Government on December 9 (L.G., Dec., 1943, p. 1602). Elsewhere in this month's GAZETTE appears the text of a Wartime Labour Relations Order, passed on February 17.

Regional Advisory Boards under National Selective Service

Regional Selective Service Advisory Boards, designed to facilitate the regional operations of National Selective Service, have been established by a recent order in council (P.C. 512, Jan. 25, 1944).

The present order provides Boards for British Columbia, the Prairie Provinces, Ontario, and Quebec. A fifth Board will be set up later in the Maritime area.

Each of the Advisory Boards will be organized under the chairmanship of the Regional Director of Selective Service. Other members will include representatives of the regional Mobilization Board, Unemployment Insurance Commission, organized labour, Department of Munitions and Supply, and Wartime Prices and Trade Board. It is expected that representatives of the Department of National Defence and agriculture will be added later.

Mr. Arthur MacNamara, Director of National Selective Service, commented on the order as follows: "The Boards have been inaugurated for the purpose of bringing into the open National Selective Service problems as they may bear on each particular region. Each Board will have authority to take required action within the limits of existing regulations, and may make recommendations to Ottawa regarding Selective Service policies and procedures in general.

"It is felt that the Boards will assure the carrying out of Selective Service Regulations in a manner suited to the needs of each part of the country."

The functions of the Regional Advisory Boards will be supplementary to those of the National Selective Service Advisory Board, which consists of representatives of organized labour, employers, veterans, agriculture, and

Government Departments and agencies. The National Board meets at Ottawa regularly to advise the Director of National Selective Service with reference to the utilization of manpower in the prosecution of the war and the administration and enforcement of Selective Service regulations.

Cost of living index declines

The Dominion Bureau of Statistics cost of living index declined from 119·3 for December 1, 1943 to 119·0 for January 3, 1944. Group indexes for for foods and home furnishings and services moved lower while those for fuel and lighting and miscellaneous items advanced. The food index fell from 132·7 for December to 131·5 for January as sharp declines in egg prices outweighed scattered increases for butter, meats, and fresh vegetables. The home furnishings and services index dropped from 118·8 to 118·4 due to a decrease in the furniture section. Higher coal prices advanced the fuel and lighting index from 111·9 to 112·7, while increases in health costs raised the miscellaneous index from 108·6 to 108·9. Other groups remained unchanged, rents at 111·9, and clothing at 121·1. After adjustment to the base August, 1939, as 100 the index was 118·1 at January 3.

Industrial Disputes Investigation Act

Four applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of January. Two boards submitted their reports; two boards were established and the constitution of one board was completed during the month. Eight disputes were referred to Industrial Disputes Inquiry Commissioners, while reports were received from commissioners in six cases. Three settlements were effected during the month and three applications were rejected. One application was withdrawn and strike votes requested in two cases.

Administration of fair wages policy

The Honourable Humphrey Mitchell, Minister of Labour, in a statement issued on February 4, called attention to the fact that the revised Wartime Wages Control Order of December 9, 1943, does not provide for a continuance of the administration of the Fair Wages Policy of the Dominion Government by the National and Regional War Labour Boards. When these Boards were first established late in 1941, it had been provided that they would be responsible for the administration of the Fair Wages Policy of the Dominion Government.

Up to the time of its transfer to the War Labour Boards the Dominion Fair Wages Policy had been administered by the Department of Labour since the Department was founded at the beginning of the century. The scope of the policy had been substantially broadened after the beginning of the war. Prior to the war the policy had extended to construction projects, whether carried on under contract or directly by the Dominion, and to contracts for the supplying of materials for the Government. With the outbreak of war all contracts awarded by the Department of Munitions and Supply, whether for Canada or her Allies, became subject to the Fair Wages Policy. Thus Fair Wages Policy was made applicable to shipbuilding and aircraft construction, as well as to supplying of all other materials bought through Munitions and Supply: in fact the policy extends to both main contractors and sub-contractors. Also, the Fair Wages Policy extends to all defence works being carried on by any Department.

While the original principle established for determining fair wages was to make applicable to Government work the rates current in the district, this basic principle has had to be departed from, more particularly during the war, because of the great extension of the application of the policy. Under existing legislation there are also set up fair, minimum standards for beginners, apprentices and unskilled (except on construction) and also, fair rates are fixed where no comparable rates are available in the district. In addition, the practice has developed, as for example in the case of aircraft and shipbuilding, of establishing uniform rates for similar work over a large section of the country.

The Industrial Relations Branch of the Labour Department will now become responsible for fair wages work.

Report on labour legislation in Canada, 1941-1942

Labour laws enacted in Canada in 1941 and 1942 are published in full or in summary form in a Report which has just been issued by the Department of Labour. Both Dominion and provincial legislation is included. The publication is the fourth supplement to Labour Legislation in Canada as existing on December 31, 1937.

As the Quebec statutes were revised in 1941 and the Alberta statutes in 1942, the report presents the labour laws of these provinces as they stood at the beginning of 1943.

Legislation covered by the Report is reviewed in the Introduction under such headings as: trade unions and collective bargaining; industrial disputes, injunctions, conciliation and investigation; wages and hours of labour; workmen's compensation; safety and health;

licensing of workmen; vocational education and apprenticeship; pensions, insurance, and mothers' allowances; housing; wartime labour conditions, and post-war rehabilitation.

The main volume of the series may be obtained from the Department of Labour for one dollar and the supplements for twenty-five cents each.

C. W. Bolton, research expert, passes

The Department of Labour suffered the loss of one of its most outstanding administrative officers in the death of C. W. Bolton on January 27, 1944. Mr. Bolton had been ill for more than a year and was compelled to relinquish his position as chief of labour statistics in September, 1942.

He was born at Wiarton, Ontario, 57 years ago, the son of a Congregationalist Minister, the late Rev. Charles E. Bolton. He was an honour graduate of Queen's University in Political and Economic Science. Following his graduation, he joined the staff of the Federal Department of Labour in 1911 which was then under the ministerial direction of the present Prime Minister, Right Honourable W. L. Mackenzie King. Mr. Bolton's keen interest in economic and social problems, coupled with a well-equipped and enquiring mind, soon brought him recognition as a promising authority on labour and industrial problems.

His research studies found expression in the LABOUR GAZETTE and subsequently he concentrated on the field of labour statistics in which he became a recognized authority, not only in Canada, but in other countries. He was a Canadian pioneer in cost-of-living statistics and developed their compilation and presentation so that they became widely adopted in the settlement of industrial disputes in this country.

In other avenues of labour research, he became an expert and successive Minister and Deputy Ministers of Labour frequently relied on his thorough knowledge and sound judgment. His unremitting and selfless efforts throughout his long period of service with the Department of Labour, doubtless were a contributing factor in the breakdown of his health.

Retirement of Miss H. R. Runions

On the occasion of her recent retirement from the Department of Labour, Miss Hazel R. Runions was made the recipient of an oil painting by Adrian Stokes, presented by the staff of the Department.

The presentation was made to Miss Runions at her home by M. M. Maclean, Director of Industrial Relations and J. S. McCullagh, Assistant Director of Industrial Relations. Hon. Humphrey Mitchell, Minister of Labour, was present at the presentation, and expressed to Miss Runions appreciation for her many years of very faithful and valuable service. The Minister also voiced the very keen regret of the staff on the occasion of her retirement, but said that he was happy to offer hopes on the part of all those connected with the Department, that she might soon be restored to full health.

Miss Runions entered the Labour Department in 1912, later serving as secretary to successive Deputy Ministers of Labour.

Quebec legislation on labour relations

Labour relations in Quebec are the subject of two Bills which have been passed by the Legislature.

The Public Service Employees Disputes Act prohibits strikes or lockouts in connection with municipal or school corporations, public charitable institutions under the Public Charities Act, insane asylums, the provincial civil service, telephone and telegraph operation, railways, tramways, navigation, or electric, gas or water works. Railways within Dominion jurisdiction are excluded.

Except in the civil service, where there is no collective agreement providing for the settlement of disputes, any dispute in these industries is to be settled under the Quebec Trade Disputes Act. The award of a board of arbitration under the Act may be made legally binding for not more than one year.

Provincial and municipal police and civil servants are prohibited from membership in any association for the advancement of their economic, social and moral interests which does not consist solely of persons of one of these classes or which is affiliated with any other association.

The Labour Relations Act requires an employer or employers' association to negotiate with a view to concluding an agreement, with the representatives of one or more associations of which at least 60 per cent of the employees are members. The Labour Relations Board of three members, which is to be established under the Act may determine whether the employer is to bargain with representatives of all his employees or with any particular groups. All questions of representation are to be decided by the Board.

The employer or employers' association must be given eight days' notice of the time and place for negotiations. If the latter are unsuccessful, the Minister of Labour may intervene through the conciliation machinery of his department and under the Quebec Trade Disputes Act.

A collective agreement may not be made for more than one year but it may stipulate that it will continue in effect from year to year unless one party gives written notice at least 30 days and not more than 60 days before the end of the year. In the 30-day interval, a rival association may petition for bargaining rights.

Where there is an association of employees comprising at least 20 per cent of the employees covered by an agreement made by another associations of workers to furnish the Labour to receive a copy of the agreement and to submit to the employer or employers' association, which is a party to the agreement, any complaint concerning a violation of the agreement or of the Act.

Any association may freely enter into a collective agreement but the agreement becomes void if another association is recognized by the Labour Relations Board as the bargaining agent for the employees concerned.

Other provisions of the Act are designed to protect the right of association; to require associations of workers to furnish the Labour Relations Board with their constitutions and by-laws, the amount of fees and assessments, and the names of officers; to outlaw employer-dominated associations and to provide for the settlement of disputes.

A strike or lockout is prohibited: (1) so long as an association of employees has not been recognized as representing the workers concerned and so long as the association has not taken the required proceedings for the making of an agreement and, until 14 days after the Minister has received the report of a board appointed under the Trade Disputes Act; or (2) during the life of an agreement unless the dispute has been referred for settlement in accordance with the agreement or, failing such provision in the agreement, in accordance with the Quebec Trade Disputes Act, and for 14 days after the receipt by the Minister of the report.

Union proposals to Manitoba Legislature

Recommendations for legislation submitted in November to the Manitoba Government by the Provincial Executive of the Trades and Labour Congress and the Railway Transportation Brotherhoods include proposals for a Bill concerning the right to organize, outlawing company-sponsored unions, requiring collective bargaining when the majority of the employees of any employer are organized in a trade union, and providing for a Government tribunal to conduct a secret vote in case of dispute as to the union representing the employees.

The memorandum urges that social and economic measures be taken to eliminate unemployment, hunger, misery, insecurity and war, and pledges labour's assistance in devising plans toward this end. A maximum 40-hour week is advocated. Among the self-liquidating public works suggested as a means of creating productive employment are rural electrification, urban and rural slum clearance, main highways, bridges, waterways, canals, reforestation, rapid electric transportation, hospital and educational institutions. A well regulated system of apprenticeship should be adopted in order to provide adequately for the future needs of industry. It is suggested that the Manitoba Government pass a Postwar Reconstruction Act similar to that in Alberta.

The Dominion Government has established a minimum of 35c. an hour for males employed on Government contracts, and while that is considered too low, it is nevertheless urged that the Manitoba male minimum wage be raised from 25c. to 35c. to agree with the Dominion provision. The memorandum asks the Government to implement immediately the recommendations of their Minimum Wage Board regarding increases in minimum rates.

Safety inspection and the issuing of bulletins on accident prevention and occupational disease hazards should be under the Workmen's Compensation Board.

The memorandum urges the immediate establishment of a sound health insurance scheme including free medical and hospital services, maternity services, rural first-aid posts, and travelling dispensaries to aid rural families. The desirability of a national scheme should be kept in mind.

The Railway Transportation Brotherhoods again ask for amendments in the Highway Traffic Act abolishing unfair competition between commercial motor vehicles and steam railways, preventing duplication of services and improving efficiency and safety in highway transport.

Other proposals include the appointment of a full-time Minister of Labour, amendment of the Old Age Pension Act to permit maximum earnings of $425, and assistance to education by providing free text books and more provincial scholarships. The unions commend the efforts of the Government to have re-opened Dominion-Provincial discussions on the Rowell-Sirois Report, and also the improvements made in old age pensions.

Activities of Ontario Labour Court

A summary of the activities of the Ontario Labour Court from its inception until December 31, 1943, has recently been issued. The Ontario Collective Bargaining Act, 1943, came into effect on April 14 but the Labour Court did not begin to function until June 14

when the Judicature Amendment Act, 1943, under which it was set up, came into operation (L.G., 1943, p. 1302).

Of the 130 cases which came up during the period under review, the Court dealt with 86 in whole or in part, and finally disposed of 69.

All but one of the 130 cases were applications for certification of a collective bargaining agency. These 129 applications involved about 80,000 workers; and up till December 31, 64 agencies had been certified in connection with applications involving 31,000 workers. Seventy-four of the applications were made by agencies affiliated with the Trades and Labour Congress of Canada or the Canadian Congress of Labour, and 32 such agencies were certified in proceedings covering 18,000 workers. Such agencies also obtained majorities in eight cases in which votes were held but which were not disposed of before the end of 1943. Fifty-five applications were made by organizations not affiliated with either of the two Congresses, and 32 of these organizations were certified in cases involving 13,000 workers. No applications were made by employers under the section of the Act which permits an employer to ask the Court to determine which if any collective bargaining agency in his undertaking is entitled to represent the employees.

Votes were held in 33 cases, either by direction of the Court or by consent of the parties. Three types of ballot were used. In five cases a choice was offered between two bargaining agencies, and three of these cases involved jurisdictional disputes between unions affiliated with the two Congresses. In 12 cases the choice was between a named agency and no agency, and in the remaining 16 cases three alternatives were offered: two named agencies and no agency.

Only one case came before the Court in which no application for certification was made. This case, which was dismissed, arose out of a charge of discrimination against employees for trade union activity (L.G., 1943, p. 1303). One other case included a discrimination charge in addition to an application for certification.

Decisions of the Ontario Labour Court are summarized regularly in the *Labour Law* section of the LABOUR GAZETTE.

Canadian Manufacturers' Association and Ontario Collective Bargaining Act

Proposals for the amendment of the Ontario Collective Bargaining Act were agreed to in November by the Industrial Relations Committee of the Canadian Manufacturers' Association according to a report of *Industrial Canada* for December. The suggested amendments are to be presented to the Ontario Government.

The Committee recommends that a collective bargaining agency should be certified by the Labour Court only if the agency receives 60 per cent of the votes of those eligible to vote in the election; that employees should be free to vote only after six months employment by the company; that any group of employees, not only any individual workman, should have the right to present any grievances to the employer; that a collective bargaining agency should not be entitled to make a second application for certification within one year of the refusal by the Court of its first application; that there should be an appeal to the Ontario Court of Appeal from the decisions of the Labour Court on questions of jurisdiction and law; that financial statements of trade unions should be filed with the Provincial Secretary and made accessible to the public; that no work for or attempt to organize a collective bargaining agency should be permitted during the working hours of the employees.

Another amendment suggested would make a change in section 3 (1) of the Act which stipulates that an act done by two or more members of a collective bargaining agency, if done in contemplation or furtherance of a trade dispute, shall not be actionable unless the act would be actionable if done without an agreement or combination. This section, taken from the British Trade Disputes Act, 1906, exempts from the application of the law of civil conspiracy any acts of members of a collective bargaining agency which are done in contemplation or furtherance of a trade dispute. The proposal is to restrict this section of the Ontario Act to acts in connection with "a trade dispute which directly concerns or affects such members". The Industrial Relations Committee states that this amendment would be in line with "the precedent set by the English Trade Disputes Act of 1927 in order to discourage sympathetic strikes".

The English Trade Disputes and Trade Unions Act of 1927 removes the immunities conferred by the 1906 Act in the case of any act done in contemplation or furtherance of a strike or lockout which is illegal under the 1927 Act. All sympathetic or secondary strikes are not made illegal by that Act: only strikes which have any object other than or in addition to the furtherance of a trade dispute within the trade or industry in which the strikers are engaged *and* which are calculated or intended to coerce the Government either directly or by inflicting hardship on the community. Both conditions must be satisfied before the strike is illegal. More-

over, a strike is not to be deemed to be calculated to coerce the Government unless such coercion ought reasonably to be expected as a consequence of it.

C. M.A. and the Quebec Workmen's Compensation Act

The Workmen's Compensation Act and its administration were the subject of a brief presented in November to the Superior Labour Council by the Quebec Division of the Canadian Manufacturers' Association. The proposals submitted covered the subjects of the appointment of Commission personnel, employment of workers outside the province, notice of accident, principal's liability, minimum payment to childless widows, stabilization of the compensation fund, the merit rating system, and workers' rehabilitation.

It is believed that if the Commissioners were appointed for life, or during good behaviour, instead of liable to dismissal by the Lieutenant-Governor in Council, political favouritism would be prevented. Similarly, the appointment of the employees of the Commission should be under the Commissioners' jurisdiction, not that of the Lieutenant-Governor in Council.

Amendments are suggested to make clearer the application of the law in cases where the employee is working outside the province from which he should receive compensation, in order to prevent double assessments and confusion as to the rights of the injured workman.

The Association feels that the employee as well as the employer should have to give notice of the accident within eight days.

In regard to potential liability of the principal when contractors and subcontractors are hired, it is considered that the principal should not be responsible for the assessments to which the contractors are liable, but should be required only to notify the Commission of the hiring of such contractors. If the principal fails to give this notification, his liability should be limited to the amount of the contractor's assessment in connection with the work actually performed for the principal.

The Association believes that the Act should be changed so that the minimum monthly payment to a childless widow will be $40, regardless of whether this is more than two-thirds of the monthly earnings of the worker concerned. Previously the payment was $40 or two-thirds of the earnings, whichever was less.

Emphasis is placed on keeping the Accident Fund stabilized. One method suggested is that the Commission might reinsure with casualty companies for any compensation payments it may be obliged to make in excess of a specified amount. Another means would be for the Province to contribute the annual $100,000 permitted by the Act. In addition, greater attention to accident prevention work would reduce the demands on the fund. This could be achieved partly through closer co-operation between the Workmen's Compensation Commission and the factory inspectorate.

The experiment with a merit rating system is commended and the establishment of such a system advocated. The efficient employer would then no longer bear the burden of an employer in the same industry with a high accident rate.

More attention should be given to rehabilitating partially disabled workers.

U.S. Tenth National Conference on Labour Legislation

The tenth National Conference on Labour Legislation was called in December by the United States Secretary of Labour. The conference included representatives from both the Federal and State Labour Departments and trade union delegates appointed from more than thirty States to represent the Governors. Among the motions adopted was a recommendation that the Department of Labour call a conference of the State Labour Commissioners with the War and Navy Departments, the Maritime Commission and other interested agencies, in order to reach agreement concerning the methods to be adopted for restoring peacetime standards regarding hours of labour.

As measures contributing to the elimination of labour problems in the period of transition from war to peace and after the war, the members urged that plans be made for the revision of State child-labour laws to achieve a basic 16-year minimum age, a maximum 8-hour day and 40-hour week for young persons under 18, prohibition of night work for this age-group, and a minimum age of 18 years for hazardous occupations. Moreover, it was unanimously recognized that there was need for the immediate preparation of a training and educational program to enable young people to compensate for their premature withdrawal from school during the wartime period. The Conference reaffirmed its endorsation of the pre-war system of apprenticeship advocated by the Federal Committee on Apprenticeship. This committee formulates and promotes in co-operation with States, employers and workers the labour standards necessary to safeguard apprentices and to encourage an apprenticeship system in appropriate trades.

In the field of health and safety, the Conference urged the Federal Labour Department to make more effective its measures for detecting, preventing and controlling many new health hazards, and to disseminate the resulting information. They advocated the immediate enactment of H.R. 2800, a Bill to provide federal aid enabling State Labour Departments to increase their safety inspection staffs and establish safe, healthful, working conditions in industry. The establishment of joint labour-management health and safety committees was also strongly urged. A fuller use of the "rule-making" power conferred on some State Labour Departments, whereby safety codes having the force of law may be promulgated for various industries, was recommended to curb the rising number of industrial accidents and diseases. The policy was condemned of letting out work to be done at home, either as a wartime expedient or a peacetime method of production.

Finally, the conference asked the Department of Labour to continue and expand its information service, so that the public might learn the value of sound, progressive labour legislation, and the necessity of taking steps towards the restoration of pre-war labour standards.

Publications of U.S. Division of Labour Standards

The following three bulletins have been issued recently by the Division of Labour Standards of the United States Department of Labour: "Wage Payment and Wage Collection Laws" (No. 58), "Preparing a Steward's Manual" (No. 59), and "Labour Offices in the United States and Canada" (No. 64).

In transmitting "Wage Payment and Wage Collection Laws" to the Secretary of Labour, the Director of the Division states:

> Every year the United States Department of Labour receives thousands of letters from people unable to collect the wages that they have earned, and they do not know where to turn for help. Even to-day, when jobs are plentiful, workers are victimized by fly-by night employers who are financially irresponsible, and cannot or do not meet their pay rolls regularly.

The bulletin was prepared, therefore, to make available information on existing legislation on the subject and to compare this legislation with recommended standards. The main provisions of the State laws are summarized, principally in tabular form, and a draft model law recommended by the Third National Conference on Labour Legislation and the International Association of Government Labour Officials is printed in full.

"Preparing a Steward's Manual" is in a sense complementary to an earlier Bulletin, "Settling Plant Grievances" (L.G., 1943, p. 1464). Shop stewards and grievance committee-men form the connecting link between workers, union and the management. Various unions have, therefore, undertaken to train their plant representatives in their important duties, and one of the most useful expedients used is the Steward's Manual. In the present bulletin, the Division of Labour Standards has attempted to provide union officials with guidance in drawing up such a manual. Its suggestions are based on a study of a number of manuals already in use and on information provided by union officers and representatives of management.

"Labour Offices in the United States and in Canada" is a directory of federal, state and provincial labour offices and officers. It replaces a directory issued in 1941 by the Bureau of Labour Statistics and is a supplement to the Division's Bulletin 49, "Outline of State Agencies Administering Labour Laws."

Children in bowling alleys

The employment of children in bowling alleys, the Children's Bureau of the U.S. Department of Labour points out in a recent article, is generally an undesirable practice during war as well as peace. The late night work, which it often entails, prevents essential sleep, results in poor health, and hampers school work. It is also noted that pinboys are exposed to a considerable accident risk. In Wisconsin in 1942, 14 per cent of the industrial injuries to minors under 18 happened in bowling alleys. Working late at night may also involve moral hazards for juveniles, the report suggests. It is considered that children need protection from indiscriminate employment of this kind. Nineteen states have established a higher minimum age for this type of work than for general employment in shops and factories. Generally, as evidenced by the laws of 20 States, this minimum has been 16 years. In 1935, however, the International Association of Government officials recommended 18 as a minimum age for bowling-alley employment. In 35 States night work after 8 p.m. is prohibited for those under 16.

The policy of the War Manpower Commission emphasizes the importance of protecting the education and health of younger persons under 18, giving them the fullest possible opportunity consistent with the war effort to complete their education. Together with the Office of Education and the Children's Bureau, they urge that children of 14 and 15 be not employed after 7 p.m., and that the combined hours of work and school should not exceed eight a day, with hours of work limited to three on school days.

Union expels "wildcat" strikers

Seventy-two members of the United Rubber Workers of America (CIO) were recently expelled from union membership for taking part in "wildcat" strikes, unauthorized by the union. In making an announcement to this effect Sherman Dalrymple, president of the union, warned that no "wildcat" strikes would be tolerated by the union and that expulsions would be continued if necessary. The president of the company at which the strikes occurred stated that the seventy-two men would also be dismissed by the company. Both statements came as part of a co-operative drive by the union and the company management to outlaw unauthorized work stoppages.

A decision of the Circuit Court of Appeals made in Chicago during December is also of interest in connection with the matter of "wildcat" strikes. This decision was to the effect that the section of the Wagner Labour Relations Act prohibiting anti-union discrimination does not apply to "wildcat" strikes. The court ruled that a company, in refusing to rehire workers who had participated in an unauthorized strike, is not discriminating against the union by discouraging union membership as is prohibited by the Wagner Act, because in the opinion of the court "the striking employees were not acting as members of the union, the strike was not authorized by or approved by the union, and was not used to further any purpose of the union."

Co-operation between public libraries and trade unions

A special service given by the Boston Public Library to local trade unions is described in the December issue of the *American Federationist*, official publication of the American Federation of Labor. About two years ago the Boston library instituted its plan, the work of which is divided into three parts.

The first part consists of a service to union officials, who are kept informed of books and pamphlets related to their union and industry by means of exhibits, published lists, displays, letters, and personal visits to union headquarters.

Secondly, the library publicizes technical books to aid workers in improving mechanical skills. One of the methods of encouraging the use of these books is to prepare lists of books, with the help of union officials, the lists being then distributed to the union members.

The library also places deposits of books at various union headquarters. Deposits consist of twenty-five to fifty books and are changed every five or six weeks. The office secretary issues and keeps records of the books and also takes registrations for library cards. In addition to technical books, biographies and works on history, books on current events and labour problems and also good fiction are included.

The article states that several cities besides Boston have inaugurated such library services, including Milwaukee, Cleveland and Chicago. The idea is considered to be a potentially important aspect of adult education. However, tangible results are declared to be likely to accumulate by degrees rather than rapidly; and those interested in bringing about greater co-operation between public libraries and trade unions are advised that "habits of decades are not changed overnight and a sudden mass rush to read good books will not take place and should not be expected".

(Mention was made in the November LABOUR GAZETTE, p. 1461, of the mobile library operated by the Boilermakers' and Iron Shipbuilders' Union in Vancouver.)

Labour seeks post-war action in Australia

According to news despatches received from Australia late in January, the federal executive of the Labour Party had decided to ask Prime Minister Curtin to proceed immediately with preparations to carry out the Labour Party's post-war program.

The program includes objectives:

1. To ensure a high and rising standard of living.

2. Introduction of a 40-hour working week within a half-year after the war.

3. Universal annual 14 days' vacation.

4. Special health and sickness benefits.

The executive asked that the government appoint a special minister over a new department of post-war planning and construction to replace the present ministry of post-war reconstruction.

In addition the executive approve the fifth principle of the Atlantic Charter providing for the fullest collaboration of nations in the economic field with the object of obtaining improved labour standards for all.

The executive decided to send two delegates to the Dominion Labour Conference in London to support the policy agreed upon with the New Zealand Labour Party.

Optimum hours and rest periods in Australia

The Australian Department of Labour and National Service has published a statement giving the weekly hours and break periods which it considers will give the highest output over a period of time. These conclusions were based on the observations

made by production engineers in Australia and were found to be supported by investigations made in Britain and the United States.

It is pointed out that the National Security (Hours of Work) Regulations, restricting weekly hours of work to 56 (L.G. 1942, p. 1373), were designed to limit excessive overtime, and did not purport to be the most efficient hours for continuous working. Similarly, the maximum of 104 hours in a fortnight recommended by the Department in 1943 for the employment of women, was a maximum for all industries and not necessarily the optimum number for particular industries (L.G. 1943, p. 464).

As regards the hours of young persons under 18, the study notes that "the fact that they are employed with men and women who are working longer hours is not considered sufficient reason for permitting juveniles to work more than 44 hours per week." It is suggested that, if necessary, part-time labour should be employed to allow rosters which will ensure that juveniles shall not work beyond this length of time.

Since the optimum number of hours depends on the type of work, the statement divides industrial employment for adults into five separate classes. First, for heavy manual labour, such as navvying, maximum output, the Department considers, will result from a work-week of from 44 to 46 hours, after which fatigue will diminish weekly production. Second, non-automatic machine-work requiring some physical exertion will produce best results in a 48-hour week. Third, for work requiring constant attention but little muscular exertion (semi-automatic and some automatic), a week of from 48 to 52 hours, depending on the degree of concentration necessary, will give the highest output. Fourth, work calling for only intermittent attention and no physical exertion, has an optimum week of 52 hours for women and 56 hours for men. The fifth class, predominantly mental work, calls for a week of 40-48 hours' duration depending on the monotony and concentration involved.

The Australian Department considers that women's hours need not differ from men's, except that women should not work regularly for more than 52 hours a week.

A rest-pause of 5-10 minutes in each part of the shift will improve the production of both men and women. In effect, the statement notes, the adoption of a regular practice of rest-pauses "is a systematizing and making more effective of unofficial rest periods." Food trolleys are recommended for the first break, and tea trolleys for both periods.

Personnel and welfare officers in Australia

A Personnel and Industrial Welfare Officers' Association has recently been formed in Australia. The objects of the Association are to encourage study of the problems of workers in order to promote their welfare and efficiency in industry, to disseminate information relating to these problems, and to emphasize the importance of human values in industry. In addition, it will safeguard the interests of personnel and welfare officers and encourage the use of improved methods in this field.

Membership is open to persons actively engaged in personnel and welfare work and to those who have completed a training course in it. The Industrial Welfare Division of the Commonwealth Department of Labour and National Service has instituted training courses for welfare officers to meet the urgent needs of war industry. Persons undergoing training may be student members of the Association. Those who render distinguished service to it may be made honorary members and persons who assist it financially, associate members.

Branches of the Association now exist in Victoria, New South Wales and South Australia. The Victorian group publishes an Information Bulletin and is planning a public display of arrangements and appliances for promoting the health, safety and welfare of industrial workers.

Holidays with pay in New Zealand

Five days' holidays with pay from December 27-31 was ordered for practically all New Zealand's industrial workers who were not entitled to holidays with pay under the terms of their employment and, except in the case of workers in any freezing works, who had been employed in the same industry or class of employment for three months. If for any reason a holiday at that time was not practicable from the employer's point of view, a minimum rest period of five working days at ordinary pay must be given within six months. Where a worker had moved from one employer to another in the same industry or class of employment, the five-days pay had to be borne proportionately by the employers concerned.

Improved labour laws in the British Colonies

The definite program for improvement in labour conditions in the British Colonies which was undertaken by the Colonial Office before the war is being continued although retarded in some respects by war conditions. The recom-

mendations made in February, 1940, by the West Indian Royal Commission are being put into effect and similar changes made in other colonies.

The Commission recommended laws to promote collective bargaining by protecting trade unions from actions for damages arising out of strikes and legalizing peaceful picketing. It recommended, too, that trade unions should be required to register with the Government and to have their accounts audited. In the interval before trade unions could function adequately it was proposed that in each country labour officers or departments assisted by advisory boards of employees and workers should intervene to improve conditions wherever possible. Other recommendations covered minimum wage regulations, establishment of joint councils in civil services, factory inspection, workmen's compensation based on the Canadian systems, and welfare schemes for the sugar industry.

Before the war a Labour Adviser was appointed and a Social Services Department created in the Colonial Office. Colonial administrative officers have been given courses in labour problems in London or in a colony to which officers from adjacent territories could easily come. A Colonial labour Advisory Committee was set up in 1942 to advise on labour questions. Three members of the committee were chosen because of their familiarity with the International Labour Organization and its work, the British Government representative on the governing body of the International Labour Office and the British employers' and workers' representatives.

"Obsolete and inadequate legislation" is being replaced by "laws framed on more modern lines" and these supplemented by new legislation where this is needed, according to a report by the Colonial Office. The report refers particularly to trade union legislation, the application to the Colonies of International Labour Conventions and the preparation of a model Workmen's Compensation Ordinance for East and West Africa.

The Colonial Development and Welfare Act, 1940, stipulates that the financial assistance to colonies made possible by the Act may be granted only on certain conditions. The Secretary of State for the Colonies must satisfy himself before grants are made to any colony that its laws provide reasonable facilities for the establishment and activities of trade unions, for the payment of fair wages and for the prohibition of the employment of children under 14 on the works to which the money is to be applied.

Most of the colonies have now separate Labour Departments, in many cases staffed by officers familiar with the territory and the language, in other cases appointments by officers seconded from the British Ministry of Labour and National Service. In 1942, six experts, trade unionists from the United Kingdom, were assigned as labour officers in different colonies.

Legislation to encourage trade unions and collective bargaining is now in effect in 33 colonies. These laws are taken from English statutes with some modifications. One difference is that trade unions under the colonial legislation are required to register with the Government. Other provisions declare trade unions not unlawful merely because they are in restraint of trade, prohibit actions against trade unions for tort, remove liability for interfering with another person's business by any act done in contemplation or furtherance of a trade dispute, permit peaceful picketing and redefine conspiracy in relation to trade disputes, as it is limited by the Trade Disputes Act, 1906, of the United Kingdom.

Health of children in occupied Europe

The International Labour Office has issued a publication concerning the health of children in Occupied Europe. It is based on information gathered from a large variety of sources, and is necessarily limited by the difficulty of collecting precise, reliable facts. However, it is a preliminary survey of conditions and their consequences, knowledge which is vital for plans for post-war reconstruction in these countries. Malnutrition and undernourishment have resulted in a general deficiency evidenced in the widespread increase in disease and the rapid rise both in the infant mortality rate, and the general death rate of adults and children. A growing shortage of fuel, clothing, and medical supplies, combined with a lack of transport facilities has aggravated the situation. Apart from physical effects, the deterioration of living standards has a demoralizing effect, especially on children. Depopulation in these countries is proceeding on a scale which threatens their powers of recovery. The study considers the steps which have already been taken to remedy these conditions both now and later. It is pointed out that the problem, with its need for international co-operation, will prove to be a testing ground for future international democracy.

Holidays with pay for merchant seamen

An article outlining the conditions regarding holidays with pay in the merchant navies of Belgium, Great Britain, the Netherlands and Norway, and comparing these conditions with the terms of the I.L.O. Holidays with Pay (Sea) Convention, 1936 (No. 54),

is published in the *International Labour Review* for December, 1943. This article is the second instalment of a comprehensive survey of the conditions of service of seamen of the principal maritime countries, which the I.L.O. is preparing at the request of the Joint Maritime Commission. The first article, which was published in July, 1943, dealt with wages and hours of work in the four countries covered in the present article (L.G., 1943, p. 1133).

Holidays with pay are granted in all four countries under the terms of collective agreements of national scope. The amount of annual leave which is granted at present is as follows: in Belgium, 18 days a year or one day per 20 days on articles for certified officers, and 12 days a year or one day per 30 days on articles for ratings in Great Britain, two and one-half days for officers and two days for ratings for each completed month on articles; in the Netherlands, 21 week days for chief engineers and first mates, 14 weekdays for second engineers and second mates, and 12 weekdays for other officers and ratings; and in Norway, two weeks a year or four weeks after two years' service or seven weeks after three years' service but three weeks in every third year, for officers and stewards only. The pay granted to seamen on holiday in Belgium is the basic pay and war bonus (plus seniority pay in the case of officers) and in Norway it is the basic pay with seniority pay but without the war bonus. No subsistence allowance is granted in either of these countries. In Great Britain and the Netherlands the normal pay and a daily meal allowance is granted but the war bonus is excluded. In the Netherlands a supplementary allowance is also paid. Under the Convention, at least 12 working days a year are to be granted to officers and radio operators and at least nine days to other crew members, with the usual remuneration, including a suitable subsistence allowance, being paid.

Social security in various countries

The Inter-American Committee on Social Security, which was established by the Inter-American Conference on Social Security (L.G., 1942, p. 1285) has published its second, third and fourth Provisional Bulletins, which may be obtained from the International Labour Office at Montreal. Provisional Bulletin No. 1 (L.G., 1943, p. 428) outlined the principal developments during the preceding two years in the social security field in the Americas, and included a tabular summary of the legislation in effect on January 1, 1943. Bulletin No. 3 contains a summary of developments since that date, and in Bulletin No. 4 there is a tabular summary of new legislation and plans for comprehensive social security in Australia, Chile, Great Britain, Mexico, New Zealand and the United States.

Bulletin No. 2 is devoted entirely to social security plans in the United States. It contains an analysis of the Seventh Annual Report of the Social Security Board, the Report of the National Resources Planning Board on Security, Work and Relief Policies (1942) and the bill introduced by Senator Wagner on June 3, 1943.

In addition to an article on the comprehensive Mexican Social Security Act by an American expert who has assisted in implementing the legislation, and a summary of family allowances schemes in the Americas and elsewhere, the fourth Bulletin contains a useful survey of policies and plans regarding medical care in the British Commonwealth. Considerable attention is also given to the views of private associations. The general conclusion is that

> The desire to safeguard and to improve the health of the people is shared without exception by all concerned, and the essential unity of all approaches to health is realized. It is generally realized that, if health is to be common property, health services, and, in particular, medical care must be made available to every member of the community irrespective of his economic and social circumstances . . . . Opinions differ upon the best means of achieving these aims; both health insurance and public medical care services have their sponsors, and the merits of various methods of remunerating doctors are still in debate. Whatever solutions may eventually be adopted for these problems in the different countries, the important conclusion may already be drawn . . . . that the introduction of a national health service, comprehensive both in scope and in content, is no longer a matter of conjecture, but only a matter of time.

Bulletin No. 3 is largely concerned with the work and aims of the Inter-American Conference and Committee. Supplementary information on these matters appears in Bulletin No. 4 and presumably will be added to, as necessary, in subsequent bulletins.

Swedish unions and accident prevention

Trade unions in Sweden have adopted a scheme for their participation in accident prevention work. A new committee set up by the Swedish National Federation of Trade Unions acts as a central agency for collecting information on accident insurance, industrial health, safety and other matters for the protection of labour. It serves as an advisory body on draft legislation submitted to the Federation. In addition to working for more effective labour inspection, the committee assists in organizing safety groups within industries.

Labour Relations

Wartime Labour Relations Order

Measure Provides for Compulsory Collective Bargaining, Settlement of Disputes and Establishment of Wartime Labour Relations Board

A DOMINION-WIDE measure to provide for compulsory collective bargaining between employers and employees in war industry and procedure for the settlement of industrial disputes was tabled in the House of Commons recently by the Honourable Humphrey Mitchell, Minister of Labour. The measure is in the form of an order in council, to be known as the Wartime Labour Relations Order (P.C. 1003, Feb. 17, 1944, passed under the authority of the War Measures Act).

Recommendations for a measure of this kind were made by the National War Labour Board in its report to the Government. (See p. 124). Following receipt of these recommendations, copies of the report were forwarded to the provincial governments and a three-day conference between the Dominion and Provincial Ministers of Labour and their officers was held in Ottawa in November last at which these recommendations and the further proposals submitted by the Dominion Department of Labour arising therefrom were discussed.

Subsequently, and in accordance with the arrangements arrived at at the conference, a draft of the proposed Labour Relations Regulations was sent out to the provinces, and the national trade union organizations and the major employers' organizations with a request for a full expression of the views and suggestions of such parties in reference to the same.

The present regulations represent the final result following from the various steps so taken to obtain the considered views of those most closely interested in and familiar with the subject matter of the regulations.

Summary of Regulations

The regulations will be administered by a Board to be known as the Wartime Labour Relations Board to consist of a Chairman, a Vice-Chairman and not more than eight other members.

The regulations apply to the following classes of employers and their employees:

Firstly, employers in industries of a National or interprovincial character which are ordinarily within Dominion jurisdiction and including crown companies engaged in the handling or manufacture of war supplies;

Secondly, employers in war industries as such industries are described in the regulations or subsequently added to by the Governor-in-Council as the result of later experience or changed wartime conditions;

Thirdly, all other industry within a province where such province by appropriate legislative action brings the same within the scope of the regulations.

In other words the Dominion Government has under these regulations extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field, to the extent considered necessary to adequately cover employer and employees in war industry but without attempting to include other industry which has not a direct bearing on war production.

In so far as these latter industries are concerned, each province may make its own decision as to whether or not they shall be brought under the regulations.

Provision is made for an agreement between the Dominion and any province to set up suitable provincial administrative agencies to deal locally and promptly with matters of a local nature. The Dominion Board established under the regulations will, however, be responsible for the formulation of general policy and regulations to ensure necessary uniformity in the application of the regulations whether administered through the Board itself or through provincial agencies.

Provision for Compulsory Collective Bargaining

The provisions for compulsory collective bargaining and settlement of disputes include the following:

(i) A procedure is established for the election of bargaining representatives by a

majority vote of employees and for the certification of such representatives by the Board;

(ii) Compulsory collective bargaining may then be initiated by either the employer or the bargaining representatives of the employees on notice to the other party and the parties are thereupon required to negotiate with each other in good faith to complete a collective agreement;

(iii) In event an agreement cannot be reached without outside assistance, conciliation services are provided initially by the use of a Conciliation Officer and subsequently, by the appointment of a Conciliation Board. Until bargaining representatives have been appointed and during the prescribed process of negotiation for collective agreement, strikes by employees are prohibited and, in like manner, lockouts by employers are prohibited during the period of negotiation. No provision has been provided for the imposition of a compulsory agreement by the Board binding upon the parties in event that no agreement is arrived at between them.

(iv) Negotiations for the renewal of an agreement may be initiated by notice by either party within the sixty-day period prior to the expiry thereof, and following upon such notice the parties must negotiate in good faith with each other for the renewal of the agreement.

(v) Where a collective agreement has been entered into, new bargaining representatives may not be elected until after ten months have elapsed.

Grievance Procedure and Settlement of Disputes

The provision made for the settlement of grievances and disputes is designed to place upon the employers and employees concerned the joint responsibility for the settlement thereof by their own action rather than by the imposition of a settlement by an outside agency.

In the first place the parties must provide in every collective agreement entered into hereafter for a procedure for the final settlement of grievances arising out of the application or violation of the terms of the agreement without stoppage of work, and in any instance where this is not so provided the Board is required to establish an appropriate procedure for this purpose. Resort to strikes or lockouts is accordingly unnecessary and is forbidden during the term of a collective agreement.

Where there is no collective agreement in effect and a dispute arises in respect of any change in existing conditions of employment proposed by an employer, a sixty-day delay is provided to enable the employees to elect bargaining representatives and for the initiation of collective bargaining proceedings.

Unfair Practices

Unfair practices on the part of employers and employees and trade unions or employees' organizations are defined and prohibited and penalties provided for failure to observe such prohibitions.

The prohibitions against employers include a prohibition against employers seeking to dominate or interfere with trade unions or employees' organizations or contributing financial support to them; against refusing to employ or discriminating against members of trade unions or employees' organizations; and against the dismissal of an employee for belonging to a trade union or employees' organization or exercising his rights as a member or officer thereof.

The prohibitions against trade unions and employees' organizations include a prohibition against the use of coercion or intimidation to join a trade union or employees' organization; against activities in working hours at the place of employment to persuade an employee to join a trade union or employees' organization, except with the consent of the employer; and from supporting, encouraging or engaging in a slowdown or other activities designed to restrict or limit production.

The Industrial Disputes Investigation Act is to be of no effect while the Wartime Labour Relations Order is in force, except as to matters pending. Certain orders in council relating to matters covered by the new order are revoked or suspended.

Text of Wartime Labour Relations Order

P.C. 1003

AT THE GOVERNMENT HOUSE
AT OTTAWA

THURSDAY, the 17th day of February, 1944.

PRESENT:

HIS EXCELLENCY
THE GOVERNOR GENERAL IN COUNCIL:

Whereas it is deemed to be in the public interest, especially during the war period and more particularly in industries essential to the prosecution of the war, that employers and employees collaborate for the advancement of the enterprises in which they are engaged;

That employers and employees should freely discuss matters of mutual interest with each other;

That differences between employers and employees should be settled by peaceful means; and

That both employers and employees should be free to organize for the conduct of negotiations

between them and that a procedure should be established for such negotiations;

And whereas it is therefore deemed necessary, by reason of the war, for the security, defence, peace, order and welfare of Canada and for the effective prosecution of the war, that regulations be made in respect of such matters.

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under the authority of the War Measures Act, chapter 206 of the Revised Statutes of Canada, 1927, is pleased to make the regulations hereto attached and they are hereby made and established accordingly.

A. D. P. HEENEY,
Clerk of the Privy Council.

The Honourable
the Minister of Labour.

Short Title

1. These regulations may be cited as the Wartime Labour Relations Regulations.

Interpretation

2. (1) In these regulations unless the context otherwise requires,

(*a*) "appropriate War Labour Board" means, in connection with any matter the National War Labour Board or the Regional War Labour Board that has jurisdiction in the matter under the Wartime Wages Control Order, 1943;

(*b*) "Board" means the Wartime Labour Relations Board established by these regulations;

(*c*) "certified bargaining representative" means a bargaining representative certified by the Board under these regulations;

(*d*) "collective agreement" means an agreement in writing between an employer or an employers' organization on the one hand and a trade union or an employees' organization on the other hand containing provisions with reference to rates of pay, hours of work or other working conditions;

(*e*) "Conciliation Board" means a Board appointed by the Minister under section fourteen;

(*f*) "employee" means a person employed by an employer to do skilled or unskilled manual, clerical or technical work; but does not include

(i) a person employed in a confidential capacity or having authority to employ or discharge employees; or

(ii) a person employed in domestic service, agriculture, horticulture, hunting or trapping;

(*g*) "employer" means a person employing more than one employee and includes

(i) the National Harbours Board; and

(ii) any other body incorporated to act as an agent of His Majesty in right of Canada except any such body whose employees are entitled to a cost of living bonus under the order made by the Governor in Council on the twenty-sixth day of August, nineteen hundred and forty-one, for the payment of a cost of living bonus to employees of the Government of Canada (P.C. 6702), as amended;

but does not include His Majesty or any person or corporation acting for or on behalf or as an agent of His Majesty except as hereinbefore expressly provided.

(*h*) "employers' organization" means an organization of employers formed to regulate relations between employers and employees;

(*i*) "employees' organization" means an organization of employees formed to regulate relations between employers and employees;

(*j*) "lockout" includes the closing of a place of employment, a suspension of work or a refusal by an employer to continue to employ a number of his employees, done to compel his employees, or to aid another employer to compel his employees, to accept terms of employment;

(*k*) "Minister" means the Minister of Labour for Canada;

(*l*) "prescribed" means prescribed by the Board;

(*m*) "strike" or "to go on strike" includes the cessation of work by a body of employees acting in combination or a concerted refusal or a refusal under a common understanding of a number of employees to continue to work for an employer, done to compel their employer, or to aid other employees to compel their employer, to accept terms of employment;

(*n*) "trade union" means a provincial, national or international employees' organization, or a local branch chartered by, and in good standing with, such an organization;

(*o*) a reference to a section by number only is a reference to the section in these regulations bearing that number and a reference to a subsection by number only is a reference to the subsection bearing that number in the section where the reference occurs;

(*p*) words importing the masculine gender include corporations, trade unions, employees' organizations and employers' organizations as well as females.

2. (2) No employee shall cease to be such within the meaning of these regulations by reason only of his ceasing to work as the result of a lockout, strike or his wrongful dismissal.

Application

3. (1) These regulations apply in the case of employees

(*a*) who are employed upon or in connection with a work, undertaking or business that is ordinarily within the legislative authority of Parliament, including, but not so as to restrict the generality of the foregoing,

(i) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime;

(ii) lines of steam or other ships, railways, canals, telegraphs and other works and undertakings connecting any province with any other or others of the provinces, or extending beyond the limits of the province;

(iii) lines of steamships between a province and any British or foreign country;

(iv) ferries between any province and any British or foreign country, or between two provinces; and

(v) such works as, although wholly situate within the province, have been or may be declared by the Parliament of Canada to be for the general advantage of Canada, or for the advantage of two or more of the provinces;

(*b*) who are employed upon or in connection with a work, undertaking or business that is essential to the efficient prosecution of the war; or

(*c*) whose relations with their employers in matters covered by these regulations are ordinarily within the exclusive legislative jurisdiction of a provincial legislature to regulate and to whom these regulations have been applied by the provincial legislature in respect of their relations with their employers;

and to the employers of all such employees in their relations with such employees and to trade unions, employees' organizations and employers' organizations composed of such employees or employers.

(2) For the purposes of this section, the employees employed in a work, undertaking or business described in Schedule A to these regulations, and no others, shall be deemed to be employed in connection with a work, undertaking or business that is essential to the efficient prosecution of the war.

(3) Schedule A to these regulations may be amended, either by the addition or deletion of a class of employees, by an order made by the Governor General in Council.

(4) If a provincial legislature applies these regulations to any employees as provided for in paragraph (*c*) of subsection one, every person on whom duties are imposed and in whom powers are vested by these regulations shall perform and exercise such duties and powers with reference to such employees and their employers and trade unions, employees' organizations, and employers' organizations composed of such employees and employers in all respects as in the case of employees mentioned in paragraphs (*a*) and (*b*) of subsection one and their employers and employees' organizations and trade unions and employers' organizations composed of such employees and employers.

Rights of Employees and Employers

4. (1) Every employee shall have the right to be a member of a trade union or employees' organization and to participate in the lawful activities thereof.

(2) Every employer shall have the right to be a member of an employers' organization and to participate in the lawful activities thereof.

(3) Where bargaining representatives have been certified under section eight, the bargaining representatives or the employees' employer may, in accordance with the procedure hereinafter set out, enter into negotiations with a view to the completion of a collective agreement between the employer concerned on the one hand and the trade union or employees' organization on the other hand.

Certification of Bargaining Representatives

5. (1) The employees of any employer may elect bargaining representatives by a majority vote of the employees affected.

(2) If the majority of the employees affected are members of one trade union, that trade union may elect or appoint its officers or other persons as bargaining representatives on behalf of all the employees affected; for the purpose of this section, an employee shall be deemed to be a member of the trade union if he has in writing requested the trade union to elect or appoint bargaining representatives on his behalf.

(3) Where more than one employer and their employees desire to negotiate a collective agreement, the employees of such employers may elect bargaining representatives by a majority vote of the employees affected of each employer, or, if the majority of the employees affected of each employer are members of one trade union that trade union may elect or appoint its officers or other persons as bargaining representatives on behalf of all the employees affected.

(4) If in accordance with established trade union practice the majority of a group of employees who belong to a craft by reason of which they are distinguishable from the employees as a whole, are separately organized into a trade union pertaining to the craft, such trade union may elect or appoint its officers or other persons as bargaining representatives on behalf of the employees belonging to that craft. Where any group claims and is entitled to the rights conferred by this subsection, the employees comprising the craft shall not be entitled to vote for any of the purposes of collective bargaining with that employer, except when the collective bargaining is in respect only of the craft to which they belong; nor shall they in any manner be taken into account in the computation of a majority in respect of any matter regarding which they are not entitled to vote.

(5) Two or more trade unions may, by agreement, join in electing bargaining representatives on terms consistent with these Regulations.

6. When bargaining representatives have been elected or appointed, application may be made to the Board by or on behalf of such representatives for their certification as the bargaining representatives of the employees affected.

7. Upon such application the Board shall by an examination of records, by a vote or otherwise, satisfy itself that an election or appointment of bargaining representatives was regularly and properly made, and in the case of a trade union, that the trade union acted with the authority of the majority of the employees affected as prescribed by subsection two of section five, and that the unit of employees concerned is one which is appropriate for collective bargaining; and if the Board is not so satisfied, it shall reject the application.

8. (1) Where the Board is satisfied that the bargaining representatives have been duly elected or appointed, it shall certify them as bargaining representatives and shall specify the unit of employees on whose behalf the representatives so certified are authorized to act, and a collective agreement negotiated by such representatives shall be binding on every employee in the specified unit of employees.

(2) When bargaining representatives have been certified by the Board, the Board shall notify the applicants and the employer concerned of the certification.

9. At any time after the expiry of ten months of the term of a collective agreement, whether entered into before or after the effective date of these Regulations, the employees affected may elect new bargaining representatives in the manner provided in section five and application may be made to the Board by or on behalf of such bargaining representatives for their certi-

fication. Upon receipt of such application the Board shall deal with the same as in the case of an initial application for certification under the regulations. If on such application the Board certifies new bargaining representatives, they shall be substituted for the previous bargaining representatives of the employees affected as a party to the agreement in question, and as such may give notice of the termination thereof as provided for in the agreement or under these Regulations.

Negotiation of Collective Agreement

10. (1) When bargaining representatives have been certified under these regulations they may give the employer concerned, or the employer concerned may give the bargaining representatives, ten clear days' notice requiring that he or they, as the case may be, enter into negotiations with a view to the completion of a collective agreement.

(2) The parties shall negotiate in good faith with one another and make every reasonable effort to conclude a collective agreement.

(3) At the request of the bargaining representatives they may be accompanied during the negotiations by officers or agents of the trade union or employees' organization concerned.

(4) No collective agreement containing wage provisions shall be executed insofar as it involves any change in existing wage rates or other wage provisions until the appropriate War Labour Board has approved any such change, but it may nevertheless be executed as to the other provisions before such approval is received.

(5) Every party to a collective agreement and every employee upon whom a collective agreement is made binding by these regulations shall do everything he is, by the collective agreement, required to do and shall abstain from doing anything he is, by the collective agreement, required not to do.

11. If negotiations for an agreement have continued for thirty days and either party to the negotiations believes that an agreement will not be completed in a reasonable time, it may so advise the Board indicating the difficulties encountered and may ask the Board to intervene with a view to the completion of an agreement.

12. (1) Upon receipt of advice under section eleven, the Board shall refer the matter to the Minister, who shall, within three days instruct a conciliation officer to confer with the parties and attempt to effect an agreement.

(2) A conciliation officer who has been instructed to confer with the parties under subsection one of this section, shall, within fourteen days of receiving his instructions, or within such longer period as the Minister may allow, report to the Minister setting out in full:—

(*a*) the matters, if any, on which the parties cannot agree and his recommendations with regard thereto;

(*b*) the terms, if any, upon which the parties have agreed; and

(*c*) whether, in his view, an agreement might be facilitated by appointment of a Conciliation Board.

13. (1) If a conciliation officer who has been instructed to confer with the parties recommends the appointment of a Conciliation Board, the Minister shall forthwith appoint a Conciliation Board consisting of three members appointed by the Minister after consultation with the parties as required by section thirty.

(2) A Conciliation Board appointed under this section shall, upon its appointment, endeavour to effect an agreement between the parties on the matters on which they have not agreed and, in any event, shall report the result of its endeavours and its findings and recommendations to the Minister within fourteen days of the appointment of the chairman thereof, or within such longer period as may be agreed upon by the parties or as may be allowed by the Minister.

14. If a Conciliation Board's report to the Minister shows that it has been unable to effect an agreement between the parties, the Minister shall cause a copy thereof to be sent forthwith to the parties and to the Board, and he may publish it in such manner as he thinks fit.

Duration and Renewal of Agreements

15. No collective agreement shall be made for a term of less than one year, but where the term of an agreement is more than one year, the agreement shall contain or be deemed to contain a provision for the termination thereof at any time after one year on two months' notice by either party thereto.

16. Either party to a collective agreement may, on ten clear days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of two months prior to the expiry date, and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such a renewal.

Grievance Procedure

17. Where an employee alleges that there has been a misinterpretation or a violation of a collective agreement, the employee shall submit the same for consideration and final settlement in accordance with the procedure established by the collective agreement, if any, or the procedure established by the Board for such case, and the employee and his employer shall do such things as are required of them by the procedure and such things as are required of them by the terms of the settlement.

18. (1) Every collective agreement made after these regulations come into force shall contain a provision establishing a procedure for final settlement, without stoppage of work, on the application of either party, of differences concerning its interpretation or violation.

(2) Where a collective agreement does not provide an appropriate procedure for consideration and settlement of disputes concerning its interpretation or violation thereof, the Board shall, upon application, by order, establish such a procedure.

Unfair Practices

19. (1) No employer shall dominate or interfere with the formation or administration of a trade union or employees' organization or contribute financial or other support to it; but an employer may, notwithstanding the foregoing, permit an employee or representative of a trade union or an employees' organization to confer with him during working hours or to attend to the business of the organization or union during working hours without deduction of time so occupied in the computation of the time worked for the employer and without deduction of wages in respect thereof.

(2) No employer or employers' organization, and no person acting on behalf of same shall

(*a*) refuse to employ any person because the person is a member of a trade union or an employees' organization;

(*b*) impose any condition in the contract of employment seeking to restrain an employee from exercising his rights under these regulations; or

(*c*) seek by intimidation, by dismissal or threat of dismissal, by any other kind of threat, by the impositon of a pecuniary or other penalty, or by any other means whatsoever, to compel an employee to abstain from becoming or continuing to be a member or officer or representative of a trade union or an employees' organization, or from exercising his lawful rights;

but nothing in these regulations shall be interpreted to affect, otherwise than as expressly stated, the right of an employer to suspend, transfer, lay off, or discharge employees for appropriate and sufficient cause.

20. (1) No person shall, with a view to compelling or influencing a person to join a trade union or employees' organization, use coercion or intimidation of any kind, but this subsection shall not be construed to prohibit the inclusion of any provision in a collective agreement.

(2) Except with the consent of the employer, no trade union or employees' organization, and no person authorized by the union or employees' organization to act on its behalf, shall attempt, at the employee's place of employment during his working hours, to persuade an employee to join the trade union or employees' organization.

(3) No trade union or employees' organization and no person acting on its behalf shall support, encourage, condone or engage in a "slowdown" or other activity designed to restrict or limit production; but this provision shall not be interpereted to limit a trade union's legal right to strike and a thing required by a provision in a collective agreement for the safety or health of the employees shall be deemed not to be a "slowdown" or designed to restrict or limit production.

(4) No trade union or employees' organization, and no person acting on its behalf, shall participate in, or in any way interfere with, the formation or administration of an employers' organization.

Strikes and Lockouts

21. (1) No employee shall go on strike until

(*a*) bargaining representatives have been elected or appointed for the employees affected; and

(*b*) an attempt has been made to effect an agreement under sections eleven and twelve, and fourteen days have elapsed since the Conciliation Board reported to the Minister.

(2) Where an application has been made under these regulations for the certification of bargaining representatives, the employer or the employees affected shall not declare or cause a lockout of the employees until an attempt has been made to effect an agreement under sections eleven and twelve, and fourteen days have elapsed since the Conciliation Board reported to the Minister.

(3) No employer who is a party to a collective agreement shall declare or cause a lockout and no employee bound thereby shall go on strike during the term of the collective agreement.

(4) Where a dispute has arisen by reason of a change in the existing terms of employment proposed by the employer, the employer shall not, without the consent of the employees affected, make such change effective until a period of two months has elapsed from the date when the employer notified the employees of such proposed change.

(5) Nothing in these regulations shall be interpreted to prohibit the suspension or discontinuance of an industry or of the working of any persons therein for a cause not constituting a lockout or a strike.

Information

22. (1) Each of the parties to a collective agreement shall forthwith upon its execution file one copy with the Board.

(2) The Board may require any employers' organization or trade union or local branch thereof, or an employees' organization affected by any application for certification of bargaining representatives, or affected by an existing collective agreement, to file with the Board:

(*a*) a statutory declaration stating the names and addresses of its officers; or

(*b*) a copy of its constitution and by-laws.

(3) Every employers' organization, trade union and employees' organization shall furnish to its members within three months of the end of its fiscal year a statement of its income and expenditures, and if required by the Board shall file a copy thereof with the Board for its information.

ADMINISTRATION

Wartime Labour Relations Board

23. There shall be a Board which shall be known as the Wartime Labour Relations Board and shall consist of a chairman, vice-chairman, and not more than eight other members.

24. (1) The members of the Board shall be appointed by the Governor in Council and shall hold office during pleasure.

(2) The head office of the Board shall be in Ottawa.

(3) A majority of the members of the Board shall constitute a quorum and in the absence of the chairman the vice-chairman shall act as chairman.

(4) A decision of the majority of the members of the Board present and constituting a quorum shall be the decision of the Board, and in the event of a tie the chairman or acting chairman shall have a casting vote.

(5) The Board and each member thereof shall have the powers of a Commissioner under Part I of the Inquiries Act.

(6) The Board and each member thereof may receive and accept such evidence and information on oath, affidavit or otherwise as in its or his discretion it or he may deem fit and proper whether admissible as evidence in a court of law or not.

(7) The Board shall determine its own procedure but shall in every case give an opportunity to all interested parties to present evidence and make representations.

(8) Each member of the Board shall, before acting as such, take and subscribe before the Clerk of the Privy Council and shall file in the office of the said clerk an oath of office in the following form:—

"I do solemnly swear that I will faithfully, truly and impartially to the best of my judgment, skill and ability, execute and perform the office of member of the Wartime Labour Relations Board and will not, except in the discharge of my duties, disclose to any person any of the evidence or other matter brought before the said Board. So help me God."

25. (1) If a question arises under these Regulations as to whether:

(*a*) a person is an employer or employee;
(*b*) the unit of employees appropriate for collective bargaining is the employer unit, craft unit, plant unit or a subdivision thereof;
(*c*) an organization of employees or employers is a trade union, employees' organization or employers' organization;
(*d*) an agreement is a collective agreement;
(*e*) an employer, or certified bargaining representatives of employees, is negotiating in good faith;

the Board shall decide the question and its decision shall be final and conclusive for all the purposes of these Regulations.

(2) If a question set out in subsection one arises in any legal proceedings, the Justice or Justices of the Peace, Magistrate, Judge or Court before whom it arises shall, if the question has not been decided by the Board, refer the question to the Board and defer further proceedings until the Board's decision is received.

(3) Any document purporting to contain or to be a copy of any regulation, direction, or order of the Board and purporting to be signed by a member of the Board or by an officer thereof shall be accepted by any court as evidence of the regulation, direction, or order therein contained or of which it purports to be a copy.

26. (1) The Board may, by order, delegate to any person, board or association all or any part of its jurisdiction relating to any particular matter.

(2) The Board may, by order, revoke any delegation made under this section and thereupon the jurisdiction so delegated shall revest in the Board.

27. (1) The Board may, with the approval of the Minister, make such regulations as may be necessary to enable it to discharge the duties imposed upon it by these regulations and to provide for the supervision and control of its officers, clerks and employees.

(2) The Board may prescribe anything, which, under these regulations, is to be prescribed.

(3) The Board, with the approval of the Minister, may appoint an executive committee to exercise its powers subject to such directions or conditions as the Board may specify.

28. (1) The members of the Board shall be paid such salaries as may be fixed by the Governor in Council and such expenses as may be incurred by them in the discharge of their duties.

(2) The Board may appoint an officer to be the Chief Executive Officer of the Board who shall be paid such salary as may be fixed by the Governor in Council.

(3) The Department of Labour shall furnish such technical and clerical assistance to the Board, as may be possible, and the Board may with the approval of the Governor in Council, employ such other officers and employees as may be necessary for the conduct of its business and may fix their remuneration.

Conciliation Officers and Boards

29. When he instructs a conciliation officer under section twelve, the Minister shall forthwith notify the parties thereof.

30. (1) Before appointing a Conciliation Board under section thirteen, the Minister shall by notice require each of the parties to the negotiations to recommend one person to be a member of the Conciliation Board within seven days of receipt of the notice; and the Minister shall, at the expiration of the said period, appoint two members, in his opinion, representative of the different points of view involved, after considering the recommendations, if any, received within the said period.

(2) The two members of the Conciliation Board appointed pursuant to subsection one shall, within five days of the day on which the last of them is appointed, recommend a third person to be a member and chairman of the Conciliation Board; and the Minister shall, on the expiration of the said period, appoint a person to be a third member and chairman of the Conciliation Board after considering the recommendation if received within the said period.

(3) No person

(*a*) who has any pecuniary interest in the matters referred to the Board; or
(*b*) who is acting, or has, within a period of six months preceding the date of his appointment, acted in the capacity of solicitor, legal adviser, counsel or paid agent of either of the parties;

shall act as a member of a Conciliation Board.

(4) When the Conciliation Board has been appointed, the Minister shall forthwith deliver to it a statement of the matters referred to it.

(5) Upon a person ceasing to be a member of a Conciliation Board before it has completed its work, the Minister shall appoint a member in his place in the same manner as the person who ceased to be a member was appointed.

31. (1) A Conciliation Board and each member thereof shall have the powers of a Commissioner under Part I of the Inquiries Act.

(2) A Conciliation Board and each member thereof may receive and accept such evidence and information on oath, affidavit or otherwise as in its or his discretion it or he may deem fit and proper whether admissible in evidence in a court of law or not.

(3) Each member of a Conciliation Board shall, before acting as such, take and subscribe before a person authorized to administer an oath or affirmation, and file with the Minister, an oath or affirmation in the following form:

"I do solemnly swear (affirm) that I will faithfully, truly and impartially to the best of my knowledge, skill and ability, execute and perform the office of member of the Conciliation Board appointed to.....and will not, except in the discharge of my duties, disclose to any person any of the evidence or other matter brought before the said Board. So help me God."

(4) The chairman may fix the time and place of sittings of a Conciliation Board after consultation with the other members of the Board; and he shall notify the parties as to the time and place so fixed.

(5) A Conciliation Board may determine its own procedure, but shall give full opportunity to all parties to present evidence and make representations.

(6) The chairman and one other member of a Conciliation Board shall be a quorum but, in

the absence of a member, the others shall not proceed unless he has been given reasonable notice of the sitting.

(7) The decision of a majority of the members present at a sitting of a Conciliation Board shall be the decision of the Conciliation Board and in the event of a tie, the chairman shall have a casting vote.

(8) The report of the majority of its members shall be that of the Conciliation Board.

(9) After a Conciliation Board has made its report, the Minister may direct the Conciliation Board to reconsider and amplify or clarify any part thereof.

(10) After a Conciliation Board has made its report, the Minister shall send a copy thereof to the employer or employers' organization and to the trade union or employees' organization.

32. The Minister may provide a Conciliation Board with a secretary, stenographer, and such clerical or other assistance as to the Minister seems necessary for the performance of its duties.

33. Every person who is summoned by a Conciliation Board or a member thereof and duly attends as a witness shall be entitled to an allowance for expenses determined in accordance with the scale for the time being in force with respect to witnesses in civil suits in the superior courts in the province where the inquiry is being conducted, and in any event, he shall be entitled to not less than four dollars per day.

34. A Conciliation Board, or a member thereof, and, on being authorized in writing by the Conciliation Board, any other person, may, without any other warrant than this section, at any time, enter a building, mine, mine-workings, ship, vessel, factory, workshop, place, or premises of any kind wherein or in respect of which an industry is carried on, or work is being or has been done or commenced, or any matter or thing is taking place or has taken place, concerning the matters referred to the Conciliation Board, and may inspect and view any work, material, machinery, appliance or article therein, and interrogate any persons in or upon any such place, matter or thing hereinbefore mentioned; and no person shall hinder or obstruct the Board or any person authorized as aforesaid in the exercise of a power conferred by this section or refuse to answer an interrogation made as aforesaid.

35. (1) The members of a Conciliation Board shall be remunerated for their services as follows:—

To a member other than the chairman, an allowance of five dollars a day for not more than three days during which he is engaged in considering the recommendation of a person to be the third member of the Board;

To each member of the Board, including the chairman, an allowance at the rate of twenty dollars for each day he is present when the Board sits and for each day necessarily spent travelling from his place of residence to a meeting of the Board and returning therefrom.

(2) Each member of a Conciliation Board is entitled to his actual necessary travelling expenses for each day that he spends in travelling from his place of residence to a meeting of the Board and returning therefrom.

(3) All expenses of a Conciliation Board, including expenses for transportation incurred by the members thereof or by persons engaged, under its orders, in making investigations under these regulations, salaries of employees and agents, and fees and mileage to witnesses, shall be allowed and paid upon the presentation of itemized vouchers therefor, approved by the chairman of the Board and forwarded by the chairman to the Minister.

(4) The chairman shall forward to the Minister a detailed certified statement of the sittings of the Board, and of the members present at each sitting.

General

36. (1) The Minister may appoint or constitute administrative officers or agencies in any province and delegate to them such of his powers under these regulations as in his opinion is necessary for their proper administration.

(2) The Minister may with the approval of the Governor in Council, enter into an agreement with the government of any province to provide for the administration within that province of these regulations or any part thereof and such agreement may provide

(*a*) the manner in which the Minister shall exercise the powers conferred on him by subsection one in respect of matters in that province;

(*b*) for the transfer to the government of the province or some person or persons specified by the government of the province, of all or any part of the jurisdiction in respect of matters within that province conferred on the Board by these regulations, and for a procedure whereby an appeal may be had to the National Board from a decision made in the exercise of the jurisdiction so conferred; and

(*c*) for reimbursement of the province in respect of expenses so incurred.

37. (1) The Minister may determine the salaries, fees and expenses to be paid to persons performing services under these regulations except where otherwise provided.

(2) The administrative expenses of the Board, other than the salaries and usual travelling expenses of departmental employees, shall be paid out of the War Appropriation.

Enforcement

38. Every person, trade union or employers' or employees' organization to whom an order is issued or who is required to do or abstain from doing anything by or pursuant to these regulations shall obey such order or do or abstain from doing such thing as required.

39. For the purpose of these regulations and of any proceedings taken thereunder, any notice or other communication sent through His Majesty's mails shall be presumed, unless the contrary is proved, to have been received by the addressee in the ordinary course of mail.

40. Every employer who declares or causes a lockout contrary to these regulations is guilty of an offence and liable upon summary conviction to a fine of not more than five hundred dollars for each day or part of a day that the lockout exists.

41. (1) Every employee who goes on strike contrary to these regulations is guilty of an offence and liable upon summary conviction to a fine of not more than twenty dollars for each day or part of a day that he is on strike.

(2) Every trade union and every other employees' organization that authorizes a strike contrary to these regulations is guilty of an offence and liable on summary conviction to a

fine of not more than two hundred dollars for each day or part of a day that the strike continues.

42. Every person, trade union, employees' organization or employers' organization who contravenes any of the provisions of these regulations is guilty of an offence, and unless some penalty is expressly provided by these regulations for such contravention, liable on summary conviction, if an individual, to a penalty of not more than one hundred dollars, and if a corporation, employers' organization, employees' organization or trade union, to a penalty of not more than five hundred dollars.

43. Every person is guilty of an indictable offence and liable to a fine not exceeding five thousand dollars, and not less than five hundred dollars or to imprisonment for a term not exceeding five years and not less than six months, or to both such fine and such imprisonment, who corruptly

(*a*) makes any offer, proposal, gift, loan or promise, or gives or offers any compensation or consideration, directly or indirectly, to a person concerned in the administration or enforcement of these regulations or having or expected to have any duties to perform thereunder, for the purpose of influencing such person in the performance of his duties; or

(*b*) being a person concerned in the administration or enforcement of these regulations or having or expected to have any duties to perform thereunder, accepts or agrees to accept or allows to be accepted by any person under his control or for his benefit any such offer, proposal, gift, loan, promise, compensation or consideration.

44. (1) Every person is a party to and guilty of an offence under these regulations who

(*a*) actually commits it;

(*b*) does an act for the purpose of aiding any person to commit the offence;

(*c*) abets any person in commission of the offence; or

(*d*) counsels or procures any person to commit the offence.

(2) If an employers' organization, corporation, trade union or employees' organization is guilty of an offence under these regulations, any officer of the employers' organization, corporation, trade union or employees' organization who assented to the commission of the offence is a party to and guilty of the offence.

45. No prosecution for an offence under these regulations shall be instituted except by or with the consent of the Board, evidenced by a certificate signed by or on behalf of the chairman of the Board, and in exercising its discretion as to whether any such consent should be granted, the Board may take into consideration disciplinary measures that have been taken by an employers' organization or a trade union or employees' organization against the accused.

46. The Minister may, notwithstanding any other provision in these regulations, instruct a conciliation officer to investigate any situation which in his opinion may be detrimental to the effective utilization of labour in the war effort.

Miscellaneous

47. No proceeding under these regulations shall be deemed invalid by reason of any defect of form or any technical irregularity.

48. (1) The Industrial Disputes Investigation Act shall, except as to matters pending when these regulations come into force, be of no effect while this order is in force.

(2) The following Orders in Council are hereby revoked:

(*a*) The Order in Council made on the seventh day of November, nineteen hundred and thirty-nine, extending the application of the Industrial Disputes Investigation Act (P.C. 3495) as amended; and

(*b*) The Order in Council made on the first day of December, nineteen hundred and forty-two, permitting employees of Crown companies to be members of trade unions (P.C. 10802).

(3) The following Orders in Council extending or varying the wartime application of the Industrial Disputes Investigation Act are hereby suspended to the extent that they are inconsistent with these regulations but shall otherwise remain in effect:—

(*a*) The Order in Council made on the sixth day of June, nineteen hundred and forty-one (P.C. 4020) as amended; and

(*b*) The Order in Council made on the sixteenth day of September, nineteen hundred and forty-one (P.C. 7307) as amended.

49. These regulations shall come into force on a day to be fixed by the Governor in Council.

SCHEDULE A

1. A work or undertaking engaged in mining or smelting operations;
2. A work, undertaking or business engaged in manufacturing or assembling aircraft parts;
3. A work, undertaking or business engaged in manufacturing or assembling tanks or universal carriers;
4. A work, undertaking or business engaged in manufacturing or assembling automobile or truck parts;
5. A work, undertaking or business engaged in smelting or refining aluminum;
6. A work, undertaking or business engaged in refining or producing oil or petroleum products;
7. A work, undertaking or business engaged in producing or processing natural or synthetic rubber;
8. A work, undertaking or business engaged in manufacturing chemicals for war purposes;
9. A work, undertaking or business engaged in producing or manufacturing steel for war industry or war purposes;
10. A work, undertaking or business engaged in building or construction or demolition projects under a contract or subcontract, intended for the use of His Majesty in right of Canada, including the construction, erection, repair, improvement or extension of buildings, aerodromes, harbours, dock yards, roads, defence fortifications, or other naval, military or air force works;
11. A work, undertaking or business engaged in shipbuilding, including shipbuilding accessories;
12. A work, undertaking or business engaged in the production of machinery, arms, shells, ammunition, explosives, implements of war, or naval, military or air stores;
13. A work, undertaking or business engaged in transportation or communication;
14. Public Service utilities, including gas, electric, water and power works, telegraph and telephone lines.

Labour-Management Committees In Canadian War Industries

Provision made for Establishment Under Industrial Production Co-operation Board

THE establishment by Order in Council of an Industrial Production Co-operation Board to promote and encourage the formation of labour-management committees in war industries was announced on January 21 in a joint statement by the Hon. Humphrey Mitchell, Minister of Labour, and the Hon. C. D. Howe, Minister of Munitions and Supply.

H. Carl Goldenberg, Director-General of Economics, Department of Munitions and Supply, is appointed Chairman; and the members are M. M. Maclean, Director of Industrial Relations, Department of Labour; H. J. Carmichael, Co-ordinator of Production and Chairman of the Production Board, Department of Munitions and Supply; and Paul Goulet, Associate Director of National Selective Service, Department of Labour.

The Board is to be assisted in the performance of its duties by an Advisory Committee of representatives of labour organizations and employer associations, which is provided for in the Order in Council. The members of the Advisory Committee are: Pat Conroy, Secretary of the Canadian Congress of Labour; Percy R. Bengough, President of the Trades and Labour Congress of Canada; J. A. Parent, General Organizer of the Canadian and Catholic Confederation of Labour; Willis George, representative of the Canadian Manufacturers' Association; J. Clark Reilly, Secretary-Manager of the Canadian Construction Association; Colonel J. A. W. LaBelle, representing employers; and D. B. Chant, Secretary-Engineer of the Ontario Pulp and Paper Manufacturers' Safety Association.

The Ministers referred to the establishment of the Board as a further step in the Government's program to give active encouragement to employers and employees in the creation of joint production committees, which have already proved successful in stimulating production and promoting industrial co-operation in Canada, the United States, and Great Britain. As long ago as 1942, Prime Minister Mackenzie King, in addressing a convention of the American Federation of Labour being held in Toronto, had strongly advocated labour-management committees for every industry, in order to give joint control in industrial relations. At that time he indicated that the Government was solidly backing all employers and employees in promoting such projects. Shortly afterwards a preliminary committee to promote the establishment of these production committees throughout industry, was set up. The formation of the Board now announced, along with the assisting committee representing labour and management, grows out of the work of the preliminary committee carried on during the last several months.

In addition the Order in Council setting up the Board now lays down certain general principles for its guidance in the formation of production committees. The committees are to be composed of representatives from labour and management directly engaged in production in the plant where the committee operates. The number of labour representatives, to be chosen in a democratic manner, is to be at least equal to the number of management representatives. Committees are advisory and consultative only, and not executive. They are to concern themselves exclusively with problems of production, while problems relating to wages, working conditions, and similar matters, including grievances, are to be left to the appropriate collective bargaining procedure.

Text of Order

The text of Order in Council P.C. 162 setting up the Industrial Production Cooperation Board is as follows:

Whereas it is the policy of the Government to give active encouragement and assistance to employers and their employees in the formation of labour-management production committees in war industries;

And whereas the experience of industries in which labour-management production committees are functioning has demonstrated that they serve to stimulate production and to promote industrial co-operation;

And whereas it is deemed desirable to improve the facilities for encouraging and assisting in the formation of labour-management production committees;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and the Minister of Munitions and Supply, is pleased to order and doth hereby order as follows,—

There shall be an Industrial Production Co-operation Board composed of H. Carl Goldenberg of the Department of Munitions and Supply as Chairman; M. M. Maclean and Paul Goulet, of the Department of Labour; and H. J. Carmichael of the Department of Munitions and Supply, to be assisted in the performance of its duty by an Advisory Committee which shall be composed of the members of the Advisory Committee which has hitherto advised the Interdepartmental Committee on Labour-Management Production Committees, and such other members as the Board may designate, from time to time, with the concurrence of the Minister of Labour and the Minister of Munitions and Supply.

It shall be the duty of the Industrial Production Co-operation Board to promote and encourage the formation of labour-management production committees in war industries in accordance with the following principles:

(i) The purpose of Labour-Management Production Committees should be to examine and consider means to improve and increase production.

(ii) The Committees should be composed of representatives from labour and management directly engaged in production in the particular units or plants in which each Committee functions. The number of representatives of labour should be at least equal to the number of representatives of management. The representatives of labour should be chosen in a democratic manner, preferably from the various departments or natural divisions of a unit or plant, rather than from the entire working force.

(iii) The Committees should be advisory and consultative. Management should examine carefully all recommendations of labour representatives and, in cases where recommendations are not acceptable, should provide adequate explanations. Similarly, the representatives of labour should examine carefully all recommendations endorsed by the Committee and adopted by management.

(iv) The Committees should concern themselves exclusively with problems of production, and should leave problems relating to wages, working conditions and similar matters, including grievances, to the appropriate collective bargaining procedure.

Relations between Employers and Employed in Saskatchewan

Commission on Bill on Collective Bargaining and Settlement of Disputes

LEGISLATION concerning the right of employees to organize and bargain collectively and provision for the settlement of labour disputes was the subject of an inquiry by Commissioners appointed in June last by the Government of Saskatchewan. Chief Justice Martin and Mr. Justice H. Y. MacDonald, of the Saskatchewan Court of Appeal, were the Commissioners. Mr. A. N. Reid, Professor of Economics in the University of Saskatchewan acted as technical adviser and Mr. George Stephen as secretary of the Commission.

The inquiry arose out of a private member's Bill presented to the Legislature last session respecting the right of employees to organize and providing for the conciliation and investigation of disputes, which was referred to the Standing Committee of the Legislature on Law Amendments. The Committee recommended an inquiry into the principles underlying the Bill and a report to the next session of the Legislative Assembly.

Summary of Proposed Legislation

The Bill as introduced was much like the Industrial Conciliation and Arbitration Act of British Columbia as it was amended in 1943. It required an employer to enter into negotiations with representatives elected by a majority vote of the employees affected but where a majority of the employees affected were members of a trade union, the trade union was to have the right to bargain, through its officers or other persons elected by the union, on behalf of all the employees. The Minister of Labour was given power to satisfy himself that representatives were properly elected and that a trade union claiming bargaining rights had as members a majority of the employees affected. Refusal of the employer or the bargaining representatives to negotiate or delay in entering into negotiations for more than 21 days after notification by the Minister was an offence.

Other sections provided for the settlement of disputes between employers and employed. These provisions were largely similar to the provisions of the Dominion Industrial Disputes Investigation Act. The Saskatchewan Bill, however, like the British Columbia Act, provided for preliminary investigation by a conciliation commissioner, and then, failing settlement within 14 days, for investigation by a board of arbitration. While the word "arbitration" is used, it might be noted that the Bill did not provide for what is usually regarded as arbitration. The board is a board of investigation and its report is in the nature of recommendations to the parties. They might be accepted or rejected. A strike or lockout, however, was illegal from the time an application was made for the appointment of a conciliation commissioner until 14 days after the date fixed for the taking of a vote on the question of the acceptance or rejection of the report. The Minister must be notified of the acceptance or rejection of the recommendations not later than 14 days after he had transmitted copies of it to the parties.

At the present time, Saskatchewan has a Freedom of Trade Union Association Act and a statute enabling the application in the province of the Dominion Industrial Disputes Investigation Act. Both these acts would be repealed by Bill 51.

The former statute passed in 1940 was based on a draft Bill of the Trades and Labour Congress. It declares the right of employees

to organize in a trade union and to bargain collectively with their employer or employers through the officers of the union. Offences under the Act include the insertion by an employer of a clause in a contract of employment whereby he seeks to restrain an employee from exercising his rights under the Act, or the seeking by any person, by intimidation, threat of dismissal, or by actual dismissal or by any other threat, to compel any one to join or refrain from joining a trade union. Nothing in this latter provision, it is stipulated, shall prevent a trade union from making or continuing a closed or union-shop agreement. Trade unions are required to file with the Minister of Labour copies of their constitutions and by-laws and annually a list of their officers and the number of their members. These provisions were included in Bill 51.

Comparison with Legislation Elsewhere

The report of the Commission traces the development of legislation in other provinces from the enactment of the Industrial Conciliation and Arbitration Act of British Columbia in December, 1937, to the Ontario Collective Bargaining Act, 1943. The United States National Labour Relations Act and the Labour Relations Acts of certain of the American States are also reviewed. An interesting part of the report is the outline of the development of law and practice in relation to trade unions and collective bargaining in Great Britain. A study was also made of the situation in Australia and New Zealand.

In summarizing the legislative provisions in Great Britain, the Commission notes the conditions under which a strike is illegal under the Trade Disputes and Trade Unions Act, 1927. There appears to be, however, a misunderstanding of this section of the Act. Two conditions are necessary to make a strike or lockout illegal, both of which must be satisfied before the stoppage of work is unlawful. Any strike or lockout is illegal if it has any object other than, or in addition to, the furtherance of a trade dispute within the trade or industry in which the workers are employed *and* if it is designed or calculated to coerce the Government either directly or by inflicting hardship on the community. A strike by workers in one industry with workers in another industry is not illegal under the statute even if it has an object other than to bring pressure to bear on the employer, unless it is calculated to coerce the Government. Further, a strike is not to be deemed to be calculated to coerce the Government unless such coercion ought reasonably to be expected as a consequence of it.

The Saskatchewan commissioners find that

> "the problem of industrial disputes appears to have lessened in Great Britain as a result of the growth of labour organizations and the acceptance of employers of the principle of collective bargaining. General recognition of trade unions as bargaining agents has eliminated the cause of strikes which still prevails to some extent in both Canada and the United States and the growth of strong labour organizations has made possible the development of effective employer-employee machinery for the settlement of disputes which arise. Under these conditions the Government has not found it necessary to use coercive measures. Employers are under no legal obligation to bargain collective and agreements are negotiated freely although there is some indirect pressure exerted by reason of the Government's power to appoint the trade boards. The Trade Boards Act, 1909, empowers the Minister of Labour to establish trade boards composed of representatives of employers, employees and the public to determine minimum standards of wages and hours in industry where in his opinion 'no adequate machinery exists for the effective regulations throughout the trade and that accordingly having regard to the rates of wages prevailing in the trade or any part of the trade it is expedient that the Act should apply to that trade'." [1918 amendment.]

Opinions of Witnesses

Witnesses appearing before the Commission included representatives of various branches of organized labour, the Saskatchewan branch of the Canadian Manufacturers' Association, local employers' associations, mine operators and others.

The Legislative Committee of the six railway brotherhoods stated that the railway unions preferred the voluntary system of collective bargaining which had been in effect on the railways for many years, but since some employers were unwilling to negotiate with unions, the

> brotherhoods are in agreement with the organizations of the labour movement who have asked that the principles of collective bargaining be established by legislation.

The Railway Association of Canada, representing both the Canadian Pacific and Canadian National Railways, also referred to the successful practice of collective bargaining. The Association considered a compulsory measure would create difficulties rather than remove them. Jurisdictional matters as between the Dominion and the Provinces were referred to. Fear was expressed that

> a complicated situation would arise if under provincial legislation collective bargaining groups representing employees of any particular class are appointed in different provinces and the request is made that if Bill 51 is to become law, the Act should in specific terms be declared not to be applicable to the Dominion railway companies, their workers and their undertakings and their employees.

The Commission made no recommendations for changes in the parts of the Bill dealing with the settlement of disputes. It appeared to them to be

> generally agreed that these provisions provide a period for 'cooling-off' and for a reasonable consideration of the matters at issue and that this must result in the settlement of many disputes which fall within the jurisdiction of Industrial Disputes Investigation Act (Canada) and we are of the opinion that if the procedure set out in Bill 51 is followed in disputes which fell within the jurisdiction of the Province, there will be resulting advantage to both labour and industry. Moreover, during the period required for carrying out the procedure of conciliation, the public—an important third party in every labour dispute—will become acquainted with the matters at issue and will be able to estimate the merits of the respective parties. Furthermore, the machinery provided for the selection of bargaining representatives will aid in the settlement of jurisdictional disputes.

As regards the provisions concerning freedom of association and collective bargaining the Commission recommended some simplification in certain definitions and the insertion of a definition of "collective agreement" to indicate that the agreement must be in writing. A collective agreement was defined as

> an agreement in writing between employer or employers and the bargaining representatives of the employees setting forth the terms and conditions of employment.

Coverage of Proposed Act

Representations were made on behalf of companies operating retail lumber yards, small sawmills, etc., and the Saskatchewan Hotelkeepers' Association that small businesses and small hotels should be excluded from the Bill. The Commissioners believed that in these cases there would be great difficulty in organizing unions and the application of the Act to these classes would not create any problem. They therefore declined to exclude these classes and also refused to exclude persons employed in shops in small towns.

On the other hand, the Commission considered that employees who hold positions of trust with the right to supervise, hire and discharge others should not be regarded as employees under the Act:

> As the Bill is intended to regulate the relations between employers on the one hand and employees on the other it does seem that employees who are engaged to see carried out by other employees the wishes of the employer should be regarded as an executive arm of the employer rather than as employees for the purposes of the Bill.

They accepted, too, the arguments of certain professional associations that their members should not be subject to the Act.

The Commissioners considered that the definition of a trade union was too narrow.

> and should be broadened to include independent unions . . . . Employees, however, have the matter of organization in their own hands and if they are not satisfied with an existing union they can organize another, either an independent one or one affiliated with a national or international organization. To deny employees the right to have an independent union appears to be a negation of the right for which labour contends, namely, the right of every worker to join the union of his choice.

They suggested the following definition:

> "'Trade union' means any association of employees formed for the purpose in whole or in part of dealing with employers concerning grievances, rates of pay, hours of employment or conditions of work: and 'organization' when used in relation to employees shall have the same meaning, and when used in relation to employers means any association of employers formed for the purpose of regulating the relations between employers and employees."

To the section providing that bargaining representatives may be elected by a majority vote or may be the officers of a trade union if the majority of the employees are members of a trade union, the Commissioners suggested the addition of a proviso taken from the United States National Labour Relations Act: "Provided that any individual employee or group of employees shall have the right at any time to present grievances to their employer." The provision as to majority rule was approved as one which appears in many statutes and is of the same nature as that prevailing in the political world.

Compulsory Collective Bargaining

With the question of compelling the employer to enter into negotiations, the Commissioners deal at some length. They found it difficult, however, to come to any conclusion as to the probable value of this central provision of the Bill in view of all the factors involved. On the situation in Great Britain they remarked:

> Those who oppose compulsion point to the voluntary system in Great Britain where the relations between employers and employees are as harmonious as in any country in the world; the situation there however is largely due to the liberal attitude of employers to trade unions and also to the fact that labour organizations there have usually been fortunate in their leadership.

Further:

> It may well be doubted whether compulsion will result in satisfactory labour relations; harmonious relationship between employers and employees can be founded and maintained only on mutual confidence, good will and tolerance; on the one hand employers must be prepared to recognize the right of employees

to organize and must be willing at all times to meet the representatives of the employees and to sympathetically hear their grievances; and on the other hand labour must inform itself of the problems and difficulties of employers and not make demands which are economically unsound.

No change was recommended, however, in this section of the Bill. Since both the majority and minority reports of the National War Labour Board had recommended compulsory collective bargaining and since it had been announced that the Dominion Government proposed to apply this principle to war industries at least, for the sake of uniformity it was considered better that compulsory bargaining should be provided for by the provincial legislature in respect of industries remaining within provincial jurisdiction.

In section 5 (11) of the Bill a change was recommended in order that an application could be made to the Minister for cancellation of bargaining rights at the end of the year instead of at the end of six months.

Incorporation of Trade Unions

An interesting section of the Commission's report reviews the history of the attitude of trade unions on this continent to the proposal that unions should be incorporated. The opposition of unions to incorporation dates from the Taff Vale judgment of the House of Lords in 1901 in which it was held that a registered union might be sued and its funds attached to satisfy the damages. It might be noted that shortly after this decision in Britain an award of damages and an injunction in the same terms was granted in British Columbia against the Rossland Miners' Union. The result in British Columbia was the Trade Unions Act, 1902, and in Britain the Trade Disputes Act, 1906. The latter forbids any court entertaining an action against a trade union in respect of tortious acts alleged to have been committed by or on behalf of the union.

On the whole the Commissioners were of the opinion

> that the incorporation of unions would not benefit employers nor would it be the undesirable thing which labour fears. Moreover, we do not think incorporation should be forced by legislative enactment because such a course would amount to selecting trade unions from among voluntary organizations for discriminatory treatment and it would accomplish little in increasing the financial or other responsibility of the unions and would constitute the needless antagonizing of labour organizations. As time passes, circumstances may warrant legislation restricting the activities of unions but the remedy in our opinion is to be found rather in regulation than incorporation.

It might be interpolated here that the legislation which is gradually being put into effect in the British Colonies (*see* p. 132 of this issue), in order to encourage trade unionism and collective bargaining includes the provision of the Trade Disputes Act, 1906, noted above. As regards the registration of trade unions in Canada, the Dominion Trade Unions Act (R.S.C., 1906, Chap. 125) which was enacted in 1872 and modelled on the English Trade Union Act, 1871, provides for the voluntary registration of unions but very few have registered.

Financial Statements by Unions

Concerning the argument that unions should be required to file with the Government financial statements, the Saskatchewan Commissioners were unable to see

> that the finances of a union concern anyone but the members of the union who should be informed as to the disposition of funds which are acquired from their contributions.

They recomended that the Bill should require every trade union to hold an annual meeting for the election of officers of which ten days' notice should be given to the members. An audited statement of the receipts and expenditures of the preceding year should then be presented to the members. For failure to comply with these provisions a union might have its bargaining rights cancelled.

Another provision suggested would remove the disability at common law of trade unions whose purposes are deemed to be in restraint of trade. The suggested section is taken from the Dominion Trade Unions Act:

> The purpose of a trade union shall not by reason merely that they are in restraint of trade, be unlawful so as to render void or voidable any agreement or trust.

Another clause recommended was one from the Ontario Collective Bargaining Act which stipulates that the provisions of the Dominion Reinstatement in Civil Employment Act, 1942, shall apply in the province notwithstanding the termination of the war and notwithstanding the repeal of the Act by the Dominion Parliament.

Closed Shop and Check-off

As regards the "closed shop", which the draft Bill permitted, the Commission reviewed the information at their disposal and concluded that no change should be made in the Bill in this respect. They considered, however, that

> with the passing of time and with industrial growth in the Province, it will become necessary to regulate such agreements.

In the same way the Commissioners viewed the development of the check-off system by which an employer deducts union membership dues from wages. They recommended that no agreement providing for the check-off should be valid with respect to any employee unless written authority for the deduction had been given by the employee.

Reconstruction

IMPORTANT material containing recommendations for post-war reconstruction in Canada was tabled in the House of Commons late in January, when two official committees submitted their reports.

One of these committees, the Special Committee on Reconstruction and Re-establishment, was composed of members of the House of Commons; the other, the Advisory Committee on Reconstruction, was made up of representatives appointed by the Government from various fields including business, labour, agriculture, science and education, under the chairmanship of Dr. F. Cyril James.

Both of these reports are summarized in the following section. Among the recommendations common to both are that a governmental body be set up to study Canada's resources and prepare a program of development projects.

The House of Commons Committee was on February 4 re-appointed for the 1944 session of Parliament, with continued authority to "study and report upon the general problems of reconstruction and re-establishment which may arise at the termination of the present war." The membership of the Committee remains unchanged.

Report of House of Commons Committee on Reconstruction

Recommendations Deal with Maintenance of Full Employment and Development of Natural Resources

PROPOSALS for maintaining employment in post-war Canada and for developing the country's natural resources are contained in a report[1] tabled in the House of Commons on January 26 by a Special Committee of the House on Reconstruction and Re-establishment. (A previous interim report by this Committee was reviewed in the LABOUR GAZETTE for July, 1943, p. 906. Appointed in March, 1943, the Committee consists of 35 Members of Parliament representing several political parties.)

The Committee gives its opinion that "it is well within the power of governments and industry to maintain full employment for all Canadians during the period of transition from war to peace-time activities." It urges that every member of the armed forces and the merchant navy be assured "that Parliament and Government will be prepared to do what lies within their power to prevent any recurrence of mass unemployment in Canada."

A survey of Canada's natural resources is again recommended; with the object of taking an inventory of development projects based upon them. This would provide information for the Dominion and provinces concerning the usefulness and the financing of each suggested project, and the employment that would be provided. Such a survey, which would include housing requirements, should be undertaken by a body set up under ministerial responsibility, the Committee considers.

In all works financed wholly or in part by the Federal Government, employment preference should be given to members of the armed forces and the merchant navy possessing the necessary qualifications, the Committee states. This preference should extend to industries from which materials and supplies are purchased for use in such works. Where possible such preference should also be granted by the Employment Service of Canada.

Maritime Provinces.—The report contains a number of recommendations aimed at improving the economic life of the people of the Maritime Provinces. These include: development of the fishing industry; rural electrification; extension of cold storage facilities; application of the Prairie Farm Rehabilitation Act to Maritime farmers; forest conservation; assistance in marketing coal; and the introduction of additional secondary industries.

Transportation.—The distance of many farming communities and of much secondary industry from domestic markets and the sea boards makes the questions of transportation and of freight rates "vitally important", the Committee declares.

Construction of an all-season Trans-Canada highway is recommended. This highway should be connected by good roads with the United States highway system, with all national and provincial parks, with the Alaska Highway, and with other strategic points.

Direct railway connection between the Pacific Coast and the Peace River country is urged; also double tracking and other improvements to the Canadian National Railway

[1] Published in full in No. 37, Minutes of Proceedings, Special Committee on Reconstruction and Re-establishment.

in the Maritimes. The committee asks for more constant and reliable communication between Prince Edward Island and the mainland. It suggests improving transportation across the Strait of Canso by the construction of a causeway or some other means.

Agriculture.—The Committee considers that "much must be done for agriculture if we are to make the land a proper place for war-weary veterans to spend the balance of their lives." A study of markets, the improvement of production through chemical research, the improvement of the relationship between agriculture and secondary industry, and the establishment of small industries in farming communities should all be encouraged by governmental action. The idea of a floor under prices of farm products is approved; and rural electrification is considered an important means of improving the social and economic life of the farming population. New credit facilities should be provided, either through extension of the credit union system or otherwise, it is proposed.

Co-operative Movement.—The Committee recommends "that every possible assistance be given to the co-operative movement, both to consumers and to producers, and that this assistance include help in the marketing of production."

Other Recommendations.—The coal and petroleum industry, reforestation and aforestation, irrigation and the development of water power in the Prairies, and elimination of grade crossings, are among other topics discussed in the report.

Finally it is recommended that the House of Commons re-establish its Committee on Reconstruction and Re-establishment during the coming session.

Proposals of Advisory Committee on Reconstruction

Report of Committee Tabled in House of Commons

THE final report of the Advisory Committee on Reconstruction was tabled in the House of Commons on January 28, and has been printed.[1]

Under the chairmanship of Dr. F. Cyril James this Committee carried on its studies of post-war problems for a period of over two years. Its members, in addition to Dr. James, included Messrs. P. R. Bengough, D. G. McKenzie, J. S. McClean, Arthur Surveyer and Dr. R. C. Wallace. Dr. L. C. Marsh served as Research Adviser to the Committee. The report was transmitted to the Government on September 24, and the Committee was subsequently disbanded, its functions being transferred to the Economic Advisory Committee, (L.G., Nov., 1943, p. 1467).

In addition to the main report of the Committee, which is summarized below, the reports of subcommittees dealing with certain specific post-war problems were also tabled in the House. These subcommittees were appointed to study agricultural policy, conservation and development of natural resources, publicly financed construction projects, housing and community planning, post-war employment opportunities, and post-war problems of women.

Work carried on under the auspices of the Committee also includes about twenty studies and factual reports, some of which are still in progress. These deal with a wide range of subjects and embody the results of research work by specially commissioned authorities in the various fields. A brief outline of their contents and recommendations appears as an appendix to the main report.

Summary of Report

RECONSTRUCTION policy should be directed towards five major objectives in the period following the close of the war, according to the report of the Advisory Committee on Reconstruction. These are as follows:

(1) Peace-time employment as speedily as possible for all men and women who are able and anxious to work;

(2) Production of an adequate supply of goods and services for purchasers at home and abroad; with materials being made available for essential goods before luxuries;

(3) Freedom from want for those who are unable to obtain employment through no fault of their own; protection of the children of Canada against malnutrition and against inadequate educational opportunities;

(4) Provision by the Government with a minimum of delay for free functioning of markets, domestic and foreign;

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[1] *Report of Advisory Committee on Reconstruction*, King's Printer, Ottawa, 25 cents.

(5) The Government's monetary policy, price control and rationing policies to be modified from time to time during the transition period in a fashion designed to prevent inflation.

In order to achieve these five aims the Committee believes that certain specific responsibilities should be accepted by industry, labour, and government; and the report outlines the respective roles which it considers should be played by these groups.

Effect of the War on the Canadian Economy

In making plans to achieve post-war objectives, the Committee believes that consideration must be given to changes that have been brought about by war conditions in the Canadian economy. These changes, in the Committee's opinion, augur well for the country's prosperity in the immediate post-war future.

(1) Canada will have the equipment to produce more goods than ever before;

(2) There will be a larger labour force available, including more skilled workers;

(3) There will be a pent-up demand for goods.

(4) Industries, wage earners and farmers have all improved their financial position, so that money will be available for investment and for spending.

Role of Private Enterprise

The first responsibility of private enterprise as regards post-war reconstruction is to undertake detailed and specific plans for reconversion to peacetime production, according to the report.

Each individual enterprise should specify the goods it intends to produce after the war and make an analysis of where and how they are to be sold. It should consider the length of the period before production of civilian goods can begin, decide what equipment and raw materials will be needed, and what substitutes can be used in case of shortages. Selling prices should be estimated; and the enterprise must work out methods of financing its reconversion and its purchase of new equipment. Finally it is important that advance plans be made by each enterprise as to the employment opportunities it can provide for skilled and unskilled labour, both during the period of reconversion and after reconversion has been completed.

In addition to this type of planning by each individual enterprise, an effort must be made to co-ordinate the post-war plans of various enterprises operating in the same field, either by industry itself, acting co-operatively, or through some government agency.

Small businesses (such as retail stores and small plants) have particular problems in financing and in planning for stable production, the Committee feels, and should be encouraged to study them co-operatively in each city. The Committee emphasizes that changes may be necessary in Canada's existing financial machinery in order to ensure that small enterprises will be able to obtain the funds necessary for such equipment and plant as they are able to use with efficiency and profit.

Meaning of "Full Employment"

The phrase "full employment" in the Committee's view does not mean that every individual in Canada must be continuously employed. Except on such occasions when national emergency demands the mobilization of every individual, there will be many who do not desire employment. This group would include many married women, many older people retiring on pension, and increasing numbers of young persons in search of a better education. Another group, consisting of seasonal workers, will follow a succession of employments during the course of a normal year.

"The advocacy of policies designed to maintain full employment", the report states, "implies no more than a determined effort to eliminate that mass unemployment which has, in the past, been a distressing corollary of the cyclical fluctuations in business activity, and the existence of a small amount of temporary unemployment is perfectly consonant with the attainment of such an ideal."

An important section of the report outlines the economic policies necessary if business depressions and economic cycles are to be avoided. The Committee considers that a decisive cause of business cycles in the past has been the wide fluctuations that have taken place from one period of years to another in "capital formation" (that is, in the purchase of machinery, equipment and raw materials with a view to using such goods in the production of other goods and services). The amount of money spent on capital formation has varied from a high to a low proportion of the national income with resulting fluctuations in employment. A major factor in avoiding depressions in the future would be for both business and government to undertake long-range planning in order to maintain a more even flow of capital formation from year to year.

Accordingly every business enterprise is held to be responsible for developing a flexible long-range program of capital expenditure; with plans being made well in advance for such expansion and changes in machinery and equip-

ment as will become necessary over a period of years. These projects must be ready to be undertaken at short notice so that they can be put into effect promptly by individual firms in periods when the country's aggregate capital formation shows a tendency to decline. Tax policy and the facilities of credit institutions should be organized so as to facilitate this program, in the Committee's opinion. The Committee points out also that certain Government projects may be arranged so as to assist the program by coming into effect when capital formation lags.

"Public Investment" Projects

The counterpart of the report's recommendation for long-term planning by business is its advocacy of a program of "public investment", that is, a program of Dominion, provincial and municipal government projects designed to enrich the social and economic resources of the country and to act as an employment stabilizer.

"Make-work" projects designed solely to provide employment and likely to be wasteful and inefficient are specifically rejected by the Committee. Each of the projects to be undertaken would contribute to the nation's future; and in planning the projects careful consideration would be given to the precise nature of the benefits to be derived.[1] For instance, in the words of the report, "power dams and railway construction may earn a direct revenue from the facilities created; the building of roads and bridges tends to augment the income of the community from taxes and to increase its efficiency; the erection of schools, hospitals and museums preserves the health and increases the skills of the people."

The Committee recommends that master plans be prepared by the appropriate authorities for every town and rural community throughout the country: and that regional planning boards be established to handle problems of a wider scope. To co-ordinate policy throughout the whole of Canada a National Development Board is proposed, which would make preliminary studies on its own account or in co-operation with provincial and local authorities; and would guarantee that all projects were studied in sufficient detail and analysed by the same criteria.

The report recommends that all governmental bodies in Canada study the machinery of "cyclical budgeting". Under this policy a government makes a regular annual appropriation to meet its normal expenditures; and in addition makes a separate appropriation to be saved up in times of business activity and spent on public investment projects when depression threatens.

Public investment projects are divided into two groups by the Committee: (1) those projects that are of urgent importance to the community; and (2) projects not of urgent importance, which can be postponed until convenient.

The first group, which includes maintenance and improvement of the transportation system, certain urgent conservation projects, and low-cost housing, should be put into operation as soon as possible after the war, regardless of whether or not the projects compete with private business for labour and materials.

Projects in the second group should be carefully blue-printed so as to be ready to be put into execution at a few days' notice. These projects would be for use whenever a period of depression or unemployment threatened. This action would take up the slack of employment until private business was able to resume full productivity.

Conservation of Natural Resources

The importance of conservation programs in providing employment and in enlarging the national income of the Dominion is stressed by the Committee.

The following are some of the Committee's suggestions in this respect:

(1) The fact that all resources are interrelated, should be kept in mind when their use and development is considered. The best method of development is on the basis of regional planning; and the logical method of defining regional areas is to divide them into watershed areas where possible.

(2) Comprehensive aerial surveys of the whole Dominion are urgently needed.

(3) Systematic prospecting for new mineral resources should be undertaken, in large measure under government auspices. Taxation regulations should be revised to make mining more attractive for private capital.

(4) A large corps of returned men and others (at least 15,000) must be trained in protection of forest resources.

(5) Research should be carried on in the uses of wood and in uses for waste products of the lumbering and pulp industries.

(6) Flood control, water power, and irrigation projects should be developed; projects for the St. Lawrence, Saskatchewan, St. Mary's and Milk rivers are specifically mentioned.

(7) Rural electrification would "do more than any other single factor, except equitable

[1] A series of criteria for evaluating projects is given in the Report of the Sub-Committee on Construction Projects.

prices for farm products, to stabilize farm life in Canada."

(8) Effective policies to conserve wild life should be developed.

(9) Programs to develop a large tourist trade in Canada should be encouraged: these would include creation of more parks, better roads and housing facilities in vacation lands, including simple hostel accommodation for those of low income.

Governmental Responsibility

Fiscal Policy.—Elimination of the excess profits tax and a reduction of the corporation profits tax are both recommended, in order that the profit motive may be invoked as an additional force in hastening reconversion. Manipulation of the latter tax is suggested as a means of stimulating or curbing private investment at any given period, and thus maintaining an even flow of capital formation.

Consumer sales taxes are considered to be "of doubtful merit" in view of the efficiency of the personal income tax as a means of securing revenue.

Commodity Controls.—Various controls have been used in wartime, including raw material priorities, price control and rationing. These have served to direct materials and labour in accordance with war needs, and have acted as a brake on inflation. These controls, the Committee feels, should be removed as soon as possible after the war, but not before the economic situation permits. In the case of raw materials, priorities may be abandoned as soon as substantial supplies become available. In the case of foodstuffs and clothing, controls may have to be retained for a longer period, particularly if supplies are to be made available for the rehabilitation of Europe and Asia.

Machinery for Re-employment.—To facilitate the prompt re-employment of those now in the armed forces or war industry, the Committee recommends that the efficiency of the Government employment offices be developed to the point where they can assume responsibility for a complete coverage of the employment opportunities that are available at any given time.

Counselling and vocational training should be afforded returned men; and in addition to employment preference in the public service, priority should be given to ex-service men by employment offices in referring them to employers for vacancies for which they are qualified.[1]

[1]A detailed review of placement and training facilities required for civilian occupational adjustment is included in the report of the Subcommittee on Employment Opportunities.

Responsibility of Business to Labour

"Private business enterprises must, to a greater extent than heretofore, recognize the fact that labour has a tremendous and important stake in the national economy of this Dominion," the report declares. The following responsibilities of business to its employees are specified by the Committee:

(1) Every business enterprise must recognize the clear responsibility for planning its operations in a manner that will provide continuous employment at steady wages for an appropriate number of workers.

(2) Management must maintain wages at as high a level as possible in the light of prices, costs of materials, and a reasonable profit. Attention should be concentrated on the annual income of the worker rather than the hourly rate of the weekly wage; plans involving profit sharing, holidays with pay, and retirement allowances may constitute an important part of this income.

(3) Business must accept the fact that labour and management are partners in a common enterprise. This implies more than an attitude of justice, even of generosity, on the part of one partner. Partnership implies co-operation and frank discussion of common problems. Labour-management committees should be set up within each enterprise.[2]

(4) Recognition must be given to the right of workers in each plant or industry to organize in the union of their choice and to bargain collectively with their employer.

Responsibility of Organized Labour

Among the types of temporary unemployment which the Committee feels cannot be completely abolished, is unemployment caused by the fact that in the course of time various individual firms may fail through inefficient management or other causes; and that particular trades and particular industries may decline as a result of changes in public taste or of changes in technology. Any effort by labour to preserve unsound firms or obsolete industries would be harmful to the health of the national economy, the Committee declares.

Labour has a responsibility to recognize this basic fact and to consider individual problems of wage and employment adjustments in the light of the broad interests of the country as a whole, the report states. For example, "no useful result can be secured by policies that attempt to prevent the discharge of workers from munition factories". There

[2]The report of the Subcommittee on Employment Opportunities recommends that these should take an active part in considering post-war adjustment policies.

will be a "tremendous transfer of labour" at the end of hostilities; and trade unions must bear a considerable responsibility in aiding its successful achievement.

A further responsibility rests upon organized labour in regard to the admission of individuals to certain peacetime trades. Although the spirit of craftsmanship must be maintained, it is nevertheless considered essential that each union make sure that its rules and regulations do not constitute an unnecessary barrier to the employment of individuals (including thousands now in the armed forces and in war work) who are fully competent to undertake the work but have acquired their skills by methods not covered by union regulations.

In regard to wages and salaries, it is pointed out that "the attainment of economic equilibrium after the war" will require changes in the wage scales of specific industries. Present wage scales and overtime payments, particularly in munitions plants, may prove too high for private industry in the immediate post-war period.

The ideal of partnership between labour and management, which is emphasized by the Committee, "places upon the shoulders of organized labour the responsibility to consider each case not as an isolated controversy but as part of a comprehensive problem that involves all workers and indeed all Canadians", the report declares.

Social Security and Welfare

The Committee reiterates the need for comprehensive programs of social security, public health and education as of basic importance in planning for reconstruction, particularly in relation to the re-employment problems of the transition period. It is pointed out that a social insurance program should not be considered as something complete in itself; it should be part of a broad welfare program for the improvement of the human resources of the nation. Moreover, its various benefits need to be paralleled by a system of vocational training, placement service and job transference facilities. And finally, social insurance would be unworkable if conditions of mass unemployment were allowed to develop.

In addition to their role in improving the welfare of the nation, it is emphasized that social security benefits can be most useful in stabilizing the country's economy. Contributions received from the insured population tend to reduce spending during periods of full employment, and thus reduce the tendency to inflation. During periods of adjustment, on the other hand, unemployment insurance benefits and pensions help to maintain the level of spending power when it might otherwise decline. The views accepted of the Committee on the general subject of social security have already been published in the *Report on Social Security for Canada* by Dr. L. C. Marsh (L.G., April, 1943, p. 429).

Other Spheres of Policy

An outline is given of Canada's situation as regards international reconstruction, in which the country's full participation is declared to be vital.

Various recommendations are also made dealing with the special problems of agriculture which cannot be described in the present brief summary.

The Committee expresses itself as "strongly impressed with the need for co-ordination of policy and procedure" among the several governmental authorities in the Dominion. It urges the calling of a Dominion-provincial conference to settle matters related to the distribution of financial revenue and to the legal framework of the British North America Act.

Finally the Committee recommends the appointment of a Minister of Reconstruction Planning to assume responsibility for the further planning that lies ahead.

Manpower

Lay-off Procedure in War Industry

Program Devised to Deal with Lay-offs Necessitated by Changes in War Production

A PROCEDURE for dealing with lay-offs in war and related industries has been determined by National Selective Service, according to a statement by the Honourable C. D. Howe, Minister of Munitions and Supply, made in the House of Commons on February 2.

Documents tabled by the Minister give information as to this procedure. These also indicated that lay-offs have been and will be necessitated from time to time in Canadian war industries by changes in the war production program. The pattern of the war is constantly changing, resulting in changing demands for various types of war equipment. As a result, instructions are from time to time issued to war contractors to curtail production on certain stores and to stop production entirely on others.

The Department of Munitions and Supply is co-operating by accepting responsibility for giving National Selective Service advance notice and accurate information regarding labour to be released by prime contractors as a result of production changes. This will be done in all cases involving a lay-off of 50 or more workers in order that National Selective Service may be able to:

(*a*) obtain the maximum number of men eligible for the armed forces,
(*b*) procure by transfer, workers with particular skills urgently needed for other high priority industry, and
(*c*) place released employees in other jobs with a minimum of disruption or dislocation.

It is pointed out that practically all lay-offs will be in industries of A and B labour priority. According to National Selective Service Regulations[1] employers in these industries may not release employees without the written permission of a selective service officer.

A circular letter to war contractors from Mr. Arthur MacNamara, Director of National Selective Service, (tabled by the Minister) outlines the procedure to be followed by employers in collaboration with local employment and selective service offices in reassigning workers to be laid off. The letter, dated January 19, 1944, is as follows:

Information for War Contractors in Connection with "Lay-offs"

You are no doubt already aware that essential changes in Canada's war production program necessitate certain "layoffs." National Selective Service is most anxious in such cases to reassign employees promptly and with the least inconvenience to all concerned.

Definite instructions have been given to all offices of National Selective Service to co-operate fully with employers and to follow the procedure which is briefly outlined herein.

As you know, your establishment has been classified as a "designated establishment" under National Selective Service Civilian Regulations and consequently you may not terminate the employment of any male employee without the permission in writing of a selective service officer. Therefore, the closest possible co-operation will be necessary in working out arrangements between yourselves and the local employment and selective service office.

Before giving any general or individual notice you are therefore required to discuss the matter with the manager of your nearest employment and selective service office. He will be ready to render immediate assistance in working out the details of the "lay-off."

The procedure to be followed in reassigning labour due to "lay-offs" will be as follows:

1. Owing to the needs of the army for a large number of men each month, the first step must be to release those men suitable for the armed forces. If an industrial mobilization survey has been completed for your establishment a representative of Selective Service will provide you with a copy of the survey plan and discuss with you the status of each employee on deferment with a view to making arrangements with the divisional registrar to call up such men for military training, unless there is very good reason why such men should not be called at this time. If no industrial mobilization survey has been made, you will be asked by the National Selective Service

[1] P.C. 246, Jan. 17, 1943, as amended by P.C. 6625, Sept. 1, 1943 (L.G. Oct., 1943, p. 1333).

officer to provide a list of all persons in your employ presently on deferment, also a list showing all other male employees within the age groups and of the marital status designated under mobilization regulations.

2. The next step to be taken should be to reduce working hours to 48 hours per week, or to the normal working hours per week for the industry if less than 48.

3. Where it is necessary to lay off persons in addition to those on deferment, it is the intention that they should be laid off generally in the following order, subject of course to seniority rights where an establishment is covered by a collective bargaining agreement, or subject to the conditions of any other employer-employee contract:

(*a*) Workers with agricultural experience, particularly in dairy farming or stock raising.
(*b*) Workers whose services could be utilized in other essential industries in the vicinity of your establishment.
(*c*) Workers whose services could be utilized by outside essential industries and who could be moved to such.
(*d*) Younger workers without family obligations.
(*e*) Married women if their husbands are supporting them.
(*f*) Older men and women if the foregoing classes have been exhausted.

4. Wherever possible arrangements will be made to have national selective service officers interview at the plant the workers who are to be laid off and direct referrals to new jobs will be made when possible. This will enable National Selective Service to handle the situation in a more orderly manner and to offer new employment with as little lost time and inconvenience as possible.

Your co-operation in assisting our officers in dealing with this difficult situation will be much appreciated.

A. MacNamara,
Director of National Selective Service.

Necessity of Orderly Procedure Emphasized

Instructions issued by National Selective Service to employment offices emphasize in the following terms the necessity of lay-offs being carried out according to the prescribed procedure:

> The officer detailed to communicate with the employer concerned will arrange for an orderly lay-off in the light of the general manpower situation at the particular time. He must courteously point out to the employer that we are definitely interested in who is, or who is not, to be laid off. It is not our intention that the least desirable or least efficient workers will be those to be laid off but rather, first, those persons available for the army, and, second, other persons who can be moved to the advantage of, or with the least disturbance to the general labour situation. The demands for the army are continuing demands, and must have a definite priority, unless the persons available have exceptional skills which are greatly in demand by high priority industry, for example, tool makers, journeymen machinists, journeymen electricians, etc., should be transferred rather than be called up.
>
> It should be mentioned that a percentage of the men who are on deferment and who will be called by the military authorities, will not be accepted by them and may later be available for re-employment. If such men return to employment additional men on deferment, if available, must be given notices of separation.

Responsibility of War Contractors

A letter to war contractors from Mr. G. K. Sheils, Deputy Minister of Munitions and Supply, was also tabled by the Minister. This letter outlines pre-lay-off procedure to be adopted by war contractors to the department. When definite instructions are received either to stop production or to reduce production rates, or when outstanding orders are reduced, war contractors are requested, if lay-offs appear imminent, to take the following action:

> (a) Communicate immediately with the local selective service officer as no lay-off may take place without that officer's consent.
> (*b*) Supply the selective service officer with the names and addresses of all sub-contractors affected by the production change.
> (*c*) Advise the above noted sub-contractors and suppliers and request them to communicate with their local selective service officer if lay-offs are to occur.
> (*d*) Consult with your labour-management committee or the plant representatives of your employees before notices of separation are given and advise them, as far as is consistent with security, of the reasons for the production change and ask them to inform the other employees.

"Please note," the letter continues, "that, except in so far as necessary to carry out the above instructions, any and all advices regarding production changes are confidential as between this Department and your company . . .

"When a contract is about to run out and no renewal appears to be likely and such completion of contract will result in labour being laid off in the near future, it is requested that you give your local selective service officer ample notice of the said lay-off to enable him to make his necessary arrangements, also that you advise the sub-contractors and suppliers concerned and request them to communicate with their local selective service officer as contemplated in paragraph (*c*) above."

The Minister stated, in reply to a question, that officials of labour organizations were consulted in connection with lay-offs.

Reinstatement in Former Employment of Workers Transferred by National Selective Service

CIVILIAN workers who have been required by National Selective Service to change their occupation for more important war jobs have a right to reinstatement in their former employment when their services are no longer required in war work, according to an order in council recently announced by the Honourable Humphrey Mitchell, Minister of Labour.

National Selective Service Regulations had already provided for reinstatement in former employment after a single change to more important work. The new order (P.C. 486, Jan. 25, 1944) amends the Regulations by providing for the reinstatement of a man in his regular employment, regardless of how many changes of employers he may have been required to make by Selective Service after leaving his first regular employer.

Workers transferred by Selective Service are entitled under the Regulations to the same rights as members of the Armed Forces under the provisions of the Reinstatement in Civil Employment Act. This Act, which became law in July, 1942, requires employers of persons accepted for certain war services to reinstate such persons in employment at the termination of their service. As far as practicable this must be done under conditions not less favourable than would have applied had the persons remained in their employment (L. G., 1942, p. 920).

The subject of reinstatement is dealt with in Section 213 of National Selective Service Civilian Regulations. As amended, this section now reads as follows:—

1. Where a Selective Service Officer directs or requests an employed person to accept other employment under this part and notifies the employed person's employer that such direction or request is made pursuant to these regulations and the employed person thereupon accepts such employment, the provisions of The Reinstatement in Civil Employment Act, 1942, shall apply *mutatis mutandis* to the reinstatement of such person upon the termination of the employment which he has been directed or requested to accept.

2. Where a person terminates the employment of another person pursuant to an order made under these regulations, the provisions of The Reinstatement in Civil Employment Act, 1942, shall apply *mutatis mutandis* to the reinstatement of the person whose employment has been terminated when the Minister certifies that such person is no longer required for other work.

3. Where an employee, who has become entitled to reinstatement in his original employment by virtue of the provisions of this Section, is or has been directed or requested by a Selective Service Officer to accept employment other than his original employment under this Part, such employee shall, upon the termination of the employment which he has been or may hereafter be directed or requested to accept, have the same right to reinstatement in his original employment as that to which he was entitled upon the termination of the first employment which he was directed or requested to accept.

4. For the purposes of Sub-section (3) of this Section "original employment" shall mean the employment in which the employee was employed at the time he received and accepted his first direction or request from a Selective Service Officer to accept other employment under this Part.

Coal Miners' Exemption from Military Service Continued

COAL miners throughout Canada have been exempt from military call-up under the terms of an order in council of May 17, 1943 (L.G., June, 1943, p. 739). A new order in council, announced recently by the Honourable Humphrey Mitchell, Minister of Labour, extends from February 1 until August 1, 1944 the period for which this exemption applies. During this period also, coal miners will not be accepted for voluntary enlistment in any branch of the Armed Forces without a permit to enlist from a Selective Service Officer.

The order applies to every person who as his sole or main occupation is engaged or employed as a coal mine worker; and to every person directed to employment as a coal mine worker pursuant to National Selective Service Civilian Regulations. Every such person is "deemed to have been granted a postponement order until the first day of August, 1944, pursuant to the National Selective Service Mobilization Regulations."

The order (P.C. 121, Jan. 10, 1944) amends section 210 A of National Selective Service Civilian Regulations.

(In the LABOUR GAZETTE for January, p. 10, appeared a statement on the labour supply situation in the coal mining industry.)

Physicians for Emergency Medical Boards

An order in council of January 26 (P.C. 34/510) authorizes the Minister of Labour to appoint four physicians to supervise emergency Medical Boards established for the examination of men under the Mobilization Regulations. Two of these physicians are to have their headquarters at Ottawa, one at Halifax, and one at Toronto. Under the order local physicians may also be employed from time to time as required to complete Medical Boards.

Decisions of the National War Labour Board

RECENTLY the National War Labour Board has issued decisions in the following cases:

Great Lakes Power Company, (Sault Ste. Marie, Ont.), and Canadian Electrical Trades Union, Branch No. 3.

Ford Motor Company of Canada Limited, and Local 200, U.A.W.—C.I.O.

Canadian International Paper Company, Limited, (Temiskaming, Que.), and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Terreau and Racine Limited, (Quebec, P.Q.), and International Moulders and Foundry Workers' Union, Local No. 74.

Aluminum Company of Canada Limited, and Syndicate of La Tuque Aluminum Employees, C.T.C.C., and International Union of Aluminum Workers of La Tuque, A.F. of L.

Canadian Aircraft Instruments and Accessories, Limited.

Western Dominion Coal Mines Limited, and Saskatchewan Coal Miners' Union, Local No. 1.

North Shore Lumber Corporation Limited, (North Vancouver, B.C.), and its employees.

Burns and Company, Limited, (Calgary, Alta.), and Packing Plant Employees' Federal Union No. 105.

The Abitibi Power and Paper Company; the Great Lakes Paper Company; the Spruce Falls Power and Paper Company; the Provincial Paper Company; and the International Brotherhood of Paper Makers and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Burns and Company, Limited, (Winnipeg, Man.), and United Packinghouse Workers of America, Local 224.

Famous Players Canadian Corporation, Limited, and B. C. Projectionists Society.

L. M. Bell Limited, Bell Busses Limited, and Canadian Brotherhood of Railway Employees and other Transport Workers.

Re: Great Lakes Power Company, Limited (Sault Ste. Marie, Ontario) and Canadian Electrical Trades Union, Branch No. 3

Reasons for Decision

This is an appeal from a decision of the Regional Board for Ontario concerning vacations with pay.

The application was for approval of the following schedule:

ALL DAY MEN WHO WORK SIX DAYS A WEEK WITH TIME AND A HALF FOR SUNDAYS

After	one	year	of	employment	2	days	holidays
"	two	years	"	"	4	"	"
"	four	"	"	"	6	"	"
"	six	"	"	"	9	"	"
"	eight	"	"	"	11	"	"
"	ten	"	"	"	12	"	"

ALL OPERATORS AND HELPERS IN THE SAULT PLANT WHO WORK SIX DAYS A WEEK

After	one	year	of	employment	2	days	holidays
"	two	years	"	"	4	"	"
"	four	"	"	"	6	"	"
"	six	"	"	"	8	"	"
"	eight	"	"	"	9	"	"
"	ten	"	"	"	10	"	"

The Regional Board refused to approve the plan submitted, but gave authority to grant one week's vacation under the terms of Decision Bulletin No, 17.[1]

The proposal is that only employees who have at least 6 years' service shall receive more than one week's vacation. On the basis of the reasons for the Board's decisions in the following cases: Provincial Transport Company, October 6, 1943 and Colonial Weaving Company, October 12, 1943, we are of opinion that the vacation plan submitted in the original application should be authorized.

A survey of paid vacation plans in the field of public utilities indicates that the plan proposed is a reasonable one when considered on a comparative basis.

Except as to the length of the vacation periods presently approved, the conditions stated in Bulletin No. 17 will apply.

The appeal is allowed.

January 5, 1944.

[1] *See* L.G., Dec. 1943, p. 1635.

Re: Ford Motor Company of Canada Limited and Local 200, U.A.W.—C.I.O

Reasons for Decision

(Oral Decision)

This question of vacations with pay seems to have developed into a somewhat confused one, with some of the Regional Boards. Some of the Boards apparently take the position that it is not within their power to issue a direction, rather than an authorization.

This Board, as originally constituted, did give considerable thought to the matter, and as a result there was developed Directive Bulletin, D.B. 17[1], as it is called. The basic idea behind that bulletin was that where vacations with pay had not been enjoyed prior to November 15, 1941, vacations during war time should be limited to one week, which is, of course, in accord with the Winston Churchill statement which we quoted in the Maintenance of Way decision, a railway case[2]. However, D.B. 17 only specifically authorized an application by the employer, or a joint application by the employer and the union. It did not contemplate an application on the part of employees alone being granted. The Board, as presently constituted, in the case of Division 4, another railway case, laid down the principle that it was not fair that employees should not have the same right to make an application, and develop reasons, as the result of which the privilege could be granted. That decision plainly contemplated that it was within the power, not only of this Board, but of the Regional Boards, to make a direction, if they felt the circumstances warranted it.

The general principles that we have followed on this Board are to be found in the two cases which I have already mentioned, Division 4, and the Maintenance of Way cases. That means that as far as war production workers are concerned, we have, generally speaking, approved the idea of a vacation with pay, and in case some other custom did not provide a reasonable comparison, we have limited it to one week's vacation with pay.

We do not follow the principle that D.B. 17 is a rigid formula, but we do take the position that its contents provide a basis upon which the company and the union should negotiate, and unless there is something in the agreement at which they arrive that is directly repugnant in general principle, it has been our policy to approve any agreement arrived at. It is to be observed, of course, that back of bulletin D.B. 17 is the idea that there are some conditions which should be observed before the worker becomes entitled to a vacation with pay, aimed at cutting the rate of absenteeism, as far as can be done, related up to this subject.

We all feel in this case that the appeal should be allowed, and that the authorization of the Ontario Regional Board should take the form of a direction that there should be one week's vacation with pay, generally speaking on the basic principles that are to be found in D.B. 17 and subject to collective bargaining between the company and the union to arrive at an agreement within those principles. As far as the bargaining process is concerned in order to arrive at a plan that will be acceptable to both parties, we take it for granted that the parties will negotiate to the end that there will be the least possible disturbance in production conditions, which may mean in this case, that a staggered plan of some kind may be the way to work it out. We leave that to the company and the union. When a conclusion has been arrived at, you may both submit any plan for approval of this Board.

Now, with respect to some of the matters that are referred to in the letter of the company of December 23, 1943, we deem it unnecessary to have anything stated in the order that it is limited to the duration of the war, because we take the position that any directives that are made by the Board, as a Board constituted under the War Measures Act to deal with wages and conditions of work under wartime conditions, with the proclamation of peace cease to be effective, and all of the questions involved then become a matter of collective bargaining between the company and the union. We therefore feel it is unnecessary to incorporate anything in the direction itself to that effect.

Accordingly the appeal will be allowed, and the parties may present a plan in due course for approval, when we will deal with it again.

January 7, 1944.

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[1] L.G., Dec. 1943, p. 1635.
[2] L.G., Dec. 1943, p. 1643.

Re: Canadian International Paper Company, Limited, Temiskaming, Quebec, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Quebec dated February 25, 1943, refusing increases in the basic wage rate.

Evidently there was some considerable confusion and delay before the Quebec Board, and the Finding and Direction of that Board while dated February 25, 1943 was finally issued in revised form on March 6, 1943. Some steps toward appeal were taken but nothing definite was done before this Board till July 24, 1943, when leave to appeal was granted. The parties then proceeded to complete their submissions but at their request the matter was kept off the list for hearing until November 10, 1943.

A hearing of the appeal then took place when it became evident that the Union was in the process of launching new proceedings before the Quebec Regional Board for wage increases at a number of Quebec mills including the one in question here at Temiskaming. As a matter of fact the new proceedings had been launched on October 5, 1943 more than a month before the hearing of the appeal took place. We retained the matter pending the Quebec Regional Board dealing with the new application. We were concerned that there should be no duplication of process but at the same time did not consider that the appeal should be dismissed until we were sure that the new application would be dealt with in the usual way by the Quebec Board.

It now appears that the parties received official notification of the Quebec Board's decision on the 10th of this month although the Finding and Direction is dated December 22, 1943. Our information is that the new decision grants increases but that certain features will be the subject matter of a further appeal.

In the circumstances we feel that to keep alive the decison appealed from in this case would be only encouraging a duplication of process. It must be taken that the Union having elected to make a new application in effect and for all practical purposes has abandoned the old. Accordingly, the appeal will be dismissed.

January 12, 1944.

Re: Terreau and Racine Limited (Quebec, P.Q.) and International Moulders and Foundry Workers Union, Local No. 74

Reasons for Decision

This appeal is from a decision of the Quebec Regional Board refusing the Union's application for increase of cost-of-living bonus to the full amount. The Company is now paying the mandatory bonus.

The Regional Board proceeded on the assumption that the Union had by paragraph 3 of the collective agreement between the parties dated April 8, 1943, contracted itself out of the right to make the application. The clause reads as follows:

". . .les parties . . . consentent mutuellement à accepter les conditions suivantes:

3. De faire une demande conjointe au comité Régional en Temps de Guerre à Québec, pour le réajustement des taux de salaire et du boni de vie chère, tel que décrété par la loi et convenu mutuellement entre le Bureau de Direction de ladite Compagnie et les membres de l'union 'International Moulders Workers of North America', employés de ladite Compagnie".

Or, to quote Mr. Menary's version:

"That it is also agreed we are prepared to join with the Committee of employees in making a joint request to the Regional War Labour Board of Quebec for such adjustment in wage rates or cost-of-living bonuses as in accordance with the law as may be mutually agreed upon between the Management of the Company above mentioned and a Committee of its employees, members of the International Moulders and Foundry Workers' Union".

On this preliminary question, our decision was given orally at the hearing. To repeat what was then said, we are of the opinion that clause 3 of the agreement cannot be considered in the way the Regional Board has apparently considered it. It has not the effect of depriving the employees of their right to apply for an increased bonus under the law. To do that, a clear intention must be expressed in words leaving no room for doubt. What the clause here says is merely that the parties agree to make a joint application in respect of adjustments mutually agreed upon. In our view, the wording is not sufficient to bar the Union from making an application without the concurrence of the employer.

With respect to the application itself, our jurisdiction is stated in Section 34 (3) of P.C. 5963. We must establish comparisons within the industry. The Union indicates several of the larger foundries in Montreal, Hull and Three Rivers where full cost-of-living bonus is being paid. On the other hand, the Company argues that the proper comparison is with the smaller foundries in the Quebec City area.

We have examined the matter under both submissions and also as to wage rates and bonus combined, and we have come to the conclusion that the bonus here should be $2.50 weekly, plus the 35 cent increase generally ordered by the Board from November 15, 1943.

The increase will be effective from the date of the Regional Board's decison, namely September 17, 1943.

The appeal is therefore allowed to the extent indicated.

January 12, 1944.

Re: Aluminum Company of Canada Limited and Syndicate of La Tuque Aluminum Employees, C.T.C.C., and International Union of Aluminum Workers of La Tuque, A.F. of L.

Reasons for Decision

This is an appeal by the Company from a Finding and Direction of the Quebec Regional War Labour Board dated May 25, 1943 ordering increases in wages at the Company's plant at La Tuque. The Finding and Direction had the general overall effect of bringing wages at La Tuque to the general level prevailing at the Company's Arvida plant, although in the case of some classifications there were exceptions.

At the time of making the application, the A.F. of L. Union was not a party to the proceedings. The application was launched by the Syndicate. Subsequently, and before the appeal was heard, the A.F. of L. Union succeeded in obtaining the Collective Labour Agreement after a vote had been taken. The A.F. of L. Union then made application to be made a party to the appeal proceedings and its application was granted.

When argument was completed, the Board was left in some doubt as to whether the method of comparison adopted by the Regional Board was the proper one to employ in the circumstances. Accordingly, we appointed Professor Cameron of Queen's University as referee to make a survey of comparative working conditions at the Company's plants in Quebec and report to the Board. Dr. Cameron's report has been received. We now proceed to dispose of the matter.

The Company operates five plants in the Province of Quebec. The oldest is at Shawinigan Falls, opened about forty years ago. The Arvida plant was opened in 1926, the La Tuque plant in December 1942, the Beauharnois plant in January, 1943 and the plant at Isle Maligne late in 1943.

It is obvious that, in the evolution of wage rates at the various Company plants, Shawinigan Falls came first. No doubt the Company in building up its wage structure there was influenced to a large degree by prevailing rates at other industrial plants in the district. In Arvida the Company long before the war established wage scales on a somewhat higher level than those at Shawinigan Falls. Apparently the Company initiated this policy on the conviction that cost of living was higher at Arvida than in other communities in Quebec and that the district lacked many advantages obtaining in Shawinigan Falls. Whether the differential so established exactly compensated Arvida employees for the disadvantages is not important. The important principle is that it was a condition accepted by the Company and its employees alike. As late as October, 1941, according to the unanimous report of a Board of Conciliation headed by the Honourable Mr. Justice Savard, the Syndicates very strongly contended that cost of living was higher at Arvida than elsewhere in Quebec.

When the La Tuque plant was ready to be opened late in 1942, the Company submitted its proposed wage rates to the Regional Board which gave its approval on the basis of comparison with the rates prevailing at Shawinigan Falls. Similarly, on December 15, 1942, the Regional Board approved a scale of wages for the Beauharnois plant based on wage scales at La Tuque. On March 16, 1943 the Board directed increases at Arvida without indicating what particular comparison it was using as the yardstick. Certainly it could not have been making a comparison with wages paid in other Aluminum plants in Quebec Province. This direction had the effect of increasing the Arvida differential over the other plants. The Company naturally made application for increases at Shawinigan Falls, La Tuque and Beauharnois to restore the former differential which had prevailed between those plants and Arvida. The Regional Board approved the increase asked for at La Tuque and Beauharnois on a temporary basis because it had knowledge that employees at La Tuque were making an application for still further increases. The increases at Shawinigan Falls were approved without any restrictions or implied conditions evidently because the application was a joint one bearing the signatures of both management and labour. The findings and directions in these cases quite plainly indicated that the Regional Board was now for the first time using Arvida wages as the norm of comparison. Then on May 25, 1943, the Board dealt with the application now under appeal and granted the increases on the basis that "the proposed wage rates are in line with those paid by the Company at Arvida for the same occupational classifications, with a few exceptions only."

It seems quite clear that, in the course of its dealings with Aluminum wage demands, the Regional Board quite properly up to December of 1942 used Shawinigan Falls' rates as the norm of comparison. Whether consciously or not it appears to have undertaken a process of following a circle which can have no end. No doubt it has been subjected to great pressure. It could possibly be only the long arm of coincidence but the demands at Arvida and La Tuque made through the Syndicates correspond closely in point of time with acute jurisdictional difficulties with the A. F. of L. Unions. That together with a good deal of pressure by the Board on the Company to make joint applications suggests a kindly and sympathetic attitude but one somewhat inconsistent with the primary objective of stabilizing wages and wages prima facie not unduly low at that. It must be discernible to the Regional Boards as it is to us that jurisdictional union difficulties are not infrequently accompanied by applications for wage increases and that employers sometimes use the same process as a brake against union organizing activity. The Order in Council makes no provision for quiet or co-operative acquiescence. The Boards are required by Section 25, read literally, to use a norm of comparison which prevailed at November 15, 1941.

Professor Cameron's able report satisfies us that the differential prevailing at Arvida over the other Aluminum plants remains as justified today as formerly when it was acceptable and taken for granted by the Company, the Syndicates and the Regional Board as well.

Accordingly, we feel we must allow the appeal and set aside the direction of May 25, 1943. Before parting with the matter we recommend to the Company that it revise its group production bonus plan now in effect at Arvida so that each shift and each potroom will have its group bonus calculated independently. Further we recommend as well that the Company extend such revised group production bonus plan to all its Quebec plants as soon as possible. This will no doubt receive the approval of the Regional Board when applied for.

January 13, 1944.

Re: Canadian Aircraft Instruments and Accessories Limited

Reasons for Decision

This is an appeal from a decision of the Ontario Regional War Labour Board dated October 25, 1943 by which the Board declined to authorize a wage rate in excess of $300.00 per month for the occupational classification of Personnel Manager of the Company. The Regional Board further declared the employee to be under the Wages Order and not under the Salaries Order.

In cases of this kind Section 13 (2) of P.C. 5963 contains the governing principle involved. It reads as follows:

> "An employee receiving a salary or wages (excluding cost-of-living bonus) at a rate of $250 or more a month shall be deemed, for the purposes of this Order, to be above the rank of foreman or comparable rank, unless the nature of his duties and responsibilities or his relationship to other employees indicates clearly that he is not above the said rank."

Applying the Section to the facts of this case it is clear that, since the employee in question is in receipt of $300.00 monthly, he must be presumed to be above the rank of foreman unless the evidence clearly indicates that he is not above that rank. All of the evidence received by the Board was offered by the Company and without a doubt it indicates that the gentleman in question performs duties of a kind and character which place him above the rank of foreman. In the words of the Section, the nature of the duties certainly do not indicate *clearly* that he is *not* above the rank of foreman.

Accordingly, the appeal should be allowed and the finding of the Regional Board set aside thus leaving the Company the right of making application under the Salaries Order if it so desires.

January 13, 1944.

Re: Western Dominion Coal Mines Limited and Saskatchewan Coal Miners Union, Local No. 1

Reasons for Decision

This is an application for increased wage rates, overtime pay and vacations with pay.

On the matter of increased wage rates, we have decided to grant them to the full extent necessary to bring them up to the highest rates prevailing in the Saskatchewan coal mine area but not above. We are taking care as well to see that the new authorized rates will maintain present differentials as between classifications on the property. The new rates will be set in detail in the formal finding and direction.

The application for overtime is also granted and will be dealt with in the finding and direction. We shall assume that any questions of details or differences are capable of being negotiated between the Union and the Company.

On the question of vacations with pay, we feel that we cannot accede to this request. Vacation with pay are not enjoyed in the other coal mines in Saskatchewan. In a very recent case before us they were not even applied for. The reason no doubt, and the same condition applied in this case, is that the operation is seasonal. Actual mining is carried on for some nine months of the year. We have dealt with the same question in the case re: Brotherhood of Railway Clerks, etc., and Canadian National Railways and Canadian Pacific Railway Company (L.G., 1943, p. 1488).

There will be finding and direction accordingly.

January 14, 1944.

Re: North Shore Lumber Corporation Limited (North Vancouver, B.C.) and its Employees

Reasons for Decision

This appeal is from a decision of the Regional Board for British Columbia refusing approval of a collective production bonus plan in a sawmill operation.

The appeal is to be decided under the terms of P.C. 5963 (The Wartime Wages Control Order). The Regional Board felt that there was no authority conferred by that Order to permit authorization. We are of the view that section 29 is sufficiently broad in scope to embrace a plan of this kind.

The plan proposes an hourly 5 cent premium to all hands for every 1,000 board feet produced in excess of a basic hourly production of 10,000 board feet. Subject to maintenance of quality (20 per cent clear; 85 per cent on order and 15 per cent over-run) certain key men are to receive an additional 5 cent hourly premium.

We do not propose to approve wage increases camouflaged as production bonuses. However, incentive wages in industries producing essential war materials are desirable when based upon a proper minimum standard of output. They must also tend toward a reduction of cost per unit produced. The Board has the company's submission that both requirements are satisfied by the terms of their proposal, and we are relying upon that assurance.

The plan outlined in the Company's letter of June 17, 1943, to the Regional Board should be authorized with the exception of the automatic increase in the bonus designed to compensate for continuous work. The approval will be for a period of six months, and the Company must then submit a statement of its operations under the plan to enable the Regional Board to ascertain whether they measure up to the principles and standard of quality stated above.

Consequently, the appeal is allowed.

January 14, 1944.

Re: Burns & Company, Limited (Calgary, Alberta) and Packing Plant Employees' Federal Union No. 105

Reasons for Decision

This is an appeal from a decision of the Regional Board for Alberta on a question of retroactivity.

The employees of the Company's Edmonton plant obtained a 5 cent general wage increase effective from May 1, 1943, on an application by local 78 of the appellant union. The Calgary local then made its application for the same increase on September 14, 1943, asking that it also be made effective from May 1, 1943. The Regional Board granted the increase effective from the date of application.

As a general rule wage increases date from the time application is made to a War Labour Board for approval or direction. Retroactivity to a prior date is a matter of discretion to be decided upon the special circumstances of each case. While we are reluctant to interfere with the decision of a Regional Board on a matter of this kind, we are rather inclined to the view that the effective date (May 1, 1943) given by the parties to their collective agreement is material to the issue in this particular case. Wage increases were involved in the negotiations and it was understood that the Union would make the application for approval. The Union's explanation of the delay is a reasonable one. It says that it was under the impression the Edmonton application would automatically result in a decision for the Calgary plant. The Edmonton decision was rendered on August 28, 1943.

Under these circumstances, we think the employees of both plants should be placed on the same footing and the increase to the Calgary employees should be made effective from May 1, 1943.

The appeal is therefore allowed.

January 14, 1944.

Re: The Abitibi Power and Paper Company, the Great Lakes Paper Company, the Spruce Falls Power and Paper Compay, and the Provincial Paper Company and the International Brotherhood of Paper Makers and Internatioal Brotherhood of Pulp, Sulphite and Paper Mill Workers

Reasons for Decision

This is an appeal from a decision of the Ontario Regional Board declining an authorization to increase the cost of living bonus from $3.23 to the full amount.

Under P.C. 5963, the power of War Labour Boards to so adjust a cost of living bonus is derived from section 34 (3). The adjustment can be made when it is found that the normal application of the provisions of the order with respect to calculation of the bonus has created for some employees of an industry an unfair situation in comparison with other employees in the same industry. (See decision in Dominion Fire Brick and Clay Products Limited September 24, 1943 reported in the LABOUR GAZETTE, 1943, p. 1352).

We are informed that the companies concerned in this appeal are paying the bonus which is practically uniform throughout the pulp and paper industry in the province of Ontario. There does not appear to be the inequality or unfairness, as between the various plants of the industry, which would permit the exercise of the discretion conferred by the Order in Council. Under these circumstances, the Regional Board had no alternative but to refuse the application and we must affirm their decision.

January 19, 1944.

Re: Burns and Company, Limited (Winnipeg, Manitoba) and United Packinghouse Workers of America, Local 224

Reasons for Decision

This is an appeal from the Manitoba Regional Board on a matter involving an off-shift premium. Leave to appeal was granted by the Regional Board.

The parties had submitted for approval the following provision of their agreement dated October 1, 1943:

> "Employees other than a shift engineer, fireman, temperature man, watchman or livestock receivers, who start on a shift any time between 4 p.m. and 3 a.m. inclusive, shall receive an additional 5c for each hour worked on the shift. The 5c premium shall be cancelled when an employee is transferred from a shift commencing between 4 p.m. and 3 a.m. to any other shift which does not commence during such period."

Instead of approving the clause, the Regional Board authorized the inauguration of a 5 cent hourly premium for time worked between the hours of 7 p.m. and 7 a.m.

The matter is before us solely in respect to the restriction placed upon the agreement arrived at. As to the principles involved under P.C. 5963 in the establishment of a night shift differential, there is no appeal taken.

The decision of the Regional Board was perhaps based upon the opinion expressed by this Board on the Ford Motor reference (LABOUR GAZETTE, 1943, p. 585). We have since pointed out how unwieldly this formula may become under practical application (L.G., 1943, p. 1342); and in the Dominion Tar and Chemical Company decision (L.G., 1943, p. 1490) we have perhaps broadened the view originally expressed in the Ford case.

We therefore feel that the appeal should be allowed and that a finding and direction should issue giving approval to the clause drafted by the Union and the Company effective from October 1, 1943, subject, however, to a provision that the off-shift premium is not to be included in any base rate when an overtime rate is being paid.

January 21, 1944.

Re: Famous Players Canadian Corporation Limited and B.C. Projectionists Society

Reasons for Decision

(*Oral Decision*)

This is an appeal from a direction and finding of the Regional War Labour Board for British Columbia, in which two weeks' vacation with pay was granted to the projectionists in the employ of Famous Players Canadian Corporation.

This subject of vacations with pay is one on which we have said a good deal in a number of written judgments, and perhaps it might be well to review the subject to some extent at this time.

The Board, which preceded this Board as presently constituted, made rather an extensive study of the propriety of granting vacations with pay during wartime as a new

condition, having in mind the general government policy in wartime, and the control of prices and wages and so on. As a result of their survey they developed the document to which Senator Farris has had reference, D. B. No. 17,[1] which rather laid down the principle that there can be no fundamental objection to granting vacations with pay as a new condition, provided certain limitations were placed upon the length of the vacation, and the qualifications required for workers to be entitled to the vacation. D. B. No. 17 restricted the granting of vacations to cases where the employer asked for it, or where it was a matter of a joint application. It did not leave the way open to the employee to make the application on his own, without the concurrence of the employer.

This Board, as reconstituted, in the case of Division 4 laid down that D. B. No. 17 was not to be taken as an absolute rule, but should be used as the basic indication of the policy in respect to granting vacations with pay as a new condition in wartime. Further the Board also laid down the principle that it was not necessary that the worker have the concurrence of the employer in making an application; in other words he was at liberty to make it himself, to any of the Boards.

We have dealt with the question in a number of cases in which we have changed the time granted for vacations with pay, where it had been a condition of work before the wartime policy came into effect. There have been cases where companies, even prior to the war, had the principle initiated and wished to give greater length of vacations to some of their employees who had been in the employ of the company for a long time. To them we have acceded on more than one occasion, in cases where vacations with pay were a condition by collective agreement before the initiation of the wartime policy.

We have dealt with it again in the Maintenance of Way Employees case, another railway case, and in that case we adopted the philosophy as to the desirability of vacations with pay in wartime, and incidentally too, as to the length of vacations as laid down by Prime Minister Churchill. On numerous occasions this Board has indicated its approval of the condition of work during wartime.

However, generally speaking, we have adhered to the policy under wartime conditions that where a vacation with pay was initiated as a new condition, it should be limited to one week's vacation, and roughly comply with the general terms of D. B. No. 17. We have departed from the principle that D. B. No. 17 is the be-all and end-all of things in connection with vacations with pay and we have left it generally as the basis upon which we asked the parties to agree.

In another recent case involving the Dominion Coal Company, the Arcadia Coal Company and Old Sidney Collieries, and United Mine Workers of America District No. 26, we pointed out that this was a general wartime policy that was being followed, and that to grant more than one week's vacation with pay in wartime, as a new condition, to certain classes of workers would work out unfairly in relation to others; that in the case of a worker who is in a wartime industry, strictly speaking, and who on application or by agreement receives during wartime only one week's vacation with pay, it would be unfair to grant another class, as a new condition of work, a longer vacation.

Having all these principles in mind as they bear on the lot of workers generally in the period of the war, we are all of the opinion that the appeal in this case must be allowed to the extent that the vacation with pay period will be reduced from two weeks to one week, and we, of course, will leave it to the company and the union to negotiate any plan in general accord with D. B. No. 17.

January 27, 1944.

Re: L. N. Bell Limited and Bell Buses Limited and Canadian Brotherhood of Railway Employees and other Transport Workers

Reasons for Decision

(*Oral Decision*)

In this case an application was made to the Regional War Labour Board for leave to appeal, which the Regional Board declined. The matter is now before us in the form of an application for leave to appeal.

At this hearing all questions that would be involved in an appeal, if leave were granted, were argued.

We are all of the opinion that the appellant has not made out a case for any relief being given to him on appeal.

After all, the Regional Board is familiar with local conditions and comparisons bearing on the various questions with which they have had to deal. The appellant has made no case, as we see it, to show that the Regional Board has acted wrongly in principle in connection with any of the matters.

Consequently we refuse leave to appeal, which is tantamount to saying that the appeal is dismissed. January 26, 1944.

[1] L.G., Dec., 1943, p. 1635.

Finding and Direction of National War Labour Board Covering Shipbuilding and Repairs Yards in St. Lawrence and Great Lakes Area

THE National War Labour Board has issued its decision on a number of applications involving various shipyards engaged in the shipbuilding and repairing industry in the St. Lawrence and Great Lakes Area. At least 20,000 employees are estimated to be covered.

The Board had announced on July 30, 1943, that the general wage structure in all of the eastern shipyards was under survey and careful consideration (L.G., August, 1943, p. 1137). The following Finding and Direction is the outcome of the survey.

In the matter of the Wartime Wages Control Order, P.C. 5963, and

In the matter of various applications, made jointly or separately, by employers engaged in the shipbuilding and repairing industry in the Provinces of Ontario and Quebec, and by various local unions affiliated with The Trades and Labour Congress of Canada and The Canadian Congress of Labour respectively, as well as by independent committees, representing employees of such employers, to increase basic wage rates of occupational classifications employed in the industry, and in the case of some shipyards to adjust certain working conditions.

Finding and Direction

The National War Labour Board, in its initial investigation of the above mentioned applications, having found such a variation in basic wage rates and working conditions applicable to substantially similar occupational classifications in the various shipyards, some of such rates and conditions evidently having been made effective without authority as required under the provisions of the Wartime Wages and Cost of Living Bonus Order P.C. 8253 and the Wartime Wages Control Order P.C. 5963, the Board decided that before Findings and Directions could properly be given on the various applications, it was necessary to direct that a survey be undertaken to ascertain the actual wage rates paid and working conditions prevailing generally in the shipyards in Ontario and Quebec. The survey mentioned having been completed, and the Board's officers having met with representatives of employers and with representatives of local organizations of employees respectively concerned in the various applications, and the Board having consulted with representatives of certain employers and with General Officers of Unions affiliated with The Trades and Labour Congress of Canada and The Canadian Congress of Labour respectively, and the Board having found that:

(*a*) in view of the importance of the shipbuilding and ship repairing industry at the present time, the Board must deal with the applications before it on the basis of the conditions created by the war emergency, however the industry may be affected by post-war developments;

(*b*) the survey confirms that existing scales of basic wage rates for substantially similar occupational classifications vary as between different Companies engaged in the industry, and even within the same Company's operations rates vary as between different journeyman classifications which call for equivalent skill and experience for efficient performance of work;

(*c*) certain of the shipbuilding and repairing Companies concerned, by practice established prior to November 15, 1941, the effective date of the Wartime Wages and Cost of Living Bonus Order P.C. 8253, and other Companies by plans adopted subsequent thereto, have in effect incentive wage payment plans and systems of contract work which apparently result in inequalities in compensation between occupational classifications employed under such wage incentive and contract arrangements and similar occupational classifications employed in the industry on basis of time rates;

(*d*) conditions governing employment of apprentices, helper apprentices or improvers, and learners or beginners, vary as between different yards, and it is desirable that there should be general uniformity of conditions in the industry applicable to employment in such occupational classifications;

(*e*) it must be recognized that work in the industry, for most of the occupational classifications engaged in it, is required to be performed in the open, subject to inclemencies of weather adversely effecting continuity of employment, a condition not involved for substantially similar occupational classifications working in shops in other industries;

(*f*) in the circumstances it would be fair and reasonable that basic wage rates for occupational classifications employed in respective shipyards in the shipbuilding and ship repairing industry in the Provinces of Ontario and Quebec be adjusted to basic wage rates as listed in Schedule I attached hereto, subject to certain qualifications;

the National War Labour Board, therefore, having regard to the considerations mentioned, with effect from dates as may be specified by the Board in its Findings and Directions to those concerned, directs that Companies operating shipyards in the Provinces of Ontario and Quebec, engaged in constructing, outfitting, remodelling or repairing, vessels of any size built of steel, and minesweepers built of wood, to pay to such occupational classifications as are employed in their shipyards basic wage rates as set forth in Schedule I attached hereto and forming part hereof for the zone as may be declared by the Board to be applicable to them, subject to the following qualifications:

(1) in any case in which a higher basic wage rate for an occupational classification than as provided for by Schedule I was established by collective agreement prior

to November 15, 1941, the effective date of the Wartime Wages and Cost of Living Bonus Order P.C. 8253, or provided for by collective agreement subsequently entered into with the approval of a War Labour Board, such higher basic wage rate shall not be reduced during the term of such collective agreement except as may be otherwise mutually arranged between the parties concerned to bring the conditions of agreement into conformity with Schedule I;

(2) in any case in which an authorized higher basic wage rate for an occupational classification than as provided for by Schedule I is now being paid to any employee not covered by collective agreement (not inconsistent with the provisions of the Wartime Wages and Cost of Living Bonus Order P.C. 8253 and the Wartime Wages Control Order P.C. 5963), such basic wage rate shall continue to be paid to such employee until transferred to another occupational classification or until his separation from the service of the employer concerned, or until otherwise directed by the National War Labour Board;

(3) in any case in which an unauthorized higher basic wage rate for an occupational classification than as provided for by Schedule I is being paid to an employee in such occupational classification such basic wage rate shall only be increased to the extent necessary to bring the combined rate equal to the rate established by Schedule I plus cost of living bonus merged pursuant to the provisions of the Wartime Wages Control Order 1943 (P.C. 9384);

(4) in determining basic wage rate for a new employee, or in making adjustment of basic wage rate of a present employee transferred from one occupational classification to another, subject to the provisions of Clauses (1) and (2) hereof, basic wage rate as provided for by Schedule I for the occupational classification in which the employee is to be engaged shall be paid according to his trade ability and experience qualifications as set forth in the Occupational Definition contained in Part II of Schedule I;

(5) the provisions of any helper apprentice or improvership plan established in conformity with the Supplement dated February 12, 1942, to Order in Council P.C. 629, dated January 26, 1942, or in accordance with the terms of any collective agreement made prior to November 15, 1941, the effective date of the Wartime Wages and Cost of Living Bonus Order P.C. 8253, or subsequently entered into with the approval of a War Labour Board, are to be maintained and continued in effect, provided that in any case in which a helper apprentice or improver under any such plan has been or may be advanced to the basic wage rate as heretofore established for a journeyman in his trade he shall not be further advanced to the basic wage rate for such journeyman classification as provided for by Schedule I until he has completed the term of service as provided in Part III of Schedule I to qualify for advancement to the journeyman rate;

(6) the conditions of any existing incentive wage payment plans or systems of contract work, shall be maintained and continued in effect without change affecting rate of compensation, pending review of all such plans by a Committee to be established by the National War Labour Board, which committee shall include an officer of the Board, a representative of the Department of Munitions and Supply, two representatives of the Companies concerned, and one representative each of The Trades and Labour Congress of Canada and of The Canadian Congress of Labour.

Working conditions affecting compensation as established under collective agreement or by practice at November 15, 1941, or as subsequently established with approval of a War Labour Board, are to be continued in effect, and may not be changed except upon application to and approval by the National War Labour Board, pursuant to the provisions of the Wartime Wages Control Order, 1943 (P.C. 9384).

R. H. NEILSON,
Chief Executive Officer,
National War Labour Board.

Ottawa, Ontario,
January 5, 1944.

SCHEDULE I

Part I

OCCUPATIONAL CLASSIFICATIONS AND BASIC WAGE RATES

Occupational Classifications	Zone 1 Montreal, Toronto, Hamilton, Ojibway, Port Arthur	Zone 2 Lauzon, Quebec, Sorel, Kingston, Midland, Collingwood, Port Dalhousie
	(cents per hr.)	(cents per hr.)
1. Hammersmith: Heavy Forger (Working on material over 6" whether round or square)	95	90
2. Drop Hammer Operator: Hammer Boy (steam or air)—		
Under 18 years of age	40	35
18 years of age or over	*50–55–60	*50–52½–55
3. Slab Man: Frame Bender	95	90
4. Slab Helper	65	60
5. *(a)* Blacksmith and *(b)* Anglesmith	85	80
6. *(a)* Hydraulic Forging Press: *(b)* Pumper Press (Bulldozer Operator)	70–85	65–80
7. Plater: Shipfitter—Charge Hand	95–110	90–105
8. Plater: Shipfitter	85	80
9. Lay-Out Man: Layer-Out (Boiler Shop)	90–100	85–95
10. Marker—under 18 years of age	40	35
18 years of age or over	*50–55–60	*50–52½–55
11. Boilermaker	85	80
12. Bending Roll Operator	85	80
13. Flanging Press Operator: Flanger	85	80
14. Machine Operator: Plate, Boiler and Blacksmith Shop (not otherwise classified)	70	65
15. Boiler Cleaner: Boiler Scaler	65	60
16. Assembler: Erector: Plate Hanger	70	65
17. Bolter-up—Hand or Machine	65	60
18. Driller	75	70
19. *(a)* Reamer and *(b)* Countersinker	65	60
20. Rivet Tester	90	85
21. Riveter	85	80
22. Holder-On	75	70
23. Rivet Heater	70	65
24. Passer Boy—Under 18 years of age	40	35
18 years of age or over	45	40
25. Liner Fitter: Linerman	70–80	65–75
26. Acetylene Burner: Oxy-Acetylene Cutter	77½	72½
27. Welder—Acetylene:Electric (Arc)—		
Class "A"	85	80
Class "B"	75	70
Class "C"	65	60
Class "D" (Trainee)	40–60	35–55
(Advancement between grades to be based upon efficiency test and work requirements.)		
28. Acetylene Generator Operator	70	65
29. Caulker—Ballast Tank Testing	95	90
30. Chipper and Caulker	85	80
31. Chipper (only)	75	70
32. Packer—Watertight Work	60	55
33. Coppersmith	90–105	85–100
34. Sheet Metal Worker	85	80
35. Loftsman	85–110	80–105
36. Pattern Maker	85–105	80–100
37. Template Maker	85	80
38. Loft Boy—Under 18 years of age	40	35
18 years of age or over	45	40
39. *(a)* Shipwright: Carpenter *(b)* Wood Caulker	85	80
40. Joiner: Cabinet Maker	85	80
41. Carpenter—Maintenance	85	80
42. Stage Builder: Stager	65–70	60–65
43. Ship and Dock Rigger	75	70
44. Crane Operator—Portable (under 5 tons capacity)	65	60
45. Crane Operator *(a)* Caterpillar *(b)* Truck *(c)* Locomotive *(d)* Gantry *(e)* Derrick	65–85	60–80
46. Crane Operator—Electric Bridge (overhead)—		
Outside	80	75
Inside	75	70
47. Slinger: Hooker-On: Crane Chaser, Follower or Signalman	60–70	55–65
48. Tool Maker	85–105	80–100

SCHEDULE I

PART I

OCCUPATIONAL CLASSIFICATIONS AND BASIC WAGE RATES—*Concluded*

Occupational Classifications	Zone 1 Montreal, Toronto, Hamilton, Ojibway, Port Arthur	Zone 2 Lauzon, Quebec, Sorel, Kingston, Midland, Collingwood, Port Dalhousie
	(cents per hr.)	(cents per hr.)
49. Machinist	85	80
50. Engine Fitter: Machinist—Marine: Machinist—Erector	85	80
51. Millwright: Maintenance Mechanic: Machine Repairman	85	80
52. Electrician—*(a)* Ship or *(b)* Maintenance	85	80
53. Temporary Lighting Man	65	60
54. Pipe Fitter: Steam Fitter: Plumber	85	80
55. *(a)* Moulder or *(b)* Coremaker	85	80
56. Cupola Tender	65	60
57. Painter—Sign	85	80
58. Painter—Sprayer	75–85	70–80
59. Painter	80	75
60. Painter—Red Leader or Scaler	60	55
61. Hoseman or Waterman	65	60
62. Cementer: Decklayer: Cement Finisher	70	65
63. *(a)* Stationary: Operating: Powerhouse: Heating Plant Engineer: *(b)* Air Compressor Operator—		
2nd Class Certificate	85	80
3rd Class Certificate } According to class certificate required	77½	72½
4th Class Certificate	70	65
64. Fireman: Boiler Operator: Boilerman	60	55
65. Oiler: Greaser: Machine Cleaner	60	55
66. Garage Mechanic: Auto Repairman: Garage Man	80	75
67. Driver—Truck: Tractor: Chauffeur	55–60	50–55
68. Stores: Warehouse Labourer	55	50
69. Steel Handler: Steel Stockman: Steel Racker	60	55
70. Machine Operator—Sheet Metal Shop	70	65
70. Machine Operator—Machine Shop	70	65
70. Machine Operator—Electric Shop	70	65
70. Machine Operator—Pipe Shop: Wood Working	70	65
71. Skilled Trades Helper and Helper (not otherwise classified)—		
First six months	50	50
Second six months	55	52½
Thereafter	60	55
72. Labourer	50	45
In addition to basic rate of workers supervised—		
Lead Hand—Supervising 5 or more workers	5	5
Charge Hand—Supervising 15 or more workers	10	10

*Periodic advancement from minimum to maximum rate to be in accordance with the provision for skilled trades helpers.

Incorporation of Cost-of-Living Bonus into Wage Rates

National War Labour Board Memorandum of Procedures

THE National War Labour Board has issued a memorandum of procedures for the incorporation of cost-of-living bonus into wage rates in accordance with the provisions of the Wartime Wages Control Order, P.C. 9384 (L.G., Dec. 1943, p. 1602).

Under the provisions of the Order every employer is required (in a manner prescribed in the rules set out in a schedule attached to the Order in Council) to establish basic wage rates for his employees by including in existing authorized basic wage rates the amount of existing authorized cost-of-living bonus. The amount to be added to basic wage rates in the case of hourly rated employees is to be arrived at by dividing the amount of the authorized bonus by the number of normal working hours in each week; if it is a daily rate by adding the proportion of the daily amount of the bonus; if it is a weekly rate by adding the amount of the bonus; and if it is a monthly rate by multiplying the amount of the weekly bonus by four and one-third.

In clarification of the provisions of this section of the Order, the Board's memorandum is as follows:—

Memorandum of Board

Employers in Canada subject to the provisions of the Wartime Wages Control Order, 1943, are required to establish for each occupational classification not above the rank of foreman, a single rate or a range of rates as prescribed by the rules set out in Schedule "A" of that Order, which single rate or range is to be made effective *for the first payroll period commencing* on or after February 15, 1944.

It is recognized that wage schedules, wage payment plans, normal hours of work, and amounts of cost-of-living bonus, and certain other terms and conditions of employment are not uniform throughout industry, and the provisions of Schedule "A" will entail minor adjustments of fractional wage rates and, in some cases, will affect employees' earnings, and consequently labour costs.

The provisions of Schedule "A" are definite regarding the manner in which wage rates paid on a time basis are to be adjusted, but for the other bases of compensation no specific formulae are provided because of the large number of variables. For the latter, compliance with the general provisions of Sections 5 and 6 of the Schedule is required.

The provisions of Schedule "A" shall be interpreted to mean that the adjusted rates will apply to the terms and conditions of employment to which present wage rates apply, for example, if the present rate applies to overtime, either at straight time or at punitive or premium rate, the adjusted rate shall similarly apply to overtime.

Schedule "A" of the Wartime Wages Control Order, 1943, reads as follows:

Schedule "A"

Rules for Establishment of Rates or Ranges of Rates

1. In these rules unless the context otherwise requires words and expressions have the same meaning as in Part II of the Order and a reference to a rule by number means such rule in this Schedule.

Establishment of Wage Rates

Time Rates

Single Time Rates

2. (1) Where there is a previous authorized single time rate payable for an occupational classification, the employer shall establish a single time rate for the classification in the place of such rate by adding to the previous authorized single rate.

(*a*) if it is an hourly rate—the amount arrived at by dividing the amount of previous authorized bonus by the number of normal working hours in each week:

(*b*) if it is a daily rate—the proportionate daily amount of the previous authorized bonus;

(*c*) if it is a weekly rate—the amount of the previous authorized bonus;

(*d*) if it is a monthly rate—the amount arrived at by multiplying the previous authorized bonus by four and one-third;

(2) A rate established in accordance with paragraph (1) of this rule shall be established at the nearest cent unless by established practice the employer's wage rates are fixed at the nearest half cent in which case it shall be established at the nearest half cent.

Ranges of Time Rates

3. Where there is a previous authorized range of time rates for any occupational classification, the employer shall establish a range of time rates for the classification in the place of such range, by adding to the highest and the lowest rate in the previous authorized range, the amount which would be added to each such rate under rule 2 if each such rate were a single time rate.

Authorized Bonuses in Different Amounts

4. Where an employer pays previous authorized bonuses of different amounts to employees in any one occupational classification.

(a) if the previous authorized rates for the classification is a single time rate—the employer shall establish a range of time rates for the classification in the place of such single rate, the lowest rate in the range to be established by adding the lowest amount of previous authorized bonus to the previous authorized single rate and the highest rate in the range to be established by adding the highest amount of previous authorized bonus to the previous authorized single rate;

(*b*) if there is a previous authorized range of time rates—the employer shall establish a range of time rates for the classi-

fication in the place of such range, the lowest rate of the range to be established by adding the lowest authorized bonus to the lowest rate in the previous authorized range and the highest rate in the range to be established by adding the highest authorized bonus to the highest rate in the previous authorized range.

in the matter prescribed in rule 2 as if each such rate were a single time rate.

Incentive Rates

5. Where there is a previous authorized single incentive rate or a previous authorized range of incentive rates for an occupational classification the employer shall establish a single incentive rate or range of incentive rates for the classification by incorporating into the previous authorized single rate or the rates in the previous authorized range the previous authorized bonus in such manner as will

(*a*) result in the employees therein continuing to receive as wages for equal service performed during the normal working hours substantially the same amount of compensation as they would have received if the payment to them of the previous authorized rate or range and previous authorized bonus had been continued, and

(*b*) not result in an appreciable increase in the employer's labour cost of production per unit represented by payment of the previous authorized rate or range and the previous authorized bonus to employees therein.

Combined Rates

6. Where there is a previous authorized single incentive rate or range of incentive rates and a previous authorized single time rate or range of time rates for any occupational classification,

(*a*) where the said rates or ranges are payable in the alternative to employees in the classification and are not payable simultaneously in respect of the same work done, the employer shall establish rates or ranges for the classification in the place of such rates or ranges by incorporating the previous authorized bonus into each such rate or the rates in each such range in accordance with the foregoing rules as if such rate or range were a separate rate or range to which the relevant foregoing rules were applicable,

(*b*) in any case other than that set out in paragraph (*a*) the employer shall establish rates or ranges in the place of such rates or ranges in accordance with rule 5 as if it was applicable in respect of both such rates or ranges.

Schedule "A" requires first the revision of the wage schedule as such, and in addition the adjustment of wage rates for the individual employees involved. Such adjusted wage rates must be within the limits of the revised schedule so established.

PART I. ADJUSTMENT OF WAGE SCHEDULE

(1) *Single Time Rate.*

In the case of hourly wage rates, the amounts of authorized cost of living bonus now being paid to employees in an occupational classification are to be incorporated into the wage rates of such occupational classification by the addition to the authorized wage rate of an amount which is the result of dividing the authorized weekly cost of living bonus by the number of working hours presently used for the purpose of computing cost of living bonus and as prescribed pursuant to the provisions of the Wartime Wages Control Order, P.C. 5963. Where the amount is a fraction it shall be to the nearest cent or half cent depending upon the employer's established practice. If the calculation of the hourly equivalent of the cost of living bonus results exactly in a half cent the next highest cent shall be used (except where wage rates are customarily stated in half cent amounts).

A similar procedure is to be followed in respect of daily rates, with the exception that the method of arriving at the daily amount of cost of living bonus shall be the division of the authorized weekly cost of living bonus by the number of working days presently used for the purpose of computing the cost of living bonus.

In the case of weekly wage rates, the revised rate will be the sum of the authorized weekly cost of living bonus and the authorized weekly wage rate.

In the case of monthly wage rates, the amount of authorized weekly cost of living bonus should be multiplied by 4-1/3 and the resulting amount added to the authorized monthly wage rate.

(2) *Ranges of Time Rates.*

Where there is an authorized range of time rates for an occupational classification (subject to the adjustment of individual employees' rates in accordance with the provisions of Part II of this Memorandum), that range should be revised by adding to the lowest rate and to the highest rate of any such range the amount of cost of living bonus which would be required to be added to each such rate if it had been a single time rate. This will produce a new and higher range of rates.

(3) *Authorized Bonuses in Different Amounts*

(*a*) In all cases of single rates where different amounts of authorized cost-of-living bonus are being paid as a result of the application of the provisions of the Wartime Wages Control Order, P.C. 5963, a range of wage rates will result and shall be established as part of the revised wage schedule;

(*b*) In all cases of existing ranges of rates where different amounts of authorized cost of living bonus are being paid as a result of the application of the provisions of the Wartime Wages Control Order, P.C. 5963, a revised range shall be established by adding the least amount of authorized cost of living bonus to the lowest rate of the present range and the greatest amount of authorized cost-of-living bonus to the highest rate of the present range.

PART II. ADJUSTMENT OF INDIVIDUAL EMPLOYEES RATES

The wage rates of individual employees are required to be adjusted in the same manner as is provided for in the revision of single time rates in connection with the wage schedule, namely, by adding to their particular time rates that amount of authorized cost of living bonus presently being paid to such individual employees pursuant to the regulations provided for in the Wartime Wages Control Order, P.C. 5963.

Part III. Adjustment of Wage Incentive Rates

The intent of Section 5 of Schedule "A" is to *incorporate* the previous authorized cost of living bonus *into* the rate or rates in such manner as will produce the objective results prescribed in Section 5 (*a*) and (*b*) of Schedule "A".

Section 5 (*a*) is intended to mean that insofar as it is practicable to do so, adjustments shall be made so that total earnings of an individual employee, for normal working hours, will be exactly the same after the adjustment as before, but it is recognized there will be many cases in which such end result cannot be attained, having regard to the purpose of Schedule "A", and consequently some leeway is provided by the wording "substantially the same."

In consequence of Section 5 (*a*) and generally, because rates follow time worked and/or production, it is recognized in 5 (*b*) that unit labour costs will in some cases be increased. Employers are expected to hold this increase to an absolute minimum having regard to the practical application of the provisions of Schedule "A".

Schedule "A" provides that the cost of living bonus shall lose its identity, as such, by being incorporated into the rates and rate structure. It shall not be interpreted to mean that the cost of living bonus currently paid may be retained as a separate amount with, for example, the name dropped or changed; it should actually be incorporated into the rates.

Any plan, method or procedure which complies with the above requirements is within the limitations of Schedule "A". Schedule "A" recognizes that there is no one ideal method that will meet the situation in all companies due to the many different wage incentive plans in use, and due to many variations in the determining of production standards.

Adjustments provided for in Schedule "A" will slightly affect intra company wage differentials. This is true with respect to time rates and is true also with incentive rates. Generally uniform basic incentive margins will not be maintained for the reason that the cost of living bonus which is to be added throughout the wage scale is "virtually" a flat amount in an establishment.

It should be clearly understood that there will be some incentive workers who will receive greater aggregate earnings after the adjustment, and some incentive workers who will receive less than heretofore. Were this not so, in effect it would mean the schedule contemplated pegging the level of efficiency by unduly penalizing efficient workers, and unduly subsidizing inefficient workers, which would not be equitable to either employees or employers.

Since no plan or method of incorporating the cost of living bonus into the rates which meets the objective requirements of Section 5 (*a*) and (*b*) of Schedule "A" is excluded, no specific formulae were provided in the schedule nor is it intended to provide any now.

Incentive wage payment plans, generally, may be classified into three main pattern groups or some combination of them:

(*a*) Straight piece work;
(*b*) Standard time plans;
(*c*) Efficiency bonus and multiple piece rate plans.

A fundamental point which is recognized in most incentive plans is that somewhere above the time rate or job rate there is established an objective earnings rate or level, such as piece work base rate, expected earnings, basing point, etc. This point includes the basic incentive margin and represents the level of earnings a good average worker will earn, but exceptional workers will earn a greater amount and below average workers will earn less than objective earnings.

By incorporating the amount of the authorized cost of living bonus into incentive rates on the basis of objective level there will in most cases be provided greater equity, having regard to employees and employers. Such procedure in the majority of cases will comply with the intent of Schedule "A".

Where no uniform basic incentive margin is used in an incentive wage plan, the level at which the cost-of-living bonus shall be incorporated into the rates may be determined by averaging the level of efficiency of employees in an occupation classification, department or establishment.

Where certain minimum wage rates are guaranteed to employees, such rates should be adjusted by adding the applicable amount of authorized cost of living bonus.

Where men, and women and/or youths under twenty-one years of age, are employed on the same job at the same piece rate which results in earnings of less than $25 per week; the piece rate should be adjusted on the basis of the cost-of-living bonus paid to the men; any other procedure would result in two separate piece rates for the same job and deny the principle of equal pay for equal results.

Many jobs or operations which are paid for at separate rates under an incentive plan do not require a full week's work; consequently an employee's work week may be made up of a series of such jobs. Each such incentive rate for each job should be adjusted as though it represented a full time job.

Many incentive rates are expressed in amounts of three or more decimal points. It is not intended that such incentive rates shall be adjusted to the nearest cent or half cent as is provided for in the case of time rates.

Where under an incentive wage plan combination rates exist, such as a flat amount plus a rate based on volume or value of results, the amount of the authorized cost-of-living bonus should be added to the flat amount by considering such rate as a time rate and by following the procedure prescribed for adjustment of time rates.

R. H. Neilson,
Chief Executive Officer,
National War Labour Board.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the LABOUR GAZETTE publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1942 appeared in the LABOUR GAZETTE for July, 1943.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Recent Proceedings under the Industrial Disputes Investigation Act

DURING the month of January two Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:—

(1) Between the Dominion Rubber Company, Limited, St. Jerome, P.Q., and its employees, members of Local No. 144, St. Jerome Rubber Workers' Federal Union (T. & L.C.).

(2) Between the Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ont., and its employees members of Local 189, United Rubber Workers of America.

Applications Received

During the month of January, four applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation

* By P.C. 9384, the National and Regional War Labour Boards are specially charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

Act were received in the Department of Labour, as follows:

(1) From employees of the Aluminum Company of Canada, Limited (Kingston Works), Kingston, Ont., members of Local 54, International Association of Machinists and Local 43, International Union of Aluminum Workers of America. The dispute which developed out of a request of the applicant employees for union recognition and the negotiation of a collective labour agreement, was said to affect 2,978 employees.

(2) From employees of the Dominion Oilcloth and Linoleum Company, Limited, Montreal, P.Q., members of Local 677, Plastic and Linoleum Workers (A.F. of L.). The dispute, which concerns union recognition and the negotiation of a collective labour agreement, was said to affect 400 employees. On January 21, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(3) From employees of the Dominion Engineering Works, Limited, Longueuil and Lachine, P.Q., members of Lodges 1660 and 1596, International Association of Machinists. The dispute which arose out of the request of the applicant unions for the inclusion in the renewal agreement of certain clauses dealing with classification and arbitration, was said to affect 2,900 employees. Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized on January 21, as Industrial Disputes Inquiry Commissioner to investigate the dispute. On January 27, the Commissioner reported that he had been unable to bring about a mutually satisfactory settlement of the dispute and recommended that a Board of Conciliation and Investigation be established. Accordingly, a Board was established and Mr. George Smith, Verdun, P.Q., was appointed a member on the nomination of the employees. At the end of the month the nomination of the employing company was awaited.

(4) From employees of the Canadian Pacific Railway Company, Toronto, Ont., (Royal York and Union Station Ticket Offices), members of Division 267, Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute, which was said to affect 52 employees, concerns the negotiation of a collective labour agreement. On January 29, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

Boards Established

On January 20, a Board of Conciliation and Investigation was established to deal with a dispute between the Johnson Wire Works, Limited, Montreal, P.Q., and its employees, members of Lodge 1758, International Association of Machinists (L.G. January 1944, p. 46). Mr. Bernard Rose, K.C., Montreal, P.Q., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that an amicable settlement could not be reached and recommended that a Board of Conciliation and Investigation be established. At the end of the month Messrs. D. A. Paterson and Paul Fournier, both of Montreal, P.Q., had been appointed on the nomination of the employer and employees respectively and were conferring with a view to making a joint recommendation of a person to act as third member and chairman of the Board.

Board Fully Constituted

The Board of Conciliation and Investigation established on December 3, to deal with a dispute between the Dominion Rubber Company, Limited, Kitchener, Ont., and its employees, members of Local 80, United Rubber Workers of America (L.G. Dec. 1943, p. 1651) was fully constituted on January 4. The personnel of the Board is as follows: Honourable Mr. Justice J. G. Gillanders, Osgoode Hall, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. Walter J. McGibbon, Waterloo, Ont., and F. Andrew Brewin, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioner

An application for the establishment of a Board of Conciliation and Investigation was received on December 27, 1943, from employees of Asbestos Corporation, Limited, Vimy Ridge, P.Q., members of Local No. 1, Canadian Union of Asbestos Workers (C.C.L.) (L. G. Jan. 1944, p. 46). On January 10, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

On December 27, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between Johnson's Company, Thetford Mines, P.Q., and its employees, members of Local 6, Canadian Union of Asbestos Workers (C.C.L.) (L.G. Jan. 1944, p. 46).

An application for the establishment of a Board of Conciliation and Investigation was received from employees of Asbestos Corporation, Limited, Black Lake, P.Q., members of Local 2, Canadian Union of Asbestos Workers (C.C.L.) (L.G. Jan. 1944, p. 46). On January 10, Mr. Bernard Rose, K.C., Montreal, P.Q.,

was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute.

On December 27, Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the Bell Asbestos Mines, Limited, Thetford Mines, P.Q., and its employees, members of Local 5, Canadian Union of Asbestos Workers (C.C.L.) (L.G. Jan. 1944, p. 46). On January 30, the Commissioner advised the Department that he had obtained the consent of the company and the applicant union to the holding of a representation vote to determine the agency the employees desired to represent them in negotiations with the company and arrangements were being proceeded with by the Department to conduct this vote.

Other Reports of Industrial Disputes Inquiry Commissioners

On December 14, Honourable Mr. Justice Oscar L. Boulanger, Superior Court of Quebec, Quebec, P.Q., was appointed an Industrial Disputes Inquiry Commissioner to investigate a dispute between the Aluminum Company of Canada, Limited, Shawinigan Falls, P.Q., and its employees, members of the International Union of Aluminum Workers (L.G. Jan. 1944, p. 47). The Commissioner reported on January 3, 1944, that the union controlled an important group of the employees but was unable to state definitely whether that group was a majority of the employees of the company. However he considered the dispute was a matter for investigation by a Board of Conciliation and Investigation and recommended that a Board be established.

In accordance with the policy of the department, to establish whether or not an applicant organization represents the majority of the employees concerned before a Board is established, an Industrial Disputes Inquiry Commission was set up to investigate the union membership of the employees of the company at Shawinigan Falls. At the end of the month, Mr. Cyprien Miron had been nominated by the Quebec Department of Labour as chairman of the commission and Mr. Paul Fournier, Montreal, P.Q., had been nominated by the International Union of Aluminum Workers as their representative. The formal appointment of the Commission was pending at the end of the month as the nomination of a representative of the National Catholic Syndicate of Aluminum Workers had not been received.

A report was received on January 7, from Mr. Bernard Rose, K.C., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between the Legare Foundry, Sherbrooke, P.Q., and its employees, members of Local 2525, United Steelworkers of America (L.G., Jan. 1944, p. 46). The Commissioner recommended against the establishment of a Board of Conciliation and Investigation in view of the fact that the company was not engaged in war work and consequently the dispute did not come within the provisions of the Industrial Disputes Investigation Act as extended by Order in Council P.C. 3495.

On January 3, Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the Cumberland Railway and Coal Company, Springhill, N.S., and certain of its employees (L.G., Jan., 1944, p. 46). The Commissioner in his report of January 22, stated that an investigation of the duties and responsibilities of the employees involved in the application for a board, showed that they could not be considered "employees" as defined in Section 2 (*e*) of the Industrial Disputes Investigation Act, and recommended that a Board be not established. The interested parties were advised accordingly.

Settlements

On January 15, the Department received a copy of an agreement which had been signed between the Office Specialty Manufacturing Company, Limited, Newmarket, Ont., and its employees, members of Local 7, National Union of Furniture Workers (C.C.L.) (L.G., Dec., 1943, p. 1665). The agrement between the company and the union is summarized in the article entitled "Recent Collective Agreements," appearing elsewhere in this issue.

The Department was advised on January 24, that an agreement had been signed between the Collingwood Shipyards, Limited, Collingwood, Ontario, and its employees, members of Local 4, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.) (L.G., Dec., 1943, p. 1653).

On January 22, the Department was also advised by Mr. R. Trepanier, Industrial Relations Officer, Montreal, that following conferences arranged by him between the parties an agreement had been concluded between Ayers, Limited, Lachute Mills, P.Q., and its employees, members of Local 9, United Textile Workers of Canada (L.G., Jan., 1944, p. 48). The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements" appearing elsewhere in this issue.

Resignation of Board Chairman

On January 10, Honourable Mr. Justice H. A. Robson, Winnipeg, Man., who had been appointed on November 8, as chairman of the Board of Conciliation and Investigation established to deal with a dispute between the Searle Terminals, Limited, Fort William, Ont., and its employees, members of Lodge 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Nov., 1943, p. 1497), adivsed the department that he would have to withdraw as chairman of the Board as he found that this assignment would conflict with his judicial duties. The other two members of the Board were therefore requested to reconfer with a view to making a joint recommendation of another person to be appointed third member and chairman of the Board. At the end of the month the recommendation of the Board members was awaited.

Application Withdrawn

On January 14, at the request of the applicant employees, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Shawinigan Chemicals, Limited, Shawinigan Falls, P.Q., and its employees, workers in the Carbide Division who had requested Local 357, International Moulders and Foundry Workers' Union of North America to act on their behalf (L.G., Nov., 1943, p. 1496) was withdrawn.

An application was received for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Saint John Dry Dock and Shipbuilding Company, Limited, East Saint John, N.B., and its employees, members of Local 3, Industrial Union of Marine and Shipbuilding Workers (L.G., Dec., 1943, p. 1649). Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., who was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he had conducted an examination of the applicant union's membership records. As the audit of the membership records disclosed that the applicant union did not represent a majority of the employees affected by the dispute, the Commissioner recommended that the application for a Board be denied. The Commissioner's recommendation was concurred in, and the interested parties were advised accordingly.

Applications for Strike Vote

On November 8, 1943, the Department received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the West Coast Shipbuilders, Limited, and Hamilton Bridge (Western), Limited, and their employees, members of eight various trade unions (L.G., Dec., 1943, p. 1648.). In November the two companies concerned advised the Minister of Labour that they were prepared to implement the recommendation of the majority report of the Board while the unions rejected the majority report and urged the implementation of the recommendation contained in the minority report. Subsequently a number of proposals and counter proposals were considered by the parties without any agreement being reached on a basis of settlement. On January 27, a request for a strike vote under the provisions of Order in Council P.C. 7307 was received in the Department of Labour from representatives of the eight applicant unions concerned. With a view to the possibility of settling the dispute without recourse to the taking of a strike vote, the Minister of Labour authorized Mr. Justice Richards, Winnipeg, Man., to investigate as Industrial Disputes Inquiry Commissioner.

On January 17, 1944, the Department of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Rubber Company, Limited, St. Jerome, P.Q., and its employees, members of Local 144, St. Jerome Rubber Workers Federal Union (T. & L.C.) (*See* page 177, this issue). The union representative advised the Department that his organization would accept the recommendations of the majority report of the Board but the company, while accepting certain provisions in the Board's findings, refused to accept the recommendation with respect to the "maintenance of membership" clause in the proposed agreement. When the company failed to implement the Board's recommendation, the representative of the union involved, requested that a strike vote be taken under the provisions of Order in Council P.C. 7307. Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., was requested to endeavour to arrange a conference between the parties to the dispute with a view to reaching an amicable settlement without recourse to the taking of a strike vote.

Report of Board is Dispute between Dominion Rubber Company, Limited, St. Jerome, P.Q., and its Employees

On January 14, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Rubber Company, Limited, St. Jerome, P.Q., and its employees, members of Local 144, St. Jerome Rubber Workers' Federal Union (T. & L.C.) (L.G., Nov. 1943, page 1498).

The personnel of the Board was as follows: Honourable Mr. Justice Alfred Savard, Montreal, Quebec, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. Paul Fournier and George B. Foster, K.C., both of Montreal, P.Q., appointed on the nomination of the employees and employer, respectively.

The texts of the report of the Board and the minority report follow:—

Report of Board

In the matter of the Industrial Disputes Investigation Act and the dispute between the Dominion Rubber Co. Limited, St. Jerome, Que., and the Employees, members of the St. Jerome Workers Federal Union No. 144.

To: The Hon. the Minister of Labour, Ottawa, Ontario.

Sir:

The majority of the Board of Conciliation and Investigation which was appointed by you to inquire into the above mentioned dispute has the honour to report and recommend as follows:

The first session of the Board was held in St. Jerome on the 25th of October, 1943, and subsequent sessions were held in St. Jerome on October 28th, November 12th, and in Montreal on November 13th, November 19th, 23rd, 29th, December 29th, 1943, January 4th, 5th, and 7th, 1944.

The employees were represented by Mr. Maxwell P. Swerdlow and the Dominion Rubber Co. Limited by Mr. Paul Smith, K.C., and Mr. Hugh O'Donnell, K.C.

The Board summoned Messrs. Filiatrault, Corbeil, Cyr, E. D. Bertrand, Beauchamp, Odilon Quenneville and Miss Pilon.

The Board also heard Mr. A. Hurtubise, Industrial Engineer, and Mr. McMaster, both executive officials of the Company.

In the brief submitted to the Board by Mr. Swerdlow, it is stated that in August last a vote taken at the plant under the supervision of Mr. Raoul Trepanier, a Conciliation officer of your department, gave the following result:—

Employees eligible to vote, 893; in favour of union representation, 657; for factory council, 101; did not vote, 108; spoiled ballots, 27.

Negotiations were carried on between the Company and the Union, but three issues were reserved for further consideration and arbitration.

These issues were the following:—

1. The matter of increase in wage rates.
2. The union's demand for abolition of the Bedeaux System.
3. The acceptance by the Company of a Closed Shop Agreement.

Increase in Wage Rates

This Board has no jurisdiction to decide on matters relating to wage rates, as under the provisions of P.C. 5963, the question of basic wage rates can be dealt with only by the appropriate War Labour Boards.

Abolition of What is Called the Bedeaux System

The Company contends that the Bedeaux System is not used in its plant, but that it is operating under what is called the "task and bonus" system. According to the Company, this system is well known and favourably recognized in industry, it is a subject of study in many business courses and is being taught at McGill University at the present time.

The system was explained in detail by Mr. McMaster who stated that it works more advantageously in favour of the workers than the Bedeaux system.

Under the Company method, it is straight piece work, after steady production has been reached.

The Company contends that the system works in favour of its employees; on the other hand, the employees contend that the machinery is geared too fast and therefore imposes an excessive strain on the operators.

The facts submitted by the men, in support of this second grievance, were not absolutely accurate as shown by the exhibits filed by Mr. Hurtubise and attached to the memorandum submitted by Mr. H. O'Donnell, K.C. The employees' evidence may have been submitted in absolute good faith, but this Board cannot, with the case as presented, recommend the change asked for.

The Company in its research Department tries to find devices whereby improved

machinery and systems of operations will increase the production. There is no harm in that. However, tests are constantly made; these tests are conducted by outsiders in other plants, and then introduced in the factory at St. Jerome where the employees have had no opportunity to discuss them with the officers of the Company.

The Board feels that, in the future, the rate and speed of production should be discussed with the foreman in charge of the operation before being put into effect, and that an effort should be made to satisfy the foreman, and through him, the employees concerned, that the rate of production set is not beyond their capacity.

The Board further feels that all production tests should be carried out in the actual plant concerned, and facilities given to the foremen and employees to express their views in connection therewith.

Closed Shop Agreement

The third issue is the introduction of the "closed shop" clause in the collective agreement which is to be entered into between the Company and its employees.

Both the Company and the employees stated their reasons for or against the system.

At the first meeting which was held in St. Jerome the Chairman of the Board inquired from Mr. Cyr the reasons why they were asking for the "closed shop" agreement, and how they would be better off if it was in existence. The only answer given was that a substantial majority were members of the Union, had to contribute monthly dues, and without a closed shop agreement those who were not members of the Union would benefit by the same advantages as the paying members, and would have a "free ride".

This was the only reason presented by the men in support of their demand for a closed shop.

As against the closed shop, the Company, through its counsel, Mr. O'Donnell, K.C., submitted that a large percentage of its employees are not in favour of the Union in its request for a closed shop. The true facts are that only 101 out of 893 employees eligible to vote, favoured a shop committee in preference to the Union to handle the labour relations.

The Company stated that it is prepared to recognize the Union as a collective bargaining agent, but it is contrary to its policy to operate any of its units under a closed shop agreement.

The Company is of the opinion that complete freedom of association for its employees should exist, that the employees should have the right to decide whether they shall join the union, refrain from joining a union or continuing membership therein, and also what kind of union they wish to join.

The majority of this Board feels that the Company "excipe du droit d'autrui", and against the system itself, has presented no reason to show why and how it would suffer any prejudice if a clause of closed shop agreement were introduced.

Some employers may think that a closed shop agreement will place them entirely at the mercy of the trade unions, and that such agreement enables their employees to direct the operations of the Company.

We must say that this is not the case of the Company and, as stated above, the only reason why it is against the closed shop agreement is that it may constitute a restriction of the freedom of its employees.

As an authority against the principle of the closed shop, the Company relies on the report of the Royal Commission, consisting of Mr. Justice Prevost and Mr. Justice McDougall, of the Court King's Bench, and Mr. Justice Pratte, of the Superior Court, dated August 25, 1943, who investigated the difficulties in the paper mills in the Lake St. John area. It is to be noted that labour troubles existing at that time in the Lake St. John district were due to the fact that two trade Unions, le Syndicat Catholique and the American Federation of Labor, were both competing for the right to represent the employees of the paper mills as bargaining agents. And no doubt in view of conditions there prevailing, paragraphs 75-77 of the report were dictated and prompted by the rivalry prevailing between the two Unions.

In the present case, there is only one Union involved, and the same conditions do not exist.

As an alternative to this demand for a closed shop agreement, the employees have proposed the clause of "maintenance of membership" whereby any new employee entering the service of the Company would have 45 days to decide whether he would join the Union, and would then have to join if he wanted to remain in the employ of the Company. As to the employees presently working and non-members, they would continue to work and be free to join the Union or not.

The Board has given long and serious consideration and study to this particular point, and the majority is of the opinion that it is in the best interests of the Company, as well of the employees, to recommend, not the closed shop but a maintenance of membership clause by which any new employees of the

Company shall have to join the Union 45 days after entering the service of the Company.

The reasons of the majority of the Board for making this recommendation are the following:

It is immaterial to the Company whether its employees belong to one union or to another, or to no union at all. What they are interested in getting, is the best possible production and the good-will of its employees. It is engaged with them in a joint venture where both bring in their contribution; the Company its capital, and the men their labour; and they are partners, and as such the Company is entitled to a fair return on its capital, and the employees to a salary which will enable them to support their families and which will be proportionate to their contribution to the production and to the profits.

The employees who refuse to join the Union are so moved not for love of freedom or liberty. It was stated to the Board that the employees who refrained from belonging to the Union did so in order to avoid the payment of the monthly contribution, and to quote one of the witnesses: "ils veulent tout avoir et rien payer".

In addition, the closed shop agreement when fairly analyzed has its good points: it is just like a medicine which may have a bad taste at first, but when properly dosed and properly administered, will sooth the pain and cause a great improvement in the health of the patient.

For instance, if in one plant there are two groups of employees, union members and non-union members, there will be friction on each side. Union members paying their dues will be feeling that they are bringing benefit to those who, according to their expression "se laissent traîner les pieds".

The non-union member will be inclined to nag the other camp and make them feel that they are very wise, they have all the advantages and benefits of the Union without contributing to the membership fees. And, in the course of operations, if the shift is composed of union and non-union members, there will be friction and slow production on account of lack of co-operation on both sides. And with that state of affairs, the Union, in order to maintain its membership, will have to be constantly on the alert, will have to keep the pot boiling with new demands and harass the Company with further demands in order to maintain its membership and show its members that they receive value and consideration for their monthly contribution.

In the minds of some employers, the expression "closed shop" is a symbol of Union domination. This is a mistake. An assured status for the Union is not a guarantee of successful Union employers' relations, but it is a prerequisite, and the closed shop or its equivalent, the maintenance of membership, is one way of assuring the status of the Union.

The employer is likely to have more freedom in a shop where the status of the Union is established than in one where its position is more or less precarious. Where the Union is non-secure, it is compelled to attempt to restrict the employer's discretion at every point where he may discriminate against the Union members in favour of non-members. Where the closed shop exists, however, the Union has less at stake in many decisions of management. Hence it is not in a position to insist upon controlling these decisions. This is why more managerial discretion may be permitted in a closed shop than in an open one.

The simplest and most complete protection which the employer can have, is that he be free to hire anyone he sees fit, whether a member of the Union or not, on condition that the worker become a member after serving a probationary period, and that the Union keep its door open on reasonable terms to such person.

As a general rule, there is no necessity for employers conceding a closed shop, except on these terms.

The concession that all regular employees must be members of the Union is so important for the Union, that in return for it, the employer can usually insist that he be free to hire anyone that he sees fit.

The interest of the community requires that Union membership be open to all, and that the closed shop shall not be permitted to create a class of privileged workers who, as a group, control jobs to which other workers have no access, however willing they may be to join the Union. In the long run, the interest of the Unions themselves requires that the closed shop shall not be linked with closed Unions, and that it shall not interfere with the employer's freedom to hire men willing to join, because only on these conditions can the community afford to permit free trade Unions. Any other policy by the Unions would eventually require regulation of the Unions by the Government.

Therefore, the majority of this Board feels that the clause of maintenance of membership will be of mutual benefit to both the Company and its employees if it is given a fair trial for the duration of the agreement.

In return, the officials of the Union have guaranteed that, for the duration of the agreement, they will not strike for any reason whatever.

Furthermore, they will agree that any grievance that might arise shall be submitted to an arbitration committee at the plant, and they will undertake to accept as final the decisions of that committee.

So, the recommendation of the majority of this Board is that the Company and its employees, in the collective agreement which shall be signed, insert the maintenance of membership clause.

It further recommends that any new production system or any change in the actual production system, should be submitted to the foreman and to the employees of the Company, and that a test be made at the plant at St. Jerome, in order that the officials of the Company and the employees who do the work shall have an opportunity to discuss in a friendly way the advantages, the disadvantages, and the difficulties which might result from the change.

Respectfully submitted,
(Sgd.) ALFRED SAVARD,
Chairman
(Sgd.) PAUL FOURNIER,
Member of the Board.

Montreal, January 7, 1944.

Minority Report

In the matter of the Industrial Disputes Investigation Act and the Dispute between The Dominion Rubber Co., Limited, St. Jerome, P.Q.; and Employees, members of the St. Jerome Workers Federal Union No. 144.

To the Honourable the Minister of Labour,
Ottawa, Ont.

Sir:

The undersigned, George B. Foster, being a minority of the Board of Conciliation recommends as follows:

Increase in Wage Rates

I am in accord with the recommendation of the majority of the Board regarding the above mentioned paragraph in its majority report to the effect that this Board has no jurisdiction to decide in matters of wage rates which can only be dealt with by the War Labour Board.

Abolition of What is Called the Bedeaux System

In my opinion there has been no evidence offered to the Board which even remotely indicates that the so-called "Bedeaux" system is used by the Company. The "task & bonus" system of operating is a well-known and favourably recognized method in general use in industry and has, in fact, worked satisfactorily in other plants in the Company. No satisfactory evidence was submitted to indicate that the rate of production was geared too fast for the employees concerned.

Notwithstanding the foregoing, and solely in an endeavour to encourage more amicable relations between employer and employee, I am prepared to join in the recommendations of the majority of the Board to the end that in future changes in the rate and speed of production should be reviewed by the Management and the employees concerned through the foreman in charge of the operation, before being put into effect.

Closed Shop Agreement

I must definitely disagree with the conclusion reached by the majority of the Board regarding the above mentioned matter. My associates do not recommend a "closed shop", but in place thereof substitute a "maintenance of membership" clause by which any new employee of the Company shall be forced to join the Union forty-five days after entering the service of the company. In my opinion this "maintenance of membership" system is analagous to the "closed shop" principle. I can see no real difference, except as it refers to some present employees who do not wish to be Union members. By its terms the Company is placed in the undesirable position of forcing any new employee to join the Union within forty-five days or else be discharged. Our democratic idea of freedom comprises the right of an individual to be free to join or leave at will any religious, social political or other lawful organization. On whatever grounds the majority of this Board may justify the enforcement of Union membership, the fact remains that a fundamental principle of social and business policy has been thus violated.

Possibly as satisfactory a summary of the condemnation of the principle of the "closed shop" (and consequently the "maintenance of membership") as can be found is that enunciated in the recent Report of the Royal Commission, consisting of Mr. Justice Prevost and Mr. Justice McDougall of the Court of King's Bench and Mr. Justice Pratte of the Superior Court, dated August 25th, 1943, regarding labour difficulties in the paper mills in the Lake St. John area. The learned Commissioners, under the heading of "Freedom of Association" said in part:

> "75. No enactment will ensure the smooth operation of collective bargaining unless it admits the right of every workman to belong

to a union of his own choice or to belong to none.

It ought to follow, as a corollary of this right that the employer should be prevented from making any arbitrary distinction or any unjust discrimination between his workmen, respecting working conditions in his plant, by reason of their belonging to one union or to another or to none at all.

The right of the workman to choose for himself the union to which he wishes to belong must be respected in every case; and he must not be hindered in the exercise of that right except for reasons of public policy. No trade union worthy of the name has not fought for recognition of that right at one time or another. So it is a matter for astonishment that some unions, on overcoming a rival, force the members of the latter to join the ranks of the victors, even though such affiliation may be repugnant to their conscience, on pain of loss of employment; and it may well be asked by what aberration or for what avowable purpose workmen are led to deny to their comrades today a right they themselves quite properly fought for yesterday and will struggle to retain tomorrow. It seems to be overlooked, in certain quarters, that democratic principles, to which lip service is paid at convenience, are no authority for the suppression of minorities by majorities—quite the contrary: But since such lapses do occur, the law should intervene to protect the working classes against them."

And, again:

"77. The right of a workman to belong to a union of his own choice implies the right to leave it. He is under no obligation to explain the reasons for his choice to any one . . . . ."

Surely the "maintenance of membership" principle is contrary to the stated policy of our Government as set forth in Order in Council P.C. 2685, June, 1940, which states inter alia:

"Workers in the exercise of their right to organize should use neither coercion nor intimidation of any kind to influence any person to join their alliance."

It is my opinion that all employees of the Company should have the fullest rights to join or not to join any Union as they themselves see fit, and I accordingly cannot join in the majority finding of this Board, which to my mind deprives the employee of a basic and inalienable right. I feel strongly that the position taken by the Company in this regard is fully justified.

Respectfully submitted,

(*Sgd.*) GEORGE B. FOSTER.

Report of Board in Dispute between Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ontario, and its Employees

On January 26, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Goodyear Tire and Rubber Company of Canada, Limited, and its employees, members of Local 189, United Rubber Workers of America (L. G. Dec., 1943, page 1650.)

The personnel of the Board was as follows: The Honourable Mr. Justice W. D. Roach, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members; Messrs. J. J. Robinette, and F. Andrew Brewin, both of Toronto, Ont., appointed on the nomination of the employer and employees, respectively.

The report of the Board follows:

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ontario, and its employees, members of Local 189, *United Rubber Workers of America.*

To: The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation and Investigation appointed by you, in this matter, hereby submits its report as follows:—

Sittings of the Board were held at Toronto.

The Company was represented by: Messrs. K. E. Kennedy, Secretary; H. M. Nanson; C. E. Shumaker, Personnel Manager; and J. E. W. Cumberland appeared with the consent of the parties as Counsel.

The applicant Union was represented by: Messrs. H. R. Mitchell; N. Allison; K. Ruxton; and J. MacKenzie appeared with the consent of the parties as Counsel.

The Company operates two plants one at Bowmanville, Ontario, and the other at New Toronto, Ontario. The Board's inquiry has been limited to disputes between the Company and its employees at the Bowmanville plant.

At the Bowmanville plant the Company manufactures mechanical rubber goods consisting chiefly of belts and belting, fire and garden hose, tank bogie wheels, and sundry moulded rubber articles.

The Union is a chartered Local of the United Rubber Workers of America, an International Union, affiliated in the United States with the Congress of Industrial Organizations, and in Canada with the Canadian Congress of Labour. Membership in the Local is confined to the

hourly-rated and piece-rated employees of the Company employed in the Bowmanville plant.

It appears that, as the result of the establishment of a Board of Conciliation late in 1940 a collective bargaining agreement was entered into by the Company with its employees as represented by the Employees General Committee. That agreement was dated February 14, 1941. On May 1, 1942, that agreement was revised and renewed for a term expiring in April, 1943.

On May 17, 1943, a vote was taken of all the hourly-rated and piece work employees of the Company to determine whether or not they desired the applicant Union to represent them for collective bargaining purposes. The voting was by secret ballot and the result of the balloting was as follows:—247 employees voted for the Union, 5 voted against it and one ballot was spoiled. Since then the Company has recognized the Union as the collective bargaining agent of its eligible employees.

Commencing on May 28, 1943, the Company began to meet with the bargaining committee of the Union to negotiate a new collective bargaining agreement. These negotiations continued through the months of June and July. Differences arose between the parties as follows:—

The Union sought, (a) "closed shop"; (b) system of voluntary check-off; (c) inclusion of two small groups of employees, (1) the plant police, (2) the laboratory assistants.

The Company would not agree to these proposals.

The provisions of a collective bargaining agreement upon which the parties did agree were embodied in a written agreement and have been governing the relations between the Company and its employees.

The Union then applied under The Industrial Disputes Investigation Act to consider the matters in dispute and this Board was appointed.

During the discussions before this Board it transpired that there was a further matter in dispute, viz., whether or not another small group of employees described as the Production Control employees should be included among those employees covered by the agreement.

Briefs were filed with the Board by each of the parties and where necessary these were supplemented by verbal submissions at the meetings of the Board.

The Board desires to record the most commendable attitude of the parties during the several discussions which took place before it. The parties manifested a spirit of tolerance and a sincere desire to co-operate in an effort to reach a mutually satisfactory agreement.

The Board also desires to record its appreciation for the very great assistance given to it by the parties in the briefs which were filed and the verbal submissions made, and for the co-operation of the parties with the Board.

The Board is happy to report that at the conclusion of the discussions the parties had agreed on all the matters in dispute except the "closed shop."

As a matter of record the parties have filed with the Board a copy of the collective bargaining agreement which embraces all the terms upon which they have agreed leaving in abeyance only the dispute as to the "closed shop." (This agreement was attached to the Board's report as Appendix "A".)

A Board of Conciliation and Investigation similarly constituted was called upon to consider a dispute between the Company and its employees at its New Toronto plant in which one of the items in dispute was the "union shop." A unanimous report of that Board was made under date December 11, 1942, in which that Board unanimously recommended that the agreement between the parties instead of providing for a "union shop" should contain a "maintenance of membership" clause.

Substantially the same submissions have been made to this Board as were advanced to the Board which considered the dispute at the New Toronto plant. They are set forth in that report and it will suffice to say that they are equally applicable to conditions obtaining at both the New Toronto and Bowmanville plant.

This Board unanimously recommends that the agreement between the parties to this dispute instead of providing for a "closed shop" should contain a maintenance of membership provision which would provide substantially as follows:—

(a) That every present employee who is a member of the Union should be given a period of thirty days from the date of the agreement within which to elect in writing to be filed with the Company, either to remain a Union member or to withdraw from the Union. If he elects to retain his membership in the Union then a continuance of his membership shall be a condition precedent to his retaining his employment with the Company.

(b) Every future new employee, including any employee who returns to his employment from the Armed Forces, if he is a member of the Union on the date of his new or resumed employment shall retain his membership in the Union as a condition precedent to his continued employment.

(c) Every employee, whether present or future shall, once he becomes a member of the Union retain his membership in the Union as a condition precedent to his continued employment with the Company.

(d) The obligation of the Company to discharge the employee for failure to retain his membership in the Union shall arise only if in the opinion of the Company such employee could be promptly replaced by an equally well trained and competent employee; such decision by the Company, if the Union so desires, to be subject to appeal to the National Selective Service authorities.

(e) If at any time the number of Company employees, members of the Union, should become 50 per cent or less of the total number of employees eligible for such membership, then the obligation of the Company under this general provision for "maintenance of membership" shall forthwith terminate.

(f) These provisions should be expressly subject to any regulations of National Selective Service that may from time to time be in force.

The Board is of the opinion that the mechanics necessary to the satisfactory application of a maintenance of membership clause as above defined can be supplied by the parties themselves.

At the first meeting at which the Board met with the representatives of the parties the Company raised the preliminary objection that the Board had no jurisdiction to deal with the matters in dispute between it and its employees. The Company in a written submission contended: (a) that the matters in dispute do not fall within the class of disputes to which the statute (sec. 3) applies; and (b) that a condition precedent to the establishment of the Board is the imminence of a strike, and that a strike is not imminent.

The Board is of the opinion that it is precluded from considering the merits of the Company's submissions for two reasons: First: Authority is given by the statute to the Minister of Labour, to establish a Board of Conciliation "if satisfied that the provisions of this Act apply." Every such Board is therefore the creature of the Minister acting under the statute, and the Board should not attempt to review the decision of the Minister who created it. Secondly: The statute, sec. 7 (2) expressly provides that . . . . "when a Board is granted by the Minister, it shall be conclusively deemed to be authorized by and to be in accordance with the provisions of this Act."

All of which is respectfully submitted.

Dated at Toronto, this 22nd day of January, 1944.

(*Sgd.*) W. D. ROACH,
Chairman.
(*Sgd.*) JOHN J. ROBINETTE,
Member.
(*Sgd.*) F. A. BREWIN,
Member.

Conciliation Work of the Industrial Relations Branch During January, 1944

IN January, Officers of the Industrial Relations Branch were called on to deal with 47 new industrial disputes or other situations involving groups of employers and employees, affecting a total of 89 establishments. In the same period 33 disputes involving 46 different establishments, which were in progress prior to January, also received attention at the hands of Departmental Officers. There were 69,023 workpeople involved.

By industries, the disputes and other situations handled by the Branch were classified as follows:—

Mining	15
Manufacturing:	
Animal Foods	4
Metal Products	28
Non-metallic Mineral, chemical products, etc.	3
Shipbuilding	6
Textile Products, etc.	3
Pulp & Paper Products	1
Rubber Products	3
Construction	2
Transportation:	
Steam Railway	7
Water	3
Local and Highway	3
Air	1
Service:	
Public Administration	1
Total	80

Classified as to type of situation, the disputes dealt with by officers of the Industrial Relations Branch were as follows:—

Nature of Dispute:	
Strikes or Lockouts	14
Threatened Strikes	8
Controversies	58
	80
Cause or Object:	
Increase in Wages	8
Increase in Wages and Other Changes	5
Increase in Wages and Recognition of Union	1
Other Causes affecting Wages and Working Conditions	8
Recognition of Union	20
Discharge of Workers for Union Activity or Membership	12
Union Jurisdiction	6
To secure or to maintain Union Wages and Working Conditions	1
Other Union Questions	5
Discharge of Workers (*a*) (*b*)	8
Employment of Particular Persons (*a*)	1
Unclassified	5
	80

(*a*) Other than in connection with Union questions.
(*b*) Including refusal to reinstate.

An analysis of the disposition and settlement of the above cases is given in the following table:—

Disposition:	
Strike averted through mediation	5
Strike terminated through mediation	9
Controversy settled through mediation, arbitration or other departmental action	20
Board of Conciliation applied for	2
Industrial Disputes Inquiry Commissioner appointed under P.C. 4020	2
Agreement signed	1
Other disposition	14
Settlement:	
In favour of employees	12
In favour of employers	16
Compromise	3
Indefinite	8
Settlement not known	8
Method of Settlement:	
Cases in which Conciliation took place	39
Arbitrations	4
Direct Negotiations	8
Administrative Action	3
Representation Votes	9

The 80 situations to which reference is here made were dealt with under the provisions of the Conciliation and Labour Act and were in addition to those described on previous pages which received attention under the Industrial Disputes Investigation Act. In those situations where it was possible to achieve success, the conciliation efforts of the Industrial Relations Officers met with success in 19 cases. Mediation definitely failed in only 4 situations. Six disputes were referred to the National or to Regional War Labour Boards and two were transferred to Provincial authorities. Four disputes were considered to have lapsed during the month while settlements in 31 cases were still pending at the end of the period.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Ontario; four officers resident in Toronto confine their activities to Ontario, and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B. and Sydney, N.S. represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

A summary of some of the disputes dealt with during January, and of union representation votes, appears below:—

Foundry Workers, Vancouver, B.C.—During January, Mr. G. R. Currie, Industrial Relations Officer, resumed his efforts to bring about a mutually satisfactory adjustment of a dispute over the renewal of agreements between seven foundry companies belonging to the Metal Trades Section of the Canadian Manufacturers' Association in Vancouver and their employees as represented by the International Moulders' and Foundry Workers' Union of North America, Local 281, and the Moulders and Foundry Workers' Union (C.C.L.), Local No. 3. Three conferences between representatives of the various parties had been held during October and November, 1943, in the Vancouver offices of the Department of Labour, to discuss the terms of a new contract. Considerable progress was made at that time on practically all items under discussion, but agreement could not be reached upon the request of the unions for closed shop provisions. At another joint conference on January 27 negotiations proceeded with regard to adoption of maintenance of membership instead of a closed shop clause. A deadlock was again reached and at the end of the month it was intimated that the unions might apply for the establishment of a Board of Conciliation and Investigation. Mr. Currie is continuing his efforts to secure a satisfactory settlement without recourse to Board procedure.

Metal Products Workers, Thetford Mines, P.Q.—During December, the Department was asked to investigate charges that certain employees of Lynn MacLeod Metallurgy Limited, Thetford Mines, P.Q., had been dismissed because of union membership and activity. A preliminary investigation conducted by Mr. R. Trepanier, Industrial Relations Officer, Montreal, revealed that 36 employees had been dismissed, of whom 29 were members of a newly organized Steel Foundry Workers' Union (C.C.L.), and that the appointment of an Industrial Disputes Inquiry Commissioner under the provisions of Section 5 of Order in Council P.C. 4020 was warranted. On January 26, the Minister of Labour appointed the Honourable Mr. Justice Oscar L. Boulanger as Commissioner to conduct a formal inquiry. The case was still pending at the end of the month.

Metal Products Workers, Montreal, P.Q.—On December 8, 1943, the Department was asked by Montreal Aircraft Lodge 712, International Association of Machinists, to appoint an Industrial Disputes Inquiry Commissioner to investigate the dismissal of an employee from the Pointe St. Charles plant of Canadian Car and Foundry Limited, Montreal, allegedly on account of union activity and membership. Following a preliminary investigation by Mr. L. Pepin, Industrial Relations Officer, Mont-

real, the Minister of Labour appointed the Honourable Mr. Justice Oscar L. Boulanger as a Commissioner to conduct a formal investigation under Section 5 of P.C. 4020. The report of the Commissioner indicated that the company was able to prove facts which supplied a plausible and reasonable motive for discharging the employee, and that it was not possible to conclude that union activity had been the principal or determining reason for the dismissal.

Refinery Workers, Petrolia, Ontario.—Late in November, 1943, the Department received a joint request from Canadian Oil Companies Limited, Petrolia, Ontario, and a local union of the Canadian Congress of Labour for the appointment of an impartial umpire by the Minister of Labour to arbitrate a dispute involving the interpretation of an agreement between the parties. Mr. Louis Fine, Chief Conciliation Officer for Ontario, was nominated to act as umpire and decided that the company had not exercised any discrimination against the employee in question under the section of the agreement dealing with seniority in connection with promotions within the plant.

Mine Examiners and Mine Workers, Springhill, N.S.—On December 27 at the Cumberland Railway and Coal Company Limited, Springhill, N.S., three mine examiners, members of the Mine Officials Association were suspended for alleged insubordination. Fifty-seven other mine examiners discontinued work in sympathy while 1,500 mine workers, members of District 26, United Mineworkers of America, refused to work until the dispute was adjusted. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., investigated the situation for the Department and held a series of conferences with the parties concerned. Officers of the Mine Officials Association demanded that the three examiners be given work elsewhere in the mine; U.M.W.A. officials stated that their members would not return to work unless the suspended officials were re-employed and Company representatives declared that the employees would not be reinstated or any investigation held until the mines resumed operation. Hon. L. D. Currie, Minister of Mines and Labour for Nova Scotia urged that in view of the seriousness of the coal situation, alternative employment be given the three suspended men and that work be resumed. The Company finally agreed to this request and the three men were given other employment. It also requested investigation into the matter under Section 16 of the Coal Mines Regulation Act. On January 6 the employees began to report for work and by January 7 all had reported and the mines were in full operation.

Foundry Workers, Bowmanville, Ont.—On January 3 the Department received a request from the United Steelworkers of America to investigate the discharge for alleged misconduct of one of their members, secretary of Local 2375, and an employee of the Bowmanville Foundry Co., Bowmanville, Ont. The Union expressed the opinion that the man was discharged for taking part in the negotiating of a new contract with the company. Mr. H. Perkins, Industrial Relations Officer, Toronto, investigated the situation and on January 20 reported that, in his opinion, the employee concerned was dismissed for good and sufficient cause, and there was not sufficient evidence to justify the appointment of a Commissioner under P.C. 4020 as requested by the Union.

Aircraft Workers, Montreal, P.Q.—On December 30 the Department of Labour was notified by Montreal Aircraft Lodge 712, International Association of Machinists that a dispute had arisen between it and Noorduyn Aviation Ltd., over the settlement of some grievances. In accordance with an agreement between the parties, the Minister of Labour was requested to appoint a Chairman for an Arbitration Board before which the matter would be placed. On December 31 the Minister nominated Mr. Bernard Rose, K.C., Montreal. Mr. Rose's report, dated January 22nd, indicated that 31 complaints were submitted to the Arbitration Board, as well as a request for an interpretation in connection with a dispute dealt with on August 23rd, 1943.

Metal Workers, Scarboro, Ont.—On January 3, Mr. H. Perkins, Industrial Relations Officer, Toronto, advised the Department that he had visited Metal Stampings Ltd., Scarboro, Ont., to investigate a dispute concerning a proposed termination of an agreement between the company and Local 35, Aluminum Workers of America. Mr. Perkins reported that he was unsuccessful in his efforts to promote friendlier relations between the union and the company. By the end of the month the situation was still uncertain.

Transport Workers, Windsor, Ont.—A strike by about 19 city pick-up drivers and warehousemen employed by Direct-Winters Transport at Windsor, Ontario, occurred on January 3, 1944. As soon as word of the strike was received Mr. James Hutcheon, of the Conciliation Service of the Ontario Department of Labour, was assigned to the case on the request of the Director of Industrial Relations, Ottawa. He arrived in Windsor that evening and immediately made individual contacts with representatives of the Company and of the employees. The principal object of the employees was to secure from the Company

recognition of their union, the General Truck Drivers' Local Union No. 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America of Windsor, as the sole bargaining agency, on behalf of its members, together with closed shop conditions. In this connection the strike might be regarded as the sequel to a strike in March, 1943, when employees of five Windsor transport companies went on strike for four days to secure collective agreements embodying closed shop and check-off provisions. In April, 1943, three companies signed agreements with the Union, each of which included an undertaking that the employer would not recognize any other organization during the life of the agreement. The management of Direct-Winters Transport signed a similar agreement about the same time, but only after striking out the clause relating to sole bargaining rights. Because of this deletion, the Union claimed that no agreement existed and early in December, 1943, presented the Company with new demands for a closed shop contract.

In endeavouring to mediate, Mr. Hutcheon was handicapped because neither the local business agent of the Union nor the available representatives of the Company were empowered to negotiate and make final decisions which would modify their respective positions. On the third day of the strike an international representative of the Union having authority to negotiate on behalf of the strikers arrived in Windsor, and Mr. Hutcheon persuaded the union agents to meet in joint conference on January 6 in spite of the limitations placed on the Company representatives. Negotiations broke down completely when two compromise proposals were rejected by the Company representatives after consultations with their principals in Toronto. Mr. Hutcheon strongly urged the Union representatives to have the employees resume work and have resource to lawful procedure, pointing out that their strike was incompatible with the provisions of the Industrial Disputes Investigation Act. This was unavailing and the Union officials took further steps to prevent members of their organization in the United States from moving freight for an associated American company at Detroit and Buffalo. Shortly afterwards the Department was given reason to apprehend that the International Teamsters' Union might cause the strike to spread to employees of three other Windsor transport companies belonging to the Automotive Transport Association, in an effort to secure wage increases and as a measure of sympathy for the employees of Direct-Winters Transport. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, intervened and arranged direct negotiations between the Union and several of the other common carriers in the area. At the end of the month the Department was informed that the Union would make an *ex parte* application to the National War Labour Board for wage adjustments.

Coal Miners, Fernie, B.C.—The employees of Crow's Nest Pass Coal Co. Ltd. (Michel Mine), Fernie, B.C., members of Local 7292, District 18, United Mine Workers of America ceased work on January 3 in protest against an increase of fifty cents per ton for miners' household coal. Mr. F. E. Harrison, Western Representative of the Department of Labour wired the Union to inform the men that their action was in contravention of their signed agreement and in violation of federal government statutes, and requested that the men be instructed to resume work immediately. The men returned to work on January 4. Later the District officials of the Union were advised by the Fuel Controller that the employer could charge the extra amount for miners' household coal.

Coal Handlers, Stellarton, N.S.—On January 14th 43 coal handlers of the Allan Mine, Acadia Coal Company, Stellarton, N.S., went on strike because of the alleged refusal of the Company to transport coal handlers to the surface on completion of their shift. The men were members of No. 4481, United Mine Workers of America. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., investigated the situation and urged upon the union the necessity for the men to return to work and submit any grievance to the Company in accordance with grievance procedure as set forth in their collective bargaining agreement. The executive of the union was successful in having the employees report for work on January 17 the matter in dispute to be adjusted by the customary grievance procedure.

Paper Makers, Lachute Mills, P.Q.—In the bag department of J. C. Wilson Co. Ltd., Lachute Mills, Quebec, a two-hour strike took place on Friday, January 7, from 10 a.m. to 12 noon. Forty employees, members of the International Brotherhood of Papermakers were involved and the dispute concerned the dismissal of two employees for cause. Mr. Raoul Trepanier, Industrial Relations Officer, Montreal, investigated the situation, but he was unable to persuade the Company to reinstate the dismissed employees. The Union decided not to press the matter further.

Rubber Workers, Hamilton, Ont.—On January 20, 235 employees of the tire building and curing departments of the Firestone Tire and Rubber Co., Hamilton, Ont., stopped work as a demonstration against the refusal of the company to agree to a representation vote of the employees to determine the bargaining agency desired. The union concerned was local 13, United Rubber Workers of America.

All returned to work on January 21. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, investigated and made a check between the membership of the Union and the payroll of the company. This check showed that while the union had a substantial group, they did not have a majority of the employees as members. At the end of the month the matter was still under discussion.

Steelworkers, Trenton, N.S.—On January 20th, 22 crane runners and crane chasers employed by the Eastern Car Co. Ltd., Trenton, N.S. went on strike. The men were members of Local 1231, United Steelworkers of America. Their action affected 279 other employees. The cause of the dispute was disagreement concerning the basis for the establishment of an incentive bonus. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., investigated the situation. At a mass meeting of the Union on January 23rd the employees concerned agreed to return to work pending negotiations with the Company. The last report received by the Department indicates that the Company's offer regarding the incentive bonus was accepted by the union.

On January 15, 223 employees of the Eastern Car Co. Ltd., Trenton, N.S., members of Local 1231, United Steelworkers of America went on strike demanding an increase in the number of employees on the building track crew and an increase in incentive bonus. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, kept in touch with the situation for the Department. On January 16th the employees agreed to return to work on January 17th, the matters in dispute to be adjusted in accordance with the grievance procedure as set forth in the Union agreement.

Union Representation Votes

Metal Miners, Black Lake, P.Q.—During December the Department was requested by the Regional Director of Organization of the Canadian Congress of Labour in Montreal to arrange a representation vote among employees of the Wartime Metals Corporation at its Chromeraine Project at Black Lake, P.Q. The employer is a Crown Company, and when approached with a request to open negotiations for a collective agreement, had asked the organizer to furnish proof that a majority of the employees were members of the union. A vote was conducted on January 28th by joint consent of the parties, under the supervision of Mr. L. Pepin, Industrial Relations Officer, Montreal. Out of 87 eligible voters, a total of 81 cast their ballots. Of these, 61 voted in favour of representation through the Wartime Metals Employees' Union (C.C.L.), while 16 voted against the union. Four ballots were spoiled.

Railway Employees.—By joint consent of the parties, a representation vote was conducted during December and January under the supervision of Mr. Bernard Rose, K.C., of Montreal, among sergeants, patrol sergeants and constables employed by the Canadian National Railways to determine if the employees wished to be represented by a Committee comprised of members of local unions directly affiliated with the Trades and Labour Congress of Canada. Out of 414 employees eligible to vote, 325 cast their ballots in favour of Committee representation while 30 were opposed.

Railway Employees.—During December and January, by joint consent of the parties, the Department supervised the taking of a representation vote among sleeping and parlour car conductors employed by the Canadian Pacific Railway. The vote was taken to determine whether the employees were in favour of bargaining collectively with their employer through representatives of the Order of Railway Conductors, the Brotherhood of Railway Trainmen, or a Committee of Employees, as in the past. There were 142 ballots cast of which 91 were in favour of the Order of Railway Conductors, 50 in favour of the Brotherhood of Railroad Trainmen and one in favour of a Committee of Employees. Mr. Bernard Rose, K.C., of Montreal, acted as Chief Returning Officer.

Railway Employees, Montreal, P.Q.—On January 3 the Department received a request from Division 238 of the Canadian Brotherhood of Railway Employees and Other Transport Workers to take a representation vote among certain classes of employees of the Montreal and Southern Counties Railway. Mr. Raoul Trepanier, Industrial Relations Officer, Montreal, assisted by Mr. Bernard Willson of the Department of Labour, Ottawa, made satisfactory arrangements with both parties, and the vote was taken on February 3. The result of the voting was as follows:—Number of eligible voters—44; number of votes cast—44; number voting favour of committee of employees affiliated with Division 238, Canadian Brotherhood of Railway Employees and Other Transport Workers—41; number voting against committee—3.

Railway Workers, Toronto, Ont.—On December 28, 1943, the Department was requested to conduct a representation vote among the employees of the Canadian National Railways, Regional Auditor's Office, Toronto, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers, Mr. H. Perkins, Industrial Relations Officer

Toronto, conducted the vote on January 17, 1944. The question on the ballot was "Do you wish to be represented by a Committee of Canadian National Railways employees for the purpose of negotiating a schedule covering rates of pay and working conditions?" The results for the Regional Auditors office were as follows: Number of eligible voters—337; total ballots cast—317; number voting "yes"—245; number voting "no"—72; spoiled ballots—0. The results for the Regional Treasurers Office were as follows: Number of eligible voters—22; total ballots cast—21; number voting "yes"—13; number voting "no"—8; spoiled ballots—0.

Packinghouse Workers, Winnipeg, Man.—On January 28 a representation vote was conducted by Mr. H. S. Johnstone, Industrial Relations Officers, Winnipeg, at the Manitoba Sausage Manufacturing Co. Ltd., Winnipeg. The text of the ballot read as follows: "Are you in favour of being represented for the purpose of collective bargaining with the Manitoba Sausage Manufacturing Co. Ltd. by Local 228, United Packinghouse Workers of America?" The official results were as follows: Number of elegible voters—22; number of votes cast—20; number voting "yes"—18; number voting "no"—2; number of spoiled ballots—0.

Allegations of Dismissal for Union Activity Investigated by Department of Labour

THE Minister of Labour, pursuant to Section 5 of P.C. 4020, may direct an Industrial Disputes Inquiry Commission to examine "into any allegation that any person has been discharged or discriminated against for the reason that he is a member of or is working on behalf of a trade union or that any person has been coerced or intimidated to induce him to join a trade union".

The Commission, failing settlement of the matters at issue, reports its finding and recommendations to the Minister of Labour who issues whatever order he deems necessary to give effect to the recommendations. The Order of the Minister is final and binding upon those concerned by it.

It has been the practice of the Department of Labour, on receipt of allegations of intimidation, discrimination or coercion, to initiate a preliminary investigation by an Industrial Relations Officer to ascertain if the facts of the matter justify the formal investigation of a Commission. In a large number of cases the Industrial Relations Officer has been able to effect a voluntary settlement by the employer, thus rendering the appointment of a Commission unnecessary. In many other cases, the preliminary investigation has disclosed that the allegations had either been withdrawn, or were of such a nature that the appointment of a Commission would serve no good purpose.

Printed below is a table showing the results of 64 investigations by Industrial Disputes Inquiry Commissioners under Section 5 of P.C. 4020 during the period July 2, 1941, to December 31, 1943.

RESULTS OF 64 INVESTIGATIONS BY INDUSTRIAL DISPUTES INQUIRY COMMISSIONERS INTO ALLEGATIONS OF DISMISSAL FOR UNION MEMBERSHIP OR ACTIVITY

	1941*	1942	1943	Total
No. of cases investigated by Industrial Disputes Inquiry Commissioners	9	23	32	64
No. of persons involved in cases investigated	81	171	179	431
No. reinstated voluntarily by employer during the investigation, no findings being necessary	27	26†	71	124†
No. receiving monetary settlement and withdrawing charges	1	19	1	21
No. found dismissed for union activity or membership and ordered reinstated with back pay by the Minister of Labour	..	8	21	29
No. found dismissed for just cause	..	14†	21	35†
No. found dismissed or laid off in the ordinary course of business for economic reasons	32	97	36	165
No. found having left employment voluntarily	7	5	21	33
No. found having preferable employment or otherwise not wishing to return	14	3	8	25

* July 2, 1941, to December 31, 1941.

† One employee, dismissed for cause but reinstated voluntarily, is counted in both groups.

Canadian Railway Board of Adjustment No. 1

Summary of Decisions

REPORTS have been received covering the following cases heard by the Canadian Railway Board of Adjustment No. 1. Summaries of earlier decisions appeared in the LABOUR GAZETTE, 1942, pp. 666 and 1130, and the eighth report of the proceedings of the Board covering the period from October 1, 1939, to September 30, 1942, recently issued as Bulletin No. 15.

The Board was established under a voluntary agreement concluded in 1918, between the several railway companies and certain of the railway organizations. It has power to determine all differences arising between the railway companies and the members of any of the six railway brotherhoods "including the interpretation of wage schedules or agreements having due regard to the rights of the several classes of employees and of the railways respectively."

The Board consists of six representatives of the railways and six representatives of labour, one from each of the following Railway Brotherhoods: The Brotherhood of Locomotive Engineers; the Brotherhood of Locomotive Firemen and Enginemen; the Order of Railway Conductors; the Brotherhood of Railroad Trainmen; the Order of Railroad Telegraphers; and the Brotherhood of Maintenance of Way Employees and Railway Shop Labourers.

Case No. 506—Canadian National Railways (Central Region), and the Brotherhood of Railroad Trainmen.

Protest against an appointment.

An additional position of assistant yardmaster having been created in a certain station yard, the Chief Clerk in the yard office was appointed to the position, according to the joint statement of facts in this case.

The employees protested that the provisions of Article 146(a) had not been complied with. They claimed that "full and unprejudiced consideration" had not been given to the qualifications of other yardmen; and that it was mandatory under the terms of the Article to appoint the senior qualified yardman.

The Railway asserted that full and unprejudiced consideration had been given to the senior yardmen; and that the employees' contention that it was mandatory to appoint the senior qualified yardman was "in effect a request for a new rule" and should be denied.

The Board denied the employees' contention.

Case No. 507—Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.

Claim of an engineer and a fireman for separate trips covering light movement of an engine on a Western Ontario Division and deadheading on an extra engine on the same division.

According to the joint statement of facts, the engineer and fireman were ordered at Sarnia for a straightaway trip at 11 p.m. to deliver an engine light at London. Upon arrival at London they were ordered to return deadhead to Sarnia. This they did on an extra freight train. For this service time-claims were submitted for 113 miles Sarnia to London and 100 miles London to Sarnia. They were compensated as continuous service, Sarnia to London and return to Sarnia.

The employees based their contention on Article 7, Clause A of the wage schedules which defines what shall constitute a day's work and the pay allowed for mileage in excess of the mileage required for a minimum day; as well as the notification of firemen or helpers for either a turnaround or a straightaway trip.

The railway officials claimed that Article 7 (a) did not apply, but that the case should be decided on the interpretation of Article 16 (a) which relates to pay for deadheading. The railway claimed that clause 7 (a), quoted by the employees, is not and never has been considered service under the provisions of either of the schedules in question.

Representatives of the railways and of the employees appeared before the Board and presented additional information in support of their respective contentions.

In a general statement the Board pointed out that the Rules provide that deadheading may be coupled with other service, but as in this instance the crew were not notified when called that they were required for turnaround service, the coupling of the service did not come within the intent of the Rules. The Board in its decision sustained the claim of the employees.

Case No. 508—The Toronto, Hamilton and Buffalo Railway Company and the Brotherhood of Railway Trainmen.

According to the Joint Statement made by the disputants a difference of opinion existed regarding the application of Rule 34 of the wage schedules. Details of the local were provided as follows: " . : . Belt engine was double crewed, the first trick starting at Aberdeen yard at 7.15 a.m. and the second trick starting at Deering yard at 3.15 p.m. and ending at Aberdeen yard at 11.15 p.m. crews changing off at Deering yard. (Distance between Aberdeen and Deering approximately 4½ miles.)"

In their statement of claim the employees quoted relevant portions of Articles 29 and 34 of the wage schedules, as follows: "Article 29-eight hours or less shall constitute a day's work." Article 34—The point for going on or off duty will be governed by local conditions. Instructions will provide that yardmen report at the hump, yard office, engine houses or ready tracks. It is not considered that the place to report will be confined to any definite number of feet, but the designation will indicate a definite and recognized location."

It was the contention of the employees that they should be "reimbursed at punitive yard rates from the time relieved at Deering until return to Aberdeen for the first assignment, and from Aberdeen to Deering for the second crew,

and that these assignments should go on and off duty at Aberdeen yard."

The Railway in its argument stressed Article 18 (a) of Supplement 16 to General Order No. 27 of the U.S. Railroad Administration effective January 1, 1919, which reads as follows: "Provision of existing rules that there shall be a specified point for either going on or coming off duty, or both . . . . but schedules having no such rules shall be modified to provide that yard crews shall have a designated point for going on duty and a designated point for going off duty."

This, taken in conjunction with Article 34, (included in employees' brief, quoted above) the Railway Company claimed, definitely provided "for a designated point for a crew to go on duty and a designated point for going off duty, but do not require that the point will be one and the same." The Company asserted that the return of double-crewed engines to starting point would restrict it in the full use of its motive power and provide a handicap in the handling of traffic. Further, "there is no rule in our schedule that crews start and end their day at the same point."

The Board in its decision stated, that (in its opinion) under Article 34 of the schedule "the point for going on and off duty must be one and the same, unless otherwise mutually agreed." The claim of the employees was therefore sustained to the following extent:

(1) That an adjustment should be made covering time in dispute on a basis of an allowance of 30 minutes at punitive rates for each shift worked.

(2) That unless a mutual agreement is reached to the contrary, in future all yard crews will be given a definite point for going on and off duty.

Case No. 509—The Toronto, Hamilton and Buffalo Railway Company and the Order of Railway Conductors and the Brotherhood of Railroad Trainmen.

Claim of improper payment.

This case concerned a conductor and crew, assigned to passenger trains operating from Hamilton to Buffalo and return, who were called on one occasion at Buffalo to handle a passenger extra to Hamilton leaving earlier than their regular train to Hamilton. The crew were paid one day at passenger rates plus overtime of regular assignment.

The employees contended that the crew should be paid 100 miles at through freight rates in accordance with Article 10, which states in part: "Special passenger trains, work train, construction, snow plough, circus or wrecking trains will be paid at through freight rates"; in addition to their minimum day of 150 miles passenger.

The railway in its reply stated that "in general railway practice it is not unusual for regular crews to leave the terminal on sections of trains in advance of scheduled leaving time of their regular train as occurred in this case." Reference was made also to an opinion in a number of cases referred to the Board in 1923, to the effect that such cases should "be disposed of on the basis of the crew being paid the same as if the train were operated on time table."

The Board sustained the claim of the employees.

Case No. 510—The Toronto, Hamilton and Buffalo Railway Company and the Order of Railway Conductors and the Brotherhood of Railway Trainmen.

Claim of improper payment.

This case concerned a conductor and crew, regularly assigned to a way freight, who were called upon to make a special trip involving the handling of passengers in addition to their regular assignment. The crew were paid at way freight rates for the entire service.

According to the employees' contention, the crew should have been paid 100 miles at through freight rates for their extra service in accordance with Article 10 (as quoted in Case No. 509).

The Company contended that Article 13 (c) determined the method of payment: that crews performing more than one type of road service on one trip were to be paid for the entire service at the highest rate applicable to any class of service performed, with the overtime basis for the rate paid applying for the entire trip. The Company claimed that in paying way freight rates for the entire day they were following the terms of Article 13.

The Board sustained the case of the employees.

Case No. 511—Canadian Pacific Railway Company (Eastern Lines) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.

Disputed claims of an engineer and a fireman for 15 minutes account taking engine to coal chute for coal during the 15 minutes immediately following the 30 minutes preparatory service, at Sudbury, on various dates.

The joint statement of the case indicated that the engineer and the fireman were under orders to come on duty at Sudbury roundhouse at 8.35 p.m. and after performing the usual 30 minutes preparatory service, were required to take their engine to the coal chute on the main line where it was supplied with coal. Claim was made for 15 minutes for such service.

In their statement of claim the employees drew attention to a portion of Article 19 of the wage schedules as follows: "Engines will be supplied with coal, sand and water by engine house staff at terminals . . ." They asserted, therefore, that they had a right to expect their engine to be supplied with coal ready for service. However, they admitted that the shop staff was not authorized to move engines on the main line and, as the coal chute at Sudbury was located on the main line, the engine crew must perform the work which, normally, "would be performed by the hostler and his assistants." They contended that when an engine crew was required to perform the work of other classification, they should be compensated accordingly.

The Company pointed out that the engine crew concerned came on duty at 8.35 p.m. for a train departure at 10 p.m. and was paid on a basis of "30 minutes preparatory time, 40 minutes advance call and balance of 15 minutes was included in road time." The 40 minutes "advance call . . . . represents 10 minutes account coaling engine and 30 minutes advance call to get down to station". The company contended that payment was being made in accordance with Article 2 (d) of the agreement

with the employees, the last paragraph of which provided for extra pay for cases in which engineers were required to perform certain extra duties previous to the time the train was ordered for, or was due to leave. Further, this method of payment had been followed for approximately ten years prior to the dispute.

In addition to the written submissions in the case, representatives of both the railway and the employees presented oral evidence to the Board. The claim of the employees was not sustained.

Case No. 512—Canadian Pacific Railway Company (Eastern Lines) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.

Disputed claim of Engineer and Fireman for time held before departure of train at Sudbury on a specific date.

The employees based their claim on Article 37 and Article 38 of the Engineers' and Firemen's Schedules respectively, as follows: "Engineers and firemen in passenger service delayed two hours or over on their engines at terminals before commencement of trip will be paid for same, at schedule rates, such time to be deducted when computing overtime." In this case the employees asserted that the train was held for two hours and fifteen minutes and the employees claimed that they should receive pay for that time "as initial terminal delay."

The Company in its brief gave detailed and specific reasons why the departure of the train was held up on the occasion under dispute, and based their agreement on Article 2 (d) of the agreement with the employees: "Engineers will appear on duty 45 minutes before time ordered for and will sign appearance book; first 30 minutes to be allowed for getting engine ready," for which they will be paid "at the rate of class of engine and service . . . road time will commence 15 minutes before time ordered for and will end 30 minutes after engine is placed on designated shop track, or is turned over to hostler or inspector . . . ." The Company claimed further, that the delay was for only one hour and 20 minutes and that "Article 37 of the Engineers' agreement was not intended to refer to time properly paid for under the provisions of Article 2 (d)".

Oral evidence was presented by representatives of both sides in the dispute. The claim of the employees was sustained.

Strikes and Lockouts in Canada during January, 1944

DURING the month of January the number of strikes and lockouts in Canada showed an increase of five as compared with the previous month but the number of workers involved and the time loss in man-working days were both considerably lower. Preliminary figures show 26 strikes recorded for January, 1944, as compared with 21 for the previous month and 34 for January, 1943; the workers involved numbered 8,140 in January, 1944, as compared with 36,142 in December, 1943, and 19,857 in January, 1943; and the time loss in man-working days amounted to 23,408 days in January, 1944, 57,227 in December, 1943, and 166,707 in January, 1943.

In the month under review two strikes, one of civic employees (office workers, etc.) at Montreal and the other of coal miners at Springhill, N.S., accounted for more than 70 per cent of the time loss. The large time loss in January, 1943, was due mainly to three strikes of steel mill workers at Sault Ste. Marie, Ont., and Sydney and Trenton, N.S.

Four strikes, involving 3,301 workers, were carried over from December and 22 commenced during January. Of these 26 strikes, 24 were terminated during the month. Five resulted in favour of the workers, eleven in favour of the employers, one was a compromise settlement and seven were indefinite in result work being resumed pending final settlement. There were two strikes, therefore, unterminated at the end of the month, namely: hotel employees at Edmonton, Alta., and truck drivers at Windsor, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Information is available as to one dispute of this nature, namely: fur factory workers, Quebec, P.Q., one employer, May 12, 1943.

The following table gives information for January, 1944, December, 1943, and January, 1943:

Date	Number of strikes	Number of workers involved	Time loss in man-working days
*January, 1944	26	8,140	23,408
*December, 1943	21	36,142	57,227
*January, 1943	34	19,857	166,707

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless 10 days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1944*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to January, 1944				
MINING—				
Coal miners, Springhill, N.S.	3	1,500	5,750	Commenced December 29, 1943; against suspension of three officials for insubordination; terminated January 6, 1944; conciliation (provincial and federal); (three officials re-employed at other work) compromise.
MANUFACTURING—				
Rubber and Its Products—				
Rubber factory workers (footwear, etc.), Acton Vale, P.Q.	1	75	400	Commenced November 22, 1943; for union recognition and agreement; terminated January 8, 1944; return of workers and replacement; in favour of employer.
SERVICE—				
Public Administration—				
Civic employees (office workers, etc.), Montreal, P.Q.	1	1,700	11,000	Commenced December 21, 1943; for increased wages; terminated January 12, 1944; conciliation (provincial) and reference to arbitration; indefinite.
Business and Personal—				
Hotel employees, Edmonton, Alta.	1	26	500	Commenced October 1, 1943; for payment of wage increases for porters as approved by RWLB‡; unterminated.
Strikes and Lockouts Commencing during January, 1944				
MINING—				
Coal miners and coke oven workers, Michel, B.C.	1	750	1,000	Commenced January 3; against increase of 50c. per ton for miners' household coal; terminated January 4; negotiations; in favour of employer.
Coal miners, New Victoria, N.S.	1	250	250	Commenced January 7; for test of man trip following accident; terminated January 7; return of workers; in favour of employer.
Gold miners, Hedley, B.C.	1	44	44	Commenced January 12; for union agreement; terminated January 12; return of workers pending further negotiations; indefinite.
Coal miners (coal handlers), Stellarton, N.S.	1	*(a)* 43	86	Commenced January 14; for early transportation from mine; terminated January 15; negotiations; in favour of employer.
Coal miners, Joggins, N.S.	1	175	175	Commenced January 15; against reduction in number of machine cutters when "long wall" shortened; terminated January 15; negotiations; in favour of employer.
Coal miners, Minto, N.B.	1	18	36	Commenced January 28; for payment of wage increases as directed by NWLB‡; terminated January 29; conciliation (federal) and return of workers pending settlement; indefinite.
MANUFACTURING—				
Vegetable Foods—				
Bakery workers and drivers, Montreal (St. Michel), P.Q.	1	14	110	Commenced January 8; for union recognition and guaranteed minimum wages; terminated January 17; replacement and return of workers; in favour of employer.
Rubber and Its Products—				
Tire factory workers, Hamilton, Ont.	1	235	310	Commenced January 20; for union recognition (vote to determine bargaining agency); terminated January 21; return of workers pending further negotiations; indefinite.
Textiles, Clothing, etc.—				
Knitting factory workers, Toronto, Ont.	1	100	33	Commenced January 18; against working with three non-union workers; terminated January 19; conciliation (federal); (three girls paid union dues) in favour of workers.
Pulp and Paper—				
Paper factory workers, Lachute Mills, P.Q.	1	40	10	Commenced January 7; against dismissal of two workers for being absent without cause; terminated January 7; conciliation (federal); in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1944—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing during January, 1944—Conc.				
MANUFACTURING—*Con.*				
Metal Products—				
Freight car factory workers, Trenton, N.S.	1	223	223	Commenced January 15; for increased incentive bonus; terminated January 17; conciliation (provincial) and return of workers pending negotiations; indefinite.
Steel mill workers (coke oven men), Sydney, N.S.	1	(*b*) 325	325	Commenced January 19; against lay-off of six workers; terminated January 19; conciliation (federal) and return of workers pending investigation in favour of workers.
Freight car factory workers, Trenton, N.S.	1	(*c*) 22	50	Commenced January 20; for increased incentive bonus; terminated January 22; conciliation (provincial) and return of workers pending negotiations; indefinite.
Aircraft parts factory workers, Vancouver, B.C.	1	337	40	Commenced January 24; alleged discrimination against union members in lay-off of six workers; terminated January 24; return of workers; (lay-off due to reduced production) in favour of employer.
Motor vehicle factory workers, Windsor, Ont.	1	347	1,041	Commenced January 26; for settlement of various grievances; terminated January 29; conciliation (federal) and return of workers pending negotiations; indefinite.
Aircraft factory workers, Malton, Ont.	1	200	13	Commenced January 28; against wearing a certain type of safety work-cap; terminated January 28; negotiations; (girls to wear hair protection of their own choosing) in favour of workers.
Shipbuilding—				
Shipyard workers, Pictou, N.S.	1	1,300	500	Commenced January 6; against resignation of a foreman; terminated January 6; return of workers; in favour of employer.
Passer boys, Montreal, P.Q.	1	75	150	Commenced January 13; for increased wages; terminated January 15; return of workers and replacement; in favour of employer.
CONSTRUCTION—				
Miscellaneous—				
Power plant construction workers, Brilliant, B.C.	1	250	850	Commenced January 5; for dismissal of a foreman for cause; terminated January 8; conciliation (federal); in favour of workers.
TRANSPORTATION—				
Water—				
Crane operators, Saint John, N.B.	1	(*d*) 9	9	Commenced January 4; for dismissal of a foreman (*re* division of work); terminated January 5; negotiations; (workers' duties defined in signed statement) in favour of employer.
Highway—				
Truck drivers, Windsor, Ont.	1	19	475	Commenced January 3; for a closed shop agreement; unterminated.
SERVICE—				
Public administration—				
Civic employees, Joliette, P.Q.	1	63	28	Commenced January 8; for union recognition, increased wages, week's vacation with pay, etc.; terminated January 8; arbitration; in favour of workers.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; NWLB—National War Labour Board.

(*a*) 435 indirectly affected. (*b*) 200 indirectly affected. (*c*) 279 indirectly affected. (*d*) 27 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the July, 1943, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1942." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in November was 193, and 9 were still in progress from the previous month, making a total of 202 disputes in progress during the month, in which 90,500 workers were involved. The time loss in November was 365,000 working days.

Of the 193 disputes beginning in November, 34 arose out of demand for increased wages, 69 over other wage questions, 5 over questions as to working hours, 29 over questions respecting the employment of particular classes or persons, 56 over other questions. Final settlements were reached in 157 disputes, of which 32 were settled in favour of employees, 94 in favour of employers and 31 resulted in a compromise; in 29 of other disputes, work was resumed pending negotiations.

New Zealand

The number of disputes reported for the first nine months of the year 1943 was 48, involving 7,491 workers, with a time loss of 9,152 working days.

United States

Preliminary estimates for the year 1943, show 3,750 strikes, with 1,900,000 workers and a time loss of 13,500,000 working days. Sixty-three per cent of this time loss was due to the four coal strikes.

Figures are now available for the three months during which their compilation had been temporarily suspended. On July, 1943, the number of strikes beginning in the month was 375, in which 118,000 workers were involved and the time loss was 690,000 working days for all strikes in progress during a month. Corresponding figures for August are 335 strikes, 105,000 workers and 355,000 man-days time loss; for September, 246 strikes, 67,000 workers and 195,000 man-days time loss.

The number of strikes beginning in December was 325, involving 241,000 workers; the time loss for all disputes in progress during the month was 715,000 working days.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Products

PLESSISVILLE, QUEBEC.—LES PRODUCTEURS DE SUCRE D'ERABLE DE QUEBEC (THE MAPLE SUGAR PRODUCERS OF QUEBEC, A CO-OPERATIVE SOCIETY AND LE SYNDICAT CATHOLIQUE INTERPROFESSIONNEL DE PLESSISVILLE (THE CATHOLIC INTERPROFESSIONAL UNION OF PLESSISVILLE).

Agreement to be in effect from January 31, 1944, to January 30, 1945, and thereafter from year to year, subject to notice. The employers recognize the union and will give preference to union members in employment. New permanent employees must join the union.

Hours: from April to September inclusive, 10 per day, 60 per week, with overtime at time and one quarter for first 12 hours overtime in a week and time and one half thereafter; from October to March inclusive, 10 per day, 5 on Saturdays, a 55-hour week, with overtime at time and one quarter for first 5 hours overtime in a week and time and one-half thereafter. Vacaiton: permanent employees to have one week's vacation with pay. Minimum hourly wage rates: mechanics 40 to 50 cents, stationary engineers 35 to 45 cents, truck drivers 35 to 40 cents; workers in charge of receiving, filtration, stores, 35 to 40 cents, permanently employed labourers 30 to 38 cents, temporarily employed labourers 30 to 35 cents, labourers under 18 years 20 to 30 cents. A cost of living bonus is payable. Provision is made for consideration of seniority and for the settlement of grievances.

Manufacturing: Textiles and Clothing

LACHUTE MILLS, QUEBEC.—AYERS LIMITED AND THE UNITED TEXTILE WORKERS OF CANADA, LOCAL NO. 9

Agreement reached following report of Board under the Industrial Disputes Investigation Act and the mediation of an officer of the Department of Labour (p. 175 of this issue). Agreement to be in effect from January 12, 1944, subject to 60 days' notice. The Company recognizes the union as the sole bargaining agency for all employees. Employees are free to join or not join the union. Hours for the day shift are 49½ per week; for night shift 50 per week; which hours may be modified by mutual consent. Overtime is payable for hours over 48 in a week, at time and one half, with the exception of employees of maintenance and repairs department, watchman, chauffeurs and electricians, to whom time and one half is payable only after a 54 hour week. Vacation: the Company agrees to give an annual vacation with pay, the duration and date to be left to the Company's discretion, as for the year 1943. The wage scale is not included in the agreement, but it is provided that employees on the night shift be paid at a rate 10 per cent higher than the basic rates paid at present to the day shift. The full cost of living bonus is paid. Provision is made for settlement of grievances.

CORNWALL, ONTARIO.—COURTAULDS (CANADA) LIMITED AND UNITED TEXTILE WORKERS OF CANADA, LOCAL NO. 3, (RAYON FACTORY WORKERS)

Agreement to be in effect from September 10, 1943, to September 9, 1944, and thereafter from year to year, subject to notice. The Company recognizes the union as the sole agency representing its members. Any permanent male employee who is at the date of this agreement or who later becomes a member must retain his membership and all new male employees must join the union. The Company recommends to its employees that they become union members.

Overtime: all work beyond normal working day and all work on Sundays and holidays is payable at time and one half. Wages: for male workers on 2 shift system, 3 cents per hour over day rates; for male workers on 3-shift system, 7 cents per hour over day rate to be paid. A cost of living bonus is paid. Vacation: one week with pay to employees with one year's service, 3½ days to those with 6 months' service; those with five years' service, 10 days vacation with pay. Seniority and grievance procedure are provided for.

TORONTO, ONTARIO.—THE ASSOCIATION OF MILLINERY MANUFACTURERS AND THE UNITED HATTERS, CAP AND MILLINERY WORKERS' INTERNATIONAL UNION, LOCAL NO. 46.

Agreement to be in effect from February 15, 1944, to February 15, 1945; a conference to be held for the renewal or change of the agreement. Only union members to be employed. If when new workers are required, the union is unable to supply any, others may be employed but must join the union.

Hours: 8 per day, Monday to Friday, a 40-hour week. Overtime is limited to 10 hours in

any week and may only be done during the spring period of four to six weeks and the fall period of four weeks. Overtime is payable at time and one-half. Holidays: employees to have two holidays (Good Friday and Labour Day) with pay. Minimum weekly wage rates: all around blockers $35.60; blockers, straw operators, cutters and fabric operators $32.30; drapers $22.40; trimmers $16.80. (These rates are $1.80 to $3.60 per week higher than in the previous agreement.) A cost of living bonus is provided for. Provision is made for the settlement of disputes.

TORONTO, ONTARIO. — ASSOCIATED CLOTHING MANUFACTURERS AND AMALGAMATED CLOTHING WORKERS OF AMERICA (MEN'S CLOTHING WORKERS).

Agreement to be in effect from May 1, 1943, to April 30, 1946, and is similar to the one previously in effect (L.G., October, 1940, p. 1071). Hours are 44 per week, with overtime at time and one-half and wages rates are on a piecework basis.

Manufacturing: Printing and Publishing

TORONTO, ONTARIO.—TWO DAILY NEWSPAPERS AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL NO. 1.

Agreement to be in effect from June 1, 1943, to May 31, 1944, and thereafter from year to year, subject to notice. Only union members to be employed, if available.

Hours: 8 per day for 5 days, a 40-hour week for day work; 7½ per night, a 37½-hour week, for night work; 7 per night, 5 nights, a 35-hour week, for the lobster shift. If no substitutes available, regular men will work the sixth day at regular rates. Overtime is payable at time and one-half; work on Sundays and holidays (except work on regular issues) is payable at double time. Weekly wage rates for journeymen pressmen: $49 for day work, $50.50 for night shift and $51.50 for lobster shift. Apprentice regulations are included, with weekly wage rates from $13 during first year to $32 during sixth year. Provision is made for the settlement of disputes.

WINNIPEG, MANITOBA.—TWO DAILY NEWSPAPERS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 191.

Agreement to be in effect from October 1, 1943, to September 30, 1944. Only union members to be employed, if available. If none available, others employed must join the union.

Hours: 8 per day on Mondays to Fridays, 6 on Saturday for day work; 7¼ hours to be a night's work; 7 hours the middle shift; five days or nights to constitute a week's work, but if no substitutes available, men will work the sixth day at straight time rates. For work on Sundays and holidays (except for regular night shifts part of which are on Sunday or a holiday) double time. Hourly wage rates: for day work $·9113; for night work $1·0085. Apprentice regulations are included with wage rates from 30 per cent of journeymen's wage during first year to 75 per cent during sixth year. Provision is made for the settlement of disputes.

Manufacturing: Miscellaneous Wood Products

NEWMARKET, ONTARIO.—THE OFFICE SPECIALTY MANUFACTURING COMPANY LIMITED AND THE NATIONAL UNION OF FURNITURE WORKERS, LOCAL NO. 7.

Agreement reached following the report of a board under the Industrial Disputes Investigation Act (see p. 175 of this issue). Agreement to be in effect from December 1, 1943, to November 30, 1944, and thereafter from year to year, subject to notice. The Company recognizes the union as sole collective bargaining agency for employees.

Hours: 8½ per day, 4½ on Saturday, a 47 hour week. Overtime and work on holidays is payable at time and one-half. A rest period of 10 minutes in the morning and 5 minutes in the afternoon is granted. Wage rates are to be later mutually agreed on and will then form part of the agreement. The full cost of living bonus is paid. Vacation: one week's vacation with pay to employees with one year's service. Arrangements are made for seniority rights and for the settlement of disputes.

Manufacturing: Metal Products

MONTREAL, QUEBEC.—R.C.A. VICTOR COMPANY LIMITED AND THEIR HOURLY PAID EMPLOYEES' REPRESENTED BY THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1028-B.

Agreement to be in effect from September 12, 1943, to September 11, 1944, or for another year if no notice is given. This agreement is similar to the one previously in effect and published in the LABOUR GAZETTE, October, 1942, pp. 1128 and 1208 with a change in the organization representing the employees and with certain other changes:

Hours: clause 4*a* now reads—"The present regular working week of 48 hours shall be continued". An employee called to work to be paid for at least three hours if no work available when he arrives. Minor changes are made in the clauses *re* classification of employees and settlement of disputes.

TORONTO (LEASIDE) ONTARIO.—SANGAMO COMPANY LTD. AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCALS 1755 AND 235.

Agreement to be in effect from November 12, 1943 to November 11, 1944 and thereafter from year to year until notice. The Company recognizes the union as the sole bargaining agency for all eligible employees. Neither the company nor the union will coerce any person on account of membership or non-membership.

Hours: 48 per week for both day and night work. Overtime and all work on Sundays and holidays is payable at time and one-half. Minimum hourly wage rates for certain classes of employees: toolmakers, 99 cents to $1.10; set-up man, floor inspectors (fully experienced), millwrights 72 to 77 cents; stores, groundsman, boiler room hand, 50 to 55 cents; special tests meters and motors, 72 to 77 cents; automatic screw machine operators 61 to 66 cents; beginners 50 to 55 cents. A joint survey of wages to be made and changes considered. Vacation: one week's vacation with pay to all hourly paid employees with one year's service and two weeks after eleven years' service. Seniority rights and grievance procedure are included in the agreement.

TORONTO, ONTARIO.—AMALGAMATED ELECTRIC CORPORATION LTD., AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 514.

Agreement to be in effect from October 18, 1943 to October 17, 1944 or 1945 if no notice given. The Company recognizes the union as the sole collective bargaining agency for its employees. No discrimination to be shown by employer or union on account of union membership or activity or non-membership.

Hours: 8¾ per day, 4½ on Saturday for day shift; 9½ per night, Monday to Thursday, 10 on Friday for night shift. Overtime and work on Sundays and holidays is payable at time and one-half. A 10-minute rest period in each half of working shift. Hourly wage rates: spinner and electric arc welders 50 to 80 cents; assembler, sheet metal worker, production machinist 40 to 80 cents; spot welder, 40 to 60 cents; die setter 58 to 75 cents, punch press operator 40 to 58 cents, press shear operator 40 to 65 cents; painter and buffer 45 to 75 cents, plater finisher 40 to 70 cents; inspector 40 to 85 cents; shipper 40 to 65 cents; sweeper, trucker 45 to 50 cents, tool and die maker 85 cents to $1.10; maintenance electrician 50 to 90 cents; general maintenance (carpenter, pipefitter, etc.) 50 to 80 cents. Employees on night shift to be paid a bonus of 5 per cent of their total weekly earnings. It is the policy of the company to make periodic surveys of community wage levels and to pay at least the average wage rates for comparable occupations. Wage rates will be reviewed jointly every six months and adjustments discussed. Vacation: one week's vacation with pay to employees with one year's service.

Seniority and grievance procedure are included in the agreement.

REGINA, SASKATCHEWAN.—REGINA INDUSTRIES LIMITED AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 520

The agreement effective from September 1, 1942, which was summarized in the LABOUR GAZETTE, December, 1942, p. 1482, was amended from January 24, 1944, making some changes in the seniority classes.

Manufacturing: Shipbuilding

LIVERPOOL, N.S. — THOMPSON BROTHERS MACHINERY COMPANY LIMITED, AND INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS, WELDERS AND HELPERS OF AMERICA, LOCAL 370, AND FIVE OTHER UNIONS (PLUMBERS, MACHINISTS, CARPENTERS, ELECTRICAL WORKERS AND PAINTERS)

Agreement to be in effect from August 12, 1943, to August 12, 1944. The Company recognizes these Unions as the sole bargaining agents for the employees covered by the agreement.

Hours: 8 per day, a 48-hour week. Overtime is payable at time and one-half from 5 p.m. to 12 p.m. and double time from 12 p.m. to 8 a.m.; Work on Sundays and holidays at double time. Hourly wage rates for some classes: pipefitters and plumbers, machinist, patternmaker, welder, chipper and caulker, blacksmith, electrician, boilermaker, riveter 75 and 80 cents; helpers 53 cents; painters 63 and 80 cents, moulders 70 cents; labourer 40 to 45 cents. Grievance procedure is included in the agreement. All matters pertaining to promotion, classification, or reduction in staff shall be decided by the management.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

CHIPPAWA, ONTARIO.—THE NORTON COMPANY AND UNITED GAS, COKE AND CHEMICAL WORKERS OF AMERICA, LOCAL 154

Agreement to be in effect from May 20, 1943, to May 20, 1944, and thereafter from year to year, subject to notice. All employees who are members are to remain members of the union for the duration of this agreement but new employees are free to join or not to join the union.

Hours: 8¾ per day, 4¼ on Saturdays, a 48-hour week. Overtime and all work on Sundays is payable at time and one-half; double time for work on holidays. Minimum hiring rate for hourly rated employees shall be 60 cents per hour, subject to the approval of the War Labour Board; also subject to this approval, 3 cents per hour extra for work between 4 p.m. and midnight. The full cost-of-living bonus shall be paid to all employees. Vacations: employees with two years' service prior to January 1 of the current year to have one week with pay, increasing each year up to two weeks after 10 years' service. Seniority and grievance procedure are provided for.

Construction: Buildings and Structures

VANCOUVER, B.C.—MASTER LATHERS' ASSOCIATION OF VANCOUVER AND THE WOOD, WIRE AND METAL LATHERS' INTERNATIONAL UNION, LOCAL 207.

Agreement to be in effect from January 8, 1944, indefinitely.

Only union members to be employed and the union agrees to work only for members of the Master Lathers' Association.

Wages: first class journeymen lathers $1 per hour, second class 87½ cents, tie work $1.12½ per hour, plus cost of living bonus. Foremen receive $1 per day more than journeymen. Lathers doing work out of town receive $1 per day extra pay, transportation, travelling time and board and lodging.

Transportation and Public Utilities: Local Transportation

HALIFAX, N.S.—OCEAN VIEW BUS SERVICE AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS, DIVISION NO. 235.

Agreement to be in effect from October 6, 1943, to January 6, 1944, and until one month's notice.

Hours: 54-hour week for bus operators; 9-hour day, 54-hour week for garage employees. Overtime is payable at time and one-half. Hourly wage rates: bus operators, 50 to 60 cents, motor mechanics 65 to 75 cents, mechanics' helpers 53 cents, greasemen and servicemen 50 cents, inspectors $35.40 per week. A cost of living bonus is also paid. Vacation: two weeks annually with pay, to employees

with three years' service or more. Employees with more than one year and less than three years' service receive one week's vacation with pay. Grievance procedure is included in the agreement.

HALIFAX, N.S.—CHAS. A. PENDER, LTD. AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS, DIVISION NO. 235.

Agreement to be in effect October 28, 1943, to January 28, 1944, and until thirty days' notice. This agreement is similar to the one summarized above for the Ocean View Bus Service with the exception that there is no provision for vacations.

Transportation and Public Utilities: Water Transportation

EASTERN COAST OF CANADA.—PARK STEAMSHIP COMPANY LTD. AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from November 19, 1943, to September 30, 1944, and thereafter from year to year until 30 days' notice. The Company recognizes the union as the bargaining agency for the unlicensed personnel employed.

Hours: for deck department 8 on week days, 4 on Saturdays, when in port. All work performed in excess of 8 hours per day while at sea is payable at 55 cents for carpenters, bosun, chief steward, etc.; 50 cents for ableseamen, oilers, firemen, trimmers, etc., and 30 cents for ordinary seamen, deck boys and galley boys. These rates are subject to the approval of the War Labour Board. Sailors at sea are divided into three watches which are kept on duty continuously. A wage scale forms part of the agreement. It became effective September 1, 1943. Monthly wage rates for some classes: bosun $77.50, ableseamen $70, ordinary seamen $50, chief steward $115, oiler $73, fireman $72.50, trimmer $67.50, first cook $102, second cook $59.50, carpenter $84. There is, in addition, a war risk bonus of $44.50 per month and a cost of living bonus of $18.42 per month. An additional fee of $1.50 per hour is paid to those required to work explosives. Arrangement is made for the settlement of disputes.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable to the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the amendment of four agreements and the correction of another, all of which are noted below. Requests for the amendment of agreements for barbers and hairdressers at Montreal and the sheet metal industry at Montreal were published in the *Quebec Official Gazette,* January 22. Requests for the amendment of agreements for men's and boys' hat and cap industry for the Province, shoe manufacturing industry throughout the Province, printing trades at Quebec, plumbers at Three Rivers and barbers and hairdressers at Three Rivers were gazetted January 29. A request for the extension of a new agreement for the lithographic industry at Montreal was gazetted January 15; a request for a new agreement for ornamental iron and bronze workers at Montreal was published in the *Quebec Official Gazette,* January 22; and a request for a new agreement for retail food stores at Quebec was gazetted January 29.

In addition, Orders in Council were published in the *Quebec Official Gazette* during January approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (CORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated December 24, and gazetted January 8, and corrected in the next issue amends the previous Orders in Council for this industry (L.G., April, 1942, p. 483, Sept., p. 1097; Jan., 1943, p. 88, April, p. 490, Nov., p. 1529). The minimum wage rate for certain classes of female operators with six months experience is raised from 28 to 35 cents.

Construction: Buildings and Structures

BUILDING TRADES, QUEBEC CITY AND DISTRICT

An Order in Council dated January 8, and gazetted January 15, amends the previous Orders in Council for this industry (L.G., August, 1941, p. 1009; Sept., 1942, p. 1097, Oct., p. 1209; Feb., 1943, p. 220) by excluding the county of Laviolette (part of which is in the judicial district of Quebec) from the territorial jurisdiction.

BUILDING TRADES, HULL

An Order in Council dated January 27, and published January 29, amends the previous Orders in Council for this trade (L.G., July, 1938, p. 798, Nov., p. 1300; Mar., 1939, p. 335, Oct., p. 1066, Dec., p. 1280; Feb., 1940, p. 172; Mar., 1941, p. 334, Aug., p. 1012, Dec., p. 1573; Sept., 1942, p. 1097; Mar., 1943, p. 341, May, p. 639) by changing the official name of the Parity Committee to "The Building Trades Joint Committee."

Trade

RETAIL STORES, BAKERIES, HOTELS, ETC., MAGOG

An Order in Council, dated January 27, and gazetted January 29, amends the last Order in Council for this trade (L.G., Aug., 1943, p. 1131) by inserting hardware establishments, as one of those establishments which close on Wednesday at noon. Other references for these workers are L.G., Nov., 1940, p. 1203; Mar., 1941, p. 335; Aug., 1942, p. 978.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, ST. HYACINTHE

An Order in Council, dated December 24, and gazetted January 8, amends the previous Orders in Council (L.G., Oct., 1941, p. 1426; Sept., 1942, p. 1098; April, 1943, p. 490, May, p. 639, Sept., p. 1253) by making a slight change in the hours.

Industrial Standards Acts, Etc.

Schedule of Wages and Hours Recently Approved by Provincial Orders in Council in Saskatchewan and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the LABOUR GAZETTE, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Saskatchewan

Service: Business and Personal

BARBERS, MOOSE JAW

An Order in Council, approved October 29, and gazetted November 15, shortens hours by 3 hours a week by providing that shops close at 6 p.m. on Saturdays. This is an amendment to the schedule summarized in the LABOUR GAZETTE, January, 1940, p. 71 and May, 1942, p. 632.

HAIRDRESSERS, ETC., MOOSE JAW

An Order in Council, approved October 29, and gazetted November 15, shortens the hours by 2 hours a week by providing that shops close at 6 p.m. on Saturdays. The weekly hours are now 43 per week. This is an amendment to the schedule summarized in the LABOUR GAZETTE, August, 1941, p. 1015.

Alberta

Service: Business and Personal

BARBERS, MEDICINE HAT

An Order in Council, dated December 23, and gazetted December 31, makes binding the terms of a new schedule for the barbering industry in Medicine Hat. Hours are limited to 10 per day (9 per day for female employees) and 48 hours per week. Minimum wages: for full time work, male employees to receive 60 per cent of takings per week over $23, with a guarantee of $15 per week; for female employees on full time work, 60 per cent of takings over $22, with a guarantee of $14 per week; persons on an hourly basis to receive a minimum of 40 cents per hour. Regulations for apprentices are specified including a minimum wage of 60 per cent of total takings with a guarantee of $8 per week. Minimum charges are set for services.

Trade Union Membership in Britain

TOTALS compiled by the Ministry of Labour and National Service in Great Britain and published in the *Ministry of Labour Gazette* indicate that the membership in trade unions in Great Britain and Northern Ireland at the end of 1942 was approximately 7,781,000. This was an increase of nearly 690,000 or 9·7 per cent as compared with the end of the previous year.

These figures cover the total membership—including members in branches overseas—of all such organizations, so far as known to the Department, whose headquarters are situated in Great Britain or Northern Ireland. Members serving with the Armed Services are also included in the totals. There is some duplication in the total membership since persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is probably about 40,000.

Comparative Membership, 1941 and 1942.—The number of unions in 1942 as compared with 1941 was 976 and 983 respectively. In all, 12 unions with a total membership of 1,700 at the end of 1941 were reported as having been dissolved in 1942; while ten unions with an aggregate membership of 9,100 at the end of 1941 were amalgamated with other unions. On the other hand, 15 new unions were formed in 1942 with an aggregate membership of 7,000. Of the total of 976 unions at the end of 1942, there were 21 with their headquarters in Northern Ireland.

Sex Distribution of Membership.—The number of males at the end of 1942 was 6,113,000, showing an increase of 394,000 or 6·9 per cent as compared with the previous year, and the number of females was 1,668,000, an increase of 294,000 or 21·4 per cent. The largest increase in male membership during 1942 occurred in the unions in the engineering and metal group of industries and in the general labour unions. Female membership showed the largest increase in the general labour unions.

Federation of Trade Unions.—At the end of 1942 the number of federations of trade unions in Great Britain and Northern Ireland was 57 with an approximate gross total membership of 2,974,000. This does not include certain small affiliated unions, which have their head offices overseas. In many instances trade unions or branches of trade unions are affiliated to more than one federation and a large number of trade union members, therefore, are counted more than once in the gross membership. The net federated membership is stated to have been approximately 2,546,000 at the end of 1942, an increase of about 90,000 over 1941. The number of unions which were affiliated to one or more trade union federations in respect of either the whole or a part of their membership was 515 at the end of 1942 as compared with 522 at the end of 1941.

War Emergency Training

Progress of Enrolment—Reduction in Industrial Training—Military Technical Training Facilities to be Diverted to Rehabilitation Training

THE War Emergency Training Program provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;
(2) Part-time classes, principally for the upgrading of persons already employed;
(3) Training in plant schools;
(4) Special classes for foremen and supervisors;
(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;
(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;
(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

Progress of Enrolment

From the beginning of the program up to December 31, 1943, the gross enrolment in all types of projects has been as follows:

Training in Industry	197,839
Army	37,745
Navy	6,712
R.C.A.F.	60,638
Rehabilitation (Discharged persons from the forces)	2,269
Students	5,143
Total	310,346

Industrial Training

December witnessed a very sharp reduction in the enrolment in full-time pre-employment classes, and at the end of the month an all-time low of 1,653 were registered, of whom approximately 75 per cent were in the provinces of Ontario and Quebec. There has been a corresponding reduction in the enrolment in part-time classes and also in the plant schools. Many of the companies operating plant schools have now met their training requirements and the plant schools have been discontinued. The reports for the month indicate a comparatively small number placed in employment. Over two-thirds of these came from the plant schools.

Agricultural Courses

The courses to train men and women in cheese-making, dairying and creamery work have proven most successful and the enrolment has been so heavy that practically all the classes are operating to capacity. Three classes have been held in Ontario and others are in operation in the three Prairie Provinces and in the Province of Quebec.

New classes were started about the beginning of February in the three Prairie Provinces to train persons for egg grading. The trainees are sponsored by prospective employers and the classes are being carried on in co-operation with the Dominion and Provincial Departments of Agriculture. Personnel from the Dominion Department of Agriculture are acting as instructors.

Rehabilitation Training

The enrolment of persons discharged from the forces on December 31 was 456, which represents the highest enrolment up to the present. This type of training is increasing constantly. In order to meet the need, additional field representatives have been taken on in several provinces whose duties include working with the District Rehabilitation Boards in the selection of proper trainees and surveying training opportunities among employers in their respective districts.

Military Classes

From the beginning of January the R.C.A.F. discontinued any new enrolments in the great majority of technical trades in War Emergency Schools, and it is expected that training of this kind will cease entirely about the middle of the year. As training facilities become vacant they will be adapted to rehabilitation training.

The schools for pre-aircrew personnel will continue as usual.

There has also been some reduction in the classes conducted for the Army tradesmen, but the classes for the young soldiers will continue as usual.

The Navy has reduced the enrolment in some of the Ontario naval tradesmen's classes.

A meeting of the Vocational Training Advisory Council was held in Ottawa on February 22 attended by representatives from various provinces. It was followed by the annual conference of the Regional Directors of War Emergency Training. The various aspects of the Training Program for the past year were reviewed, and recommendations are being made to the Minister of Labour in connection with training plans for the post-war period.

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF DECEMBER, 1943, WITH TOTALS FROM APRIL 1 1943, TO DECEMBER 31, 1943

(Subject to Revision)

	Numbers in Training				Placed in Employment	
	From April 1/43 to Dec. 31/43	At First of December	Enrolled in December	At end of December	From April 1/43 to Dec. 31/43	(2) In December
DOMINION SUMMARY						
Pre-employment Classes Men	9,940	1,569	311	1,221	6,382	390
Women	5,356	549	108	432	4,304	190
Part-Time Classes (1) Men	7,943	1,724	95	1,504	.....	.....
Women	1,648	379	9	190	.....	.....
Total	24,887	4,221	523	3,347	10,686	580
NOVA SCOTIA						
Pre-employment Classes Men	326	57	1	30	254	27
Women	198	11	2	9	161	4
Total	524	68	3	39	415	31
NEW BRUNSWICK						
Pre-employment Classes Men	406	83	25	58	229	15
Women	171	35	11	39	113	7
Total	577	118	36	97	342	22
QUEBEC						
Pre-employment Classes Men	4,762	666	129	525	2,614	87
Women	533	77	4	55	359	13
Part-time Classes (1) Men	1,086	392	30	379	.....	.....
Women	22	.....	.....	.....	.....	.....
Total	6,403	1,135	163	959	2,973	100
ONTARIO						
Pre-employment Classes Men	2,941	497	97	377	2,342	200
Women	3,251	352	67	257	2,705	142
Part-time Classes (1) Men	3,876	826	45	698	.....	.....
Women	1,189	344	2	155	.....	.....
Total	11,257	2,019	211	1,487	5,047	342
MANITOBA						
Pre-employment Classes Men	558	120	18	82	276	31
Women	.....	.....	.....	.....	.....	.....
Part-time Classes (1) Men	249	112	.....	109	.....	.....
Women	.....	.....	.....	.....	.....	.....
Total	807	232	18	191	276	31
SASKATCHEWAN						
Pre-employment Classes Men	203	41	16	42	122	12
Women	309	23	2	17	247	8
Part-time Classes (1) Men	58	.....	.....	.....	.....	.....
Women	63	.....	.....	.....	.....	.....
Total	633	64	18	59	369	20
ALBERTA						
Pre-employment Classes Men	186	81	16	90	66	2
Women	373	30	13	38	271	4
Part-time Classes (1) Men	93	11	5	12	.....	.....
Women	2	.....	.....	.....	.....	.....
Total	654	122	34	140	337	6
BRITISH COLUMBIA						
Pre-employment Classes Men	558	24	9	17	479	16
Women	521	21	9	17	448	12
Part-time Classes (1) Men	2,581	383	15	306	.....	.....
Women	372	35	7	35	.....	.....
Total	4,032	463	40	375	927	28

(1) Trainees in the Part-time Classes consist largely of employed persons who are being given training at the request of employers in War Production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to Dec. 31, 1943, were not so reported until after Dec. 1, 1943.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF DECEMBER WITH TOTALS FROM APRIL 1st., 1943

(Subject to Revision)

—	Numbers in Training				Completed Training	
	From April 1/43 to Dec. 31/43	At First of December	Enrolled in December	At End of December	From April 1/43 to Dec. 31/43	In December
DOMINION SUMMARY						
R.C.A.F. Classes	28,606	6,350	2,339	6,106	20,938	2,312
Army Classes	10,930	2,275	683	2,106	8,080	745
Navy Classes	3,184	810	9	590	2,490	224
Total	42,720	9,435	3,031	8,802	31,508	3,281
NOVA SCOTIA						
R.C.A.F. Classes	394	59	30	33	350	56
Army Classes	619	109	43	112	468	40
Navy Classes	23	15	.....	15	2	.....
Total	1,036	183	73	160	820	96
NEW BRUNSWICK						
R.C.A.F. Classes	839	227	39	158	584	103
Army Classes	978	231	44	236	718	35
Navy Classes	1	.....	.....	.....	1	.....
Total	1,818	458	83	394	1,303	138
QUEBEC						
R.C.A.F. Classes	2,563	560	161	440	1,862	272
Army Classes	1,621	223	115	227	1,314	109
Navy Classes	204	25	7	15	102	14
Total	4,388	808	283	682	3,278	395
ONTARIO						
R.C.A.F. Classes	13,021	2,960	1,137	2,943	9,453	1,087
Army Classes	3,530	787	155	591	2,613	290
Navy Classes	2,569	620	.....	440	2,119	178
Total	19,120	4,367	1,292	3974	14,185	1,555
MANITOBA						
R.C.A.F. Classes	2,553	642	184	537	1,828	248
Army Classes	705	113	48	117	576	40
Total	3,258	755	232	654	2,404	288
SASKATCHEWAN						
R.C.A.F. Classes	2,959	580	297	545	2,399	332
Army Classes	590	285	32	298	292	19
Total	3,549	865	329	843	2,691	351
ALBERTA						
R.C.A.F. Classes	3,138	558	276	646	2,316	55
Army Classes	968	258	86	251	660	66
Navy Classes	267	103	.....	85	181	18
Total	4,373	919	362	982	3,157	139
BRITISH COLUMBIA						
R.C.A.F. Classes	3,139	764	215	804	2,146	159
Army Classes	1,919	269	160	274	1,439	146
Navy Classes	120	47	2	35	85	14
Total	5,178	1,080	377	1,113	3,670	319

WAR EMERGENCY TRAINING PROGRAM

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF DECEMBER, 1943, WITH TOTAL FROM APRIL 1, 1943, TO DECEMBER 31, 1943

(Subject to Revision)

	Numbers in Training				Completed Training		Transferred to Production before Training finished	
	From April 1/43 to Dec. 31/43	At First of Dec.	Enrolled in Dec.	At End of Dec.	From April 1/43 to Dec. 31/43	In Dec.	From April 1/43 to Dec. 31/43	In Dec.
DOMINION SUMMARY								
Plant Schools (Men)	6,911	795	384	570	4,656	467	757	47
Plant Schools (Women)	8,836	1,085	605	715	6,092	763	1,025	104
Part-time Classes (Men)	2,683	1,125	63	898	1,688	264	23	7
Part-time Classes (Women)	1,219	456	27	387	762	49	6	2
Total	19,649	3,461	1,079	2,570	13,198	1,543	1,811	160
NOVA SCOTIA								
Plant Schools (Men)	185	34	.....	25	116	9	32	.....
Plant Schools (Women)	46	18	.....	.....	43	18	3	.....
Part-time Classes (Men)	28	.....	.....	.....	28	.....	.....	.....
Part-time Classes (Women)	2	.....	.....	.....	2	.....	.....	.....
Total	261	52	.....	25	189	27	35	.....
NEW BRUNSWICK								
Plant Schools (Men)	56	17	.....	11	36	5	.....	.....
Plant Schools (Women)	6	6	.....	.....	6	6	.....	.....
Total	62	23	.....	11	42	11	.....	.....
QUEBEC								
Plant Schools (Men)	2,466	397	91	211	1,161	214	567	6
Plant Schools (Women)	963	247	42	159	587	115	79	.....
Part-time Classes (Men)	602	416	25	379	184	54	23	7
Part-time Classes (Women)	77	64	6	59	16	9	6	2
Total	4,108	1,124	164	808	1,948	392	675	15
ONTARIO								
Plant Schools (Men)	3,885	320	206	291	3,176	202	58	1
Plant Schools (Women)	5,672	643	367	429	4,713	527	27	.....
Part-time Classes (Men)	1,871	668	15	489	1,328	177	.....	.....
Part-time Classes (Women)	1,119	387	21	328	724	35	.....	.....
Total	12,547	2,018	609	1,537	9,941	941	85	1
MANITOBA								
Plant Schools (Men)	27	.....	.....	.....	15	.....	9	.....
Plant Schools (Women)	996	69	64	62	333	30	451	35
Part-time Classes (Men)	28	26	.....	.....	25	25	.....	.....
Part-time Classes (Women)	6	5	.....	.....	5	5	.....	.....
Total	1,057	100	64	62	378	60	460	35
ALBERTA								
Plant Schools (Men)	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools (Women)	315	41	41	33	125	23	7	.....
Total	315	41	41	33	125	23	7	.....
BRITISH COLUMBIA								
Plant Schools (Men)	292	27	87	32	152	37	91	40
Plant Schools (Women)	838	61	91	32	285	44	458	69
Part-time Classes (Men)	154	15	23	30	123	8	.....	.....
Part-time Classes (Women)	15	.....	.....	.....	15	.....	.....	.....
Total	1,299	103	201	94	575	89	549	109

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1943, TO DECEMBER 31, 1943

(Subject to Revision)

—		Numbers in Training				Placed in Employment	
		From April 1/43 to Dec. 31/43	At First of December	Enrolled in December	At End of December	From April 1/43 to Dec. 31/43	(1) In December
DOMINION SUMMARY							
In Schools	Men	1,156	319	105	362	548	33
	Women	77	59	14	65	7	4
In Industry	Men	34	20	11	29	3	2
	Women	.....	.....	.....	.....	.....	.....
Total		1,267	398	130	456	558	39
NOVA SCOTIA							
In Schools	Men	26	7	.....	5	18	2
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	.....	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		26	7	.....	5	18	2
NEW BRUNSWICK							
In Schools	Men	33	10	3	10	11	.....
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	.....	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		33	10	3	10	11	.....
QUEBEC							
In Schools	Men	354	67	35	77	177	12
	Women	18	14	3	16	1	1
In Industry	Men	1	1	.....	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		373	82	38	94	178	13
ONTARIO							
In Schools	Men	174	57	18	62	87	10
	Women	16	13	3	13	2	2
In Industry	Men	20	14	3	15	3	2
	Women	.....	.....	.....	.....	.....	.....
Total		210	84	24	90	92	14
MANITOBA							
In Schools	Men	12	38	13	50	34	.....
	Women	15	13	2	14	1	1
In Industry	Men	.....	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		136	51	15	64	35	1
SASKATCHEWAN							
In Schools	Men	115	32	12	41	61	1
	Women	5	2	2	4	1	.....
In Industry	Men	3	.....	3	3	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		123	34	17	48	62	1
ALBERTA							
In Schools	Men	152	51	10	57	76	3
	Women	13	9	4	12	.....	.....
In Industry	Men	4	2	2	4	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		169	62	16	73	76	3
BRITISH COLUMBIA							
In Schools	Men	181	57	14	60	84	5
	Women	10	8	.....	6	2	.....
In Industry	Men	6	3	3	6	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		197	68	17	72	86	5

(1) Includes those graduates who, though actually placed prior to December 31, 1943, were not so reported until after December 1, 1943.

Plan for Apprenticeship Training in Canadian Industry

Federal Aid to Provinces Authorized by Order in Council

A Dominion-provincial program to foster the development of apprenticeship training in Canada is made possible under the terms of a recent Order in Council (P.C. 8993, Jan. 21, 1944). The order authorizes the federal Department of Labour to enter into agreements with the provinces and to render financial assistance to approved plans for apprenticeship training.

It is considered that a supervised and well-regulated plan of apprenticeship would constitute the best method of insuring a permanent and adequate supply of skilled tradesmen in Canadian industries, and in the building and construction industry in particular, the order declares.

The value of apprenticeship projects in post-war planning is also emphasized in the order, which states that "apprenticeship is one of the most useful means of providing training to persons discharged from the armed forces and also to many workers from munition plants to fit them for permanent civilian occupation."

Agreements with Provinces Authorized

Apprenticeship training, the order points out, is normally under the constitutional jurisdiction of the provinces, the majority of which at present have no provincial apprenticeship act, while existing provincial acts are operative only in a very limited number of occupations. The present order will enable such provinces as desire to participate to receive financial help from the Dominion Government. Agreements may be made for periods up to ten years.

The planned Dominion assistance is designed to supplement regular industrial apprenticeship training. Apprentices, while working at industrial trades, will be subject to working conditions and wage rates determined by the province, and will be paid by the employer in the usual way.

The agreement with each province will require that where the province has not an apprenticeship act or its equivalent, the provincial government shall undertake to bring about such legislation, to provide for the administration of plans approved under the agreement.

While the Dominion-provincial agreements will provide the basic principles under which apprenticeship training is to receive government aid, a good deal of discretion will be left to the province to settle the details in consultation with trade unions and employers in the various industries.

Definition of "Apprentice"

An apprentice, who may be either a man or woman, is to be defined in the agreements as follows:—

"An apprentice means a person at least 16 years of age who enters into a written agreement with an employer to learn a skilled trade requiring a minimum of 4,000 hours of reasonably continuous employment and which provides a program of practical experience and related technical instruction for such person."

All apprentices in any approved plan are to be registered and to be under provincial supervision.

Apprenticeship may be in trades designated by the act or under a collective agreement between an employer and a trade union or in private plans carried on by industry if such plans are approved by the province and the provincial apprenticeship committee.

Apprenticeship committees would be set up by provinces which participated in the scheme. These committees would be composed of an equal number of employers and workers together with representatives of the provincial Departments of Labour and Education.

Conditions of Apprenticeship

The Dominion order outlines certain standards for apprenticeship plans, dealing with wages, conditions of work, etc. It stipulates that plans must provide for the following, in order to be approved by provinces:—

1. A written indenture with an agreed scale of wages with increases at fixed intervals. Where rates of wages of apprentices have been determined by a collective labour agreement, such rates shall apply provided such rates are not less than the minimum rates which may have been or may be established by law.
2. A definite length of apprenticeship, at least 4,000 hours, with time credits for

any persons with previous experience in the trade or trade training in a vocational school, or with previous trade experience or trade training in the armed services.

3. Provision for the cancellation of an apprenticeship contract for cause.
4. Provision for the transfer of apprentices to another employer for cause.
5. Apprentices may be indentured to an individual employer, an industry, or to any other responsible organization.
6. A probationary period of at least three months.
7. Equal representation of employers and workers on any apprenticeship committee, whether for trades designated under the act or for any plan registered under the act.
8. A definite program with provision for instruction in related technical subjects.
9. The inspection of training by representatives of the province.
10. Periodic trade tests and a final trade examination prior to granting improver's or journeymen's status together with the issuance of a certificate or diploma.
11. The determination of the ratio of apprentices to journeymen by the province after consultation with employers and workers and in accordance with the estimated future requirements of each trade.
12. The minimum age for entry to apprenticeship to be 16 years.

Financial Arrangements

As the scheme is intended to assist both ex-members of the armed forces and civilians, the order makes financial arrangements in regard to both classes. In the case of ex-members of the forces, the Dominion will bear the entire government costs in the case of those whose apprentice training has been approved by the Minister of Pensions and National Health. In the case of civilians, government costs will be shared on a fifty-fifty basis between the Dominion and the provinces. Government costs will cover the salaries of instructors, materials, supplies and hand tools for the part-time and full-time training classes which will be supplementary to the training received by the apprentice at actual work.

For the fiscal year 1944-45 the Dominion fund available for distribution among the provinces is not to exceed $250,000, but for later fiscal years the sum is to be raised to $1,000,000 a year.

Responsibility of Industry

It is emphasized in the order that the establishment and operation of apprenticeship is "primarily the responsibility of industry through employers and trade unions. This order is not to be interpreted as relieving industry of such responsibility but is designed only as a measure of governmental assistance under which all normal rights of employers and trade unions are safeguarded."

In commenting upon the order the Honourable Humphrey Mitchell, Minister of Labour declared: "Government supervision of apprenticeship plans has been on a much smaller scale in Canada than in other other British countries or in other parts of the world. It is important for the welfare of our industry as a whole, that a sufficient number of our young people in the post-war world should be given trade training of various sorts, so that they may be among the most highly skilled workers in the world. The present Order in Council is intended by the Dominion Government as a step in that direction. We know that if suitable trade training is made available to our young people, it will mean a good deal to those who are trained, and also to the future of this country".

While the Dominion for several years gave financial assistance to the provinces to promote the development of technical schools, and in late years, to carry on short courses of occupational training for young people, the new measure is the first Dominion assistance toward development of formal trade apprenticeship.

After pointing out that the Vocational Training Advisory Council had gone carefully over and had approved of the new schemes before the Order in Council was passed, the Minister of Labour added: "This should ensure that the scheme meets with the approval of both the trade unions and employers, as the leading national trade union bodies and employers' organizations have direct representation on the Council."

Activities of the Unemployment Insurance Commission

Increase in Claims for Benefit—Standing of Insurance Fund

THE number of claims for Unemployment Insurance benefit was larger in December than in any previous month. During December, 6,562 claims were filed, compared with 1,475 in October, 2,896 in November of this year and 3,337 in December of last year. The previous high in the number of claims filed in a month was reached in March, 1943, when 5,046 were registered. (*See* Table 2.)

As stated in last month's report, a seasonal rise in the number of claims is expected during the winter months, starting in November and reaching a peak in March. Thus, each province shows an increase in December over November. There is, however, a notable difference in the Eastern as compared with the Western Provinces. The Western Provinces (Manitoba, Saskatchewan, Alberta and British Columbia) recorded about the same number of claims this December as last December, whereas Ontario, Quebec and the Maritimes showed an increase over last December of about 150 per cent. This would indicate that whereas the Western Provinces are experiencing the normal seasonal increase in claims the increase in the Eastern Provinces is due to more than seasonal factors.

A similar increase is evident in the number of persons who signed the live unemployment register in the last six working days of December: 6,216, of whom 4,893 were male and 1,323 female. In the last week of November, 2,436 persons signed the "live register". Each person who is claiming benefit or to whom benefit payments are being made must call at the local office once a week and report on his unemployment during the previous week. By taking a count of those who sign the live unemployment register in a week a figure is obtained which represents all those who are currently claimants (including beneficiaries).

Number of Persons Receiving Benefit—Amount of Benefit Paid

During December, 2,226 persons received benefit, being paid a total of $52,600 for 29,160 unemployed days. This compares with 1,456 persons who received $37,166 for 20,004 days in December, 1942. Thus, in the present month the average duration of the unemployment compensated was 13·1 days as against 13·7 days in December, 1942. The average amount paid per beneficiary was $23.63 in December, 1943, compared with $25.53 in December, 1942, and the average amount paid per compensated day of unemployment was $1.80 in December, 1943, and $1.86 in December, 1942.

Tables 2 to 5 present data respecting the number of claims filed during the month and their disposition, the chief reasons for non-entitlement to benefit, number of beneficiaries, number of days' benefit paid and amount of benefit paid.

Insurance Registration

Reports received from Local Offices of the Unemployment Insurance Commission showed that at February 1, 1944, 135,462 employers with insured employees were registered, and 3,098,032 employees were issued with insurance books.

For Unemployment Insurance purposes, an employer with branch establishments is permitted to register all branches under the same license number or under separate numbers. The total number of employers mentioned above, therefore, includes all establishments registered under separate licence numbers.

TABLE 1—PROGRESS OF REGISTRATION AS AT FEBRUARY 1, 1944

Region	Employers' Establishments Registered	Insured Persons Registered
Maritimes	11,293	233,683
Quebec	36,464	972,977
Ontario	49,632	1,190,774
Prairies	25,217	414,210
Pacific	12,856	286,388
Total for Canada	135,462	3,098,032

TABLE 2—Number of Persons Filing Claims for Unemployment Insurance Benefit in Local Offices, February 1942 to December, 1943.

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, DECEMBER, 1943

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	38	34	4	27	21	4	14
Nova Scotia	547	478	69	496	506	10	73
New Brunswick	60	48	12	40	32	9	18
Quebec	3,601	3,200	401	2,752	1,118	224	1,660
Ontario	1,011	851	160	902	665	141	182
Manitoba	469	395	74	400	257	72	197
Saskatchewan	245	212	33	225	158	16	64
Alberta	301	252	49	251	155	38	89
British Columbia	290	245	45	268	185	25	100
Total, Canada, December, 1943	6,562	5,715	847	5,361	3,097	539	2,437
Total, Canada, November, 1943	2,896	2,508	388	2,389	1,610	460	712
Total, Canada, December, 1942	3,337	2,968	369	2,786	1,819	472	1,186

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT AND CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of December 1943	Cumulative Total April 1,- Dec. 31, 1943
Insufficient contributions; and not in insurable employment	201	1,117
Not capable of work; and not available for work	16	114
Loss of work due to a labour dispute	6	89
Refused offer of work; and neglected opportunity to work	7	83
Discharged for misconduct	40	253
Voluntarily left employment without just cause	252	2,118
Other reasons (1)	17	217
Total	539	3,991

(1) These include: claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT; AMOUNT OF BENEFIT PAID; DECEMBER, 1943

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days' Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	8	7	93	154
Nova Scotia	245	230	2,569	4,685
New Brunswick	30	18	394	696
Quebec	664	395	8,987	15,688
Ontario	479	305	6,310	11,880
Manitoba	250	174	3,376	5,937
Saskatchewan	114	80	1,414	2,362
Alberta	171	118	2,226	4,084
British Columbia	265	164	3,791	7,114
Total, Canada, December, 1943	2,226	1,491	29,160	52,600
Total, Canada, November, 1943	1,297	859	19,275	33,584
Total, Canada, December, 1942	1,456	1,058	20,004	37,166

Average Duration of Unemployment Compensated ..... 13·1 days.
Average Amount of Benefit Paid Per Person ..... $ 23.63
Average Amount Paid per Compensated Day of Unemployment ..... $ 1.80

TABLE 6—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

Statement of Revenue and Expenditure for the Thirty Months ended December 31, 1943

Month	Revenue: Contributions (Gross, less refunds)						Revenue: Interest	Revenue: Monthly Total Revenue	Expenditure: Benefits		Balance
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government			Monthly Total	Cumulative Total	
	$	$	$	$	$	$	$	$	$	$	$
Total from July to December 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	177,720 00	28,481,885 85	Nil	Nil	28,481,885 85
Total for the year ended December 31st, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,242 63	55,097,108 65	11,019,421 74	1,409,797 39	67,526,327 78	349,655 94	349,655 94	95,658,557 69
1943											
January	2,470,473 51	1,174,517 53	1,237,776 61	544 05	4,883,311 70	976,662 34	22,778 38	5,882,752 42	69,851 82	419,507 76	101,471,458 29
February	2,343,199 32	1,087,403 58	1,134,346 80	997 96	4,565,947 66	913,189 53	12,369 32	5,491,506 51	129,112 43	548,620 19	106,833,852 37
March	3,202,971 58	1,286,165 19	1,246,228 75	2,428 33	5,737,793 85	1,147,558 77	238,960 00	7,124,312 62	195,190 49	743,810 68	113,762,974 50
April	2,431,365 31	1,103,912 33	1,256,407 64	103 94	4,791,789 22	958,357 84	315,887 50	6,066,034 56	141,990 92	885,801 60	119,687,018 14
May	2,252,602 06	1,053,514 83	1,304,413 23	824 08	4,611,354 20	922,270 84	708,057 95	6,241,682 99	128,162 33	1,013,963 93	125,800,538 80
June	2,421,430 52	1,078,241 28	1,336,325 58	995 35	4,836,992 73	967,398 55	296,976 92	6,101,368 20	64,999 84	1,078,963 77	131,836,907 16
July	2,725,682 68	1,066,808 21	1,401,840 03	9,244 48	5,203,575 40	1,040,715 08	621 37	6,244,911 85	44,391 09	1,123,354 86	138,037,427 92
August	2,524,674 15	1,036,821 63	1,266,889 41	5,371 04	4,833,756 23	966,751 25	47,125 57	5,847,633 05	27,359 61	1,150,714 47	143,857,701 36
September	2,548,738 57	1,081,954 12	1,409,503 82	8,783 77	5,048,980 28	1,009,796 06	280,210 00	6,338,986 34	19,602 84	1,170,317 31	150,177,084 86
October	2,747,173 83	1,149,469 89	1,480,302 11	9,663 79	5,386,609 62	1,077,321 92	434,387 50	6,898,319 04	23,989 63	1,194,306 94	157,051,414 27
November	2,635,021 85	1,077,059 23	1,532,003 80	5,389 16	5,249,474 04	1,049,894 81	1,008,733 54	7,308,102 39	32,856 24	1,227,163 18	164,326,660 42
December	2,569,380 84	1,172,538 21	1,501,871 05	4,754 43	5,248,544 53	1,049,708 91	306,331 83	6,604 585 27	51,752 69	1,278,915 87	170,879,493 00
Total	30,872,714 22	13,368,406 03	16,107,908 83	49,100 38	60,398,129 46	12,079,625 90	3,672,439 88	76,150,195 24	929,257 93	1,278,915 87	170,879,493 00
Grand Total	75,700,722 53	30,674,208 90	32,655,724 38	51,387 18	139,082,042 99	27,816,408 61	5,259,957 27	172,158,408 87	1,278,915 87	1,278,915 87	170,879,493 00

The interest column represents the Interest received on the due dates of the various Government bonds and includes accrued interest at the time of purchase. This figure does not include the accrued interest earned to Dec. 31st. The miscellaneous column includes the following:—

Penalties	$ 1,432 78
Contributions in respect of services in the Armed Forces	48,222 18
Miscellaneous	1,732 22
	$ 51,387 18

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of December, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

Returns received from 14,161 co-operating firms indicated further increases in employment and payrolls. At the beginning of December, their staffs aggregated 1,916,688 persons, compared with 1,898,118 reported on November 1.

The index number of employment (based on the 1926 average as 100) was 190·6 as compared with 188·7 in the preceding month, and was 4·1 per cent higher than at December 1, 1942.

Information is also embodied in this article concerning payrolls, which is furnished each month by the co-operating firms. The per capita average weekly wage of $31.59 showed a slight decrease from that of $31.60 at the beginning of November, while at December 1, 1942, the figure was $30.06.

Report on employment conditions for January.—A summary of employment conditions for the month of January has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, December, 1943.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received during the four weeks December 3, to December 30, 1943, showed moderate declines both when compared with the previous period of five weeks duration ending December 2, and with the month of December, 1942, this comparison being based on the average number of placements effected daily during the periods under review. Vacancies during the four week period ending December 30, 1943, numbered 148,618, applications 145,425 and placements in regular and casual employment, 114,019.

Unemployment in Trade Unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

At the beginning of January, the percentage of unemployment among trade unions was ·8 as compared with percentages of ·6 in December and 1·2 in January, 1943. The January figure was based on returns received from 2,345 labour organizations, having a combined membership of 482,812 persons.

The Employment Situation at the Beginning of December, 1943, as Reported by Employers

INDUSTRIAL employment at the beginning of December showed further expansion, continuing the steadily upward movement indicated from May 1. The increase was the largest reported since the beginning of August, but was neverthless substantially less than that at December 1, 1942; according to pre-war experience, however, it was contra-seasonal in character. The Dominion Bureau of Statistics tabulated data from 14,161 employers with a combined working force of 1,916,688, as compared with 1,898,118 at November 1. The weekly payrolls disbursed aggregated $60,541,888, as compared with $59,979,871 at

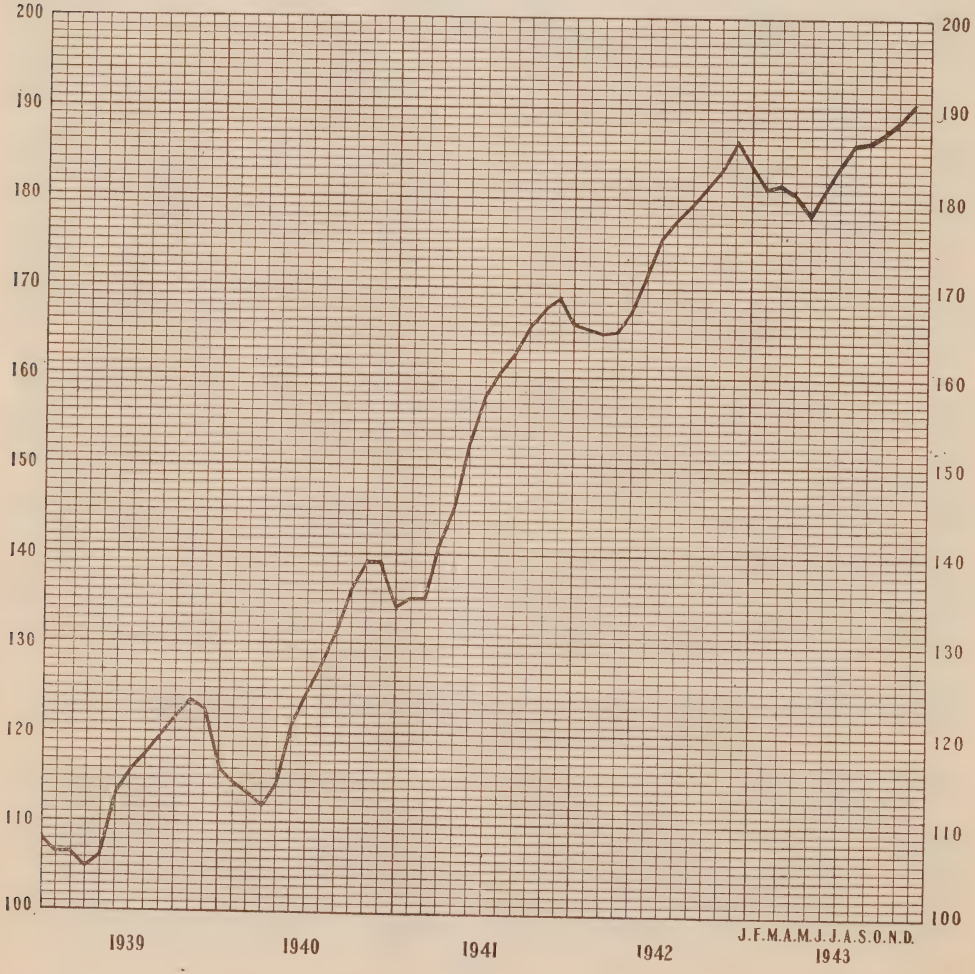
the beginning of November. There was thus a rise of one per cent in the number of employees, accompanied by that of 0·9 per cent in the reported weekly earnings. The general per capita average showed an insignificant change, declining from $31.60 at November 1, to $31.59 at the date under review. These two are the highest in the payroll record, dating from June 1, 1941.

The general index number of employment at December 1, 1943, reached a new maximum, at 190·6, as compared with 188·7 in the preceding month, and 186·5 at December 1, 1942. The 1926 average equals 100 in calculating these indexes. Since the increase at the date under review was contrary to the usual seasonal tendency, the seasonally-adjusted index showed a further rise, standing at 186·1, as compared with 180·6 in the preceding report. The general index of employment exceeded by 2·2 per cent that at the beginning of December in 1942, since when the index number of payrolls has risen by 6·5 per cent.

The greatest advance at December 1, 1943, was in logging, which reported an additional 17,267 persons, and in trade, in which the increase amounted to 8,287. The expansion in these industries exceeded the average at December 1. There was also an important gain in employment from November 1 in mining, while smaller advances were indicated in manufacturing and transportation. The slight gain in manufacturing is contra-seasonal; although it repeats the upward movement

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



noted at December 1 in each year since the outbreak of war, it was on a decidedly smaller scale than in the early winter of 1941 or 1942. Within this group, the greatest increases were recorded in animal food and textile factories, while moderate improvement was also shown in rubber, electrical apparatus, iron and steel and some other plants. The advance in iron and steel, like that at November 1, was very much smaller than in almost any other month since the outbreak of war.

For the second month in succession, there was a slight slackening in employment in the production of durable goods as a whole. The decline of some 700 at December 1 follows that of approximately 500 in the preceding month; these two, with the loss at May 1, 1943, and those at January 1, 1940 and 1941, constitute the only interruptions in the steadily upward movement which has characterized this group since August 1, 1939. The contra-seasonal gain of nearly 2,100 persons in the manufacture of non-durable goods at the date under review is particularly interesting, possibly an early indication of a change in the industrial distribution which will assume increasing importance in coming months.

Payrolls

The aggregate payroll of $60,541,888, already mentioned as having been disbursed in weekly salaries and wages at December 1 by the co-operating employers, was 0·9 per cent higher than the amount paid at the beginning of November. The advance continues the generally upward trend shown by payrolls since the institution of such statistics in the spring of 1941. The only exceptions in these months were at the beginning of January in 1942 and 1943, when the observance of the Christmas and New Year's holidays lowered the reported aggregates, and at May 1, 1943, following the Easter holidays. The weekly per capita earnings showed little change at the date under review, averaging $31.59, as compared with $31.60 at November 1; at the beginning of December, 1942, the figure was $30.06, while that at December 1, 1941, was $27.32.

The latest figures include the higher cost-of-living bonus[1] authorized for the first payroll period beginning on or after November 15, 1943. However, in the case of the all-industries average, other factors tended to offset the effect of this increase. Among these may be mentioned the fact that extremely large proportions of the persons added to the numbers in recorded employment at the date under review were reported in logging and trade, in both of which the weekly averages throughout the Dominion were below those in many other industries. In the case of trade, many of the persons taken on at December 1 were no doubt part-time workers.

Including the data received from financial institutions, the latest survey of employment and payrolls shows that the number of persons in recorded employment was 1,981,607, as compared with 1,962,861 at the beginning of November. The amounts received as weekly earnings by these persons were stated as $62,582,595 paid on or about December 1, and $62,014,450 paid on or about November 1. The per capita average for the nine main industries, including finance, was $31.58, as compared with $31.59 at the beginning of November, and $30.08 at December 1, 1942.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas and the eight leading industrial cities, and gives comparisons as at November 1, 1943, and December 1, 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The table shows that in the period for which data are available, there has been an increase of 24·7 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the weekly earnings of these persons have risen by 53·4 per cent. Including finance, the gain in employment from June 1, 1941, to December 1, 1943, amounted to 23·9 per cent, and that in payrolls to 51·9 per cent.

Between December 1, 1942, and December 1, 1943, there has been an increase in employment in the eight leading industries amounting to 2·2 per cent, accompanied by that of 6½ per cent in the weekly payrolls. The reasons previously given for the much greater rise in the latter than in employment may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there is a considerable amount of overtime work, (2) the extension of the system of paying a cost-of-living bonus to the majority of workers; the rates at which this

[1] The National War Labour Board issued a General Order on Nov. 3, 1943, authorizing an increase in the cost-of-living bonus commencing with the first payroll period on or after November 15, 1943. In the case of adult male employees, and of other employees receiving weekly wage rates of $25 or more per week, the amount of the weekly increase was to be 35 cents; for male employees less than 21 years of age and female employees, whose weekly wage rates are less than $25 per week, the increase authorized was 1·4 per cent of their weekly wage rates.

allowance has been calculated have been enlarged on more than one occasion since its institution, and (3) the progressive up-grading of employees as they gain experience in their work.

For obvious reasons, the growth in employment and payrolls in manufacturing in the period of observation has greatly exceeded that in the non-manufacturing industries; the index of employment in the former has risen by 37·5 per cent from June 1, 1941, and that of payrolls, by 74 per cent. The weekly earnings of the typical individual engaged in factory work have increased by 28·4 per cent, while the all-industries' average has risen by 25·1 per cent. The factors given above as influencing the all-industries trends operate with greater force in the case of the manufacturing group.

Even more striking than the expansion in the number of workers and the payrolls in manufacturing as a whole in recent months, is that which has taken place in plants producing durable goods, in which the index of employment has risen by 60 per cent, and that of payrolls by 106·4 per cent from June 1, 1941, to the beginning of December, 1943. Despite curtailment in certain lines in the non-durable goods division resulting from shortages of labour and materials, the index number of employment in this group was 16·9 per cent above that indicated at June 1, 1941, while the increases in the payrolls amounted to 40·1 per cent.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in different industries is obviously an exceedingly important factor.

Employment and Payrolls by Industries

Manufacturing.—Activity in manufacturing establishments showed a minor increase at the beginning of December. The gain was slightly smaller than the loss which had been noted

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision.)

	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
			$			$
June 1, 1941	100·0	100·0	25·25	100·0	100·0	25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	22·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·5	27·32	112·1	123·4	28·15
Jan. 1, 1942	108·4	112·1	26·13	111·4	114·3	26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1943	120·1	131·9	27·92	130·7	142·9	28·11
Feb. 1	118·5	139·5	29·96	132·2	157·4	30·65
Mar. 1	118·7	143·2	30·72	133·0	162·5	31·49
Apr. 1	118·1	144·3	31·14	133·4	164·7	31·81
May 1	116·5	139·8	30·59	132·7	159·9	31·09
June 1	118·4	143·6	30·93	133·5	163·5	31·62
July 1	120·1	145·7	30·97	134·8	165·1	31·62
Aug. 1	121·6	147·7	31·06	135·5	166·6	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·7	31·53	137·7	171·8	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·8	32·62
Dec. 1	124·7	153·4	31·59	137·5	174·0	32·84

at November 1; although the latest index, at 231·0, was a little higher than that of 230·8 indicated in the last report, it was fractionally lower than the all-time maximum of 231·3 at October 1, 1943. It was, however, a few points higher than the December 1, 1942, index of 221·7. An advance at December 1 is contrary to the normal seasonal movement according to pre-war standards. However, the trend at that date since the outbreak of hostilities has invariably been favourable; the latest gain was decidedly less than that noted at the beginning of December in either 1942 or 1941, although it exceeded the rise at the same date in 1940 or 1939. The seasonally-adjusted index advanced from 228·8 at November 1, 1943, to 233·6 at December 1.

The working forces of the 7,867 manufacturers furnishing statistics aggregated 1,206,705; as compared with their staffs of 1,205,630 at November 1, there was an increase of 1,075 persons, or 0·1 per cent. The weekly payrolls, at $39,627,213, were higher by $294,143, or 0·7 per cent. The weekly per capita average at December 1 reached a new high, standing at $32.84, as compared with $32.62 at November

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at December 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at December 1 and November 1, 1943 and December 1, 1942. Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to Revision)

Geographical and Industrial Unit	Number of Employees Reported at Dec. 1, 1943	Aggregate Weekly Payrolls at Dec. 1, 1943	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Dec. 1, 1943	Nov. 1, 1943	Dec. 1, 1942	Dec. 1, 1943	Nov. 1, 1943	Dec. 1, 1942	Dec. 1, 1943	Nov. 1, 1943	Dec. 1, 1942
(a) Provinces		$	$	$	$						
Maritime Provinces	**151,181**	**4,415,964**	**29·21**	**29·04**	**26·13**	**131·0**	**127·3**	**128·2**	**176·2**	**170·3**	**154·9**
Prince Edward Isl.	2,452	60,801	24·80	24·84	23·29	116·9	113·5	101·4	136·9	133·1	111·2
Nova Scotia	90,826	2,785,798	30·67	30·33	27·23	131·2	129·1	131·3	180·1	174·8	160·1
New Brunswick	57,903	1,569,365	27·10	27·15	24·46	131·9	125·8	125·7	171·6	164·5	148·5
Quebec	**613,910**	**18,417,989**	**30·00**	**30·13**	**28·29**	**132·4**	**131·0**	**128·5**	**166·4**	**165·3**	**154·4**
Ontario	**767,373**	**25,030,849**	**32·62**	**32·67**	**31·43**	**116·5**	**115·8**	**116·2**	**140·5**	**139·8**	**135·7**
Prairie Provinces	**203,752**	**6,348,722**	**31·15**	**30·85**	**29·82**	**117·1**	**115·4**	**110·6**	**139·5**	**136·1**	**126·6**
Manitoba	93,616	2,876,816	30·73	30·07	29·55	114·4	114·0	111·5	132·7	129·3	125·0
Saskatchewan	39,017	1,141,317	29·25	29·42	27·97	110·6	108·9	106·9	129·4	128·2	120·4
Alberta	71,119	2,330,589	32·77	32·70	31·31	125·3	121·6	111·4	150·5	150·5	132·9
British Columbia	**180,372**	**6,328,364**	**35·09**	**34·93**	**33·64**	**143·7**	**143·7**	**138·9**	**179·8**	**179·0**	**169·6**
CANADA	**1,916,688**	**60,541,888**	**31·59**	**31·60**	**30·06**	**124·7**	**123·4**	**122·0**	**153·4**	**152·0**	**144·0**
(b) Cities											
Montreal	299,946	9,575,067	31·92	31·75	30·17	138·3	136·7	128·8	173·9	171·1	156·9
Quebec City	40,966	1,191,388	29·33	29·52	25·28	173·7	172·7	155·2	245·7	248·1	192·4
Toronto	259,947	8,400,032	32·31	32·48	31·00	131·6	130·6	127·4	158·6	158·3	148·6
Ottawa	23,024	625,761	27·18	27·15	26·46	115·7	114·7	108·4	136 6	135·2	125·3
Hamilton	59,839	1,992,460	33·30	33·01	33·08	112·9	112·4	120·3	136·8	135·0	144·9
Windsor	41,166	1,748,821	42·48	43·72	40·84	131·5	128·7	135·5	146·9	148·0	145·7
Winnipeg	61,854	1,780,732	28·79	28·08	27·93	120·5	119·0	114·0	137·2	132·2	126·3
Vancouver	90,903	3,094,723	34·04	33·87	32·64	179·1	177·6	170·8	233·6	230·5	215·9
(c) Industries											
Manufacturing	1,206,705	39,627,213	32·84	32·62	31·17	137·5	137·4	132·0	174·0	172·8	159·7
Durable Goods	683,226	24,677,794	36·12	35·87	34·44	160·0	160·2	148·4	206·4	205·2	183·9
Non-Durable Goods	505,328	14,291,028	28·28	28·07	26·93	116·9	116·4	117·3	140·1	138·5	134·8
Electric Light and Power	18,151	658,391	36·27	36·75	35·90	95·1	96·7	93·1	107·0	110·3	103·9
Logging	71,911	1,752,167	24·37	25·48	21·07	151·7	115·4	149·2	188·8	150·0	168·1
Mining	73,730	2,755,509	37·37	37·09	35·83	89·2	87·7	91·8	105·8	103·2	105·0
Communications	27,950	844,052	30·20	30·05	29·35	107·6	108·3	107·0	119·9	120·1	115·8
Transportation	151,225	5,417,404	35·82	35·72	35·37	120·7	120·4	110·3	135·9	135·2	123·3
Construction and Maintenance	161,862	4,809,930	29·72	30·19	28·25	92·0	97·0	108·5	120·0	128·5	134·6
Services	44,315	840,375	18·96	18·88	18·24	115·6	117·3	106·5	135·6	137·0	121·4
Trade	178,990	4,495,238	25·11	25·36	24·25	108·5	105·9	104·9	117·2	112·9	112·0
Eight Leading Industries	**1,916,688**	**60,541,888**	**31·59**	**31·60**	**30·06**	**124·7**	**123·4**	**122·0**	**153·4**	**152·0**	**144·0**
Finance	64,919	2,040,707	31·43	31·43	30·88	108·3	108·0	106·7	118·2	117·8	114·4
Total—Nine Leading Industries	**1,981,607**	**62,582,595**	**31·58**	**31·59**	**30·08**	**123·9**	**122·8**	**121·3**	**151·9**	**150·6**	**142·8**

[1] This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

1, 1943, and $31.17 at December 1, 1942. In 1941, the December 1 average had been $28.15.

The largest advances at the date under review were in animal food and textile plants, which absorbed over 1,400 and 1,000 additional workers, respectively. Rubber, tobacco, chemical, non-ferrous metal, electrical apparatus and clay, glass and stone products also afforded rather more employment. Seasonal curtailment of operations continued to lower employment in vegetable food and lumber factories. Pulp and paper mills were also quieter.

Based on the weekly salaries and wages disbursed by the reporting manufacturers at June 1, 1941, as 100, the index number of payrolls at December 1, 1943, was 174·0, as compared with 172·8 at the beginning of November, 1943, and 159·7 at December 1, 1942. There was thus an increase of nine per cent during the 12 months, which accompanied that of 4·2 per cent in the index number of employment. The reasons for the disparity in the rates of increase in employment and payrolls have already been stated. The increase in the cost-of-living bonus, payable in the first pay period after November 15, 1943, is reflected to some extent in the latest figures for manufacturing. As has previously been pointed out, the upgrading of employees as they acquire experience is of outstanding importance in manufacturing, tending to counteract the effect of the large-scale dilution of labour consequent upon the shortage of workers which has become increasingly acute with the development of the war-effort. The changing industrial distribution of wage-earners in recorded employment has also contributed materially to the relatively greater rise in payrolls, there being a growing proportion of workers in the more highly-paid heavy industries. At December 1, 1943, such industries provided work for 57·5 per cent of all those engaged in manufacturing, exclusive of electric light and power, while at June 1, 1941, the proportion was 49·7 per cent. The effect of this change in distribution is emphasized by the fact that the latest per capita weekly average earnings of persons engaged in these classes stood at $36.12, an amount which was higher by $8.33 than at June 1, 1941,

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(Average Calendar Year 1926=100)

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Dec. 1, 1927	108·1	99·1	.....	.....	.....	110·1	109·1	110·8	.....	.....	.....	101·0
Dec. 1, 1928	116·7	108·1	.....	.....	.....	112·6	119·7	125·3	.....	.....	.....	107·9
Dec. 1, 1929	119·1	113·3	.....	.....	.....	118·4	123·1	119·0	.....	.....	.....	108·3
Dec. 1, 1930	108·5	109·5	.....	.....	.....	106·7	108·2	118·6	.....	.....	.....	100·0
Dec. 1, 1931	99·1	112·7	.....	.....	.....	94·7	99·3	106·0	.....	.....	.....	90·5
Dec. 1, 1932	83·2	83·8	.....	.....	.....	82·9	84·1	86·7	.....	.....	.....	73·5
Dec. 1, 1933	91·8	93·4	.....	.....	.....	92·4	93·3	89·3	.....	.....	.....	85·4
Dec. 1, 1934	98·9	106·9	.....	.....	.....	96·4	101·7	94·3	.....	.....	.....	92·9
Dec. 1, 1935	104·6	107·5	.....	.....	.....	103·8	107·0	101·3	.....	.....	.....	99·3
Dec. 1, 1936	110·1	115·3	.....	.....	.....	112·6	112·9	98·6	.....	.....	.....	101·5
Dec. 1, 1937	121·6	122·5	79·4	127·6	118·9	129·6	125·6	100·5	96·0	99·8	108·0	107·5
Dec. 1, 1938	114·0	109·8	85·4	121·5	97·2	121·7	114·4	103·5	95·4	114·1	108·9	105·8
Dec. 1, 1939	122·7	123·0	90·6	132·1	113·8	130·3	124·5	108·9	102·2	113·1	116·4	110·0
Dec. 1, 1940	139·1	133·2	106·1	142·7	123·4	149·7	142·7	118·8	110·2	123·0	129·4	123·6
Dec. 1, 1941	168·8	187·9	117·5	204·4	171·7	179·8	174·0	135·5	129·5	132·7	146·9	144·5
Dec. 1, 1942	186·5	195·4	108·6	220·4	169·6	202·2	188·2	141·9	139·1	136·2	149·9	187·4
Jan. 1, 1943	183·7	180·0	112·0	194·5	166·1	198·7	187·4	140·7	137·6	131·7	151·3	185·4
Feb. 1	181·2	167·4	108·3	184·2	150·1	198·7	186·6	134·7	132·7	121·8	146·5	181·4
Mar. 1	181·5	168·4	110·9	184·8	151·5	198·9	186·4	135·4	133·1	122·8	147·5	182·4
Apr. 1	180·6	171·3	108·0	190·6	150·8	195·7	185·6	135·3	133·1	121·7	147·6	185·0
May 1	178·2	170·5	102·3	193·8	145·0	192·1	181·8	135·9	135·0	125·6	144·2	186·8
June 1	181·2	175·3	108·3	196·5	153·7	197·8	182·9	138·5	136·2	132·1	146·4	187·6
July 1	183·7	184·7	112·4	203·1	165·8	198·7	184·9	141·6	138·3	135·6	150·3	191·9
Aug. 1	185·9	194·6	120·9	224·9	160·7	200·9	184·8	145·1	140·4	138·8	156·4	195·8
Sept. 1	186·2	187·8	121·7	210·2	163·4	200·7	186·1	145·2	139·0	137·7	159·9	198·8
Oct. 1	187·6	191·0	125·5	218·6	160·1	203·0	187·2	146·4	139·2	137·1	163·5	197·4
Nov. 1	188·7	194·3	121·6	216·7	169·7	206·1	187·4	148·1	142·1	138·8	163·6	193·8
Dec. 1	190·6	199·7	125·2	220·3	178·0	208·3	188·6	150·3	142·6	140·9	168·5	193·8
Relative weight of employment by Provinces and Economic areas as at Dec. 1, 1943.	100·0	7·9	0·1	4·8	3·0	32·0	40·1	10·6	4·9	2·0	3·7	9·4

Note.—The "Relative weight", as given just above, shows the proportion of employees in the indicated area to the total number of all employees reported in Canada by the firms making returns at the date under review.

while in the light manufacturing industries, the December 1 average, standing at $28.28, has risen by $4.98 in the 30 months.

During the period for which statistics of payrolls are available, there have been especially noteworthy increases in the salaries and wages reported in the non-ferrous metal, chemical, iron and steel, miscellaneous manufactured products and electrical apparatus and equipment industries, in all of which the volume of war work has been particularly great. These gains have been associated with important, though relatively smaller advances in employment. In practically every case, the per capita average weekly earnings in the various branches of manufacturing are higher

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Nov. 1 1943	Oct. 1 1943	Nov. 1 1942
Manufacturing	**63·0**	**231·0**	**230·8**	**221·7**
Animal products—edible	2·2	209·4	202·3	182·4
Fur and products	0·2	125·6	124·8	123·9
Leather and products	1·5	137·1	136·7	140·3
Boots and shoes	0·9	123·1	123·6	126·9
Lumber and products	3·3	117·4	120·7	112·5
Rough and dressed lumber	1·7	91·6	98·4	98·3
Furniture	0·5	110·2	108·1	109·0
Other lumber products	1·1	221·3	216·6	169·0
Musical instruments	0·1	33·8	51·5	44·2
Plant products—edible	2·8	166·9	170·2	151·8
Pulp and paper products	4·4	134·8	135·0	128·0
Pulp and paper	1·9	120·2	121·9	117·2
Paper products	0·9	214·0	207·3	187·0
Printing and publishing	1·6	127·9	127·2	121·8
Rubber products	0·9	139·5	135·7	129·8
Textile products	7·1	157·8	156·6	166·1
Thread, yarn and cloth	2·6	158·7	156·7	174·3
Cotton yarn and cloth	1·2	114·8	112·8	126·5
Woollen yarn and cloth	0·6	171·6	169·5	198·2
Artificial silk and silk goods	0·6	564·2	561·7	593·3
Hosiery and knit goods	1·2	146·9	144·0	136·8
Garments and personal furnishings	2·5	158·7	158·2	172·1
Other textile products	0·8	168·0	171·1	169·8
Tobacco	0·6	134·8	133·1	161·7
Beverages	0·7	237·8	238·4	241·9
Chemicals and allied products	4·1	631·2	630·0	716·0
Clay, glass and stone products	0·8	139·6	137·6	135·5
Electric light and power	0·9	142·6	145·0	139·6
Electrical apparatus	2·5	333·1	328·0	282·5
Iron and steel products	25·0	351·4	351·3	327·9
Crude, rolled and forged products	1·9	265·7	266·1	258·6
Machinery (other than vehicles)	1·3	231·0	239·0	255·5
Agricultural implements	0·6	130·1	128·5	128·6
Land vehicles and aircraft	10·2	309·3	303·4	267·2
Automobiles and parts	2·3	306·4	298·4	308·8
Steel shipbuilding and repairing	4·4	1,633·6	1,654·5	1,456·2
Heating appliances	0·3	170·1	168·5	159·5
Iron and steel fabrication (n.e.s.)	1·0	302·9	309·7	328·8
Foundry and machine shop products	0·7	281·3	275·6	321·4
Other iron and steel products	4·6	426·2	433·3	456·2
Non-ferrous metal products	4·0	504·2	502·0	456·2
Non-metallic mineral products	0·9	213·6	213·0	197·2
Miscellaneous	1·0	373·2	373·1	374·1
Logging	**3·8**	**240·2**	**182·6**	**236·2**
Mining	**3·8**	**158·1**	**155·4**	**162·2**
Coal	1·4	100·4	97·5	92·5
Metallic ores	1·9	286·7	283·8	320·1
Non-metallic minerals (except coal)	0·5	155·1	154·0	157·3
Communications	**1·5**	**104·6**	**105·3**	**101·0**
Telegraphs	0·4	128·2	130·3	129·3
Telephones	1·1	98·2	98·4	97·0
Transportation	**7·9**	**119·7**	**119·4**	**109·4**
Street railways and cartage	2·3	179·6	176·2	162·1
Steam railways	4·4	105·3	105·3	97·4
Shipping and stevedoring	1·2	105·3	107·4	95·6
Construction and Maintenance	**8·4**	**128·3**	**135·3**	**151·3**
Building	3·0	130·9	140·8	205·6
Highway	3·4	165·4	173·3	161·6
Railway	2·0	91·6	94·9	86·9
Services	**2·3**	**197·5**	**200·5**	**182·0**
Hotels and restaurants	1·5	197·3	202·6	174·7
Personal (chiefly laundries)	0·8	197·8	196·8	194·6
Trade	**9·3**	**170·1**	**161·9**	**164·5**
Retail	7·2	182·1	171·3	176·9
Wholesale	2·1	139·4	137·8	131·4
All Industries	**100·0**	**190·6**	**187·7**	**186·5**

[1]The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

than they were at the same date of 1941 or 1942.

Logging.—Seasonal activity in bush operations resulted in substantial additions to the personnel of logging camps, 542 of which reported 71,911 employees, compared with 54,644 at November 1. The gain of 31·6 per cent was larger than that at December 1, 1942, and also rather exceeded the average indicated at that date over a period of years. The index of employment, at 240·2, was higher by 1·7 per cent than at December 1, 1942, but was otherwise the lowest for December since the outbreak of hostilities. Over the 12 months, there was a rise of 12·3 per cent in the index of weekly payrolls. The salaries and wages reported at the latest date amounted to $1,752,-167, as compared with $1,392,397 at the beginning of November, 1943.

The per capita average earnings were lowered from $25.48 in the last return to $24.37 at the date under review; the decline is associated with the large increase in the number employed. The average at December 1, 1942, was $21.07. In considering the figures of aggregate and per capita earnings in logging, it must be recalled that they do not include the value of board and lodging, frequently a part of the remuneration of workers engaged in bush operations. The high labour turnover in many camps is also an important factor in lowering the reported earnings. These vary to a significant extent, the average in British Columbia being decidedly higher than in any other province.

Mining.—Coal mining was brisker at December 1, 1943, and there were also gains in employment in the extraction of other non-metallic minerals and of metallic ores. The 478 operators whose returns were tabulated had 73,730 employees, 1,250 more than in the preceding month. The index in the mining group at December 1 was 158·1, being 2·8 per cent below that of 162·7 at the same date in 1942. In the 12 months, the index of payrolls has fractionally risen. The salaries and wages disbursed at the beginning of December aggregated $2,755,509, showing an increase of 2·5 per cent over the November 1 payments. As a result of this disparity in employment and payrolls, the per capita weekly earnings were higher, averaging $37.37, as compared with $37.09 in the preceding period of observation. The December 1, 1942, figure had been $35.83.

Communications.—Employment in the telegraph and telephone divisions, showed moderate seasonal reductions which approximated the average in size. A personnel of 27,950 was reported by the employers furnishing data, as compared with 28,121 at November 1. The weekly payrolls were also rather lower, at $844,052, as against $844,945 at November 1. The per capita average rose from $30.05 at that date to $30.20 at the first of December; the December 1, 1942, average had been $29.35. Based on the 1926 average as 100, the latest index of employment was 104·6. This was fractionally higher than that of 104·0 a year earlier, while there was a gain of 3·5 per cent in the index of payrolls in the same comparison.

Transportation.—The trend in transportation was upward at the beginning of December, when 596 firms and branches reported 151,225 employees, or 338 more than at November 1. The increase (contra-seasonal in character), took place in local transportation; there was little change in steam railway operation, while the shipping and stevedoring division was slacker. The index, at 119·7, was the highest for December in any year of the record, being 9·4 per cent above that of 109·4 at December 1, 1942. The payrolls, at $5,417,404, exceeded those of $5,390,262 disbursed in the preceding period of observation. The average per capita weekly earnings rose from $35.72 at November 1, to $35.82 at the date under review. The December 1, 1942, figure had been $35.37.

Construction and Maintenance.—There was seasonal curtailment in this division, in which the decline was decidedly below average for December 1, according to the experience of the years since 1920; it was, however, considerably above the loss at December 1, 1942. Building, highway and railway construction and maintenance reported lessened activity, the greatest contraction being in the first-named. Data were received from 1,568 employers with a force of 161,862 persons, as compared with 170,673 at the beginning of November. The weekly salaries and wages paid by the co-operating contractors amounted to $4,809,930, while the November 1 aggregate had been $5,153,287. Partly as a result of reduced overtime work, there was also a falling off in the per capita average earnings, which stood at $29.72 at December 1, as compared with $30.19 at the beginning of November. The December 1, 1942, figure was $28.25.

The December 1 index for construction, at 128·3, was lower than that of 151·3 at the beginning of December of 1942. This decrease of 15·2 per cent was accompanied by that of 10·8 per cent in the reported payrolls.

Services.—Further seasonal reductions were indicated in the service division; the losses, which were moderate, took place in hotels and restaurants, while in laundries and dry-

cleaning establishments there was a minor gain. Six hundred and fifty-seven employers showed a staff of 44,315 men and women, 665 fewer than at November 1. The shrinkage was rather above average for December 1. The salaries and wages distributed at the date under review amounted to $840,375, as compared with $849,388 in the preceding period of observation.

During the last twelve months, there has been an advance of 8·5 per cent in the number of persons in recorded employment, while the payrolls showed a gain of 11·7 per cent. The per capita averages were $18.96 at December 1, and $18.88 at November 1, 1943; the December 1, 1942, figure had been $18.24. Attention must again be drawn to the fact that in hotels and restaurants, as in logging, many of those employed receive board and lodging as part of their remuneration. The former division constituted some 64 per cent of the total reported in the service division as a whole at the beginning of December.

Trade.—The seasonal increases indicated in trade were substantially above normal for December 1, according to the experience of the years since 1920. The 2,394 employers co-operating in the latest survey had 178,990 persons on their staffs, 8,287 more than at November 1; it is probable that many of these were part-time workers. The payrolls reported at December 1 amounted to $4,495,238, exceeding by 3·9 per cent the sum of $4,328,567 disbursed by the same firms at the beginning of November. This percentage gain was not equal to that in the number of employees, with the result that the per capita average slightly declined, standing at $25.11, as compared with $25.36 in the preceding report; the December 1, 1942, figure had been $24.25.

The index number of employment in trade at December 1 was 170·1, 3·4 per cent above that of 164·5 at the same date in 1942. This gain was accompanied by that of 4·6 per cent in the index of payrolls.

Financial Institutions.—The 757 financial institutions whose returns were tabulated employed a personnel of 64,919, as against 64,743 at November 1. The weekly earnings paid at the date under review amounted to $2,040,707, as compared with $2,034,579 paid on or about November 1. The per capita weekly average was unchanged, at $31.43, as compared with $30.88 at December 1, 1942. The index of employment in financial institutions was higher by 1·5 per cent than at December 1, 1942, while that of payrolls was higher by 3·3 per cent.

Report on Employment Conditions for January, 1944

The following summary of employment conditions for the month of January has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

DURING the first month of the new year the outstanding development in labour conditions was the increasing number of lay-offs caused by the completion or reduction of essential war production. To counteract such decrease in employment, other war and essential industries were expanding their programmes, with the net result that the most immediate problem was that of transferring men and women from one industry to another, and frequently from one neighbourhood to another.

The seasonal cessation of construction activity had proved a boon to the hardpressed logging industry, which was absorbing many men who would not be required in construction again until Spring. The base metal mines, also, were benefiting to some extent by the temporary halt in construction.

The recent ruling by which a number of gold mines were temporarily designated as essential industry was resulting in increased activity in this industry, although it was as yet uncertain to what extent this move would benefit the undermanned gold mines.

Maritime Region

Agriculture—As the Winter advanced, the calls for agricultural helpers in the Maritime region became increasingly slight. Many seasonal permits were still being issued for logging and other essential industry, but to the accompaniment of a careful check to assure that men needed for dairy farming were not allowed to leave their home duties for employment elsewhere.

Logging—While the unseasonable lack of snow had resulted in prolonging the timber cutting, it was presently proving a handicap, especially in long-lumber operations in the Maritime region. Men returning from the holidays had to a considerable extent reduced the previously acute labour shortage, but there was a continued dearth of workers in some sections.

Summerside had contributed some 100 men to the operations on the mainland, relieving

to some extent the situation in the St. John area, where smaller operators were still in great need of workers. Moncton and Bathurst had been successful in reducing their needs, though both areas could still use a considerable number of men. Fredericton, New Glasgow and Truro were less fortunate, with a large number of bushmen still in demand. In most parts of the region, operations were carrying on with smaller staffs than customarily.

Mining—Since the termination of the Springhill strike, the coal mines were all operating full time with increased orders for certificated miners. (On the whole employment here was improving, though housing facilities were still a limiting factor). At Inverness production had increased slightly, although since the beginning of the year absenteeism had become more prevalent, and several men had been dismissed as a result.

Soldiers granted leave to work in the mines were returning to the New Glasgow area, thus somewhat alleviating the continuing shortage of certified miners, and at Sydney vacancies were being steadily reduced, with only experienced men needed, and an accompanying marked increase in production was noteworthy.

Manufacturing—In the manufacturing field, the labour situation as a whole was satisfactory. There had been no major lay-offs during the period, and workers separated from their occupation were for the most part being assimilated in other employment. In Trenton the building of railway cars was absorbing a considerable number of employees of the Trenton Steel Works. Many of these workers had already found other jobs. Those released from a clothing factory at Amherst were in less fortunate position, as there is no similar industry in the province, and the surplus women workers would have to accept a lower wage in other work with which they were not familiar.

In the shipbuilding industry throughout the region the manpower story was one of continuingly heavy demands. The Halifax Shipyards, H.M.C. Dockyard and the small ship repair firms of the city were all in urgent need of skilled ship-building workers, with very few suitable applicants for the work, and the Pictou Shipyards required 100 bolters-up and other experienced workers who were not available locally.

Construction—The call for labourers and carpenters in the construction industry continued to show a sharp reduction in most parts of the region, and many of these men were being placed in woods work and food processing plants. Liverpool still required labourers for work on wartime houses, however, and St. Stephen axemen were in demand to clear away bush before the construction of the aerodrome at Pennfield could begin. In St. John construction projects were going forward according to schedule, with bricklayers and masons still scarce, but all other requirements fulfilled.

Quebec Region

Agriculture—Throughout the province agriculture had ceased to become an acute factor in the labour situation, and the majority of those who could be spared from their farms were presently engaged in logging, pulp cutting and ice harvesting.

Logging—In the Quebec region the logging situation showed material improvement, although in some districts operations were still slowed up through the dearth of available manpower. Chicoutimi, Dolbeau, Hull and Chandler reported the situation as satisfactory, but other areas were not so fortunate. Campbell's Bay still required some 950 men for bush work, Shawinigan Falls 800, Val d'Or another 500 pulpwood cutters and Matane 500 woodsmen. At Riviere du Loup, however, any outstanding orders could be filled locally, and labour exit permits were presently being issued to cover the district's quota of 3,500 woodsmen going to the United States for woodcutting employment there.

Mining—The mining industry was making fewer demands on the provincial labour supply during the Winter months. Although the lead and zinc mines were still short of experienced miners and machine operators, the situation had eased recently. The gold mines had obtained 50 per cent of the men needed since the priority was raised and anticipated that the full quota would be procured within the next two weeks. Recruiting for the nickel mines at Sudbury had provided 300 men for that industry during the current month.

Manufacturing—Extensive lay-offs in the war industries were still evident in manufacturing throughout the region. In Montreal, such lay-offs in large plants had affected some 1,000 men and 500 women. The demands of the aircraft industry, however, continued high —although hiring had been reduced, it was proceeding at a steady weekly rate.

In other parts of the province, the largest lay-off was at Quebec, where a uniform company had closed down, involving the dismissal of some 300 women. Lay-offs at the D.I.L. plant at Brownsburg were continuing at the planned rate of about 100 monthly. A few workers, both male and female, had been placed locally and at outside points. The

company's Bouchard plant was the only war industry requiring additional workers, and there some 600 women were needed to fill pressing contracts.

In all parts of the region,—and especially in the large centres—the placement of women separated from their jobs presented less difficulty than that of men. Hospitals, laundries, hotels and garment manufacturing could absorb a large number of the former, while for men the openings were chiefly confined to labouring work, at wage rates substantially lower than those formerly earned.

Primary textile factories reported a slight gain in staff, though in a few places, such as Farnham, the shortage of raw materials for civilian use was slowing up production. Hosiery and knitting mills were also showing signs of increased activity, but experienced operators were still scarce. In the clothing industry, children's wear alone failed to show any improvement in the fulfilment of its labour needs. The children's shoe manufacturing industry also requested by the leather controller to step up production, found itself handicapped by the dearth of skilled operatives.

Construction—The manpower requirements of the construction industry in the region had registered a further sharp decline during the month. Since the middle of December 1,000 men had been laid off at Arvida and Shipshaw, where construction was completed. Of these, 210 had been transferred to other essential construction work, and about 300 had registered insurance claims. A fair number would probably go to the bush this month, and still more to local industry, to replace farmers whose permits would be revoked by March 31.

Ontario Region

Agriculture.—The opening of the year was marked by a notable improvement in agricultural labour supply. The open Fall had enabled farmers to complete ploughing, with the result that Spring should find early work well advanced. A few orders, and some inquiries, about helpers for that season were already coming in to the local offices. While the number had dwindled, many farmers were still going to the bush and to war industry, and would return to their home duties at the end of March.

Logging.—The woods operations in the Ontario region had been favoured by ideal climatic conditions, although a foot of snow now would help the recently commenced sleigh haul. Although the situation in this province, as elsewhere, was easier, an acute shortage of labour still persisted. German prisoners of war have been of material assistance in relieving manpower needs at Kapuskasing and Sault Ste. Marie, but in the latter area approximately 800 more first-class cutters could be used. The Toronto office of NSS reported a heavy demand for bushmen, with one company having a large order offering not only to pay transportation to the job, but also to provide suitable clothing for those not properly equipped. The cutting of logs and pulpwood in the region will continue through the Spring and Summer.

Mining.—There was little change in the labour outlook as far as mining was concerned. The prospects of supplying the base metal mines of the region with workers were practically negligible, and as a result smelter operations were retarded by the lack of ore from the mines.

At Kirkland Lake the gold mines were making a complete survey of the current labour requirements, with a view to benefiting former residents who were expected to return from war jobs, as well as men discharged from the armed forces.

Manufacturing.—In manufacturing, reductions in schedule and curtailment of production at some of the larger plants were causing lay-offs. Off-setting such staff reductions, a number of essential industries still had pressing need of workers—with the result that in Ontario, as in other parts of Canada, the demand for manpower was continuingly uneven.

At Collingwood, the shipbuilding yards were carrying on as usual. After one minor lay-off, earlier in the month, re-employing had commenced and more men would be needed in the near future. The aircraft plants of the region were, for the most part, operating at full capacity, and a number of women who were affected by several lay-offs in Hamilton were being encouraged to accept positions with such essential war projects as the aircraft plant at Malton, where the wage rate was comparable to that which they had been receiving.

As in December, the outstanding and unchanging manpower need in the region was for heavy labour. Brockville and Carleton Place were among those with the most urgent demands, but New Toronto, Kingston, Niagara Falls, Oshawa and the Kitchener-Waterloo area were similarly short of men equal to jobs requiring exceptional physical fitness.

The textile industry, too, was making heavy demands on the region's labour reserve. Dunnville reported that there was a sufficient number of applicants to meet the increased demand for textile workers, and Fergus was utilizing part-time labour to the fullest extent, (as also in the shoe factories of the area) but in Guelph

there was a continuing demand for power machine operators in low priority industries, as well as in other textile companies, with reported low wages as a retarding factor.

Construction.—Practically all construction projects in the region had been completed, with the exception of St. Thomas, where increased construction was under way in the building of additions to plant structure for the R.C.A.F. Bombing and Gunnery School at Fingal, as well as several private companies' projects. The completion of large construction jobs in the Kingston area had released some 200 tradesmen and labourers, and here, as elsewhere, the men laid off were being absorbed into industry.

Prairie Region

Agriculture.—Choremen and dairy farm workers were the only agricultural labourers in demand in the Prairie region, and inquiries for Spring helpers were beginning to come in. It was noteworthy that there had been a substantial increase in the number of registrants for university short courses in dairying, butter and cheese making.

Logging.—The lakehead section of the Prairie region was suffering more than any other from the shortage of bushmen and pulpwood cutters. Unfilled orders still remained high, and unquestionably the production of the pulp and paper industry would be greatly curtailed. Port Arthur reported that, as of January 20, 4,408 men were still required to bring bush crews up to strength, and Fort William's demands, too, continued at a high level.

At Winnipeg the movement of men to the bush was proceeding at a fair rate, and at Fort Frances word had been received that a number of labourers being released from the Steep Rock project in the Atikokan area would be available to the logging and pulp camps from January 26. Arrangements were being made to direct these men to the camps concerned in employing their services. Further west, while there was a persisting demand for bushmen, it was by no means so acute: Edmonton, with most of the larger operators well supplied, still required 800 men, and Edson had been unable to fill its labour needs.

Mining.—The coal mines in the Edmonton area were fairly well caught up on their back orders for workers, and a few of the smaller mines had reverted to part-time work. All strikes had been settled, and the sole labour demand was for certificated miners. At Edson, too, the situation had greatly improved although a slight shortage still prevailed. In the Estevan district coal production had been stepped up to an all-time high in the field's history, and coal conservation measures, together with continued mild weather, had led to the supply being in excess of the demand.

In the base metal mining field, Winnipeg reported that referrals were the best in some time—men were more willing to accept out-of-town employment on account of the shortage of orders for work in the city. Flin Flon made a continuing demand for labourers for underground and plant work in the base metal mines. At Fort Frances the Steep Rock Iron Mines had taken over a further development project in the Atikokan area, and the installation of pumps and clearing of a roadway were the principal activities of the moment.

Manufacturing—The manufacturing industry in the Prairie region was confronted by many changes. Extensive lay-offs were taking place in some sections, while other parts of the country were still in need of men. A shortage of experienced men had developed in the packing plants early in January, but this situation was limited to Edmonton and Saskatoon—elsewhere packing plants and flour mills were fully staffed. At Lethbridge the sugar factories had completed their runs, and the workers (agricultural for the most part) had been absorbed into other employment.

The local aircraft plant at Fort William was still gradually increasing production, and the estimated 1,200 employees who would be needed by July would undoubtedly offset staff reductions in other industries. The largest of these lay-offs to take place during the month was at Regina, where the letting out of 300 employees of the Regina Industries were presently in effect. Single men, as well as married men who were able to leave the city, were for the most part referred to Fort William: the 80 women laid off were also being referred to other employment, but practically no local work was available.

Construction—Activity in construction was at a standstill, chiefly owing to the completion of all major projects in the region. The completion of the Steep Rock Iron Mines construction project at the end of January would affect some 500 men. Commencing January 26, the men were to be released at the rate of about 50 daily, and National Selective Service representatives would be on hand to direct them to other essential industries, and to check up on mobilization regulations insofar as deferments or postponements from military service were concerned.

The labour situation in construction throughout the region presented no serious problem, as the building trades in all sections had experienced a long run of work during the past season and new work would shortly be starting to employ any available skilled tradesmen.

Pacific Region

Agriculture—There were no new developments in the agricultural labour situation in British Columbia. The few calls were for experienced dairy workers, but any available were not sufficiently well qualified.

Logging—Employment in the B.C. coast's logging industry had not yet returned to the pre-holiday level. Uncertainty as to weather conditions had retarded the return to camp of the loggers, and congestion of boat transportation facilities presented a further impediment, with the result of further delay in the reopening of a number of camps. In the Duncan area woods operations had been resumed at Rounds, Lake Cowichan and Meade Creek, but not all camps were running.

In the northern interior, an improvement was reported in the labour supply,—men for the Prince George area were becoming available from agricultural sources, from defence jobs nearing completion, from the increase in transfers-in from the prairies, and also as a result of the curtailment of birch logging operations.

Mining—The majority of the British Columbia coal mines had reached a point where a further supply of certified miners was required before men of only limited experience could be utilized. An additional 100 certified miners and approximately the same number of helpers would put the British Columbia mines up to full strength—helpers were available if the miners could be procured.

The base metal and gold mines of the region were still in great need of experienced miners, muckers and timbermen. Operations at Britannia Beach were calling for upward of a hundred miners, as well as a number of muckers, and the Bridge River and Wells Mines could absorb a similar number. Some progress was being made in supplying a group of gold mines with urgently needed underground labour, but the gold mines of the province might absorb some 2,000 or 3,000 men over the period of a year, should the labour be available.

Manufacturing—At the moment, conditions in the manufacturing industry were almost static, except in the expanding aircraft factories and in the shipbuilding yards. Orders for shipbuilding workers were at low ebb, with several planned lay-offs in progress. Two of these were effected in Vancouver, releasing 300 employees. Planned transfers and withdrawals, co-ordinated with Industrial Mobilization surveys, took care of the situation and provided a quota of men for the army. In Victoria a systematic reduction of working personnel was still in progress in one of the yards, and this, too, was co-ordinated with an Industrial Mobilization survey. In all yards there were still active orders for various tradesmen.

The aircraft industry was calling for unskilled workers, both male and female, and, in Vancouver, for highly skilled machinists. Local sources of supply were satisfying the labour requirements of the various branch plants outside of Vancouver. Subcontracting metal working plants were feeling the effects of the curtailment in primary war contracts, and some were laying off a few employees, but in general, orders for skilled and semi-skilled workers were again on the increase.

A direct result of the shutdown of logging operations had been the further depletion of log reserves for the sawmills. In addition to three mills already idle in the New Westminster area, three more closed down during January, and a total of 650 employees were affected. Another large mill in the Duncan area found a partial suspension of operations necessary for the same reason, and here about 180 employees were involved. In all cases special action was taken to transfer as many as possible to employment elsewhere.

Construction—There was much more activity in construction in the Pacific region than in other parts of the Dominion—open weather permitted the continuance of vitally important wartime projects. Victoria's demand was mainly in connection with houses being erected for Wartime Housing.

At Courtenay labourers and carpenters were still needed for construction. At Prince George several National Defence projects were nearing completion and skilled workers were gradually being laid off. These would be readily absorbed by other contracts of equal essentiality in the district. There was an acute shortage of labour on all defence jobs, and men to fill the need were unobtainable.

Throughout the Dominion

Transportation—The shortage of railway crew and track maintenance workers persisted in all parts of Canada, but the absence of very heavy snowfall had considerably lessened the annual demand for labourers for snow shovelling, alike for C.N.R., C.P.R., and municipal needs.

Services—The various services were, to some extent, reaping the benefit of lay-offs in essential industries. While the demand for female workers in hospitals, hotels and private homes far exceeded the supply, there was an increased number of referrals to domestic vacancies during the past month which promised additions to the consistently understaffed services.

Applications for Employment, Vacancies and Placements, December, 1943

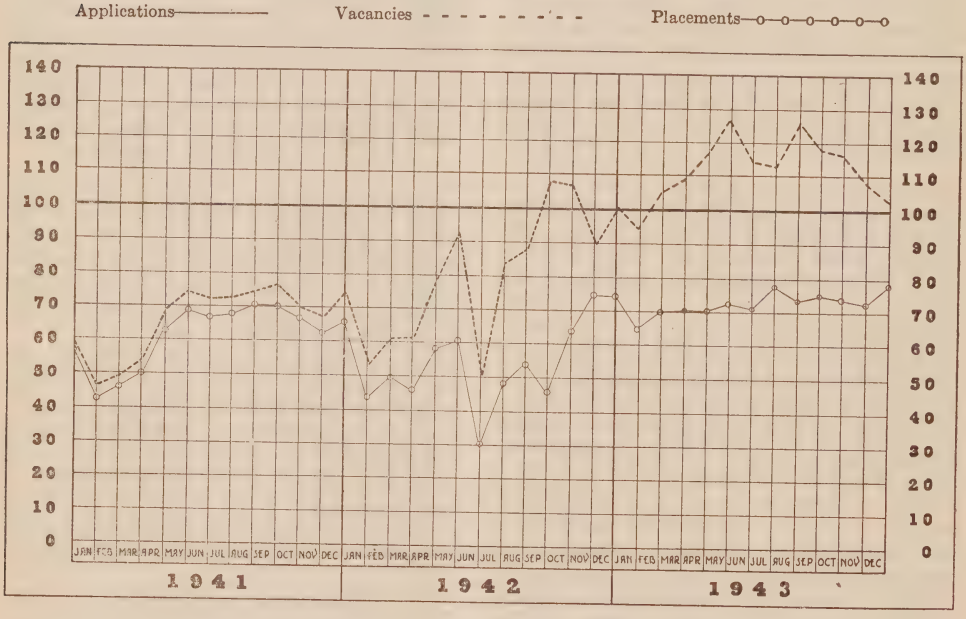
THE volume of business transacted by the Employment and Selective Service Offices during the four weeks December 3 to December 30, 1943, showed declines of 21·5 per cent and 13·3 per cent respectively in the daily average of placements effected when compared with the previous five-week period October 29 to December 2, and with the month of December, 1942.

The accompanying chart shows the trend of employment since January, 1941, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trend of the curve of vacancies in relation to applications showed a moderate downward trend while that of placements indicated a slight upward course, the ratio of vacancies to each 100 applications being 102·2 during the four weeks ending December 30, in contrast with 107·7 in the previous five-week period and 101·2 during the month of December, 1942. The ratio of placements to each 100 applications during the period under review was 78·4 compared with 72·4 during the five weeks October 29 to December 2, and 74·2 during December of the previous year.

The average number of vacancies reported daily by employers to the offices throughout Canada during the period under review was 6,462 as compared with 9,385 in the previous period October 29 to December 2, and with 7,797 in December a year ago. The average number of applications registered daily during the four weeks December 2 to December 30, was 6,323, in comparison with 8,710 in the previous five weeks and 7,706 in December, 1942. The average number of placements made daily by the offices for the four weeks ending December 30, was 4,957 of which 4,802 were in regular employment and 155 in work of one week's duration or less, compared with 6,314 during the previous period of five weeks duration. Placements in the month of December of the preceding year averaged 5,722 daily, consisting of 5,514 in regular and 208 in casual employment.

During the four weeks December 2 to December 30, 1943, the Employment and Selective Service Offices referred 139,228 persons to vacancies and effected a total of 114,019

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS DECEMBER 3, TO DECEMBER 30, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
P.E.I.	**520**	**259**	**693**	**565**	**552**	**1**	**343**
Charlottetown	273	133	428	333	328	1	220
Summerside	247	126	265	232	224	.....	123
Nova Scotia	**5,697**	**8,149**	**4,865**	**4,685**	**4,065**	**119**	**1,611**
Amherst	113	153	109	98	81	.....	27
Bridgewater	96	74	66	64	107	.....	12
Dartmouth	166	363	156	139	150	.....	39
Digby	660	182	42	37	117	.....	27
Glace Bay	101	176	214	160	148	.....	48
Halifax	2,139	4,520	1,530	1,693	1,422	4	398
Inverness	12	36	28	14	12	.....	10
Kentville	190	491	102	95	104	.....	64
Liverpool	112	334	80	91	110	.....	10
New Glasgow	837	661	867	791	615	61	485
New Waterford	47	201	69	62	62	.....	11
Pictou	143	47	153	149	142	3	26
Shelburne	9	79	22	20	16	.....	12
Springhill	17	154	62	62	57	5	0
Sydney	615	213	834	746	559	46	300
Sydney Mines	117	145	209	142	121	.....	64
Truro	211	189	149	166	118	.....	33
Yarmouth	112	131	173	156	124	.....	45
New Brunswick	**4,380**	**6,873**	**4,480**	**3,802**	**3,228**	**25**	**1,441**
Bathurst	300	256	369	334	269	.....	119
Campbellton	360	475	406	281	212	11	149
Edmundston	320	727	158	124	70	1	133
Fredericton	191	414	152	146	125	8	50
Minto	16	529	171	156	130	.....	63
Moncton	1,188	1,446	1,215	933	999	.....	476
Newcastle	226	152	209	203	212	.....	70
Saint John	1,475	1,144	1,467	1,369	1,037	4	289
St. Stephen	77	642	52	30	24	.....	13
Sussex	129	440	196	171	100	.....	58
Woodstock	98	648	85	55	50	1	21
Quebec	**48,189**	**57,005**	**46,272**	**43,118**	**34,717**	**219**	**16,870**
Acton Vale	37	34	42	42	25	.....	66
Asbestos	72	65	96	59	42	.....	62
Baie St. Paul	95	369	205	175	180	.....	31
Beauharnois	188	134	233	168	198	.....	48
Buckingham	164	274	257	181	335	5	247
Campbell's Bay	66	1,084	123	100	103	.....	153
Causapscal	664	1,174	721	706	785	.....	63
Chandler	1,682	3,308	537	537	533	.....	144
Chicoutimi	817	678	1,729	1,281	1,237	.....	483
Coaticook	97	17	164	161	154	.....	29
Cowansville	83	138	45	41	38	.....	8
Dolbeau	231	259	1,325	1,306	1,330	.....	23
Drummondville	179	19	345	205	178	.....	527
East Angus	280	263	183	144	134	.....	40
Farnham	101	66	79	79	71	.....	12
Granby	299	254	274	203	186	.....	88
Hull	3,359	3,571	637	352	393	1	182
Joliette	173	120	237	374	144	.....	66
Jonquiere	709	1,022	432	260	160	.....	92
Lachine	530	597	528	589	469	3	230
Lachute	248	296	276	246	85	116	104
La Tuque	213	343	111	94	91	.....	27
Levis	282	488	600	380	354	.....	168
Longueuil	680	379	554	585	516	.....	126
Louiseville	161	33	230	170	217	.....	86
Magog	142	34	174	191	102	.....	117
Matane	724	27	1,480	1,367	1,332	.....	18
Megantic	195	226	577	520	531	.....	36
Mont Laurier	264	179	226	226	226	.....	24
Montmagny	246	15	391	246	257	.....	95
Montmorency	68	8	159	89	74	.....	44
Montreal	22,643	23,443	16,347	19,333	13,564	45	7,633
Nicolet	25	3	142	25	25	.....	6
Plessisville	78	50	104	213	62	.....	28
Pointe aux Trembles	548	758	384	376	338	.....	230
Port Alfred	144	225	170	96	75	.....	102
Quebec	2,253	3,587	3,937	2,848	2,148	.....	2,051
Richmond	87	112	70	35	35	.....	22
Rimouski	85	357	687	740	536	.....	68
Riviere du Loup	568	264	927	757	591	.....	271
Roberval	198	1,328	280	268	242	.....	60
Rouyn	604	1,833	1,094	731	924	1	99
Ste. Agathe	165	521	216	137	119	2	43

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS DECEMBER 3, TO DECEMBER 30, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec (Con.)							
Ste. Anne de Bellevue	156	32	197	128	143	.....	22
St. Hyacinthe	315	225	324	326	306	1	64
St. Jean	525	291	554	547	364	.....	180
St. Jerome	298	117	387	320	262	.....	79
St. Joseph d'Alma	987	1,284	321	167	146	.....	121
St. Paul l'Hermite	186	50	217	218	175	4	42
Ste. Therese	481	709	257	250	278	.....	97
Shawinigan Falls	1,477	901	1,043	708	669	.....	435
Sherbrooke	504	181	822	593	409	41	235
Sorel	187	162	670	212	177	.....	212
Thetford Mines	296	519	1,066	986	870	.....	98
Three Rivers	546	598	1,089	545	491	.....	505
Val d'Or	120	1,329	247	190	163	.....	39
Valleyfield	245	162	617	290	257	.....	252
Verdun	1,267	2,340	871	866	760	.....	260
Victoriaville	152	150	253	136	108	.....	177
Ontario	**56,024**	**61,172**	**52,301**	**52,441**	**41,607**	**1,060**	**15,379**
Arnprior	67	291	87	82	78	10	17
Barrie	265	166	368	206	203	.....	42
Belleville	489	318	379	434	379	.....	114
Blind River	20	252	12	12	132	.....	12
Bracebridge	289	510	182	157	162	.....	67
Brampton	147	462	200	210	144	2	62
Brantford	779	692	1,247	1,109	749	12	193
Brockville	193	123	232	197	147	.....	77
Carleton Place	52	54	64	55	46	.....	20
Chatham	446	138	909	653	484	17	179
Cobourg	61	37	123	79	49	3	21
Collingwood	62	129	134	66	60	.....	191
Cornwall	614	120	690	662	531	18	170
Dunnville	48	41	68	44	45	.....	7
Fergus	41	28	80	77	46	.....	24
Fort Erie	57	401	155	112	110	1	51
Fort Frances	76	892	169	99	178	.....	55
Fort William	409	4,606	895	887	883	8	269
Galt	703	1,042	350	382	345	.....	66
Gananoque	49	18	50	42	53	.....	10
Goderich	65	56	139	68	63	.....	62
Guelph	409	235	445	433	327	.....	64
Hamilton	3,401	2,687	3,312	4,257	2,637	74	1,057
Hawkesbury	46	69	119	119	72	.....	24
Ingersoll	162	136	245	229	241	.....	36
Kapuskasing	102	1,091	372	372	433	6	83
Kenora	113	683	274	256	242	.....	65
Kingston	616	712	1,134	803	520	18	237
Kirkland Lake	443	856	823	555	462	6	207
Kitchener-Waterloo	859	824	571	717	536	10	96
Leamington	271	139	404	448	339	.....	122
Lindsay	77	36	71	82	72	4	27
Listowel	69	43	108	92	57	.....	5
London	1,571	1,135	1,453	1,851	1,030	177	362
Midland	144	214	298	159	109	.....	97
Napanee	57	52	71	77	59	.....	23
Newmarket	96	118	133	106	84	.....	23
New Toronto	1,339	1,485	849	719	620	1	247
Niagara Falls	513	293	610	517	349	2	161
North Bay	599	631	683	616	661	47	245
Orangeville	26	54	76	60	28	.....	10
Orillia	257	327	329	258	164	3	158
Oshawa	980	779	889	747	780	16	443
Ottawa	3,503	1,333	3,233	2,755	2,271	63	482
Owen Sound	255	137	409	297	203	7	106
Paris	47	132	52	43	27	.....	17
Parry Sound	320	352	425	293	103	.....	427
Pembroke	353	428	550	379	366	3	254
Perth	75	108	114	95	75	10	33
Peterborough	759	647	669	635	531	.....	207
Picton	99	16	148	108	92	11	56
Port Arthur	923	6,123	927	889	686	.....	265
Port Colborne	281	205	546	182	168	.....	92
Port Hope	62	72	79	63	52	.....	15
Prescott	126	109	199	171	140	.....	50
Renfrew	136	158	124	196	150	2	150
St. Catharines	882	606	1,248	1,593	828	.....	387
St. Thomas	529	333	441	541	328	57	106
Sarnia	1,170	395	1,088	971	881	.....	281
Sault Ste. Marie	543	1,092	674	632	574	7	51
Simcoe	196	153	383	371	334	3	102
Smith's Falls	100	33	107	131	92	.....	30
Stratford	341	198	388	354	232	48	77
Sturgeon Falls	19	130	104	90	54	.....	28

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS DECEMBER 3, TO DECEMBER 30, 1943

Offices	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario (Con.)							
Sudbury	1,404	2,090	1,227	1,031	1,561	49	577
Timmins	1,310	1,136	1,250	1,066	1,005	35	792
Toronto	18,471	15,251	12,287	14,601	11,267	234	3,666
Toronto Junction	2,207	2,226	1,556	1,539	1,198	.....	443
Trenton	152	196	155	204	155	.....	66
Walkerton	129	128	181	141	100	4	95
Wallaceburg	78	40	80	127	68	.....	52
Welland	482	539	718	555	417	.....	68
Weston	1,740	2,272	475	484	849	.....	116
Windsor	1,971	1,237	2,413	2,480	1,903	91	688
Woodstock	279	322	249	318	188	1	99
Manitoba	**7,525**	**4,509**	**8,086**	**8,451**	**5,670**	**1,066**	**2,619**
Brandon	330	315	307	372	261	.....	112
Dauphin	154	576	253	148	174	.....	76
Flin Flon	174	170	181	187	161	25	33
Portage la Prairie	143	116	156	121	112	4	59
Selkirk	48	49	94	60	44	9	24
The Pas	41	223	65	33	44	.....	48
Winnipeg	6,635	3,060	7,030	7,530	4,874	1,028	2,267
Saskatchewan	**3,661**	**3,016**	**5,289**	**4,754**	**2,787**	**172**	**1,875**
Estevan	87	76	88	82	61	.....	53
Moose Jaw	428	330	610	482	349	20	182
North Battleford	102	146	216	168	107	3	25
Prince Albert	765	1,083	703	690	684	6	184
Regina	962	458	1,653	1,596	670	74	608
Saskatoon	777	386	1,337	1,200	593	68	546
Swift Current	53	30	84	78	51	.....	29
Weyburn	111	85	119	98	78	.....	44
Yorkton	376	422	479	360	194	1	204
Alberta	**7,378**	**6,199**	**8,336**	**7,770**	**6,226**	**490**	**2,071**
Blairmore	151	174	64	64	118	7	9
Calgary	1,933	936	2,770	2,153	1,426	248	928
Drumheller	177	237	208	178	68	.....	55
Edmonton	4,042	3,560	4,289	4,290	3,690	224	796
Edson	317	601	149	165	299	.....	8
Lethbridge	294	273	404	408	237	11	153
Medicine Hat	289	161	266	282	214	.....	76
Red Deer	101	227	108	171	107	.....	33
Turner Valley	74	30	78	59	67	.....	13
British Columbia	**15,244**	**10,394**	**15,103**	**13,642**	**11,600**	**415**	**5,737**
Chilliwack	165	90	227	196	189	.....	89
Courtenay	159	237	148	122	149	.....	74
Cranbrook	136	402	160	167	164	.....	54
Dawson Creek	109	44	99	99	93	.....	20
Duncan	259	227	231	225	263	2	47
Kamloops	228	108	251	210	211	.....	38
Kelowna	105	59	147	133	98	.....	92
Nanaimo	182	50	218	175	159	.....	99
Nelson	306	310	301	240	232	.....	118
New Westminster	802	303	1,066	917	681	36	512
North Vancouver	159	178	282	210	148	.....	166
Penticton	106	19	172	97	97	2	36
Port Alberni	112	229	130	106	124	2	82
Prince George	469	616	439	441	397	.....	92
Prince Rupert	450	590	549	517	521	.....	180
Princeton	59	55	132	114	83	.....	45
Trail	298	123	214	206	311	15	204
Vancouver	9,666	5,975	8,514	7,945	6,367	285	3,256
Vernon	251	137	460	327	187	41	124
Victoria	1,144	642	1,287	1,119	1,047	32	409
Whitehorse	79	0	76	76	79	.....	0
Canada	**148,618**	**157,576**	**145,425**	**139,228**	**110,452**	**3,567**	**47,946**
Males	94,986	117,186	100,701	93,064	75,337	1,083	32,506
Females	53,632	40,390	44,724	46,164	35,115	2,484	15,440

placements. Of these, the placements in regular employment were 110,452, of which 75,337 were of males and 35,115 of females, while placements in casual work totalled 3,567. The number of vacancies reported by employers was 94,986 for males and 53,632 for females, a total of 148,618, while applications for work numbered 145,425, of which 100,701 were from males and 44,724 from females. Reports for the five weeks October 29 to December 2, 1943, showed 281,536 positions available, 261,309 applications made and 189,410 placements.

effected, while in the month of December, 1942, there were recorded 202,708 vacancies, 200,354 applications for work and 148,758 placements in regular and casual employment.

During the year 1943, the offices throughout Canada reported 3,036,600 vacancies, 2,689,622 applications and 1,944,026 placements in regular and casual employment, a gain in placements of 85·4 per cent over the year 1942.

The following table gives the placements effected by the offices, each year, from January, 1933, to date:—

Year	Placements		
	Regular	Casual	Totals
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026

Quarterly Report of Employment and Selective Service Offices, October to December, 1943

THE work of the Employment and Selective Service Offices of Canada during the quarter October to December, 1943, as indicated by orders received and placements effected, was 8·3 per cent lower in volume under the first comparison and 12·8 per cent less under the second, than during the corresponding quarter of 1942.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of Employment and Selective Service Offices for December, it will be noted that the curve of vacancies in relation to applications showed a downward trend during October, November and December, while that of placements recorded a downward tendency during October and November, but an upward course was reported in December.

During the period October to December, 1943, there was a ratio of 109 vacancies and 74·3 placements for each 100 applications for employment, as compared with 98.6 vacancies and 70·7 placements during the corresponding quarter of 1942.

The average number of positions offered daily during the quarter under review was 8,625, of applications registered, 7,908, and of placements effected, 5,877, in contrast with a daily average of 9,287 vacancies, 9,417 applications and 6,655 placements in regular and casual employment during the fourth quarter of 1942.

During the three months October to December, 1943, the offices reported that they had referred 599,721 persons to positions and had effected a total of 446,659 placements, of which 435,229 were in regular and 11,430 in casual work. Of the placements in regular employment 271,023 were of males and 164,206 of females, while casual work was found for 3,294 males and 8,136 females. Comparison with the same period in 1942 showed that 512,402 placements were then made, of which 496,173 were in regular and 16,229 in casual work. Applications for employment during the period under review were received from 366,138 males and 234,902 females, a total of 601,040 in contrast with the registration of 725,087 persons during the corresponding period of 1942. Employers notified the offices of 655,508 vacancies, of which 427,707 were for males and 227,801 for females, as compared with 715,030 opportunities for work during the last quarter of 1942.

Unemployment in Trade Unions at the close of December, 1943

UNEMPLOYMENT in the following report has reference to involuntary idleness, due to economic causes. Persons who are without work on account of sickness, a strike, or a lockout, or who are engaged at work outside their own trades are not considered as unemployed. As reports from unions making returns vary from month to month with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only, to the organizations reporting.

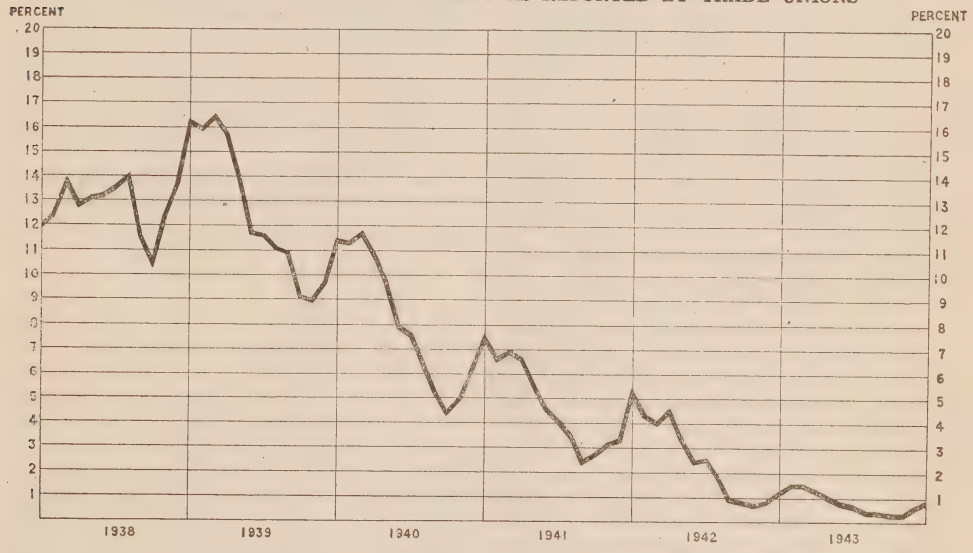
At the close of December returns were tabulated from 2,345 labour organizations, having a combined membership of 482,812 persons. Of these 3,693, or a percentage of ·8 were listed as without work, in comparison with percentages of ·6 in the preceding month and 1·2 in December, 1942. The slight employment recession from November was due principally to small reductions in available

work for those in groups with large memberships, such as the manufacturing and transportation industries, as well as to a moderate employment decrease for members in the building and construction trades; this latter contraction was due mainly to the usual seasonal conditions. Among union members in other divisions, little or no change was manifested.

The percentage of unemployment in each province is shown in table I. As indicated therein, these ranged from ·3 per cent in New Brunswick to 2·9 in Nova Scotia. In comparison with the previous month conditions in New Brunswick showed a very slight betterment. On the other hand, minor recessions in work were apparent in Quebec and Ontario. Declines in employment to a somewhat greater degree, although these also did not involve many members, were observed in Manitoba, Alberta and British Columbia. The percentage in Nova Scotia and Saskatchewan remained unchanged. In comparison with the situation in December 1942, much better conditions prevailed in New Brunswick and Manitoba while in Quebec, Ontario and Alberta also, employment levels were substantially higher; in Saskatchewan and British Columbia there were minor employment increases only.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. At the end of December the percentages of those without work in these centres ranged from no unemployment in Saint John to 1·8 in Halifax. In comparison with the situation in the preceding month, a very slight advance only was necessary to provide full employment for Saint John members, while in Regina also, there was a minor improvement. On the contrary, slight contractions in activity were apparent in Montreal, Toronto, Edmonton and Vancouver, while in Halifax and Winnipeg the employment recessions were more pronounced. In comparison with the situation in December 1942, a moderate increase in available work resulted in full employment for Saint John members. A noteworthy improvement was manifested in Winnipeg while in Montreal, Edmonton, Regina and Vancouver there were betterments of lesser degree. In Toronto a minor employment contraction was apparent, while in Halifax there was a moderate recession.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



The accompanying chart illustrates the trend of unemployment from January, 1938, to date. The curve in January, 1943, was at a slightly higher level than in December, 1942, and remained unchanged in February, thus reflecting in those periods a slight contraction in work. From March to the end of July there was a continued betterment although as the employment levels remained high, the increases were necessarily small. Conditions in August remained unchanged from July, while in September and October the curve was at its lowest point, thus reflecting in those months the highest employment level not only for the months of the year under review, but for those of any year since the report appeared for the

first time as a monthly, for January, 1919; this employment level was higher also, than in any of the quarterly periods from December, 1915, to December, 1918. In November the curve inclined slightly and a further upward trend was observed in December also, due to the usual seasonal declines in employment and to some slowing down in the production of war supplies.

For the manufacturing industries, 869 returns were received indicating a total membership of 289,449 persons, of whom 1,672, or a percentage of ·6 were unemployed, in comparison with percentages of ·4 in November and ·5 in December, 1942. As compared with November conditions, very slight betterment was indicated for union members in the animal products section, which includes such trades or occupations as butchers, meat and fish packers, leather and fur workers; in the mineral products group, a minor advance only, resulted in full employment. Sufficient work was available at both dates for those in the textile and carpet, hat, cap and glove, clay glass and stone and chemical products occupations. For woodworkers and among garment workers, in which division is included both men's and women's clothing workers, conditions remained unchanged. Among union members in the vegetable products group, which covers reports from soft drink workers, etc., cigar and tobacco workers and bakers and confectioners, slightly lower employment levels were apparent; this was true, also, for papermakers, printing and publishing workers, members in the iron and steel group and non-ferrous metal workers; this latter section covers returns from unions of metal polishers, etc., jewellery, aluminum and mine and mill workers. Minor declines in work were observed, likewise, for organizations with much smaller memberships; among these were electric current employees, etc., and unclassified manufacturing workers. In comparison with the situation in December, 1942, a substantially higher employment level prevailed for union members in the animal products group, while noteworthy improvement was observed, likewise, for those in the non-ferrous metals and printing and publishing divisions. Although the membership is comparatively small and not many were involved in the change, conditions appeared much brighter for workers in the unclassified manufacturing group. Full employment was manifested at both dates for members in the mineral products and textile and carpet sub-groups. On the other hand, for those in the vegetable products group, there was a minor employment recession.

Returns were tabulated from 57 unions of coal miners, having a combined membership of 21,823 persons of whom 19, or a percentage of ·1, were without work. This figure was the same as that shown in the previous month and also for December, 1942. As in December, 1942, and in November, 1943, full employment prevailed for members in Nova Scotia, New Brunswick and British Columbia. In Alberta the percentage of those without work stood at ·3; this figure was identical with that recorded in that province on both of the other dates.

In the metallic ores and non-metallic minerals groups of the mining division, returns were received from unions covering 1,723 and 4,104 members respectively. While no unemployment was reported in November, the returns for December for each of these groups indicated a minor recession in activity. Conditions for members in the non-metallic minerals group were moderately better than for December, 1942, while for the metallic ores section no returns were tabulated at that time.

Reports were received from 209 unions in the building and construction trades. The total membership covered in these reports was

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	**22·3**
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	**18·2**
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	**15·4**
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	**13·2**
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	**10·7**
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	**13·1**
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	**12·2**
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	**7·8**
Average 1941.....	2·2	2·3	6·1	3·4	4·4	3·4	6·7	4·5	**4·5**
Average 1942.....	1·1	2·0	2·9	2·2	2·5	1·7	2·9	1·0	**2·2**
Average 1943.....	·8	·9	1·1	·6	·9	·7	·8	·4	**·8**
Dec., 1932.....	8·4	16·5	50·9	28·5	20·9	20·8	22·8	26·0	**25·5**
Dec., 1933.....	11·2	11·5	23·2	24·9	20·3	17·2	17·6	19·8	**21·0**
Dec., 1934.....	4·7	7·2	24·5	18·7	16·1	13·1	9·0	24·6	**18·0**
Dec., 1935.....	7·8	7·5	20·6	13·4	13·1	11·6	9·6	15·9	**14·6**
Dec., 1936.....	6·8	6·2	20·9	13·8	10·9	12·8	6·4	12·7	**14·3**
Dec., 1937.....	3·3	4·6	16·5	12·9	16·8	10·6	6·7	15·8	**13·0**
Dec., 1938.....	8·4	9·8	21·2	14·5	21·4	11·8	9·5	17·3	**16·2**
Dec., 1939.....	5·3	4·3	16·1	9·7	12·0	10·2	4·9	12·4	**11·4**
Dec., 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	**7·4**
Dec., 1941.....	1·0	2·1	5·7	6·0	6·2	4·2	3·8	5·3	**5·2**
Dec. 1942.....	·3	2·4	1·6	1·0	2·6	1·1	1·7	·6	**1·2**
Jan. 1943.....	·4	2·3	2·1	·8	2·7	·9	1·4	1·6	**1·5**
Feb. 1943.....	·5	2·6	2·0	1·1	1·9	1·1	3·2	1·1	**1·5**
March 1943.....	·6	·8	2·2	1·1	1·1	1·0	1·1	·4	**1·3**
April 1943.....	·3	1·3	1·6	·9	1·3	·9	·8	·4	**1·0**
May 1943.....	·2	1·2	1·3	·4	·8	·6	·9	·2	**·7**
June 1943.....	·3	1·1	1·0	·4	·6	·6	1·1	·1	**·6**
July 1943.....	·1	·4	·7	·3	·5	·3	·2	·1	**·4**
Aug. 1943.....	·5	·5	·7	·3	·5	·6	·1	·2	**·4**
Sept. 1943.....	·1	·4	·4	·3	·3	·7	·1	·2	**·3**
Oct. 1943.....	·2	·4	·4	·3	·3	·3	·3	·4	**·3**
Nov., 1943.....	2·9	·4	·5	·4	·3	·8	·5	·2	**·6**
Dec., 1943.....	2·9	·3	·7	·5	·8	·8	·9	·5	**·8**

TABLE II.—PERCENTAGES OF EMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civic)	Miscellaneous	All occupations
December, 1932	28·4	51·9	8·3	28·9	12·2	18·0	24·3	15·4	0	54·8	48·4	18·4	49·2	74·1	22·5	....	29·4	36·2	56·1	0	....	44·8	69·2	15·5	36·7	18·1	1·0	15·0	15·3	0	·7	11·1	6·3	20·0	25·5
December, 1933	25·0	19·0	6·8	23·4	16·0	15·3	17·4	14·4	0	13·9	17·2	18·3	11·4	56·6	42·7	....	25·3	23·3	35·5	0	....	73·2	69·1	13·4	34·6	14·5	1·1	12·9	13·1	3·8	0	8·7	2·8	19·8	21·0
December, 1934	88·8	50·6	4·7	17·8	7·9	9·3	7·9	10·4	0	42·0	24·4	4·3	23·2	33·0	10·2	....	19·6	15·3	11·5	0	....	52·0	58·6	11·3	74·3	10·9	·9	11·5	11·8	0	7·8	7·8	3·8	15·4	18·0
December, 1935	35·9	15·1	6·4	15·1	8·0	7·0	3·6	10·1	0	9·4	20·2	6·1	18·0	32·4	31·8	....	14·3	9·9	16·3	0	....	40·9	45·1	8·7	30·6	9·6	·9	10·5	10·8	0	3·7	5·9	3·2	10·4	14·6
December, 1936	36·8	2·3	7·9	16·8	5·3	5·3	3·5	6·9	0	10·0	33·3	1·0	35·9	46·9	24·8	....	11·6	4·4	50·9	0	....	56·9	40·0	8·6	37·0	9·5	·9	9·5	9·8	0	4·7	5·0	1·5	9·4	14·3
December, 1937	39·7	3·3	5·0	15·1	5·8	9·3	11·6	6·5	0	34·4	19·2	16·1	18·7	50·8	28·1	....	13·4	14·6	5·3	0	....	14·6	34·5	8·3	19·0	9·5	·8	7·3	7·5	0	0	4·3	1·9	6·5	13·0
December, 1938	19·4	47·5	6·4	16·6	8·1	7·3	8·4	5·7	25·0	20·8	22·6	10·9	21·5	57·0	18·4	·8	17·9	2·2	34·7	2·0	....	40·5	41·2	12·5	53·6	13·7	·6	6·9	7·1	0	·2	6·6	2·4	10·4	16·2
December, 1939	25·8	23·0	5·0	10·0	4·4	5·7	4·3	8·0	12·1	7·0	9·3	·7	8·0	29·0	33·1	25·5	8·7	·8	13·3	6·8	....	35·6	30·3	10·0	34·1	10·5	3·9	6·3	6·5	0	0	4·4	4·2	4·6	11·4
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	5·0	4·2	2·8	1·2	6·7	....	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
December, 1941	17·7	30·3	2·1	4·7	·5	1·3	1·0	2·0	0	1·5	11·7	0	17·6	6·2	22·1	0	1·7	·1	·2	0	....	17·9	10·6	4·9	19·4	5·3	·0	3·4	3·5	0	·1	1·5	·5	2·3	5·2
December, 1942	5·0	·0	·9	·5	·1	·7	·5	1·1	0	·2	·1	0	·2	·1	4·4	0	·1	1·6	1·8	0	2·5	6·9	5·1	1·9	2·9	2·3	·0	1·2	1·3	0	0	·3	·0	·5	1·2
January, 1943	4·0	0	·9	·9	·2	1·9	2·0	1·6	0	6·2	·4	0	·6	·0	2·6	0	·2	1·6	·1	0	6·7	11·5	6·2	1·3	4·5	1·5	·1	1·2	1·3	0	0	·5	·0	·8	1·5
February, 1943	9·3	2·0	·8	·6	·1	1·1	1·0	1·1	0	·6	·2	·3	·2	·1	4·6	0	·2	·0	·1	0	2·4	18·9	8·4	1·3	4·3	1·5	·0	1·8	2·0	0	0	·8	·2	1·4	1·5
March, 1943	·7	0	·2	·3	·2	·5	·3	1·0	·0	0	·2	0	·3	·1	2·4	0	·1	·0	0	0	0	5·3	9·0	1·1	5·5	1·2	·2	1·8	1·9	0	0	·9	·1	1·6	1·3
April, 1943	0	0	·6	·5	·0	·6	·6	·8	0	2·8	·8	0	1·1	·1	2·2	0	·2	·0	0	0	0	3·8	5·1	·9	4·9	1·0	·1	1·7	1·8	0	0	·9	·1	1·7	1·0
May, 1943	·1	·9	·4	·4	·1	1·3	1·8	·5	·0	1·3	·2	0	·3	·1	2·3	0	·1	·0	·1	0	0	3·2	2·6	·7	1·5	·8	·3	1·1	1·2	0	0	·7	·0	1·2	·7
June, 1943	0	0	·6	·3	·0	·3	·2	·6	0	·4	·2	0	·3	·1	2·3	0	·1	·0	0	0	·8	6·1	2·8	·6	1·0	·6	·3	1·6	1·7	0	0	·4	·1	·8	·6
July, 1943	·2	0	·5	·2	·0	·2	·1	·2	·1	·3	·1	0	·1	·1	1·9	0	·1	·0	0	0	0	3·0	1·4	·4	·6	·5	·0	1·6	1·7	0	0	·5	·0	·9	·4
August, 1943	0	0	·7	·2	0	·1	·1	·2	0	·3	·2	0	·3	·2	·6	0	·2	0	0	0	·7	2·0	1·3	·4	·6	·4	·0	2·1	2·3	0	0	·5	·0	1·0	·4
September, 1943	0	0	·1	·2	0	·2	·2	·3	0	·2	·2	0	·3	0	·5	0	·1	·0	0	0	0	2·5	1·0	·4	1·5	·5	·0	1·1	1·2	0	0	·6	0	1·2	·3
October, 1943	9·3	0	0	·2	0	·1	·0	·2	0	·3	·1	0	·2	0	·7	0	·1	·0	0	0	0	2·4	1·2	·5	2·4	·5	·0	1·6	1·7	0	0	·5	0	1·0	·3
November, 1943	0	0	·1	·4	·0	·2	·2	·2	0	·1	·2	0	·2	0	·5	0	·6	0	0	·4	0	0	2·2	·5	2·7	·6	·0	1·5	1·6	0	0	·3	0	·7	·6
December, 1943	18·2	0	·3	·6	·4	·3	·4	·3	·0	·1	·1	0	·2	0	·4	0	·8	·4	0	0	0	1·9	3·1	·7	3·2	·7	·0	1·1	1·1	0	0	·4	·0	·8	·8

35,293 persons, of whom 1,105, or a percentage of 3·1 were without work, in comparison with percentages of 2·2 in November and 5·1 in December, 1942. As compared with the preceding month, a minor increase in work which was sufficient to attain full employment, was noted for electrical workers, while for wood, wire and metal lathers, no unemployment was reported at either date. Among the large membership included in the carpenters joiners unions, employment declined slightly, as is usual at this season. Among smaller groups, such as steam shovel men, bridge and structural iron workers, bricklayers, masons and plasterers, granite and stonecutters, painters, decorators and paperhangers, plumbers and steamfitters and unclassified building workers, there were slight recessions in activity. In comparison with the records for December, 1942, a noteworthy expansion in available work was observed in reports received from unions of bricklayers, masons and plasterers and hod carriers and unclassified building workers; among carpenters and joiners, there was a moderate betterment, while as shown in the previous comparison, no unemployment was indicated by wood, wire and metal lathers. On the other hand, although not many were involved, as the membership is small, a marked employment contraction was apparent for steam shovel men.

For the transportation industries, 875 returns were received covering a total membership of 86,140 persons, of whom 560, or a percentage of ·7, were listed as without employment, in comparison with percentages of ·5 in November and 1·9 in December, 1942. The very slight percentage of unemployment as noted for street and electric railway employees in November remained unchanged, while teamsters and chauffeurs, etc., did not show any members as without work at either date. Among navigation workers, there was a minor contraction in activity, while in the steam railway division, in which is covered approximately 80 per cent of the entire group membership, there was a very slight employment recession. In comparison with conditions in December, 1942, a much better situation was apparent for union members in the steam railway group, while for navigation workers, employment declined slightly; little or no change was apparent in the other occupations.

As in November and in December, 1942, union members in the retail and wholesale trades were fully employed. In the service group is included returns from unions of civic employees as well as those of hotel and restaurant employees, theatre and stage employees, barbers, stationary engineers and firemen and unclassified workers. Reports were received covering over 25,000 of these members. These returns indicated a very slight employment contraction, both as compared with the preceding month and with December, 1942.

Returns were tabulated from fishermen's and lumber workers' and loggers' unions, covering 275 and 5,610 members, respectively. Among the latter no unemployment was noted; this was true, likewise, of the preceding month and for December, 1942. Among the small group of fishermen there was a marked contraction in activity, both as compared with November and with December, 1942; these changes, however, involved very few members.

Table I shows by provinces the average percentage of union members, who were unemployed each year from 1933 to 1943 inclusive, and also the percentage of unemployment for December of each year from 1932 to 1942, inclusive, and from January, 1943, to date. Table II summarizes the returns in the various groups of industries for the months included in table I.

Unemployment in Canada, as Reported by Trade Unions for the Year, 1943

THE Department of Labour receives monthly reports from local trade unions throughout the country, indicating their membership and the number of members unemployed on the last working day of each month, the tabulation of these data furnishing a continuous record of the unemployment situation among organized workers during the year. The average number of locals reported during 1943 was 2,309 with an average membership of 448,157 persons, 0·8 per cent of whom were on an average unemployed. This percentage was the lowest in trade union records since these were prepared on a monthly basis for the first time in January, 1919. The highest percentage of unemployment was shown in January and February, as 1·5 and the lowest in September and October, as ·3. The corresponding percentages in 1942 were 4·5 in March and ·7 in October. From January to the end of July, employment levels were much higher than in the corresponding months of 1942. From August until the end of the year the expansions were not

so pronounced, as conditions in the corresponding months of 1942, likewise, were very good.

Throughout the months of the year 1942, employment levels in the manufacturing industries were very high and in 1943 further marked expansions were noted, especially in the first seven months, as compared with the corresponding periods in the previous year. With the exception of November when the percentage of members without work remained unchanged and in December when the comparison indicated a slight recession, each of the months from August to the end of the year showed betterment, although as the employment levels were very high in the latter months of both periods, the changes in either direction were necessarily small. Much better conditions were observed for union members in the iron and steel industries in the first part of the year but by November and December, sufficient supplies were reported to be on hand in certain lines. This led to some slowing down in production and consequently the employment levels in these months were moderately lower than in the corresponding periods in 1942. The situation for union members in the pulp and paper industry was substantially better from June to the close of the year. In the first five months there were fluctuations but on the whole conditions in this period were slightly better than those of 1942. In the fibres and textiles group in which is included textile and carpet and hat, cap and glove workers, as well as garment workers, which in turn is made up of men's and women's clothing workers, employment levels on the whole, were much higher from January to July, but from August to December, in both 1942 and 1943, the changes were negligible, as very few were reported as idle in either of these periods. In the wood products division there were noteworthy declines in work in January, April and May, while the percentage in June remained identical with that shown in the corresponding month of 1942. In March and in the months from July to the end of the year, conditions in 1943 were better generally, although employment levels for these months were very high in both years; accordingly, these changes were not outstanding. For members in the animal products division the employment level was much higher in practically every month than for the corresponding period in 1942, while in the non-ferrous metals group, although very few members were listed as idle in the months of either year, the tendency was in a favourable direction in every month of 1943 with the exceptions of January, when there was a noteworthy decline, of September when conditions were unchanged and of October when there was a very minor contraction.

With the exception of July, when the unemployment percentage was unchanged, conditions for members in the mining division were better in every month of 1943. The most impressive betterments were shown in the period from January to the end of June. Improvements were manifested in the latter months also, although as employment levels were high in both years, the changes were not quite as outstanding.

In the building and construction trades the percentages of unemployed members ranged between a high of 9·0 in March and a low of 1·0 in September. The corresponding figures in the preceding year were 16·3 in March and 2·2 in October. A month by month comparison with the situation in 1942, disclosed that from January to the end of September, 1943, employment levels were much higher, while during the last three months increases were indicated also, although these were not quite so pronounced.

The situation for union members in the transportation industries as a whole, was much better in practically every month of 1943 than in corresponding periods of the previous year. The percentages of unemployed members ranged between a high of 1·3 in January and February and a low of ·4 in July, whereas in 1942 the corresponding figures were 3·2 in January and ·8 in September and October. Union members in the navigation group were much better employed in practically every month excepting December, when a slight contraction was noted, from the corresponding month in 1942, while for those in the steam railway division, the employment levels were substantially higher in nine of the months, while in the other periods increases were indicated, but these were not exceptional.

The conditions for communication workers were better in every month of the year with the exception of August, when there was a very slight contraction in activity.

Among union members in the retail and wholesale trade a very small percentage of unemployment was noted in January and June of 1942, only, while no lack of work was reflected in the other months; for 1943 full employment prevailed throughout the year.

The service group of occupations covers returns from unions of civic, hotel and restaurant and theatre and stage employees, barbers, stationary engineers and firemen and unclassified workers. With the exceptions of January and February, in which months the employment levels were much higher, and for June and November when the percentages

remained unchanged, there were very minor recessions in available work in each of the other months, in comparison with the situation in the corresponding periods of 1942.

For union members in the fishing industry rather impressive employment expansions were reflected in reports received for January and for the period from March to the close of June. From July to September and also for November, 1942, small unemployment percentages were shown. Full employment was attained in August, September and November, 1943, while in July there was a minor improvement, only. On the other hand, in February a slight contraction in available work was indicated, while in October and December, there were marked employment recessions in comparison with the corresponding periods in the preceding year.

In comparison with the situation in 1942, union members of lumber workers and loggers reported rather noteworthy expansions in available work to full employment in January and for the months of March, April and June, also; in February, there was a moderate employment increase. From July to the close of December, no unemployment was observed in either year.

The percentage of those without work was up slightly from December, 1942, to January, 1943, due mainly to a moderate decline in work for members in building and construction trades and to a slightly lower employment level for those in the manufacturing industries. In the next month the percentage remained unchanged, but from then to the close of July the percentage of those without work declined in each month, thus reflecting continued employment expansion. Seasonal improvements for union members in the building and construction trades and generally better conditions for manufacturing and transportation members were the main factors in these gains. In August the situation remained unchanged from July, but a slight advance in September which was due mainly to increases in available work for coal miners and for members in the building and construction trades resulted in the percentage of those without work dropping to the lowest figure that has ever been attained in these records, which were collected for the first time for December, 1915. Thus in September and in October, when the percentage remained unchanged, the highest employment levels were reached, not only for the periods in the year under review, but for any in the trade union records, or for any of the quarterly dates in the years from December, 1915 to December, 1918. Moderate seasonal employment contractions for building workers and slightly lower employment levels for manufacturing workers were responsible to a large extent for the slight decline in work in November and for the further minor employment contraction as reflected in December.

Tables showing percentages of unemployment among union members by industries and by provinces by months during 1943 and for earlier dates appear in the section on Unemployment in Trade Unions.

Employment in Great Britain and United States

UNEMPLOYMENT in Great Britain showed a further reduction during 1943, according to the British *Ministry of Labour Gazette*. At October 18 the total number of persons registered at Employment Exchanges in the United Kingdom as unemployed (exclusive of nearly 20,000 who had been classified as unsuitable for ordinary employment), was approximately 86,500. The average number on the register during the year 1943 was 93,408, compared with 125,311 during 1942, and 1,308,212 during 1939. During 1932 and 1933 the average had been over two million.

United States.—Figures for December, 1943, show that employment has dropped, as expected, in industries in which the war production program has been cut back, the United States *Monthly Labour Review* reports. Losses have also occurred in other industries.

The trend of employment in most war industries was one of steady and rapid rise during 1941 and 1942, with slowly increasing or generally stable employment in 1943. Some groups have not yet reached this plateau. The electrical machinery and rubber groups, for instance, are still advancing. In aircraft and, to a less extent, in shipbuilding further increases are anticipated, although a number of plants are at peak levels.

The total number of employees in non-agricultural establishments was 38,335,000 in December 1943, 43,000 more than in November, but 607,000 below the level of a year ago. Seasonal changes included an increase of 250,000 in trade and a decrease of over 100,000 in construction. There was a decline of over 100,000 in manufacturing.

Labour Law

Recent Regulations under Dominion and Provincial Legislation

Seamen—Welders in Alberta—Quebec Minimum Wages

A NEW schedule has been made of compensation to seamen for the loss of personal effects, including payments for tools lost by certain classes of seamen on foreign-trade vessels. Canadian merchant seamen and trainees in Manning Pools or Instructional Schools are now eligible for accident compensation under the Government Employees Compensation Act. The one year time-limit for application for merchant seamen pensions may now be extended. Other Dominion Orders in Council passed recently are listed below.

In the provincial field, the provisions for issuing temporary welders' certificates in Alberta have been modified. Certain Quebec Minimum Wage Orders have been renewed, and the assessment on employers in timber driving and forest operations has been reduced.

Dominion

Seamen

Loss of Personal Effects.—The Compensation to Seamen (War Damage to Effects) Regulations and their amendments (L.G. 1943, p. 1418) have been consolidated in a new Order in Council (P.C. 133/510) of January 26, 1944, as a result of representations from the Committee on War Risks Insurance and Bombardment Compensation. The schedule for maximum compensation payable for war damage to personal effects has been somewhat revised. For seamen in foreign trade, specific amounts are payable in case of the loss of tools carried on board by masters, carpenters, joiners, certificated or uncertificated navigating or engineering officers or their apprentices, surgeons and cadets. Proof of the possession of these tools and the owner's or master's consent to their possession must be in the form of a list filed with the official who made the agreement with the crew for the particular voyage. The maximum compensation for clothing and personal effects of seamen in foreign trade has been increased substantially in seven out of the fourteen classes of seamen. A reduction has been made in the compensation to be paid to stewards in charge of departments on home-trade vessels.

Accident Compensation.—By Order in Council P.C. 130/335 of January 19, 1944, Canadian merchant seamen and trainees in Manning Pools or Instructional Schools have been brought under the provisions of the Government Employees' Compensation Act. This Act stipulates that Dominion Government employees, who are caused injury by accidents arising out of and in the course of their employment, or their dependents in the case of death, are entitled to compensation at the rate provided by the law of the province in which the accident occurs.

"Canadian merchant seamen" are to include all those seamen on the strength of Manning Pools except United Kingdom seamen. They are considered to be Government employees while on the premises of a Manning Pool or accommodated elsewhere while members of a Manning Pool, while performing services outside for the purposes of such a Manning Pool, or while being transported to and from a Manning Pool, under the orders of the Director of Merchant Seamen. Trainees are deemed to be Government employees under the Act while in training at Instructional Schools, on ships, at other locations, or in transit, as authorized by the Director.

The compensation is to be computed on the basis of actual weekly wages plus $7 per week for room and board when it is provided free of charge. In cases of permanent disability or death, however, the minimum compensation is to be based on wages and allowances of not less than $12.50 per week, regardless of the provincial minimum compensation.

Pensions.—An Order in Council P.C. 126/9868 of Decemebr 29, 1943, amends P.C. 104/3546 of April 30, 1942 (L.G. 1942, p. 796), which placed a time-limit of one year on the application for pensions. Lack of communication facilities often prevented the disabled person from filing a claim within this time. Similarly, definite death notification did not always arrive soon enough to take action. Thus

the new order gives the Canadian Pension Commission the power, when special application on that behalf is made, to extend the period within which the application must be made.

Other Orders in Council

The following Orders in Council are summarized in the Manpower section of the *Gazette* or elsewhere: P.C. 121, January 10, amending the National Selective Service Civilian Regulations with regard to coal miners' liability for military service; P.C. 162, January 18, setting up an Industrial Production Co-operation Board; P.C. 8993, January 21, authorizing assistance to the provinces for apprenticeship training; P.C. 34/510, January 26, establishing medical boards to examine men under the National Selective Service Mobilization Regulations; P.C. 512, January 28, concerning appointments to Regional Selective Service Advisory Boards; P.C. 486, January 25, amending the National Selective Service Civilian Regulations in regard to reinstatement of transferred employees.

Provincial

Alberta Welding Act

Due to a serious shortage of welders, the regulations regarding temporary licences issued under the Tradesmen's Qualifications Act (L.G., 1939, p. 675) have been relaxed by an order gazetted Dec. 31, 1943. For a period of one year, the total length of employment which a candidate must spend at his trade in order to qualify for a temporary certificate may now be varied. Previously, a specific number of hours was necessary, according to the type of welder's certificate required.

Quebec Minimum Wage Act

Renewals.—The following Orders have been renewed by Orders gazetted February 5, 1944, to be in force until February 1, 1945, unless otherwise specified: Order 8 (Revised) relating to the cotton textile industry (L.G., 1938, p. 625; 1941, p. 31); Order 27 governing the canning industry (L.G., 1940, p. 123); Order 22 (Revised) applying to the manufacture of bricks and building blocks (L.G., 1940, p. 22; Nov., 1941, p. 1383) and Order 25 relating to waste materials in Montreal Island and a 10-mile radius (L.G., 1939, p. 201), to be in force until March 1, 1945.

Levy on Employers.—By-laws B-1-B and B-1-C (L.G., Jan., 1944, p. 108) governing the assessment on employers in timber-driving and in forest operations respectively, have been amended by Orders gazetted Feb. 5, 1944. The levy, imposed to pay the expenses of the Minimum Wage Commission, has been reduced from one-eighth of one per cent of the payroll to one-tenth of one per cent. The modification is to govern the levy on all wages paid from Jan. 1, 1943, in timber driving, and from May 1, 1943, in forest operations.

Recent Legal Decisions Affecting Labour

Alberta Court Holds Seven Days' Notice of Dismissal to be Sufficient

A DECISION on November 16 of The Alberta Supreme Court, Mr. Justice Lunney dissenting, was based on an interpretation of two provisions of the National Selective Service Civilian Regulations, and the Masters and Servants Act of Alberta. The latter statute stipulates that if the employee has been improperly dismissed, the court may direct the employer to pay wages found to be due on this score, not exceeding six months' wages. Section 202 subsec. (1) (a) of the Selective Service Regulations requires an employer to give seven days' notice before dismissing an employee, and subsec. (10) stipulates that "the provisions of this part with respect to the giving of notice of separation shall not supersede any law, statutory or otherwise, requiring a longer notice."

C. W. Twamley was hired by certain construction companies on August 30, at $500 per month. On October 25 he was given a week's notice of separation from employment, and released November 1. He then lodged a complaint under the Masters and Servants Act, claiming wages amounting to $383.00.

The Magistrate held that Twamley had not had reasonable notice in accordance with common law, and ruled therefore, that according to the Masters and Servants Act the plaintiff was entitled to wages unpaid because of improper dismissal. Reasonable notice in this case he held to be two weeks. He, therefore, ordered Twamley paid $134.27, or the difference between two weeks' salary and what Twamley had already received during his week's notice. On appeal by the defendant companies, the District Court upheld this judgment.

The case was appealed to the Supreme Court of Alberta which considered, in Mr.

Justice Ford's words, that there was "in the province no law which gives the right to a month's or any other definite period of notice to terminate a monthly hiring in the absence of a stipulation in the contract of hiring, though there may be in some of the other provinces such a law to which subsection (10) [Selective Service Regulations] would apply." Counsel for the plaintiff had cited three cases showing the common law practice regarding reasonable notice of dismissal. In the first one it had been decided that "as the hiring was a monthly one, a month's wages . . . was the utmost which could properly be allowed." In the second one the ruling had been similar, that "if entitled to notice, it could not, as appears, have been more than one month's notice." The last case cited pointed out that less than a month might be reasonable notice in the case of a monthly hiring. However, Mr. Justice Ford reasoned from these cases that the only law to which subsection (10) could possibly apply, namely common law, did not fix any definite notice, and therefore it could not be said that a longer notice than seven days was required by any law of the province. In his view, "the regulations have substituted for the indeterminate and speculative idea of what is reasonable, which depends, like all questions of fact, upon the finding of a Judge or Jury in any particular case, the control of the proper selective service officer, both as to the giving of a notice of separation and, within the limit prescribed, as to its length . . . To give effect to the respondent's contention . . . would render nugatory the provisions of the regulation giving the selective service officer authority to permit the termination of employment. It cannot be assumed that, in respect of such an important piece of necessary regulation in time of war, the framers of the regulations have set up a control only to wipe it out entirely with respect to all hirings terminable on reasonable notice." The court decided that the argument on behalf of the respondent was thus based upon a misconception, and the case was not one to which the Masters and Servants Act applied, since there was no evidence of improper dismissal. Therefore, in the decision, the appeal with costs was allowed, and the order of the magistrate and of the District Court Judge set aside. *Twamley v. Metcalfe Construction Co. et al.* (1944) Western Weekly Reports 54.

B.C. Court Upholds Validity of Election of Union Officers held at Special Meeting after Regular Elections Voided

The British Columbia Court of Appeal on November 2, 1943, rendered judgment on two appeals from decisions in cases arising out of a dispute within the Boilermakers' and Shipbuilders' Union of Canada, Local No. 1, and between that union and the Canadian Congress of Labour. The first appeal, which was from a decision that an election of officers held in February, 1943, was illegal, was allowed. The lower court, in declaring the election invalid, had ordered the then officers to make an accounting of the funds to the former officers. The second appeal arose out of the fact that the local union had applied unsuccessfully to have the order amended by substituting itself for the former officers as the party to whom the accounting should be made. This appeal was dismissed with costs.

The difficulties in the local union became acute after the annual elections of December 14-19, 1942, at which most of the 1942 officers were defeated. On December 28, the president of the Canadian Congress of Labour with which the local was affiliated, appointed the vice-president and the regional director of the Congress as administrator of the local with power to appoint an administration board. On December 31, the administrator ruled all offices of the local vacant and appointed a board. A few days later an injunction was obtained from the British Columbia Supreme Court restraining the newly-elected executive from carrying on in office. By consent judgments of the same Court dated February 2, 1943, the December elections were voided but the appointment of the administration board was also held invalid.

Meantime, the Executive Council of the Canadian Congress had appointed a commission of inquiry with full power to make and enforce decisions. On January 25, the commission suspended the charter of the local and proposed to reorganize the workers by setting up "local unions on a strictly industrial basis in each yard."

At a regular meeting of the local on February 4, 1943, it was decided to hold a special meeting on February 12 to consider the advisability of electing officers for 1943. At this meeting it was agreed to have a nomination meeting on February 22 and an election on February 23. Unsigned notices setting forth the time, place and purpose of the meetings were then posted. Most of the candidates elected in December were re-elected.

Certain members of the 1942 executives who had been defeated in December (plaintiffs) brought action for a declaration that the February election was void, for a return of equipment and for an accounting of union money allegedly collected by the defendants. Mr. Justice Sydney Smith allowed their claims in a judgment rendered on March 20, (1943) 2 Western Weekly Reports 35. His reasons were, first, that under a by-law governing the

local union an election may be held only at the regular December meeting, and second, that the notice given for the February nomination and election was not sufficient to meet the requirements of another by-law regarding special meetings. At the same time, Mr. Justice Smith held that the suspension of the local union by the investigating commission was invalid because under the constitution of the Canadian Congress of Labour a charter may be suspended only for non-payment of the capitation fee unless the Executive Council itself sits as a trial tribunal and the local has an opportunity to be represented.

No further action was taken on this last finding, but the officers elected in February (defendants) appealed the decision that their election was invalid. With Chief Justice McDonald dissenting, the Appeal Court allowed their appeal.

Mr. Justice Robertson, speaking for the majority, stated that the provision of the by-laws for holding elections in December was directory only and not imperative. It was unreasonable, he believed, to hold that if an election was not held in December the local would be without officers for a year.

Regarding the sufficiency of notice, he observed that the union members, numbering about 13,000, were employed in several shipyards. "In these circumstances, the best way of giving notice of a meeting to the members was by posting notices, convening such a meeting, in conspicuous places in the shipyards." The evidence showed that this had been done. While the notices were unsigned, the members knew that there were no officers and they therefore would not expect signed notices.

As regards another objection that the by-laws premitted a special meeting to be called only by the president or secretary-treasurer at the request of five members, the Court took the view that in the absence of officers the management of the local was in the hands of the members, and the members at their regular meeting had a right to call a special meeting, notwithstanding the lack of an express provision to this effect.

Chief Justice McDonald agreed substantially with the majority except in regard to the sufficiency of the notice of the special meetings. The defendants, he stated, had merely shown in cross-examination that the plaintiffs and their witnesses had seen the notices only in yards in which they worked, a fact which was "perfectly consistent with these notices being quite inconspicuous" even in those yards. The Chief Justice also laid some stress on the fact that notices were unsigned. "The members had a right to know who was acting, and were entitled to something more than anonymous communications which might have been posted by some practical joker or some busybody, perhaps outside the union."

The Court was unanimous in dismissing the appeal for the substitution of the local union for the defendants as the party to whom the accounting ordered by Mr. Justice Smith should be made. After the February election was held invalid by Mr. Justice Smith, a new election was held on April 15, 1943, and most of the defendants were again elected. It was therefore claimed that the accounting should not be made to the plaintiffs who were no longer officers or even members of the union. Mr. Justice Robertson assumed for the purposes of the judgment only that the union was a legal entity with the right to bring action, but he nevertheless held that "a judgment duly pronounced as the Court intended and duly entered cannot be set aside except on appeal . . . and it cannot be amended except where there has been a slip in drawing it up and where there has been an error in expressing the manifest intention of the Court." Chief Justice McDonald discussed at length the status of the local union. He found that "it produced no evidence whatever of its status, and on that ground alone I would hold that its motion was rightly dismissed." *Stephen et al. v. Stewart et al.* (1943) 3 Western Weekly Reports 580.

British Docks Regulations require Signaller for Crane to be Present throughout Operations

A dock worker's appeal from a decision of the Liverpool Court of Passage which dismissed his action for damages was allowed by the Court of Appeal in England on September 29. The case was reported in the Ministry of Labour Gazette for November.

The docker had been injured when he was struck by a sling while engaged in unloading a ship. He alleged breached of the section in the docks regulations, made under the authority of the Factories Act, which stipulates that "when cargo is being loaded or unloaded by a fall at a hatchway, a signaller shall be employed, and where more than one fall is being worked at a hatchway a separate signaller shall be employed to attend to each fall." The employer had engaged a signaller whose duty it was to inform the craneman when the "stool" or platform on to which the docker unloaded each sling was cleared and ready for another sling load. At the time of the accident, however, the signaller was away having some refreshment and the sling arrived before the "stool" was ready.

The lower Court held that the employer had complied with the regulation by "the mere employment" of a signaller on the day of the

accident for the operation in question, but the Appeal Court considered that this was too narrow a construction of the regulation. It was of the opinion that the true construction was that a signaller was not merely to be engaged but that he should be actually at work during the whole process, and if he was not there the respondents had failed to discharge their duty under the Regulation. *Ashworth v. McQuink and Co. Ltd.*, Court of Appeal, September 29, 1943.

English Court holds Builders of Submarine, not Subcontractors, Liable for Accident

The King's Bench of the High Court of Justice in England awarded damages to two widows of men lost in the submarine "Thetis" for negligence on the part of the builders, Cammell Laird and Co., Ltd., in not inspecting the vessel before it was launched, and thus discovering that the test cocks were blocked with paint. Another action by the same widows against the subcontractors who had done the painting, Wailes Dove Bitumastic Co. Ltd., was dismissed.

A torpedo tube had been painted in such a way that its test cock had become blocked with paint and no water could pass from it. The result was that the tube was thought to be empty when it was actually full of water. Consequently, on the diving trials the submarine struck the bottom and 99 men perished.

The Court held that although the careless painting of the torpedo tube had led directly to the death of the plaintiffs' husbands, yet the Bitumastic Company were not under any liability to the two men. The Company was not brought into any proximity with the deceased for there was sufficient time for the defect to be observed before the vessel was put in use.

Dealing with the action against Cammell Lairds, the Court noted that under their contract to build the ship for the Admiralty, the firm was charged with the responsibility of seeing that she was fit to go to sea. There had been ample opportunity and an engineering staff fully qualified to ensure that the painting by the subcontractors had left the safety devices in good order. The failure of the company to exercise this care had exposed the crew to unusual danger. The Court ruled that each of the plaintiffs had succeeded in establishing liability on the part of Cammell Lairds for the loss of the wage-earner on whom she depended. Judgment was therefore entered for the plaintiffs against this company. *Duncan v. Cammell Laird & Co. Ltd., Craven v. same. Duncan v. Wailes Dove Bitumastic Ltd., Craven v. same.* High Court of Justice, King's Bench Division, September 29-30, October 1, 21, 22, 1943.

Appeal Court Upholds Lower Court's Interpretation of "Trade Dispute" in British Conditions of Employment and National Arbitration Order

The meaning of "trade dispute" according to the definition given in the Conditions of Employment and National Arbitration Order of July 18, 1940 (L.G. 1940, p. 760) was the point at issue in a recent case before the English Court of Appeal, reported in the British "Ministry of Labour Gazette" for December, 1943. The Order provides that the Minister of Labour may refer to the National Arbitration Tribunal a trade dispute or "dispute or difference between employers and workmen, or between workmen and workmen connected with the employment or non-employment or the terms of the employment or with the conditions of labour of any person." The Tribunal is appointed from panels representing employers, workers, and the general public.

The dispute in question arose between the Keable Press Ltd., publishers of the "Daily Worker" and the National Association of Operative Printers and Assistants, following the refusal of the Company to re-employ a member of the union when the ban on the paper was lifted and publication resumed. Acting on the instruction of a union officer, a number of the employees refused to begin work until Howard, the employee in question, was reinstated. The Company then agreed to take him on provisionally, pending negotiations. The failure of later negotiations resulted in Howard's discharge and the union reported the dispute to the Minister.

The dispute was then referred by the Minister to the National Arbitration Tribunal where the Company argued that, since the dispute was not between the employer and his workman but between the union and the employer, it was not a trade dispute within the meaning of the Order. As the Tribunal had no power to decide this question, the proceedings were adjourned so that the Company could apply for an Order of Prohibition preventing the Tribunal from dealing with the case. This application was refused by the Divisional Court on the ground that the evidence showed that a trade dispute existed. (L.G. Aug. 1943, p. 1178.)

The Company then took the case to the Court of Appeal. The Court pointed out that it had been sworn in evidence that the union had been acting on behalf of its members and with their approval in insisting on Howard's reinstatement. In addition, when the men came out on strike they showed that they were backing up the union in its demands and adopting the action of the union as their own. Consequently the court dismissed the appeal, ruling that there was a dispute between the

employer and his workmen and therefore a "trade dispute" within the meaning of the Order. *The King v. the National Arbitration Tribunal. Ex parte The Keable Press Ltd.* Court of Appeal, October 29 and November 1, 1943.

Decisions of the Labour Court of Ontario

Votes Ordered among Employees of Two Companies

Service Stations Equipment Company, Toronto

On January 8, Mr. Justice McFarland ordered a vote among the employees of the two Toronto plants of the Service Stations Equipment Company Limited to determine (1) if they wished to be represented by a collective bargaining agency, and (2) if so, whether they wished to be represented by a local of the United Steelworkers of America which had made the original application for certification or by the Employees Association of the Toronto Plants of the Canadian John Wood Manufacturing Company Limited and Service Stations Equipment Company Limited which had intervened.

Organization of the intervening association was begun sometime before August, 1943, and on October 31 it made an agreement with the defendant company. The terms of the agreement were made known to the employees before it was executed, but no effort was made to determine which organization the employees wished to have to represent them.

The applicant argued that the agreement was of no effect because it was concluded after the present proceedings were instituted (September 11, 1943) and, on the other hand, the intervener claimed that the proceedings themselves were invalid because they were instituted after negotiations were already under way for the conclusion of the agreement. The Court rejected both arguments. The first, it stated, would permit a union to interrupt any negotiations merely by filing an application for certification, while the second would permit an intervener to hold up proceedings before the Court merely by entering into an agreement.

The applicant also claimed that the intervener was improperly influenced by the company in that it had received financial assistance and its agents had been granted the privilege, which had been denied to the applicant's agents, of soliciting members during working hours. The intervener submitted that the applicant had no members in good standing because there was no evidence that anyone had paid the admission fee which is required by its constitution. The Court did not consider that the first allegation was sustained by the evidence, and it dismissed the second point as not "sufficiently important to influence the proceedings."

Its conclusion was:

> The fact is that there are two bodies in these plants, each claiming certification and each having a certain following. According to the evidence no proper vote has been taken and in my opinion such a vote should be taken.

Local 3062, United Steelworkers of America v *Service Stations Equipment Company Limited, et al* (1944) Ontario Weekly Notes 64.

Hamilton Works, Steel Company of Canada

On January 10, Mr. Justice MacKay ordered a vote to be taken among the hourly and production employees at the Hamilton works of the Steel Company of Canada. A local of the United Steelworkers of America had applied for certification as the collective bargaining agency for these workers and an organization called the Independent Steelworkers Association had intervened.

For some years there had been a works council in the plant, composed of eleven members elected by the employees and eleven nominated by the company. Any matter on which there was a tie vote was referred to the president of the company for decision.

At the election of employee representatives held in November, 1942, eight of the 11 representatives returned were members of the applicant union. On January 17, 1943, the union asked the management for recognition. A few days later a resolution was submitted to the works council recommending that the company and the applicant union join in an application for an immediate vote to determine a collective bargaining agency. The employee representatives voted for the resolution but the employer representatives voted against it. It was submitted to the president of the company, who decided against it. Shortly afterwards nine of the eleven elected members resigned.

In the November election, 1,616 employees, or about one-third of those eligible to vote, voted for candidates who were members of the union. At the time of the hearing 1,360 membership cards had been issued by the union and the paid-up membership was 259. The Court held that this evidence was sufficient to entitle the applicant to a vote. Membership in a union was not a conclusive indication of the desire of the employees to be represented by that union and the Act spoke only of representation, not of membership.

The applicant union argued that the intervening association was merely a continuation of the former employee representation plan and therefore could not be considered a collective bargaining agency. The judge found no evidence that the company attempted to interfere with the association's decisions or acts to the detriment of the employees. He was not prepared to say whether the intervener was or was not a collective bargaining agency within the meaning of the Act but he considered that the matter could be most satisfactorily settled if its name was placed on the secret ballot and the employees were able to express their wishes without fear of discrimination. *Local 1005, United Steelworkers of America* v *Steel Company of Canada Ltd. et al,* (1944) Ontario Weekly Notes 72.

Union Violating Order Against Electioneering Refused Certification

On January 6, Mr. Justice Greene refused to certify a local of the United Automobile, Aircraft and Agricultural Implement Workers of America as the collective bargaining agency of the office employees of the Ford Motor Company of Canada, on the ground that it had violated an injunction he had issued prohibiting electioneering and organizing activity pending the taking of a vote.

At the direction of the Court, a vote had been taken on November 15 to determine if the employees wished to be represented by the applicant union or by the Formocan Employees' Association which had intervened in the case. The union had received 355 votes as against 327 for the Formocan Association. The Court discovered, however, that on October 28 the union had issued a publication called "Ford Staff", and "if the publication of this document and the distribution of it was not electioneering in the sense of an invitation to the employees to support the Applicant Union, and also somewhat of an attack on the opposing Union, the Intervener, then I have lost my power to understand English."

The Court also refused to certify the intervener because it had not obtained a majority of the votes. No disposition was made of the case for the time being. *Local 240, United Automobile, Aircraft and Agricultural Implement Workers of America* v *Ford Motor Company of Canada Ltd., et al,* Jan. 6, 1944.

Labour and Industry in New Zealand

COPIES of the New Zealand Official Year Book for the year ending September 30, 1943, reached Canada early in January. Included in the wide range of subjects covered is the following information regarding industrial conditions.

Wage Legislation

Since 1918, when the War Legislation and Statute Amendment Act came into effect, wages are regulated in accordance with the movements in the cost of living. At that time "the lag between prices and wage rates was partially eliminated, and consequently sharp increases took place." Reductions followed during the depression years. In 1932, the Industrial Conciliation and Arbitration Amendment Act made provision for the review of existing wage awards. But as some classes of workers, notably farm workers and railway employees, were not covered by awards, a few suffered further wage reductions. Various adjustments were made during the succeeding eight years and in 1940 the Rates of Wages Emergency Regulations were applied by a Court of Arbitration and "an increase of 5 per cent in all rates of remuneration in awards, industrial agreements, and apprenticeship orders as from the 12th of August, 1940" was decided upon.

Industrial and Trade Unions

There were 267 industrial unions of employers with an aggregate membership of 11,802 at the close of 1941. This was an increase of 172 per cent over the 1935 total. The number of industrial unions of workers at December 31, 1941 was 419, with a total membership of 231,049. The large membership was attributed in part to the Act of 1936, "which provided for compulsory union membership on the part of workers subject to an award or industrial agreement". There was a slight reduction in membership in 1940 and 1941 "consequent on the prosecution of the war."

Industrial Disputes

The number of workers involved in industrial disputes for 1939, 1940 and 1941 were 15,682, 10,475 and 15,261, with working days lost for the same years, 53,801, 28,097 and 26,237 respectively. These figures indicate the brief duration of labour difficulties.

Prices and Price Control

Activities of Wartime Prices and Trade Board

Report to Parliament Describes Activities of Board in Holding Price Ceiling and in Ensuring Supplies of Civilian Goods

THE work of the Wartime Prices and Trade Board in holding the price ceiling and obtaining and distributing supplies of civilian goods is described in a recent Report to Parliament. This is the second Report to Parliament, and covers the period from April 1, 1943 to December 31, 1943, the first Report having reviewed the activities of the Board from the beginning in September, 1939 to March 31, 1943.

A feature of the Report is the story of how supplies of essential civilian goods are obtained and distributed. As the introductory review section points out, "all the pricing policies of the Board are in a very real sense in the interest of supply.... but in many cases the maintenance of adequate supplies needs many more direct measures". After many steps have been taken to get the materials and labour, and the goods are produced, "the arrangement for their fair distribution may raise a whole set of new problems". The types of measures used to "get the goods" and to distribute them are described in the chapters on Supply Policy and Distribution Policy respectively, and specific examples will be found in the various chapters on Foods, Apparel, Wood and Paper Products, and Metal Consumer Goods.

The major price problems during the nine months are discussed under two main heads: rising costs at various stages of production and distribution; and the pricing of goods not on the market during the basic period. In some cases the high costs described in the previous Report have fallen, e.g., ocean freight rates and war risk insurance. Other factors, however, such as the difficulties in obtaining materials, labour and transportation, and higher labour costs and higher farm prices, have created serious pressures on the price ceiling. The general principles followed in dealing with these problems are described in the chapter on Price Policy and specific examples will again be found in the chapters discussing different commodities.

Other chapters in the Report cover Rentals, Consumer Credit, and Enforcement. The final chapter reviews price movements from August, 1939 to December, 1943. The general wholesale index, as shown in the tables, increased 41·8 per cent since August, 1939, but only 5·6 per cent during the nine-month period, and 11·9 per cent since the basic period of the price ceiling. Canadian farm prices rose 14·6 per cent during the nine-month period, but the food group rose only 3·9 per cent. As pointed out in the introductory review section, the higher returns received by farmers for their products would have substantially increased the cost of living without the use of such measures as subsidies and Government purchasing. The cost of living index stood at 118·4 (August, 1939=100) on December, 1943, an increase of 2·1 points taking place between March and December, 1943. The final section in the chapter explains the dominating influence of changes in food prices on changes in general living costs during the war.

A great deal of organizing is necessary to ensure that essential needs are satisfied and that the best use is made of materials, goods and services in short supply. For example, to obtain the necessary raw materials from abroad requires negotiations with the Combined Boards in Washington which allocate United Nations' supplies and with Government agencies in the United Kingdom or the United States, or both. This involves the presentation of Canada's complete production and requirements picture. The materials, once allocated, may have to be bulk purchased, and then arrangements made for shipping space. Having got the materials to Canada, they must be divided, together with Canadian materials if they are produced domestically, according to the needs of the armed forces and the civilian population. Arrangements are then made for allocating materials to the various manufacturers, obtaining labour priorities where necessary, and eliminating wastage of materials and labour. In some cases "production directives" or informal controls of a similar nature are required.

Procedures for Obtaining Supplies

All the various procedures for obtaining supplies are described under three main headings in the chapter on Supply Policy: "Obtain-

ing essential imports"; "Allocating supplies between military and civilian needs"; and "Using available civilian supplies to best advantage". In the section on Imports it is revealed that Administrators of the Board serve as the Canadian members of some of the committees of the Combined Production and Resources Board in Washington (e.g. textiles, hides, leather and footwear, farm implements), and represent Canadian interests in the allocation of the more essential civilian goods. Through the medium of the Joint Materials Co-ordinating Committee (Canada-United States) Canadian supplies and requirements are submitted to the Combined Raw Materials Board. Since late in 1943, Canadian representatives have sat as members of the commodity sub-committees of the Combined Food Boards, a situation which was recently formalized by the addition of Canada as a full member of the Board.

Also, through the Canadian Division of the War Production Board in Washington, supplies of raw materials and civilian goods produced in the United States are allocated to Canada. The Washington Branch of the Wartime Prices and Trade Board maintains close and continuous contact with the Canadian Division War Production Board and thereby ensures that statements of Canadian requirements are presented directly to divisional requirements committees dealing with various commodities. Also, the Board maintains contacts in the United Kingdom with the Board of Trade and the Ministry of Supply and obtains allocation of British supplies required by Canada.

As explained in the Report, an allocation of supplies does not guarantee that the quotas will be imported. In the case of woven cotton fabrics from the United States, for example, it was necessary to arrange for certain priority assistance designed to ensure that the quota was filled and not exceeded. In many cases bulk purchases are the means of implementing international allocations of supplies. For example, all raw wool and practically all imports of woollen yarns for civilian purposes are bulk purchased by the Canadian Wool Board, and the Wartime Food Corporation has been reorganized for the bulk purchase of fresh fruits and vegetables. Most commodities are bulk purchased by the Commodity Prices Stabilization Corporation; it assumes all risks, and is responsible for obtaining the necessary shipping space which is allocated by the Shipping Priorities Committee.

Allocating Supplies to Military and Civilian Uses

Having got the materials, various procedures have been established for allocating productive resources and supplies between the military and civilian sectors of the Canadian economy. For example, the National Textile and Leather Requirements Committee which was formed in May, 1943, allocates available supplies of textiles and leather between the armed services, the civilian population and requirements under the Mutual Aid program. The Food Requirements Committee considers all major questions of policy connected with food production and supply in Canada and with the supply of Canadian foodstuffs to other nations.

In the case of metals, lumber and other raw materials controlled by the Department of Munitions and Supply, administrators of the Board have, in most cases, applied directly to the controller concerned for allocations of materials. As the supply of certain metals has eased, production programs have been arranged by the Board to ensure supplies of certain essential civilian goods; materials and plant facilities are allocated by the Wartime Industries Control Board. To ensure the best use of civilian supplies, materials may be allocated, formally or informally, to the different manufacturers; non-essential uses of materials and non-essential manufacturing operations eliminated through various simplification and conservation measures; and production directives issued when necessary.

Civilian Distribution

After every feasible effort has been made to increase supply, there will still be shortages, due to the large war needs and to the increased demand from civilians. Some control of distribution is necessary "to ensure that goods in short supply are distributed on as fair a basis as possible". The various measures described in the chapter on Distribution Policy have been designed to see "that highly essential needs are given priority, that supplies are not consumed at or near the point of production to the detriment of other areas, that discrimination between large and small distributors and different kinds of distributors does not develop within the trade, and that consumers are provided with a fair share of essential goods with the least shopping inconvenience".

To meet the problem of distributing goods equitably among retailers and regions the Board has adopted the "policy of equitable distribution." When fair distribution throughout the trade fails to achieve fair distribution among consumers, the policy may be supplemented by consumer rationing. The rationing of meats, "preserves", evaporated milk, and canned vegetables is described in some detail.

Price Policy

The chapter on "Price Policy" considers the problems of production, imports and distribution to the extent that they can be met by price policy. In dealing with the two major problems—rising costs, and the pricing of goods not on the market during the basic period—the Board has continued to adhere to the basic period principle. In brief, the policy is to distribute whenever possible the increased costs among the various sections of the trade, and also to achieve the maximum degree of economy by eliminating unnecessary manufacturing and distributive practices. When this has been done, and if continued production or importation is considered necessary, relief may be given by the payment of subsidy, by Government bulk purchasing, by the remission of import duties and—in very limited cases—by price increases. As explained in the previous Report, "the real beneficiary of the subsidy is the consumer, but since it would be an impossible administrative task to pay a subsidy directly to the consumer, the actual payment is made to producers or dealers on condition that they maintain supplies and carry out the policy of the price ceiling". New developments in subsidy policy are described in the chapter.

The Board has laid down principles and procedure for fixing the maximum price of goods coming on the market which were not available during the basic period. Following a brief description of the procedure, the chapter outlines the steps taken by the Board to maintain as far as possible the supply of established goods, established trade descriptions, and the price-quality relationships of the basic period.

Other price problems, principally in the field of primary products, are described more fully in the chapters on Food, and Wood and Paper Products. In the case of primary products where there has been a confused price situation, sometimes aggravated by rising costs, "it has been desirable to replace individual ceilings by standard maximum prices and controlled markups in order to obtain a more clearly definable and enforceable price structure" (e.g. meats, pulpwood). Seasonal price increases have been permitted by the Board in the case of certain foods to cover the extra cost of storage and loss through shrinkage during the off-season period (e.g. potatoes).

The commodity chapters—foods, fuel, apparel, etc.—serve to illustrate the problems of price, supply and distribution in concrete situations. In the case of meats, for example, increased civilian demand and the requirements of Britain led to meat rationing. A more specific and effective system of price control was developed, a system which largely overcame many of the problems which had proven so intractable in the earlier stages of the price ceiling. Meat rationing, however, intensified the problems of price control for unrationed meats and meat substitutes. The section on lumber in the Wood and Paper Products chapter illustrates the price and supply problems arising from increasing raw material costs in the industries using lumber. Various measures were taken to cope with shortages of raw material and the considerable pressure on costs in lumbering, pulpwood and industries based on them. The chapter on Apparel illustrates the great organizing work involved in obtaining necessary materials from abroad and of pricing the new lines coming on the market.

Additional information is provided in the appendices and charts. Of considerable importance are the figures given for subsidies paid from December 1, 1941, to December 31, 1943, by the Commodity Prices Stabilization Corporation, and for net trading losses of the Corporation and other associated companies on commodity operations during the same period. Administrative expenditures of the Board are shown, and index numbers of wholesale prices and the cost of living in the two wars. The charts show changes in wholesale prices and in the cost of living in various periods.

Prices, Retail and Wholesale, in Canada, January, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index dropped 0·3 points to 119·0 between December 1 and January 3, (1935-39= 100). This reduced the wartime increase from 18·4 per cent to 18·1 per cent. The food index moved 1·2 points lower to 131·5, due to sharp declines in egg prices, which overbalanced small gains for butter, meats and fresh vegetables. There was a decline of 0·4 to 118·4 in the home-furnishings and services index, contributed by the furniture section. Fuel and lighting moved up 0·8 points to 112·7 because of higher coal prices, while an advance in health costs was responsible for a gain of 0·3 to 108·9 in the

miscellaneous series. Two groups, rentals at 111·9 and clothing at 121·1, continued unchanged. (*See* Table I.)

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

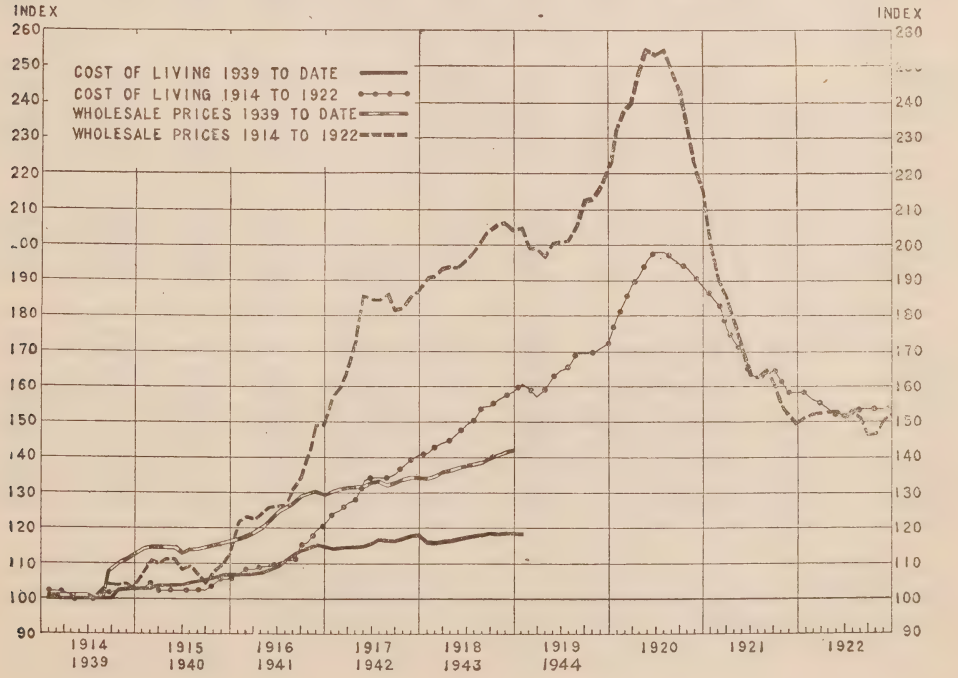


TABLE I—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935–39 as 100*							Retail Prices Index (Commodities only)‡
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913		79·7	88·3	74·3	76·9	88·0	70·3		
1914		80·0	91·9	72·1	75·4	88·9	70·3		
1915		81·6	92·7	69·9	73·8	96·8	70·9		
1916		88·3	103·3	70·6	75·4	110·8	74·5		
1917		104·5	133·3	75·8	83·8	130·3	81·5		
1918		118·3	152·8	80·2	92·2	152·3	91·4		
1919		130·0	163·3	87·6	100·7	175·1	101·2		
1920		150·5	188·1	100·2	119·9	213·1	110·3		
1921		132·5	143·9	109·2	127·6	123·4	112·5		
1922		121·3	121·9	113·7	122·2	147·0	112·5		
1926		121·8	133·3	115·9	116·8	139·1	106·1		
1927		119·9	130·8	114·5	114·4	135·6	105·1		
1928		120·5	131·5	117·3	113·2	135·5	104·8		
1929		121·7	134·7	119·7	112·6	134·8	105·0		
1934		95·6	92·7	93·2	102·1	97·1	97·8		
1935		96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936		98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937		101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938		102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	103·0	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year		101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year		105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year		111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year		117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	116·0	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	116·3	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	117·2	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	117·6	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	117·9	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
August 2	118·3	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125·8
September 1	118·5	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
November 1	118·5	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	118·4	119·3	132·7	111·9	111·9	121·1	118·8	108·6	125·9
1944									
January 3	118·1	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3

* For the period 1913 to 1934 the former series on the base 1926=100 as converted to the base 1935-1939=100.

‡ Commodities in the cost of living index excluding rents and services.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-JANUARY, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR JANUARY, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	June 1942	Sept. 1942	Dec. 1942	Mar. 1943	June 1943	Sept. 1943	Nov. 1943	Dec. 1943	Jan. 1944	Price Jan. 1944
													cts.
Beef, sirloin steak	lb.	100·0	120·7	131·5	133·7	135·8	140·1	144·8	145·5	144·1	143·0	143·0	39·9
Beef, round steak	lb.	100·0	125·7	139·2	142·2	145·1	150·6	157·0	157·8	155·7	154·4	154·4	36·6
Beef, rib roast	lb.	100·0	125·5	137·0	140·0	143·0	148·7	160·4	170·9	173·9	173·0	173·5	39·9
Beef, shoulder	lb.	100·0	132·7	149·7	153·5	157·2	165·4	176·7	181·1	181·1	179·9	180·5	28·7
Beef, stewing	lb.	100·0	136·7	154·0	159·5	165·9	174·6	183·3	183·3	181·7	179·4	180·2	22·7
Veal, forequarter	lb.	100·0	139·3	149·7	155·0	158·6	168·0	181·1	181·1	182·8	181·7	180·5	30·5
Lamb, leg roast	lb.	100·0	109·9	121·8	124·3	122·5	134·9	141·2	146·1	126·4	125·7	130·6	37·1
Pork, fresh loins	lb.	100·0	125·3	128·5	129·6	131·2	132·7	137·7	139·2	139·6	138·8	138·8	36·1
Pork, fresh shoulder	lb.	100·0	127·0	131·6	134·2	135·7	139·8	145·9	146·9	148·5	147·4	147·4	28·9
Bacon, breakfast, sliced	lb.	100·0	132·3	132·9	134·8	137·2	139·1	139·1	140·3	140·6	140·3	140·3	45·6
Lard, pure	lb.	100·0	151·3	143·0	139·5	148·2	160·5	162·3	162·3	162·3	162·3	162·3	18·5
Shortening, vegetable	lb.	100·0	134·7	134·7	134·0	134·7	136·8	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, grade "A", fresh	doz.	100·0	156·4	116·8	146·7	186·2	142·4	135·5	171·7	181·6	182·2	161·2	49·0
Milk	qt.	100·0	111·0	111·0	111·9	112·8	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery prints	lb.	100·0	140·5	143·6	142·9	149·8	146·2	142·9	141·8	144·0	145·1	145·8	39·8
Cheese, Canadian, mild	lb.	100·0	174·6	168·7	164·4	163·0	162·5	164·9	166·3	166·3	167·8	168·3	35·0
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8-oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	9·3
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	130·2	130·2	131·1	132·1	131·1	132·1	135·8	136·8	14·5
Peas, canned, 2's	tin	100·0	117·5	118·3	119·2	120·0	120·0	120·8	121·7	121·7	123·3	123·3	14·8
Corn, canned, 2's	tin	100·0	128·3	130·1	131·0	131·9	131·9	132·7	134·5	133·6	134·5	134·5	15·2
Beans, dry	lb.	100·0	129·4	129·4	127·5	127·5	127·5	127·5	129·4	129·4	131·4	131·4	6·7
Onions	lb.	100·0	108·2	157·1	108·2	98·0	116·3	144·9	153·1	146·9	144·9	146·9	7·2
Potatoes	15 lbs.	100·0	89·9	131·7	134·1	122·6	135·4	160·4	158·2	136·3	136·6	137·8	45·2
Prunes, medium	lb.	100·0	115·8	118·4	120·2	123·7	123·7	124·6	125·4	126·3	127·2	129·8	14·8
Raisins, seedless, bulk	lb.	100·0	104·0	104·6	104·0	99·3	100·0	105·3	111·3	102·0	101·3	102·0	15·4
Oranges, medium size	doz.	100·0	132·5	113·3	131·4	153·9	131·4	144·7	145·7	147·8	141·0	140·3	41·1
Lemons, medium size	doz.	100·0	111·3	110·8	113·5	127·4	131·7	134·2	146·2	141·8	137·8	138·2	44·9
Jam, strawberry, 16 oz.	jar	100·0	111·3	111·9	112·6	113·8	115·1	115·1	†115·1	†115·1	113·8	114·5	18·2
Peaches, 20 oz.	tin	100·0	101·5	102·0	102·0	103·6	105·1	109·6	†109·6	109·6	109·1	108·1	21·3
Marmalade, orange, 16 oz.	jar	100·0	118·3	118·9	120·5	122·0	127·3	129·5	130·3	131·1	131·1	131·8	17·4
Corn syrup, 3½ lb.	jar	100·0	138·0	139·0	139·7	139·7	140·7	154·7	154·7	154·3	153·7	154·0	46·2
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	131·7	131·7	133·3	133·3	133·3	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	141·7	142·0	142·3	130·5	130·8	130·8	131·1	131·1	131·1	44·3
Tea, black, ¼ lb.	pkg.	100·0	145·2	147·6	148·3	148·3	131·3	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to January, 1944, prices.
† Nominal price.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the Labour Gazette for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the Labour Gazette under the title, *Price Control in Canada.*

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown	42·6	37·8	39·9	30·6	24·6	....	38·3	36·7	....	44·7	19·2	20·2	51·1	9·0	41·0	34·4	7·3	4·6	6·0	9·9
Nova Scotia—																				
2—Halifax	41·2	37·5	39·5	30·7	24·0	....	37·0	35·4	29·0	44·7	19·5	19·9	57·9	10·5	44·4	36·1	8·0	4·6	6·1	9·9
3—New Glasgow	42·2	38·6	38·3	31·1	24·7	....	37·2	38·1	30·4	47·0	20·0	20·0	56·7	10·0	43·9	37·5	7·3	4·9	6·1	10·0
4—Sydney	45·5	40·6	35·3	31·1	24·2	....	....	38·3	32·7	45·6	18·8	19·9	57·0	12·0	44·2	37·0	7·3	4·4	5·8	9·8
5—Truro	42·7	37·3	37·7	31·2	21·5	....	37·7	36·7	29·3	45·0	20·4	20·8	58·8	10·0	43·6	37·3	6·7	4·8	6·0	10·2
New Brunswick—																				
6—Fredericton	41·5	37·5	45·2	29·4	20·7	29·7	37·0	36·5	31·3	45·6	19·3	19·7	54·8	10·0	43·1	35·8	7·3	4·8	6·3	9·5
7—Moncton	42·2	37·9	41·2	29·8	21·8	....	37·5	35·8	30·0	47·5	19·4	20·1	55·9	10·0	42·8	35·5	8·0	4·6	5·8	10·0
8—Saint John	42·3	39·2	38·8	30·8	23·9	30·0	38·1	39·2	31·1	44·6	19·3	19·7	56·1	11·0	42·8	35·4	7·3	4·3	5·9	9·7
Quebec—																				
9—Chicoutimi	37·4	33·7	36·4	27·7	21·3	....	37·0	31·7	29·5	49·0	20·0	20·7	55·3	9·5	39·5	....	6·7	4·5	....	10·0
10—Hull	39·1	36·0	38·9	27·1	21·4	31·1	37·1	32·1	27·8	46·1	18·0	19·1	52·1	10·0	38·2	32·7	5·3	3·8	5·5	9·5
11—Montreal	40·0	37·5	43·7	27·0	22·0	26·3	36·7	33·4	26·8	45·9	18·9	19·4	51·3	10·5	39·0	34·0	6·0	3·8	5·4	9·5
12—Quebec	37·5	33·7	35·5	26·0	18·3	33·4	36·6	31·1	26·6	42·2	18·9	19·5	52·0	10·0	39·4	34·5	5·5	3·7	5·8	9·7
13—St. Hyacinthe	34·4	33·9	34·6	26·0	21·4	32·3	34·9	28·3	25·2	46·8	18·0	19·5	52·4	8·5	38·7	31·7	5·3	4·1	6·0	9·9
14—St. Johns	39·7	36·0	40·3	27·7	19·0	31·7	36·3	37·0	27·0	45·8	19·2	19·7	49·5	9·0	38·3	....	5·3	4·1	5·5	9·7
15—Sherbrooke	41·2	38·6	38·3	28·9	21·4	33·8	36·3	33·1	25·9	38·8	18·4	19·6	53·7	9·0	37·9	35·0	5·3	4·2	6·0	9·8
16—Sorel	37·4	36·1	33·0	24·6	18·0	....	35·0	32·4	24·6	45·3	18·7	19·8	53·7	9·0	39·1	31·7	5·3	4·0	5·3	10·0
17—Thetford Mines	33·9	35·4	27·7	24·7	17·3	....	....	25·1	23·9	37·6	18·9	19·5	51·8	8·0	39·2	....	4·7	4·1	5·1	9·7
18—Three Rivers	38·3	34·6	36·6	25·5	20·2	....	32·4	28·7	26·0	46·2	18·5	19·6	52·9	9·0	38·7	35·0	6·0	4·0	5·5	9·7
Ontario—																				
19—Belleville	39·3	36·6	40·0	28·7	23·6	30·0	39·7	36·0	29·5	46·2	18·8	19·1	46·7	10·0	39·5	34·4	6·7	4·2	5·4	8·8
20—Brantford	40·5	37·4	41·9	29·7	21·0	31·2	38·9	37·9	29·2	46·2	18·5	19·3	41·9	10·0	39·4	....	6·7	4·2	5·4	9·1
21—Brockville	41·0	37·4	45·5	30·7	22·1	....	38·0	34·5	28·8	46·7	19·1	19·5	49·1	10·0	38·2	....	6·3	4·1	5·6	9·0
22—Chatham	40·0	37·3	41·1	29·8	21·4	31·5	36·2	37·9	33·1	46·4	18·3	19·4	43·9	10·0	38·4	....	5·3	4·1	5·1	8·9
23—Cornwall	40·0	37·4	42·3	28·3	20·1	30·7	38·6	36·3	27·3	45·3	19·1	19·5	46·7	10·0	39·4	31·7	6·0	4·2	5·8	9·2
24—Fort William	40·3	36·4	39·1	28·4	22·3	....	37·7	36·5	29·9	45·5	18·2	19·1	56·4	11·0	39·5	33·7	6·0	4·0	5·1	8·9
25—Galt	39·7	36·8	41·5	29·5	24·7	....	36·6	37·5	28·6	46·3	18·7	19·2	47·7	10·0	39·3	40·0	6·7	4·1	5·7	8·8
26—Guelph	39·7	38·1	36·5	30·4	25·6	30·8	39·8	39·1	29·6	46·3	18·3	19·3	45·7	10·0	39·5	....	6·0	4·1	5·6	9·0
27—Hamilton	40·4	37·6	42·6	29·8	24·9	32·0	40·9	39·3	31·1	46·4	18·6	19·1	48·0	11·0	40·2	38·3	6·0	4·2	5·5	8·8
28—Kingston	40·7	36·6	39·6	28·3	19·9	....	37·7	36·0	28·6	45·8	19·0	19·3	50·6	10·0	39·2	....	6·0	4·3	5·3	9·1
29—Kitchener	39·6	37·3	39·8	29·1	24·5	29·5	38·0	37·8	28·8	46·0	18·5	19·6	46·0	10·0	39·7	35·6	6·3	4·0	6·0	8·8
30—London	40·4	37·3	41·2	29·4	23·4	29·7	36·7	37·3	28·2	45·0	18·6	19·2	47·3	10·0	39·3	....	6·0	4·0	5·6	8·9
31—Niagara Falls	40·1	36·4	43·0	29·3	21·9	29·2	36·7	37·7	29·3	44·3	18·9	19·7	48·7	10·5	40·1	....	6·0	4·3	5·6	9·1
32—North Bay	41·1	37·9	44·3	30·6	21·1	....	37·3	39·5	33·4	46·7	18·6	19·4	53·9	11·0	39·6	....	6·7	4·3	6·3	9·9
33—Oshawa	39·9	37·2	43·4	29·6	24·3	....	38·3	38·4	28·8	46·1	19·3	19·5	46·4	10·0	40·0	....	6·0	4·0	5·6	8·9
34—Ottawa	40·9	37·9	44·3	30·1	22·8	32·7	37·1	35·6	29·9	48·6	18·4	19·1	51·6	10·0	39·2	32·5	6·7	3·9	5·7	8·9

COAL AND RENTALS, CANADA, JANUARY, 1943

Canned Vegetables													Sugar				Coal		Rent (c)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 3½ lb. jar	Granulated per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (b)	$ (b)	$	
14·9	15·4	15·7	6·5	9·2	35·7	14·6	16·1	48·9	65·9	38·5	....	35·6	49·6	8·6	8·1	53·6	37·9	.....	10·62	24·00-28·00(d)	1
14·5	14·3	14·9	7·4	7·7	44·8	15·0	15·0	47·0	49·5	37·7	20·7	36·4	49·2	8·5	8·2	50·3	38·0	.....	11·69	27·50-31·50	2
14·8	14·7	15·4	6·3	7·2	45·4	14·8	15·4	45·5	49·3	38·0	22·0	38·3	49·5	8·2	8·2	52·3	37·9	.....	7·47	16·00-20·00	3
14·7	15·0	15·0	6·5	7·7	47·2	13·4	15·0	45·4	58·3	36·0	....	35·7	49·0	8·6	8·4	51·2	37·8	.....	6·63	18·00-22·00(d)	4
15·1	15·4	16·0	6·7	7·8	44·9	14·2	15·9	45·8	51·3	40·7	21·3	37·5	49·1	8·7	8·5	52·0	38·0	.....	10·47	26·50-30·50	5
14·9	15·1	15·4	6·6	7·4	39·2	.....	15·7	42·1	52·3	38·6	20·5	38·7	48·4	8·5	8·3	51·4	38·0	.....	11·11	21·00-25·00(d)	6
15·0	14·7	14·9	6·6	7·7	40·7	.....	15·0	44·9	50·6	39·7	21·0	38·1	49·1	9·0	8·8	54·5	38·0	.....	11·00	26·00-30·00(d)	7
15·3	15·0	15·0	6·7	7·6	43·1	14·3	16·1	45·8	47·4	37·7	20·5	36·4	49·1	8·4	8·3	49·3	38·0	.....	11·75	20·50-24·50(d)	8
14·0	15·6	.....	7·3	9·8	48·8	17·0	17·5	45·3	59·4	41·3	....	40·0	49·5	8·5	8·1	50·4	39·8	18·36	.....	.....	9
14·1	15·0	15·7	7·3	7·7	47·9	14·2	16·0	40·5	41·6	38·0	....	36·7	45·0	8·3	8·0	44·9	38·9	17·09	.....	15·50-19·50	10
12·9	14·0	14·9	6·5	7·6	45·5	14·5	16·1	37·6	39·0	36·7	....	35·1	44·9	8·0	7·9	46·3	39·7	16·97	.....	23·00-27·00(d)	11
14·2	14·2	15·1	6·6	7·8	42·1	14·8	16·1	43·2	50·5	36·9	....	35·5	48·1	8·1	7·9	42·5	39·8	16·64	.....	26·00-30·00(d)	12
13·1	.....	15·3	6·4	8·7	51·7	13·8	15·2	34·4	45·1	39·3	....	36·5	44·7	8·0	7·8	41·5	40·8	16·07	.....	16·00-20·00(d)	13
12·8	15·4	16·0	6·1	9·1	46·5	15·3	16·0	37·6	47·2	39·0	....	37·7	46·0	8·0	7·9	40·5	40·0	15·81	.....	.....	14
13·4	15·1	17·3	6·3	8·2	44·5	15·0	18·1	40·5	44·1	39·4	....	39·7	48·3	8·0	8·0	39·8	39·3	17·85	.....	20·00-24·00(d)	15
14·7	14·3	.....	7·0	8·6	50·6	15·0	17·7	42·5	....	40·0	....	36·7	46·3	7·9	7·7	45·8	39·4	.....	.....	.....	16
12·7	14·1	.....	6·1	8·1	44·5	15·0	15·7	42·7	47·0	39·5	....	37·3	47·8	8·0	7·5	48·4	39·4	19·38	.....	14·00-18·00(d)	17
13·7	14·7	14·7	5·9	8·9	46·8	15·7	17·3	42·7	49·5	38·8	....	37·2	49·4	8·5	8·0	47·3	40·6	16·32	.....	20·00-24·00(d)	18
13·4	14·5	14·8	6·1	7·0	46·8	15·7	14·7	39·6	43·1	....	....	34·3	45·6	8·6	8·4	44·3	39·0	16·00	.....	22·00-26·00	19
14·3	14·4	14·7	6·1	7·4	48·6	.....	13·8	41·4	43·9	35·0	....	32·8	46·0	8·4	8·3	46·4	39·5	16·00	.....	22·00-26·00	20
14·2	14·6	14·7	6·4	7·6	47·4	.....	14·5	39·9	44·7	....	....	35·0	47·0	8·2	8·1	41·4	38·2	16·00	.....	20·00-24·00	21
14·3	15·1	14·7	5·4	6·9	47·4	.....	14·8	37·3	39·7	37·0	....	33·1	45·0	8·7	8·5	40·3	38·4	16·00	.....	21·50-25·50	22
15·0	15·0	.....	6·9	7·6	47·4	.....	....	....	40·5	....	....	36·7	....	8·2	8·2	45·9	38·6	16·50	.....	23·00-27·00(d)	23
14·5	14·7	15·3	6·6	7·9	42·3	16·0	18·6	40·7	47·5	....	19·8	36·6	44·7	8·6	8·5	41·5	38·1	16·80	.....	25·00-29·00	24
14·0	14·4	14·4	6·3	7·1	46·4	.....	14·1	40·9	46·5	....	....	34·8	44·1	8·6	8·3	43·7	39·5	16·00	.....	22·00-26·00	25
13·8	14·1	14·6	6·2	7·1	47·5	.....	14·3	40·6	42·2	35·7	....	33·2	45·3	8·6	8·5	43·4	38·6	16·00	.....	22·00-26·00	26
13·7	14·3	14·8	6·2	7·3	48·8	.....	14·3	42·7	42·5	34·8	....	34·2	45·4	8·2	8·1	41·4	39·3	15·50	.....	26·00-30·00	27
13·8	14·3	14·5	6·8	7·5	46·1	14·4	14·3	38·2	45·0	36·3	....	35·3	46·3	8·1	7·9	43·8	38·6	16·00	.....	28·00-32·50	28
14·1	14·3	14·6	6·5	7·4	47·2	.....	14·3	39·2	45·9	36·3	....	34·5	44·9	8·7	8·4	40·1	39·4	16·00	.....	26·00-30·50	29
14·0	14·9	15·1	6·1	7·1	47·7	.....	14·1	40·2	41·5	36·8	....	33·6	44·7	8·6	8·4	44·5	39·3	16·50	.....	26·50-30·50	30
13·4	13·1	15·0	7·0	7·0	48·5	.....	13·8	40·3	40·9	35·2	17·6	34·4	43·0	8·7	8·7	44·5	39·6	14·63	.....	25·00-29·00	31
14·3	14·6	14·8	6·6	7·5	47·7	.....	15·7	43·7	47·5	38·0	....	37·8	47·1	9·0	8·9	51·4	39·3	17·25	.....	23·00-27·00	32
13·8	14·5	14·5	6·9	7·5	44·3	.....	13·6	38·9	43·0	....	....	34·4	44·9	8·6	7·4	48·5	39·2	16·00	.....	23·00-27·00	33
14·0	14·7	14·9	6·8	7·7	46·7	.....	14·9	39·1	43·1	....	....	36·2	46·3	8·3	8·1	43·5	39·0	16·75	.....	31·00-35·00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb											
Ontario—*Con.*	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound	39·5	36·9	40·2	27·9	23·4	....	39·7	36·5	28·0	45·4	18·1	19·1	45·2	10·0	40·0	....	6·0	4·0	5·4	9·4
36—Peterborough	40·3	37·7	41·5	29·2	23·1	33·7	36·9	38·9	30·1	46·7	18·7	19·1	47·2	10·0	39·3	....	6·0	4·2	5·4	8·7
37—Port Arthur	39·4	36·8	37·6	27·6	23·1	28·0	37·6	35·8	28·8	49·2	18·0	18·9	56·3	11·0	39·3	34·2	6·3	4·2	5·6	9·5
38—St. Catharines	40·3	37·0	43·5	29·7	22·8	....	38·6	40·0	30·4	46·0	18·6	19·0	48·8	10·5	40·0	....	6·0	4·2	5·4	9·0
39—St. Thomas	40·0	37·0	42·3	29·9	24·7	29·5	37·6	38·7	30·4	46·4	18·9	19·6	45·7	10·0	39·8	33·3	6·0	4·2	5·8	9·6
40—Sarnia	39·6	37·3	41·8	29·4	22·6	33·7	37·0	37·4	31·6	46·2	18·9	19·6	46·6	10·0	39·8	....	6·0	4·0	6·0	9·4
41—Sault Ste. Marie	39·7	36·9	38·6	28·9	23·3	....	37·2	36·3	28·6	43·9	18·2	19·2	56·3	11·0	39·6	36·0	6·7	4·0	6·0	9·3
42—Stratford	38·7	36·7	41·0	29·4	23·2	....	....	37·0	....	46·0	18·8	20·3	41·3	10·0	39·6	....	5·3	3·8	5·7	9·1
43—Sudbury	40·8	38·2	40·8	29·0	23·4	28·5	35·6	36·9	29·7	44·0	18·9	19·4	51·5	11·0	39·0	34·6	6·7	4·2	6·5	9·3
44—Timmins	39·0	35·9	39·9	28·7	22·4	29·5	37·3	38·0	30·6	44·8	19·4	19·6	57·3	12·0	39·9	34·2	6·7	4·4	5·9	9·6
45—Toronto	40·4	37·0	43·3	29·9	24·0	32·4	39·5	38·0	26·7	48·2	18·3	19·1	47·5	11·0	39·8	38·0	6·7	4·2	5·4	8·8
46—Welland	40·0	36·4	42·0	29·3	23·3	....	....	36·9	28·9	43·7	18·0	19·2	45·3	11·0	40·0	....	6·7	4·1	5·2	9·1
47—Windsor	39·9	37·0	41·4	29·4	25·0	....	38·3	38·3	30·8	45·1	18·6	19·2	49·5	11·0	39·4	....	6·0	4·2	5·3	8·8
48—Woodstock	40·0	37·2	39·3	28·4	23·3	....	35·8	37·5	27·5	44·3	18·5	18·9	43·7	10·0	39·5	....	6·0	3·8	5·9	8·8
Manitoba—																				
49—Brandon	38·0	33·3	39·4	27·2	21·3	....	38·7	35·2	26·8	45·4	17·3	21·1	43·0	10·0	37·8	....	7·1	3·9	5·7	9·1
50—Winnipeg	38·3	34·0	34·4	27·1	24·3	28·5	37·3	35·9	30·1	46·8	17·4	19·6	46·6	9·0	37·2	34·1	8·0	3·7	5·5	8·9
Saskatchewan—																				
51—Moose Jaw	38·7	33·3	37·3	27·7	20·5	....	34·4	34·3	27·2	45·5	16·4	20·7	38·0	11·0	37·3	....	7·2	3·8	5·7	8·7
52—Prince Albert	32·6	29·4	33·2	24·6	19·4	....	32·0	33·7	25·7	34·8	16·8	20·2	45·2	10·0	38·8	32·4	6·0	4·4	5·8	8·8
53—Regina	37·9	33·7	36·9	26·1	23·4	25·3	32·9	32·8	24·7	42·5	16·6	21·7	45·3	10·0	37·5	....	6·8	4·0	6·1	8·8
54—Saskatoon	38·6	34·1	37·4	27·6	20·9	28·2	36·3	34·5	27·2	44·9	16·4	20·1	44·1	10·0	37·3	....	7·2	3·7	5·2	8·9
Alberta—																				
55—Calgary	39·7	35·7	41·9	28·6	24·7	27·5	35·0	35·6	30·7	48·1	16·9	20·1	44·0	10·0	38·1	38·3	7·2	3·9	5·4	8·9
56—Drumheller	37·5	33·7	37·3	26·5	22·0	....	....	35·0	27·0	44·9	17·4	21·7	45·0	10·0	39·2	....	8·0	4·3	5·7	9·2
57—Edmonton	38·3	33·3	36·4	24·5	23·0	27·5	32·3	34·9	27·3	46·5	17·1	20·4	44·5	10·0	37·4	32·8	7·2	3·9	5·3	8·7
58—Lethbridge	39·2	34·2	38·0	29·0	21·5	26·3	33·0	....	....	44·2	16·9	21·2	45·5	10·0	38·2	....	8·0	4·1	....	8·8
British Columbia—																				
59—Nanaimo	43·1	39·1	44·9	30·8	26·2	34·3	38·3	39·1	34·7	50·6	19·1	20·6	40·2	12·0	43·1	....	9·0	4·4	6·0	9·3
60—New Westminster	41·5	36·9	43·9	29·3	24·6	33·3	38·5	37·3	29·5	47·1	18·7	20·1	39·1	10·0	40·9	33·7	8·0	4·2	6·0	9·4
61—Prince Rupert	42·0	38·0	43·0	27·7	23·7	34·2	35·0	40·7	....	49·3	19·4	21·2	54·1	15·0	41·3	....	10·0	5·0	....	10·0
62—Trail	42·8	39·0	41·3	30·6	27·7	29·7	40·7	39·7	31·4	48·4	18·2	22·5	53·2	13·0	39·9	32·7	9·0	4·2	6·0	9·3
63—Vancouver	43·1	39·1	42·5	29·6	26·3	29·6	42·0	36·8	30·0	48·9	17·9	19·3	39·0	10·0	40·8	....	9·6	4·2	5·8	9·
64—Victoria	42·9	38·8	45·2	30·2	26·1	33·0	38·1	37·6	29·5	47·5	18·9	20·4	40·4	11·0	41·9	....	9·0	4·3	6·6	9·

(a) Ontario and East, 32 ounce jar; Manitoba and West, 4 pound tin.
(b) Inclusive of all sales taxes.

COAL AND RENTALS, CANADA, JANUARY, 1943

Canned Vegetables														Sugar				Coal		Rent (c)	
Tomatoes choice 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 3½ lb. jar	Granulated per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (b)	$ (b)	$	
13·8	.....	.....	6·4	7·1	47·5	.....	13·6	40·4	42·9	35·0	....	34·5	45·0	8·5	8·4	48·7	38·9	16·50	.....	16·00–20·00	35
13·6	14·3	14·4	6·2	7·3	46·4	.....	13·9	40·8	42·0	....	....	34·7	44·7	8·5	8·5	44·3	38·9	16·75	.....	24·00–28·00	36
14·2	14·9	14·9	6·6	7·3	42·8	.....	18·0	40·3	50·7	38·0	19·2	35·6	44·3	8·5	8·4	41·9	38·1	16·50	.....	23·00–27·00	37
13·7	14·7	15·0	6·9	7·3	48·9	.....	....	41·2	44·6	33·2	19·5	32·4	44·0	8·6	8·3	43·2	39·0	15·75	.....	27·00–31·00	38
14·0	14·7	14·6	6·3	7·5	48·9	.....	14·7	43·0	46·4	....	....	34·4	45·8	8·7	8·6	43·7	39·7	16·00	.....	21·00–25·00	39
15·0	14·8	15·0	6·9	7·1	48·7	.....	15·7	43·2	42·1	....	....	34·0	45·8	8·8	8·8	43·4	39·2	16·50	.....	23·00–27·50	40
14·5	15·6	15·2	6·5	6·1	48·4	13·8	14·9	36·6	45·6	38·3	....	34·9	45·2	8·5	8·4	41·2	39·2	17·00	.....	23·00–27·00	41
.....	14·6	15·0	6·0	8·2	48·5	.....	14·8	40·2	44·2	....	....	34·4	47·0	8·7	8·7	44·3	38·5	16·00	.....	21·00–25·00	42
14·5	14·8	14·7	6·1	.....	48·5	.....	16·1	37·7	46·7	37·3	....	36·3	48·1	8·8	8·5	44·8	38·9	17·75	.....	27·00–31·00	43
15·1	14·8	15·5	6·1	7·4	51·4	.....	16·5	40·0	44·4	38·0	23·0	36·1	47·7	8·9	8·8	39·3	39·1	19·50	.....	22·50–26·00	44
13·4	14·1	14·1	6·0	7·6	46·9	.....	14·0	39·6	41·3	32·9	....	32·2	43·9	8·2	8·0	44·4	38·6	15·50	.....	32·50–36·50	45
14·0	13·8	.....	7·2	.....	47·9	.....	....	40·7	44·2	....	....	....	....	8·4	8·4	41·2	39·0	15·50	.....	.....	46
13·0	14·6	14·6	5·9	7·3	46·3	.....	14·3	36·0	37·6	....	....	33·8	44·9	8·2	8·0	38·8	38·9	16·00	.....	25·00–29·00	47
14·3	15·1	14·5	6·3	6·7	47·0	.....	15·3	39·8	46·1	....	....	32·5	46·0	8·6	8·5	45·3	39·0	16·00	.....	22·00–26·00	48
15·6	15·3	16·0	7·1	6·0	34·1	14·7	14·9	42·5	42·6	....	21·4	....	42·5	9·1	9·0	44·5	38·2	.....	8·45	21·00–25·00	49
15·4	15·6	15·8	7·0	5·9	36·0	.....	15·7	40·2	40·4	68·0	22·1	....	44·7	9·1	8·9	37·6	38·1	.....	13·10	26·00–30·00	50
16·3	15·0	15·7	6·2	5·3	38·1	.....	14·8	40·2	46·7	....	....	....	46·7	9·3	9·2	41·7	38·9	.....	10·45	21·00–25·50	51
15·9	16·6	16·7	7·1	6·1	27·7	15·3	16·4	39·9	37·4	71·0	....	....	48·3	9·9	9·6	39·3	37·8	.....	10·65	19·50–23·50	52
16·0	16·0	15·2	6·6	6·0	35·9	.....	16·1	40·3	37·9	72·2	21·6	....	47·6	9·2	9·6	42·6	38·0	.....	11·65	27·50–31·50	53
17·4	16·4	16·3	7·1	6·1	35·6	14·7	15·4	42·1	44·6	....	24·1	64·3	46·7	9·5	9·5	43·6	37·8	.....	10·25	22·00–26·00	54
14·9	14·5	14·9	7·4	5·8	44·0	15·6	15·7	38·3	47·1	68·2	20·9	57·7	45·7	9·0	9·2	41·5	37·4	.....	8·40	26·00–30·00	55
16·5	16·0	16·3	7·6	6·2	48·7	.....	15·7	41·5	47·1	71·9	23·3	....	48·7	9·5	9·6	42·5	37·9	.....	.....	20·00–24·00	56
15·2	15·0	15·2	7·2	6·7	32·1	14·2	16·5	42·8	38·9	65·6	22·5	....	44·7	9·2	9·3	43·3	37·9	.....	5·55	24·50–28·50	57
16·0	14·1	14·7	7·0	5·5	43·4	.....	16·7	37·5	39·4	67·7	....	....	45·0	9·3	9·4	45·0	37·5	.....	5·00	22·00–26·00	58
15·1	15·5	14·7	8·1	6·1	49·4	.....	....	41·7	38·7	63·2	20·8	....	43·0	8·7	8·5	41·7	38·1	.....	.....	17·00–21·00	59
14·9	14·5	15·3	7·3	5·9	43·9	.....	14·1	38·2	37·4	63·6	21·4	....	43·4	7·9	7·8	36·7	38·2	.....	13·00	20·50–24·50	60
16·4	15·4	16·0	8·5	6·3	56·9	.....	....	46·6	42·8	67·0	21·0	....	45·0	8·7	8·5	44·5	38·8	.....	13·80	20·00–24·00	61
.....	15·9	16·9	8·7	5·1	45·7	13·9	15·7	20·0	28·5	90·0	23·7	58·4	50·0	8·9	8·9	39·5	37·9	.....	10·90	23·00–27·00	62
15·0	14·8	14·6	7·1	5·6	44·7	.....	....	40·8	37·4	61·6	20·8	54·0	42·1	8·0	8·0	38·3	37·8	.....	13·00	23·50–27·50	63
14·8	15·1	15·2	7·3	6·6	46·8	15·0	13·9	40·1	36·9	....	21·7	53·3	42·2	8·9	8·4	42·0	38·4	.....	13·25	21·00–25·00	64

(c) The basis of these figures is the record of rents collected in the 1941 Census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the change indicated by these reports.

(d) Rents marked (d) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Jan. 1926	Jan. 1929	Jan. 1933	Jan. 1937	Jan. 1939	Jan. 1940	Jan. 1941	Jan. 1942	Dec. 1943	Jan. 1944
*All commodities	567	64·0	127·4	155·9	97·3	103·0	94·0	63·8	81·9	73·2	82·6	84·6	94·3	102·5	102·5
Classified according to chief component material—															
I. Vegetable products	135	58·1	127·9	167·0	86·2	105·1	87·1	50·5	87·6	60·4	73·7	71·8	82·3	94·9	95·1
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	103·0	107·0	57·2	75·4	72·9	79·9	83·5	98·8	109·6	108·3
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	104·3	93·2	67·9	72·2	66·3	82·5	84·4	93·3	91·9	91·9
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·6	93·7	63·5	73·0	76·2	86·0	91·9	100·4	115·8	115·8
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	100·8	93·3	85·4	92·1	97·6	102·9	106·3	112·9	115·8	116·0
VI. Non-Ferrous Metals and their products	18	98·4	141·9	135·5	97·3	105·7	96·9	56·9	82·5	70·3	76·2	77·7	78·3	79·7	79·7
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	100·6	93·4	86·0	85·6	85·6	97·6	91·0	99·3	102·4	102·9
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	100·9	94·9	81·9	79·2	78·9	85·5	91·3	103·8	100·2	100·1
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	103·2	94·1	69·7	78·0	74·4	82·4	85·5	95·3	97·8	97·8
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	103·1	96·6	59·3	79·4	71·7	79·6	82·1	95·8	103·3	102·5
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	103·2	92·4	76·6	77·1	76·2	84·3	87·7	95·0	94·1	94·8
II. Producers' Goods	402	67·7	133·3	164·8	98·8	103·2	93·6	57·8	83·5	68·1	78·9	79·7	86·6	99·4	99·6
Producers' Equipment	24	55·1	81·9	108·6	104·1	102·7	94·4	87·7	92·1	95·0	96·6	102·2	108·5	117·5	118·9
Producers' Materials	378	69·1	139·0	171·0	98·2	103·3	93·5	54·5	82·5	65·1	76·9	77·2	84·2	97·4	97·5
Building and Construction Materials	111	67·0	100·7	144·0	108·7	102·3	98·0	75·7	90·0	87·2	93·6	98·7	112·7	126·5	126·1
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	103·5	92·5	50·9	81·2	61·3	74·1	73·6	79·4	92·5	92·6
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	107·2	86·6	51·0	82·2	58·8	71·2	70·3	80·3	90·6	90·7
B. Animal	105	70·1	129·0	146·0	95·9	104·0	105·1	58·6	77·1	73·8	81·6	84·5	96·3	101·9	101·4
Farm (Canadian)	70	64·1	132·6	160·6	88·0	105·1	95·6	43·6	86·0	64·8	70·0	67·2	77·3	104·6	104·0
II. Marine	16	65·9	111·7	114·1	91·7	98·3	105·6	59·1	69·1	67·4	77·7	84·2	108·3	138·2	138·0
III. Forest	57	60·1	89·7	151·3	106·8	100·7	93·6	63·8	72·9	76·0	85·6	91·5	100·0	115·1	115·1
IV. Mineral	203	67·9	115·2	134·6	106·4	101·1	92·8	80·4	85·9	85·0	88·8	92·3	97·7	100·2	100·5
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	106·0	94·2	51·2	82·5	64·8	75·3	76·6	87·1	104·2	104·1
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	103·0	92·6	67·2	78·5	73·4	81·5	83·4	92·0	93·8	93·8

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries)

* Prior to 1926 number of commodities was 236; 1926 to 1933 inclusive, 502, and since January, 1934, the number is 567.

Wholesale Prices

Strength in vegetable products, iron and steel and non-metallic minerals balanced weakness in animal products and chemicals and allied products to hold the general wholesale price index unchanged in January at 102·5 (1926=100). Firmer quotations for rye and potatoes were sufficient to advance the vegetable series 0·2 points to 95·1, while a rise from 115·8 to 116·0 for iron and steel products was due to higher freight rates for steel sheets. The group index for non-metallic minerals moved 0·6 points higher to 102·9, due to relatively sharp increases in Nova Scotia coal and coke which outweighed a decline in cement at Winnipeg. Continued seasonal weakness in eggs was almost entirely responsible for a drop of 1·3 points to 108·3 in animal products despite scattered increases for live stock, meats and poultry and milk and its products. Chemicals and allied products declined 0·1 to 100·1, due to a reduction in inorganic chemicals.

The Canadian farm products price index moved 0·6 points below the December, 1943, wartime peak to 104·0 in January. A drop of 2·3 points to 123·8 for animal products reflected sharp seasonal weakness for eggs. Field products were firmer, moving up 0·4 to 92·1, due to gains for potatoes, onions and hay.

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1928-1929=1000	1928-1929=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	.....	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	.....	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	.....	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	.....	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	.....	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	.....	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	.....	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	.....	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	.....	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1000	1000	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	1004	997	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	815	794	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	892	846	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	911	868	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	916	894	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	949	913	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1033	966	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1125	1023	1416	1109
1943—January	97·1	117·1	101·9	120·6	162·1	199	215·2	201	1668	1211	1224	.....	1462	.....
February	97·5	116·9	102·5	120·9	162·1	199	216·8	201	1675	1220	1236	.....	1472	.....
March	98·5	117·2	103·4	122·8	162·2	199	217·2	201	1679	1226	1248	(d) 1101	1475	(e) 1011
April	98·9	117·6	103·7	124·1	162·8	198	217·9	203	1675	1232	1253	.....	1503	.....
May	99·2	118·1	104·1	125·1	163·3	199	218·1	203	1688	1248	1255	.....	1522	.....
June	99·5	118·5	103·8	124·8	163·1	198	218·2	203	1695	1250	1268	1121	1528	1000
July	100·1	118·8	103·2	123·9	164·0	200	217·9	204	1703	1248	1272	.....	1522	.....
August	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	1264	.....	1522	.....
September	101·2	119·4	103·1	123·9	162·9	198	.....	.....	1725	1259	1267	1111	1520	996
October	101·9	119·3	103·0	124·4	162·5	199	.....	.....	1732	1258	1262	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	.....	.....	.....	.....	1261	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	.....	.....	.....	.....	1260	1101	.....	.....
1944—January	102·5	119·0	.....	.....	.....	199	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

Fatal Industrial Accidents in Canada During the Fourth Quarter of 1943

DURING the fourth quarter of 1943 there were 295 fatal industrial accidents, including deaths from industrial diseases, reported by workmen's compensation boards, etc. This compares with 355 fatal accidents in the fourth quarter of 1942. Of the 295 fatalities in the period under review, 115 occurred in October, 96 in November and 84 in December. Fatal accidents during each year are recorded by quarterly periods in the issues of the LABOUR GAZETTE for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain 33 fatalities for the first three quarters of 1943 and five fatalities for 1942.

In this series of reports, it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the LABOUR GAZETTE and newspaper reports classified by groups of industries, the fatalities occurring during the fourth quarter of 1943 were as follows: agriculture, 22; logging, 34; fishing and trapping, 8; mining, non-ferrous smelting and quarrying, 55; manufacturing, 51; construction, 25; electricity, gas, and water production and supply, 3; transportation and public utilities, 63; trade, 17; service, 17.

Of the mining accidents, 22 were in "metalliferous mining", 24 in "coal mining", seven in "non-metallic mineral mining and quarrying, n.e.s.", and two in "structural materials".

Of the accidents in manufacturing, four were in "vegetable foods, drink and tobacco", one in "animal foods", two in "leather, fur and products", one in "rubber products", seven in "saw and planing mill products", one in "wood products", four in "pulp, paper and paper products", one in "printing and publishing", 15 in "iron, steel and products", two in "non-ferrous metal products", three in "non-metallic mineral products", four in "chemical and allied products", five in "shipbuilding", and one in "miscellaneous products".

In construction there were 10 fatalities in "buildings and structures", 11 in "highway and bridge", and four in "miscellaneous".

In transportation and public utilities, there were 32 fatalities in "steam railways", 18 in "water transportation", one in "air transportation", and 12 in "local and highway transportation".

In trade there were seven fatalities in "wholesale", and 10 in "retail" trade.

Of the fatalities in service, eight were in "public administration", one in "recreational", one in "laundering, dyeing and cleaning", one in "custom and repair", five in "personal, domestic and business", and one in "professional".

There was no serious disaster resulting in the loss of a large number of lives during the period under review. Accidents involving the loss of two or more lives were as follows:

At Glace Bay, N.S., on October 2, five coal miners were killed when they fell from a lift down a 500-foot shaft. Another two coal miners lost their lives at Coleman, Alberta, when trapped in a mine cave-in on October 18.

Near Cochrane, Ont., on December 11, two labourers engaged in logging, were killed by an explosion in an oil house while taking gasoline from a drum.

On October 17, two fishermen were drowned near Thornbury, Ont., when their boat capsized. Another two fishermen were drowned when a motorboat overturned in a storm, off Yarmouth, N.S., on December 1.

As a result of a fire following an explosion in a candy factory, in Toronto, on December 22, two workers died of burns. At Sydney, N.S., on November 13, two ironworkers were crushed under a loading crane when it collapsed while being repaired. Following an explosion in a fireworks plant at Cooksville, Ont., on December 30, two workers died of burns.

Two labourers, on highway and bridge construction, were drowned at Kispiox, B.C., on November 15.

When a train struck a track motor, near Unity, Sask., on October 2, two trackmen were killed. Two railway labourers lost their lives, at Aurora, Ont., on October 8, when struck by the steel arm of a crane. Three seamen were drowned near Canso, N.S., on October 7, when a schooner was wrecked on a reef during a storm. Two men were

drowned when swept off a sandsucker into the harbour at Cobourg, Ont., on November 29.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first three-quarters of 1943 has been compiled which contains 33 fatalities of which five were in logging, three in mining, non-ferrous smelting and quarrying, 10 in manufacturing, four in construction, nine in transportation and public utilities, one in trade and one in service. Two of these accidents occurred in January, two in March, three in April, four in May, two in June, six in July, five in August, and nine in September.

A further supplementary list of accidents occurring in 1942 has been made. This includes five fatalities of which two were in mining, non-ferrous smelting and quarrying, one in manufacturing, one in construction and one in transportation and public utilities. One of these accidents occurred in March, one in August, one in September, one in October and one in December.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1943, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)	1	....	....	1	5	....	....	....	....	....	....	....	7
B.—Working machines	1	....	....	1	2	1	....	....	....	....	....	....	5
C.—Hoisting apparatus (elevators, conveyors, etc.)	....	....	....	5	2	1	....	3	2	....	....	....	13
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	2	4	....	4	10	2	1	9	1	....	8	....	41
E.—Striking against or being struck by objects	....	1	....	1	3	1	....	2	....	....	....	....	8
F.—Falling objects	....	21	....	21	7	1	....	1	....	....	2	....	53
G.—Handling of objects	1	2	....	1	2	....	....	1	....	....	....	....	7
H.—Tools	....	....	....	....	....	....	....	....	....	....	....	....	....
I.—Moving trains, vehicles, watercraft, etc.	9	2	8	6	2	8	2	43	10	....	1	....	91
J.—Animals	5	....	....	....	....	....	....	....	....	....	....	....	5
K.—Falls of persons	3	3	....	4	11	9	....	4	3	....	4	....	41
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	....	1	....	11	7	2	....	....	1	....	2	....	24
Totals	22	34	8	55	51	25	3	63	17	....	17	....	295

Importance of Personnel Management in Utilization of Manpower

Address by Mr. A. MacNamara, Deputy Minister of Labour

IN a speech given before Royal Canadian Air Force personnel at Rockcliffe on February 16, Mr. Arthur MacNamara, Deputy Minister of Labour, and Director of National Selective Service, reviewed the importance of personnel management in the utilization of the nation's manpower. The text of Mr. MacNamara's speech is as follows:

One direct effect of modern war has been a keener realization of the important part to be played by personnel administrators in assisting in the maximum utilization of the nation's manpower and helping to guide it to the place it must assume in the war effort, both in the armed forces and among civilians on the home front.

This was found to be true during the first Great War. It was then that the foundation was laid for personnel administration as we know it today on this continent.

Its growth was rapid during the last war. In common with all new movements which grow too quickly and become too widely known without being understood, its functions and its place in the industrial organization structure were not understood very clearly for some time. As a result, charlatans and many different kinds of quacks entered the field and attempted to capitalize on the popularity of the new movement. They caused much harm among employers and others with whom they became associated, and seriously retarded its development.

Fortunately, however, a comparatively small number of the more competent and experienced men continued to function, and chiefly through their efforts, industrial management gradually became convinced of the valuable contribution that systematic and centralized personnel administration could make to industry.

Its development came much more rapidly in the United States than it did in Great Britain or in Canada. There are several reasons for this. Firstly, the industrial operations in the former are more widely scattered geographically, and uniformity of policies and practices is desirable when comparing production and costs. Secondly, there are more large employers of labour.

However, both in Great Britain and in Canada, the field was growing slowly and steadily on a firm foundation, particularly here as we came out of the depths of the depression in 1933. Its development was usually to be found among the larger Canadian companies and in Canadian branches of American corporations.

Development in Great Britain

On the outbreak of the present war, then, we find that in the past two decades personnel administration had become firmly rooted and established in American industry. In Great Britain, where it takes more of a welfare form, it was growing steadily but still not widely accepted. In Canada, the field was somewhat restricted due to the comparatively small number of large employers and the lack of any large number of multiple plants under one ownership in which personnel management is more badly needed. Notwithstanding natural handicaps to its growth, the field of personnel administration had become definitely and firmly established in the two central, industrial provinces of Ontario and Quebec well before 1939.

The war, however, has speeded up its development as it has many other fields of management and production.

Early in 1941, it became obvious to those who were most closely in touch with conditions in Great Britain, that greater emphasis had to be placed on improving the relationship existing between management and worker if maximum results on the industrial front were to be achieved. A scale of production never previously conceived just had to be secured in Britain in those dark, fearful months which followed the sudden collapse of France.

The British Government turned to personnel administration as one of the most valuable tools not already being used to maximum capacity.

Ernest Bevin, the Minister of Labour and National Service, who was formerly General Secretary of the Transport and General Workers' Union, stated in the British House of Commons:

"In the layout of our war effort sufficient attention was not paid to the personnel problem...The longer the war goes on, the more necessary it becomes to pay greater regard to this personnel side of industry. The absence of a proper understanding of the problem has been one of our greatest handicaps in this great struggle. Hence my additional plea for the personnel manager, who should be specially trained to have an equal position in industry with other members of the executive. Indeed, I am sure—and I would emphasize this—that our post-war position will be materially helped and the future prospects of British industry enhanced by a full appreciation of this important fact."

Later in 1941, the British Government arranged for financial assistance to be given for the training of selected persons in personnel management.

Two years later, in October, 1943, after being able to judge the effect of the personnel training program, and of the value of a sound, practical application to Britain's production problems, Mr. Bevin made the following statement during a debate in the House:

"I have insisted upon personnel management which, I believe, if persisted in now and maintained after the end of the war, and given a proper executive place in industry, will be one of the saviours of British industry, now and in the future."

Situation in Canada

So much for the situation in Britain. The same can be said for Canada. The Canadian Government, also recognizing the contribution that this phase of management could make to the war effort, followed the lead of Great Britain, and since early in 1942, the Department of Labour of Canada has sponsored and financially aided practical, short courses in this field. Seven universities, from coast to coast, have co-operated in conducting twenty such courses. The instructors have been drawn chiefly from the most experienced personnel managers in all parts of Canada and from the United States.

The Canadian Government has given leadership and encouragement to the expansion of sound personnel management but has refrained —and I think most wisely—from the use of compulsion. The result has been an unprecedented increase in both the number and effectiveness—and it is the practical results which count—of industrial personnel departments.

Intervention by the State can only go a very short way in promoting better personnel administration. Theoretically, the State could impose on all firms of a certain size the duty of creating a definite personnel organiza-

tion but not only could this not be expected to achieve the same material results as a voluntarily established organization, but it would lack what is even more important, the spirit by which the organization should be animated.

Force is necessary at times. However, in the field of industrial relations sugar is oftimes more efficacious than vinegar. The most satisfactory results, in the final analysis, will be secured when employers voluntarily demonstrate an orderly improvement in employee relations on their own initiative. They must learn that more can be gained by peaceful methods than by force, and teach this philosophy to their employees by precept and example. The personnel manager is the salesman. He must sell this approach both to management and the line organization, and to the employees and their representatives.

Maintaining Industrial Relations

Personnel administration in all types of organizations can be divided, with some slight overlapping, into two chief parts which are very definitely inter-related. Unless these two parts are balanced, relations between management and worker are unstable, and much discord, discontent, friction, and waste result.

First, management has certain requirements of workers which must be met if the business is to continue to function successfully.

Second, the workers as individuals have certain requirements which must be met by management before the interest and full cooperation of the employees can be secured.

In peacetime, there exists in many companies a definite emphasis on the former, meeting management's requirements of workers, and all too often very little attention is paid by management to meeting the individual needs of workers. The effects of such policies permit minor troubles to develop into major problems. These are at all times expensive, whether or not they are clearly understood, particularly in the larger companies.

All workers from the lowest to the highest have many things they desire of life, and money, although important and necessary, cannot buy some of these things. Management also has requirements of workers which money cannot buy.

Employee interest, goodwill, or morale—call it what you will—cannot be bought. It must be earned. It cannot be secured by group treatment, in my opinion, unless and until the groundwork has been developed in individuals.

The personnel manager has a definite function to develop a contented, adequate, loyal, and co-operative working force. Many managements today are a long way from their workers, and their knowledge of workers, their needs and their wants. The personnel manager's duty is to bridge this gap and to ensure that both ends of the bridge are built on firm foundations.

An effective two-way channel of communication between management and worker is vitally necessary and invaluable. A co-operative approach by both parties is of far greater importance than any particular form of employee organization.

In Great Britain, personnel administration has developed most along lines that we in Canada know as "Welfare Work". With their well-established trade unions and collective bargaining process, it was probably found that it was in working conditions and associations not covered in a union agreement, that the greatest need for improvement lay.

Whatever may be the reason, personnel administration in Canada follows the American conception of this function much more closely than that of Great Britain. Welfare work is a term which is not very well accepted by Canadian industry and workers. It smacks too much of paternalism, which has been found to be most distasteful to Canadian workers.

Our people do not want to be babied. They value their independence and are inclined to resent even the slightest suspicion of offered aid, unless they ask for it, or they feel they are entitled to it as a matter of right. They may seek guidance, and very often do, but they reserve the right to make their own decisions, to act upon them, and to stand the consequences of any error in judgment.

Major Functions

Personnel administration in Canada is commonly grouped into six major functions: Employment, Training, Wage and Salary Administration, Union and Labour Negotiations, Medical and Safety measures, and Employee Services and Social Security. Under each of these major categories there are many subdivisions, according to the needs of the business.

The personnel manager, in addition to supervising each of these divisions, acts as a consultant to management and the heads of the line or operating organization. He is a staff official. As such he must keep in touch with legislation in this field. He must keep abreast of the latest developments in other companies, and have sufficient initiative and judgment to recognize what would be of value in his company. He needs to know other personnel men in his industry, and before

recommending a new policy, be in a position to check his recommendation with the established policy of other companies in his area. He must have a knowledge of the tools and techniques required in each of the functions he supervises. Above all, he must know his company, its policies, its problems, and its personalities.

As an adviser, he carries little or no authority. If he does carry authority, he should always function without recourse to it. He must remember that top line officials have developed many prerogatives of which they are inordinately proud. He must never forget that they depend upon the loyalty of their subordinates, and some are quick to resent the slightest loss of prerogatives or even a suspicion of the breeding of disloyalty among their staff. Working, as he does, across all company lines of authority, the personnel manager and members of his staff cannot be too careful in developing their relationships within the established company organization structure. True, he has access to the executive head of the enterprise, but it should be used very sparingly. He is expected to develop and maintain a satisfactory working relationship with all line organization and other staff heads. Frequently, his value to the company will be judged solely on that basis.

There is a strong tendency on the part of some personnel managers to become so involved in routine, programs and techniques that they lose touch with the supervisory and employee groups.

The greatest contribution they can make in a company is in developing in management a conviction that employees are human beings who respond to the people and the conditions which surround them. They must keep to the fore the fact that every person has certain aptitudes and abilities, ambitions and desires, likes and dislikes, all of which must be considered.

The personnel manager, in order to develop a better spirit of co-operation, is required to give management a better understanding of the individual employees who comprise the company's workers.

He cannot do so if he permits himself to become so entangled in routine as to be no closer in touch with the employees and what they are thinking, than is management itself.

It becomes necessary for him, therefore, to develop and maintain a close, working contact with various groups of employees, both in their working and off-duty hours, and to get to know as many employees as possible as individuals.

It has been frequently pointed out that demands for high wages ofttimes arise from weak employee relations, poor working conditions, lack of understanding and appreciation, and poor leadership. These come from a failure to give due regard to the human factor, which condition is dependent in turn upon a personal interest and understanding of the individual.

It is the responsibility of the personnel manager to develop sound policies, which, when uniformly applied by supervisors throughout the employee group, will provide a basis for friendly and mutual understanding of each other's legitimate interests. Good relations between employer and employee are fundamentally human relations. In a company of any size they must be developed. Seldom do they spring up by chance.

In Post-War Period

Now what of the future? What will be the position of personnel administration in the post-war years? On most points I hesitate to prophesy. On this question it seems quite safe to forecast that this field in Canada has only just commenced to be developed.

The experience during the war years has caused many managements to seriously consider their employee policies for the first time.

Because the effects of mediocre or poor employee relations do not show directly in the balance sheet, some employers have been slow to realize the valuable contribution systematic personnel administration can make.

The war has brought home to us, as perhaps nothing else could, that our employee-employer relations were not always all they should and could be.

Many employers, some of necessity, have developed a greater regard for personnel administration, and the consequent demand for qualified personnel managers has been difficult to satisfy. Most of these companies may be expected to maintain this interest.

When the heavy clouds which now hang over us break, and the sun shines once more on a world at peace, we shall be confronted with many new and difficult problems. Those in our armed forces and in industry, all those whose help has made our ultimate victory possible, are most deserving of all the gratitude that a grateful nation can bestow.

I feel most confident that in the field of personnel administration we have an agency which can and will make a major contribution in smoothing out many of the difficulties to be faced by individuals in the changeover from a war to a peacetime economy, and also in guiding them to a richer and fuller destiny in the years of opportunity that lie ahead.

THE LABOUR GAZETTE

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VOLUME XLIV] MARCH, 1944 [NUMBER 3

Notes of Current Interest

Decrease in fatal accidents in Canada

The number of fatal industrial accidents in Canada during 1943 showed a decline from the preceding year and was in fact the smallest since 1940, according to an analysis prepared annually in the Department of Labour.

The following figures show the number of fatal accidents in the last five years:

1939	1,070
1940	1,208
1941	1,553
1942	1,457
1943 (preliminary)	1,412

The annual summary of industrial accidents in Canada, giving further details of fatal and non-fatal accidents classified as to industries, causes, provinces and months, appears elsewhere in this issue.

Manufacturing industries of Canada, 1941

The annual report of the Dominion Bureau of Statistics entitled *The Manufacturing Industries of Canada* covering the year 1941 has recently been published. The report contains a detailed analysis of manufacturing in the Dominion, with a quantity of statistics dealing with the value and volume of production classified as to industrial groups, individual industries, geographical location, etc. Data on employment and earnings are also included.

An historical summary shows that in 1941, although Canada's war effort had not yet reached its peak, production of manufactured goods had nevertheless reached the highest dollar value in history. The gross value of products was over six billion dollars, compared with pre-war highs of 3·9 billion in 1929 and 3·6 billion in 1937. The lowest levels in the period between the two wars were in 1932 and 1933, when the gross value of products declined to less than two billion dollars.

Employment in manufacturing also exceeded previous levels during 1941, with just under a million persons being employed in manufacturing industry. Previous highs were in 1929 and 1937, when some 660,000 persons found employment in manufacturing; while in 1932 and 1933 figures below 470,000 were recorded.

Salaries and wages exceeded $1,250 million dollars in 1941, compared with $777 million in 1929, $721 million in 1937, $473 million in 1932 and $436 million in 1933.

The report contains 142 pages, and is available from the King's Printer, Ottawa, at a cost of fifty cents per copy.

Vocational guidance to persons entering science and engineering

The three national engineering and scientific institutes which sponsored the Wartime Bureau of Technical Personnel in the Department of Labour, have undertaken to organize committees of counsellors across Canada to provide vocational guidance to pupils, and advice in regard to scientific and engineering courses to parents and secondary school staffs. The three national institutes

are the Engineering Institute of Canada, the Canadian Institute of Chemistry and the Canadian Institute of Mining and Metallurgy.

Even before the war the three associations had devoted some attention to the question of giving vocational guidance, particularly to young men who might have in mind entering on a university course in science or engineering. With the development in wartime of very specific needs for certain types of training, the work of vocational guidance has become much more important. The counsellors will be able to advise young people from their practical experience in the profession, after assessing the aptitude of the prospective candidate for any course he may have in mind.

As far as feasible, committees of counsellors will be set up in leading urban centres.

The counsellors, whose services will be given voluntarily, will correlate their work with national needs at the present time, and with existing Selective Service Regulations. In commenting upon the establishment of the Counsellors, the Minister of Labour, Hon. Humphrey Mitchell, said: "Vocational guidance is extremely important to young people at the time they are choosing their life work. In the past, we in Canada have paid somewhat less attention to guidance than has been the rule in other countries. Vocational guidance is even more important in connection with scientific and engineering courses in view of the extended training which must precede entry into those fields. The three professional bodies which sponsored the Wartime Bureau of Technical Personnel, in undertaking to set up these Committees of Counsellors, are performing a further and very much worthwhile public service. It is always heartening to see busy men so willing to donate part of their time and energy to a public service of this kind."

The National Committee set up by the Institutes to supervise the counsellor work, consists of: H. F. Bennett, London, from the Engineering Institute of Canada; Bernard Collitt, Montreal, from the Canadian Institute of Chemistry; and G. C. Monture, Ottawa, from the Canadian Institute of Mining and Metallurgy. Local committees have already set to work in some centres.

Cost of living index declines fractionally

The Dominion Bureau of Statistics cost of living index declined from 119·0 for January 3, to 118·9 for February 1, 1944. This further decrease was again due to foods, with fuel and light, clothing and miscellaneous items all recording small advances. The food index fell from 131·5 for January to 130·9 for February, as increases for fresh vegetables only partially offset further declines in egg prices. Changes in other food prices were very slight. Higher coal prices in eastern Canada advanced the fuel and lighting index from 112·7 to 113·0. Small changes in women's wear and piece goods increased the clothing index from 121·1 to 121·3, while the miscellaneous group advanced from 108·9 to 109·1, due to a rise in the health maintenance section and to an increase in the periodicals index. Rentals remained at 111·9 and homefurnishings and services at 118·4.

Continuing demand for technical personnel

The demand for technical personnel in Canadian industry continues at a high level, according to the Wartime Bureau of Technical Personnel, which reports that the number of inquiries received from employers during January was the largest since November, 1942.

While the completion of some of the major phases of the country's war construction program has resulted in an easing of certain aspects of the situation, other requirements remain acute; and the Bureau still has to concentrate on meeting the more critical needs with the limited numbers that are, or that become, available from time to time. This necessitates a close scrutiny of relative priorities and every effort is made to supplement the general priority information available to the Department with specific knowledge of the urgency of various demands.

Last September, a rough survey of technical personnel registered with the Bureau was begun with the object of ascertaining the number of those registered and classified as technical persons and of securing an estimate of the numbers of those trained and experienced in the various branches of pure and applied science. The survey itself has now been completed and the total of technical persons registered is approximately 31,000.

Industrial Disputes Investigation Act

Seven applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of February. Three boards submitted their reports; the constitution of three boards and a commission was completed during the month. Seven disputes were referred to Industrial Disputes Inquiry Commissioners, while the settlement of four disputes was reported, agreement having been reached between the parties. One application was rejected and another withdrawn. Applications for four strike votes following board procedure were received.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

Pronounced contraction at January 1 was recorded by the index of employment calculated by the Dominion Bureau of Statistics. This decline while greater than in January 1943 or 1942 was considerably less than usually occurred in pre-war years. The 14,251 establishments furnishing information to the Bureau reported a personnel of 1,868,615 as compared with their staff of 1,916,728 at December 1. The reduction at January 1 therefore was 2·5 per cent. The index at January 1 was 185·7 as compared with 190·5 at December 1, the highest point recorded. At January 1, 1943, the index was 183·7 as

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1944	1944	1943	1943	1943	1942
	February	January	December	February	January	December
Employment Index (1)	**183·2**	**185·7**	**190·5**	**181·2**	**183·7**	**186·5**
Unemployment percentage (trade union members) (2)	.....	0·8	0·6	1·5	1·2	0·8
Index numbers, aggregate weekly payrolls (3)	.....	140·4	153·4	139·5	131·9	144·0
Per capita weekly earnings $	.....	29·67	31·61	29·96	27·91	30·06
Prices, wholesale Index (1)	.....	**102·5**	**102·5**	**97·5**	**97·1**	**97·2**
Cost of Living Index (4)	**118·9**	**119·0**	**119·2**	**116·9**	**117·1**	**118·8**
Retail sales unadjusted index (4)	.....	133·2	221·7	131·0	128·9	213·4
Retail sales adjusted index (5) (4)	.....	167·0	167·9	168·5	155·8	156·4
Wholesale sales (4)	.....	156·7	164·3	146·3	139·9	148·4
Common stocks index (4)	†82·3	81·5	80·5	78·7	76·3	71·3
Preferred stocks index (4)	.....	118·2	115·8	105·5	102·7	100·4
Bond yields, Dominion index (4)	†97·3	97·3	97·3	98·5	98·8	99·4
Physical Volume of Business Index (5) (4)	.....	247·0	248·8	227·3	225·8	221·2
INDUSTRIAL PRODUCTION (4)	.....	275·4	282·0	267·8	254·6	250·8
Mineral Production (4)	.....	249·7	244·8	218·3	223·5	209·6
Manufacturing (4)	.....	303·5	308·4	290·8	279·0	276·2
Construction (4)	.....	69·6	107·6	140·7	95·0	101·5
Electric power (4)	.....	156·3	153·5	141·8	142·5	140·1
DISTRIBUTION (4)	.....	188·0	180·3	143·3	166·3	160·6
Carloadings	.....	154·7	153·2	139·7	130·5	145·2
Tons carried, freight (4)	.....	188·0	196·1	183·2	158·6	175·9
Trade, external, excluding gold $	.....	372,358,627	442,835,828	283,890,776	305,833,776	408,808,675
Imports, excluding gold $	.....	126,368,990	134,872,074	114,419,107	127,298,503	137,569,394
Exports, excluding gold $	.....	242,011,434	302,571,274	167,699,403	177,324,031	269,176,070
Bank debits to individual accounts $	.....	4,512,473,921	4,850,427,912	3,711,843,123	3,899,628,358	4,194,613,475
Bank notes in circulation (6) $	.....	793,700,000	760,800,000	.....	632,800,000	614,400,000
Bank deposits in savings $	.....	2,026,213,155	1,947,774,749	1,795,469,353	1,722,570,861	1,673,189,283
Bank loans, commercial, etc. $	.....	1,037,238,934	1,103,715,772	978,807,622	1,036,223,858	1,099,807,975
Railway—						
Car loadings, revenue freight cars (7)	268,493	268,818	238,822	246,934	226,109	224,916
Canadian National Railways						
operating revenues $	.....	.....	.....	.....	25,477,300	33,072,561
operating expenses $	.....	.....	.....	22,510,000	22,065,063	25,654,677
Canadian Pacific Railway, traffic earnings $	23,792,692	23,935,635	27,282,828	20,333,526	18,927,920	24,532,338
Canadian Pacific Railway, operating expenses, all lines $	20,753,040	21,097,122	22,265,179	17,514,158	16,687,265	19,329,027
Steam railways, freight in ton-miles	.....	.....	.....	4,445,653,000	4,062,902,000	4,750,127,000
Building permits $	5,259,283	4,716,036	6,381,375	2,420,466	3,544,329	6,625,430
Contracts awarded (8) $	16,229,500	8,782,400	26,122,600	19,019,000	11,984,000	13,451,200
Mineral production—						
Pig iron tons	.....	132,128	137,256	157,467	138,240	164,382
Steel ingots and castings tons	.....	242,186	227,822	245,588	207,800	269,834
Ferro-alloys tons	.....	16,495	17,038	16,356	18,838	19,567
Gold ounces	.....	1,620,669	262,995	327,404	334,510	362,983
Coal tons	.....	257,793	1,609,349	1,558,832	1,559,304	1,739,700
Timber scaled in British Columbia bd. ft.	.....	172,575,901	324,358,681	122,742,641	.....	186,846,509
Flour production bbls.	.....	2,041,193	2,173,433	1,990,732	1,963,042	2,062,835
Footwear production pairs	.....	2,699,677	2,704,543	2,825,933	2,612,258	2,650,375
Output of central electric stations k.w.h.	.....	3,528,908,000	3,559,509,000	2,959,268,000	3,226,644,000	3,252,435,000
Sales of insurance $	.....	56,259,000	51,258,000	39,801,000	39,945,000	44,970,000
Newsprint production tons	.....	242,660	249,690	221,810	233,540	244,180

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended February 24, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figures for four weeks ended February 26, 1944, and corresponding previous periods. (8) MacLean's Building Review.

compared with 165·8 for January 1, 1942, 116·2 for January 1, 1940 and 108·1 for January 1939. The increase of 1·1 per cent at the beginning of 1944 as compared with the level at the beginning of 1943 being much less than that shown in a similar comparison at the beginning of 1943 or 1942 was a further indication of the levelling-off process in industrial employment.

A gain in employment at January 1 was recorded in communication, retail trade and logging while the other principal groups, manufacturing, mining, transportation, construction, and services showed seasonal decline. The largest decline was in construction, 17·6 per cent. In manufacturing the decline was two per cent.

The weekly payroll aggregated $55,446,212, which was a decline of 8·5 per cent as compared with the previous month. Per capita weekly earnings were $29.67 at January 1, as compared with $31.61 at December 1, 1943, $27.92 at January 1, 1943, and $26.13 at January 1, 1942.

The index of the physical volume of business indicating the trend in the production and distribution of goods showed a minor decline in January from the highest point in the record reached in the previous month. A marked gain, 9·4 per cent was recorded as compared with January 1943. This upward trend has been continued since the outbreak of war and was particularly marked in 1941 and 1942. Export trade in January was 38 per cent higher than in January 1943 reflecting the movement of the greatly increased production of war supplies to the various theatres of war.

Annual Report of Dominion Department of Labour

The work of the Department of Labour during the fiscal year ending March 31, 1943, is described in the Annual Report which has recently been issued. Included in the Report is a review of the following activities of the Department during the year: administration of the manpower program; conciliation work of the Department; administration of the Industrial Disputes Investigation Act; training activities; work of the Research and Statistics Branch; work of the National War Labour Board; and the administration of various measures which are the responsibility of the Department. Information concerning the work of the International Labour Organization is also contained in the Report. Copies are available from the Department at twenty-five cents each.

Report on government annuities in Canada

A total of $10,147,590.20 was paid as Annuities out of the Government Annuities Fund during the fiscal year ending March 31, 1943, according to the Report of the Annuities Branch of the Department of Labour, tabled in the House of Commons by the Hon. Humphrey Mitchell, Minister of Labour. In addition, $405,098.26 was paid out in return benefits.

At the end of the fiscal year the Fund amounted to $190,298,479 as compared with $172,911,035 at the end of the previous year. The year's receipts from the sale of Annuities were $20,416,365.41 and with interest on the fund of $7,026,976.79, the total receipts for the year were $27,443,342.20.

There were 81,627 annuities in force as of March 31, 1943.

Labour bodies issue publications on reconstruction

The Canadian Congress of Labour and the Trades and Labour Congress of Canada have both issued publications containing their views on the subject of post-war reconstruction.

Reconstruction: the First Steps was prepared by Eugene Forsey, Ph.D., Director of Research for the Canadian Congress of Labour. A 20-page booklet, it outlines a series of steps by means of which the present system of wartime controls may be "adapted and re-directed to peacetime purposes." It recommends an extension and expansion of existing public enterprise (particularly that which has grown up in wartime) along with the establishment of national policies for finance, transport, food, housing, and fuel and the raising of the rural standard of living. "Full employment" is defined as "genuine full employment, not merely the prevention of mass unemployment."

The program advocated by the Trades and Labour Congress of Canada is outlined in a 20-page pamphlet entitled *Victory—What Then?* It was prepared by the Congress' Committee on Post-war Rehabilitation and Reconstruction, under the chairmanship of John W. Bruce, and adopted unanimously by delegates to the 1943 convention in Quebec. The pamphlet points out that the mass unemployment of the depression period was followed by full production under wartime controls. It urges revision of "our whole economic and social structure" in order to bring about "full employment and plenty for all"; and recommends a series of public works, the shortening of hours without loss of earning power, social security legislation, and various other measures.

Canadian Manufacturers' Association on post-war problems

The plans, organization and work of the Canadian Manufacturers' Association in connection with the war and in preparation for conditions after the war are described in a 48-page booklet entitled *The War and After*. Various standing committees of the Association have been dealing with such problems as war and civilian production, foreign exchange control and currency stabilization, manpower and labour relations, priorities, controls of materials, supplies, wages and prices, external trade relations, taxation, termination of war contracts, disposal of Government-owned plants, equipment, and materials, transportation and communications. The views of the Association on these and related topics are outlined in the booklet.

In regard to post-war employment, the Association expresses its belief that full opportunity should be given for "the readjustment of Canadian business to peace conditions under the stimulus of private enterprise," and that governments should come forward with work-providing projects only as "emergency" or "first-aid" programs, when it is necessary to supplement private enterprise. "Industry," it is considered, "should study carefully exactly what swinging over from wartime to peacetime activity means in terms of physical changes to plant, changes in the business and the labour force, so that there may be a series of plans developed which can be put promptly into effect when the time comes."

It is emphasized in the pamphlet that the "gainful and steady employment" which employers should endeavour to provide for the maximum number of their employees is "that which, while enabling the employee to earn sufficient to steadily increase his standard of living and at the same time provide for his security, also produces a supply of goods and services in such quantities and at such cost that the employer can secure reasonable returns."

Boilermakers form building co-operative

The Victoria Boilermakers' and Iron Shipbuilders' Co-operative Building Association was incorporated as an Association on February 7, 1944. Among its purposes are the acquiring and administering of real estate; the development of buildings on such land for the benefit of its members, and the leasing or renting of space in such buildings. The denomination of the Association's shares is one dollar each.

Appointments to National Council of Physical Fitness

Appointment of a Chairman and eight members to the National Council of Physical Fitness, authorized under the provisions of the National Physical Fitness Act of 1943, was announced in February by the Honourable Ian A. Mackenzie, Minister of Pensions and National Health. Chairman of the Committee will be Major Ian Eisenhardt of Ottawa, whose term of office will expire on December 31, 1946. Members of the Committee are W. A. Wellband of Regina, Saskatchewan, Arthur A. Burridge of Hamilton, Ontario, Dr. Jules Gilbert of Quebec, Jerry Mathison of Vancouver, B.C., J. H. Ross of Calgary, Alberta, Dr. W. C. Ross of Halifax, N.S., Dr. Minot Grewer of New Brunswick, and R. Wray Youmans of Manitoba. The terms of office of Messrs. Wellband, Burridge and Gilbert expire on December 31, 1944, and of Messrs. Mathison and J. H. Ross and Dr. W. C. Ross on December 31, 1945. The other two members hold office until December 31, 1946.

Five provinces—Prince Edward Island, Nova Scotia, Saskatchewan, Alberta and New Brunswick—have so far entered into agreements with the Dominion to participate in the National Physical Fitness Program. At the moment, the Province of Quebec has the program under consideration, while the Province of British Columbia may make "Pro-Rec" the provincial organization. It is believed that eventually all the provinces will associate themselves with the program.

"Major Eisenhardt, a former Canadian Army officer, had a distinguished career in Europe in physical education," said the Honourable Mr. Mackenzie in announcing the appointment. "He specialized in the organization of sports and recreation in Denmark, France and other European countries. In Canada he has held successively the positions of Playground Instructor in Vancouver, Superintendent of Recreation for the City of Vancouver, and Director of Physical Education for the Province of British Columbia. In this latter capacity he organized the "Pro-Rec" plan through which tens of thousands of young people, during the depression period particularly, were encouraged to participate in an all-round program of physical training and recreation."

Major Eisenhardt, Mr. Mackenzie explained, served with the Canadian Active Army on the Pacific Coast until his services were borrowed by the Department of Labour to develop a recreational program in war industry. Subsequently, he was recalled by the Army to organize Army sports and recreational activities. His appointment as Chairman of the National Council of Physical Fitness was

made possible through the co-operation of the Department of National Defence.

Members of the Council are all widely known in physical fitness activities. Mr. Burridge is Director of Physical Education at McMaster University, Hamilton, and was a Canadian champion gymnast, a playground supervisor at Montreal, and football coach and assistant director of physical fitness at McGill University. Mr. J. H. Ross is the Director of Health and Recreation for the Department of Education in the Province of Alberta, while Dr. W. C. Ross is Director of Physical Fitness for the Province of Nova Scotia. Dr. Jules Gilbert is the Director of Heath Education in the Ministry of Health for the Province of Quebec, while Mr. W. A. Wellband is associated with the work of physical fitness in the Regina Y.M.C.A. Mr. Mathison is Physical Director of the "Pro-Rec" classes in Vancouver, B.C.

Child labour in Ontario and Quebec

The February issue of the *International Labour Review* contains information showing the trend of child labour in Ontario and Quebec, as shown by employment certificates issued.

In Quebec certificates from the Department of Labour are required for the employment of children of 14 and 15 years in commercial and industrial establishments. For the period, 1936-1941, the number of such certificates averaged 436 yearly; in 1941-42, 9,238 certificates were granted. During the next year, 1942-43, the number more than doubled again; rising to 22,001. About four of these were granted to boys for every three issued to girls.

The new compulsory school attendance sections of the Quebec Education Act went into effect on July 1, 1943. Children must attend school until the end of the school year in which they attain the age of 14. This new provision would probably reduce the number of certificates granted to children of 14 and 15 in the first months of the school year 1943-4. In Montreal, the only place with figures yet available, a significant decrease is noticeable: 3,230 in 1943-44 as against 4,653 in 1942-43.

In Ontario three types of certificates permitting absence from school are issued:—

(1) certificates permitting children under 14 years of age to be employed for not more than six weeks in a term, that is twelve weeks in a school year;
(2) certificates permitting children 14 and 15 to be employed;
(3) permits for children between 14 and 16 in urban centres for work at home.

In addition, children between 14 and 16 in rural districts are permitted to work at home without obtaining a formal certificate of exemption from school attendance. Figures are not available for 1943, but in 1941, there was a fourfold increase over 1939 in the number of employment certificates granted to children of 14 and 15 years of age—from 2,146 in 1939 to 9,416 in 1941. The 1942 figures (not ready in time for the I.L.O. Study) show a further increase—12,792 certificates issued. The number of home permits issued for children of the same age were 1,389 in 1939, 2,938 in 1941, and 2,717 in 1942. The number of certificates for children under 14 remained fairly constant at 1,382 in 1942, after having risen from 710 in 1939 to 1,318 in 1941.

The recent increase in child labour is by no means confined to any particular country. The Industrial Commissioner of New York State, expresses his concern about the problem in the following words:—

> "While I recognize that the war is largely responsible for this situation and in some degree mitigates it, nevertheless we cannot tolerate it. The law must be enforced and the child labour standards of New York State maintained. I have been well aware of the situation since taking the office of Industrial Commissioner. To me it is one of the utmost concern. The problem is particularly aggravated by the smaller employers, bowling alleys, industrial homework, trucking, retail stores, moving picture theatres, hotels and restaurants.
>
> "Rather than piecing out the present manpower of the State and Nation, the illegal employment of minors is aborting our manpower before it comes into full being. The child who works at too young an age, who works too long or too late after school hours, who because of the undue tax of his labour falls asleep or mopes through his school classes, is not only subjected to physical harm but mental and moral as well. The minor's welfare is the public's welfare and must not be sacrificed for the exigencies facing an individual employer."

Employment re-instatement in Great Britain

Designed to make more adequate provision for the reinstatement in civil employment of persons who have been in the Armed Forces, in certain Women's Services or in a civil defence force, a Bill was recently introduced in the Parliament of the United Kingdom by the Minister of Labour and National Service. The Act will replace certain provisions in the National Service Acts and a Defence Regulation. Unlike the regulations, the Bill applies to volunteers as well as to conscripts and to the Women's Services.

A person desiring to exercise his rights under the Act must apply to his former employer not later than the fifth Monday after the end of his war service and he must be available for employment not later than the ninth Monday. Both these periods may be extended on account of illness or for other reasonable cause. If the employer is not in a position immediately to re-employ the applicant, the latter may renew his application at intervals of not more than 13 weeks, but in no case is the former employer under obligation to employ an applicant after six months have elapsed from the end of "the present emergency," the date to be fixed by Order in Council.

The employer must reinstate an applicant at the first opportunity, if any, at which it is "reasonable and practicable" to do so on or after the date on which he has been notified that the applicant will be available for employment. If it is not "reasonable and practicable" to re-employ the applicant in the occupation in which he was employed and on conditions not less favourable than he would have had if he had not joined the Forces, the employer is under an obligation to employ him in the most favourable alternative occupation that is reasonable and practicable.

A person who is reinstated under the Act must be employed for at least 26 weeks or for as much of that period as is reasonable and practicable. No change to his detriment is to be made in the conditions of his employment unless they are no longer reasonable and practicable. In such case, he must be given the most favourable alternative.

Certain tests as to what is reasonable and practicable are provided in the Bill and the Minister may make regulations to define the meaning of "reasonable and practicable". The Bill gives preference to seniority in employment of two applicants for reinstatement where it is reasonable and practicable to reinstate only one. The one who had been longer in the employment before either of them joined the forces is to be reinstated. Further, the fact that reinstatement of an applicant would involve the dismissal of another person who started later in the employment and who may have been reinstated under the Act is not to prevent the reinstatement of the applicant.

Reinstatement committees of three members each are to be appointed to deal with disputes. Appeals from these local committees may be heard by an Umpire or Deputy Umpires. Each committee is to have an employers' and a workers' representative and may have assessors. The Umpires must have assessors appointed by the Minister.

A committee or the Umpire (on appeal), may make (*a*) an order requiring an employer, who has failed to discharge his obligations under the Act, to make employment available to the applicant, or (*b*) an order requiring the employer to pay the applicant, by way of compensation for loss suffered by reason of the employer's default, a specified sum not to exceed the amount of remuneration the applicant would have been entitled to receive from his former employer. Any sum ordered to be paid may be recovered as a civil debt.

An employer who fails to comply with an order is liable to a fine of not more than £50 and he may be ordered to pay compensation as above.

Protection to magnesium workers in Great Britain

Persons employed in the grinding or polishing of castings and other articles consisting wholly or mainly of magnesium are protected in an Order by the British Minister of Labour and National Service which came into effect in Britain on March 15, 1943. Certain duties of occupiers of factories subject to the Order are laid down. They are responsible for the maintenance of the plant and its apparatus; for taking all necessary precautions to prevent sparking in connection with the processes; for intercepting and removing dust with special listed appliances; for disposing of dust, sludge or scale after it has been removed from scrubbers; for providing protective clothing and keeping it in good condition; and for prohibiting smoking, open lights, fires or any other agency capable of lighting magnesium dust, where grinding is being done or where magnesium dust is kept. The Order stipulates that the employees covered must not wilfully disobey any of its provisions nor misuse any appliance provided under the Order. Employees must report immediately any defects which they find in these appliances or facilities.

British advisory committee on domestic work

Hon. Ernest Bevin, British Minister of Labour and National Service, recently announced the appointment of an advisory committee on domestic work. Mr. Bevin stated that he found it "necessary to give first priority to domestic work, in connection with the care of the sick, wounded, old, infirm, and young children. I attach the highest importance to domestic work, which is essential to the efficiency of these services, and I am instructing my local offices to pay special attention to the filling of vacancies in this work." The committee consists of five men and ten women, including a medical officer, a union official and representatives of hospitals, educational bodies and voluntary agencies.

Payment of night shift premiums in United States

A recent decision of the United States National War Labour Board lays down a set of principles in regard to bonus payments to workers on night shifts.

In future, according to an opinion issued by the Board, decisions in disputes involving night shift premiums will be made on the basis of three considerations: area practice, industry, practice, and intra-plant wage relationships.

One of the considerations which weigh in the granting of premiums for night work is the rotating shift factor, the opinion stated. The Board in the past has directed the payment of such bonuses in cases where it has been established that the "regular hourly rate cannot reasonably be said to take account of the night work factor. . . ." On the other hand night shift differentials have been denied "where it seemed reasonable to assume from surrounding circumstances, that the regular hourly rate properly took the night work into account. . . ."

As far as the consideration of area practice is concerned, "the Board has not, except in very unusual cases, granted a premium for either fixed or rotating shifts if, in the area involved, there is an established practice of not paying such a differential. . . .

"The Board has in a number of cases refused to approve a night shift premium, despite an area practice to pay such bonuses, if a shift differential is contrary to established industry practice."

Community recreation centres in United States

To help United States war workers stay on the job at top efficiency and to reduce turnover and absenteeism, more than 740 new community recreation centres have been opened in 225 critical production areas, the U.S. Office of War Information reported recently. Programs are being sponsored, in places where lack of adequate recreation has been one of the serious hindrances to full production, by the Division of Recreation of the U.S. Office of Community War Services with the co-operation of other government agencies concerned. The communities were selected on the basis of the War Manpower Commission's list of critical labour shortage areas.

In setting up such programs, Government agencies give varied help in developing plans and suggesting means of providing facilities and services, in stimulating local interest and leadership, and in some cases in underwriting construction of buildings. These plans are then carried out by personnel departments or recreational divisions in plants, labour unions, and war recreation committees representative of other community groups as well as municipal recreation departments.

Many of the 4,000 labour-management committees set up in war plants have recreation sub-committees that are active in promoting and developing recreation programs.

The report points out that opportunities for wholesome recreation are needed in war congested areas if war workers are to produce at a high rate of efficiency. Workers who have moved into these areas, particularly those who went without their families, have the most serious problems of adjustment to make. Attention to recreational needs of children is also important during wartime because of the small amount of supervision that working parents are able to give their children. In many families both parents are working or the father is absent serving in the armed forces or working in a war job away from home. The advent of women in industry in large numbers has created additional problems, there being fewer recreation activities in operation for women than for men.

The President's Committee on Congested Production Areas has recognized that in many of the designated areas poor recreation facilities take their place alongside housing shortages, bad transportation and bad shopping facilities as actual detriments to war production.

U.A.W. and Machinists sign no raiding pact

The United Automobile, Aircraft and Agricultural Implement Workers of America and the International Association of Machinists have reached an agreement banning organizing activities by one union in any plant where the other union has been established by a collective agreement or has been certified as the bargaining agency. The agreement states that the other organization shall not interfere with established relations between a union and an employer by soliciting or accepting membership applications or authorization cards.

The new arrangement is expected to end differences impeding progress in the drives of these unions to organize the aircraft industry. It will also help to produce eventually "a united labour movement and make possible the further expansion of the trade union movement among the unorganized workers."

Holidays with pay for New York clothing workers

The first agreement granting holidays with pay in the men's clothing industry was approved on February 11 by the U.S. National War Labour Board. The agreement was between the Amalgamated Clothing Workers of America and the New York Clothing Manufacturers' Exchange. Approximately 30,000 workers in the New York clothing market are covered by the plan which provides for one week's holiday for all employees who have been on the payroll for at least six months. Neither temporary lay-offs nor service in the Armed Forces will disqualify workers from their right to a holiday.

One week's pay is to be granted for service of a year or more; three-quarters of a week's pay for workers with at least nine months, and one-half week's pay for workers with six to nine months service. For those paid by the week, the weekly rate is to be used as a basis, whereas for pieceworkers the holiday pay will be computed at forty times the straight-time average hourly earnings for the four consecutive, busiest weeks of the season before the vacation schedule.

The board held the plan to be in line with its policy of approving "reasonable" holiday schedules, and authorized Regional War Labour Boards to approve similar schemes submitted by the union and clothing manufacturers in other areas.

Child labour standards fixed for U.S. Army establishments

Most juveniles employed by the U.S. War Department will be affected by standards recently established by the Army Service Forces, including the Ordnance Department, the Signal Corps, the Transportation Corps, the nine Service Commands, and other service units. Since neither Federal nor State child labour laws apply to federal employees, these standards fill an important gap.

A 16-year minimum age is fixed for any job in an Army Service Forces installation. Suitable jobs for minors under 18 are to be determined after a survey by the personnel officer in co-operation with the U.S. Civil Service Commission, the U.S. Employment Service and the school authorities. In any case juveniles will not be permitted to take on hazardous occupations which are prohibited under either State law or the federal Fair Labour Standards Act. Parental consent and a certificate of age are to be required for the employment of juveniles under 18.

Maximum hours are restricted to 8 a day, 48 a week, and 6 days a week for those under 18 in full-time employment, except in temporary emergencies. For those attending school and working part-time, no more than 4 hours on school days and 8 hours on Saturday may be worked. Combined hours of school and work are not to exceed 9 a day, or 10 a day including transportation. Evening employment is not to extend beyond 10 p.m., and at least 9 night hours should be free from work.

Provision for maintaining a safe and healthy working environment must be made, with special care taken to ensure adequate rest and meal periods. Wages for those under 18 are to be determined in the same way as for adults doing similar work. State child labour and school attendance laws will be observed by Army Service Forces installations wherever they do not conflict with the above standards.

Community action on child labour

Thirty-four United States leaders concerned with industrial, educational and health problems affecting children and young people, including representatives from 27 national organizations, have issued jointly a "Child Labour Manifesto." The manifesto declares that demands for war production and essential civilian services can be met without exploiting children, and that it is a short-sighted policy to employ them under conditions or for hours which threaten their physical development or impair their educational opportunities. The protection of children is considered as a community enterprise and therefore the manifesto calls on the home, the school, the church, industry, labour and all other community agencies to unite in protecting children.

A leaflet prepared by the continuing committee of this conference group gives suggestions for activities by such local community groups. Among these is the organizing of a local advisory council on child labour whose functions would be to assemble facts on existing child labour laws and their enforcement, to carry on education in the community regarding the need for maintaining legislative standards, and to make recommendations for action. It is also suggested that community groups should participate in the organization of a stay-at-school campaign to prevent students taking summer employment and then failing to return to school in the fall, as well as children quitting school as soon as they reach the minimum school-leaving age. Local organizations could also provide the extension of vocational guidance in schools; might survey the work children are doing outside school hours; check on the practice of requiring pre-employment medical examinations; try to reduce illegal employment; and arrange

groups of young part-time workers, to discuss the effect of their work upon their schooling, health and well-being.

Medical care for children in nursery schools in Minneapolis

A plan adopted by the city of Minneapolis to provide medical services for children attending nursery schools is described in the *CIO News* for February 21, 1944.

There are eleven nursery centres in Minneapolis for the children of mothers working in war plants. When it was found that a certain amount of absenteeism was being caused through the fact that nursery schools could not take care of children who showed symptoms of possible illness, thus obliging mothers to stay home and look after them, arrangements were made for the nursery schools to use a wing in the city hospital as an isolation centre. Children with mild sniffles and minor illnesses are taken to this wing directly from nursery school.

The public health nurse makes the rounds of the nursery centres in Minneapolis every day, picks up the children that need to be separated from the rest of the group, and takes them to the hospital.

Three rooms are set aside for the nursery wing, two rooms with several beds separated by glass partitions, and a play room where the children can play together when they are well enough.

Three trained nursery school teachers are in charge of the wing, and nurse and doctor are available if needed. If a child develops a serious illness the mother can have the child transferred to a ward or put under a private doctor's care.

Reports on Agenda of International Labour Conference

In preparation for the session of the International Labour Conference to open on April 20 in Philadelphia, the International Labour Office has published reports on three topics of the agenda of the Conference. They deal with the organization of employment in the transition from war to peace, principles of social security and recommended minimum standard of social policy in dependent territories. Each report contains proposals for Recommendations or Resolutions by the Conference. These will be used as a basis of discussion after which the Conference will formulate its decision on each topic. The full text of these, both French and English, is given in the reports.

The report on *The Organization of Employment in the Transition from War to Peace* deals with such questions as the technique of the transfer of manpower from the Armed Forces and war industry to peacetime employment, problems in regard to special classes of workers (young persons, disabled workers, women), employment service machinery, vocational guidance and training, public works and financial measures to cope with short-term unemployment.

Social Security: Principles, and Problems arising out of the War is the fourth item on the agenda of the Conference. The first part of the report on this item deals only with principles of social security and contains two sections, one on income security and the other on medical care schemes. A subsequent report will be published on specific social security problems arising out of the war.

The draft Recommendation on income security which is proposed by the International Labour Office " relies on social insurance as the principal means of providing cash benefits in cases of inability to work or to obtain work. It assigns to social assistance the functions of supplementing social insurance benefits in contingencies of a special or ill-defined character" and is intended to be applicable both to urban and rural communities. This proposed Recommendation is based on the series of Conventions and Recommendations on the various branches of social insurance which have been adopted by the International Labour Conference. Cognizance is taken, however, of recent legislative proposals on this subject in different countries.

A Recommendation is proposed also concerning medical care, both preventive and curative, available to all either through a public medical care service or through social insurance and, where necessary, social assistance. The problems connected with such a scheme are discussed in the Report.

In the report on *Minimum Standards of Social Policy in Dependent Territories,* the fifth item on the agenda, the International Labour Office suggests that the Conference should define the social purposes of economic development in dependent territories and adopt a Recommendation laying down general principles of social policy and minimum labour standards for such territories. It also urges all members to ratify the existing indigenous Labour Conventions. The proposed Recommendation sets out certain standards governing general conditions of work, such as the minimum age for employment, protection of wages, general principles of remuneration and wage-fixing, social insurance and freedom of association. A supplementary report on "Social Development in Dependent Territories" is also to be issued on this item of the agenda.

Manpower

Handling of Lay-off by Employment Service

Procedure Adopted in Closing down of War Plant at Nobel, Ontario

AN example of the procedure that has been adopted by National Selective Service for handling lay-offs in war industry is found in the case of the Defence Industries Limited plant at Nobel, Ontario.

As described in the February LABOUR GAZETTE (p. 155), such lay-offs as are from time to time necessitated by developments in Canada's war production program are being dealt with in accordance with the principle that interruption to the war effort must be kept to a minimum.

In order to fill the needs of the army, which continue to be urgent, all persons on deferment who are affected by lay-offs are called up unless they are possessed of definite skills and are indispensable to industry. In many industries Industrial Mobilization Surveys have been undertaken, the purpose of which is to acquaint the Employment Service with the number of employees of military age, along with a description of the work they are doing.

Other workers are laid off in the following order, subject to seniority rights where collective agreements are in force: (1) workers with previous agricultural experience; (2) workers needed in nearby high priority industries; (3) workers who are required by outside high priority industries and can be moved; (4) younger workers without family obligations; (5) married women, if their husbands are supporting them; (6) older workers.

First Shut-down of War Plant

The situation at Nobel, which constituted the first major test of the plans which have been adopted for lay-offs, was the result of the first complete shut-down of a large war plant in Canada. It was the largest individual lay-off with which the Employment Offices have had to deal, over 2,000 workers having been employed in the plant. The problem was complicated by the isolated location of the plant, which made it apparent that the majority of the workers affected would have to be transferred to outside points.

On December 15, 1943, the Department of Munitions and Supply notified the Department of Labour of the impending lay-off. The plan was to lay off approximately 1,300 workers in January and 700 during February, by the end of which time only a skeleton staff of maintenance men would be left at the plant.

On December 16 the Mobilization and Employment Divisions of the Department were advised. A conference of Employment Service officials was at once held in Toronto, the employer was consulted by telephone, and that night four special officers including one woman, left for the plant, where a temporary Employment Office was set up. Since an Industrial Mobilization Survey of the Nobel plant had not been completed, three of the Employment Service officials immediately undertook this task. The fourth was directed to determine from the personnel records, both at the plant and at the Employment Office at Parry Sound, the background and experience of those who would be involved in the lay-off.

The Mobilization Survey disclosed that of the 2,235 persons employed at the plant, 520 were in the military service age group. But of this number 260 had discharge certificates or rejection papers, and a number of others had been deferred because of special skills. This left 157 men to be called for military service.

In four days the survey was completed, and it was possible to proceed with definite plans for the re-employment of all men not subject to immediate call for military service. A number of employers were invited to send representatives to Nobel to interview prospective employees.

Transfer of Workers

From day to day as men and women received their seven-day notice of separation they consulted with the Employment Service officials and with representatives of such firms as Victory Aircraft, International Nickel, International Harvester, Canadian National Railways and others regarding the choosing of their next occupation. Arrangements were made by the firms for the transportation of workers to their new jobs and for living accommodation, and efforts were made so that the transfers might be accomplished promptly and with as little inconvenience as possible.

The four officials remained at Nobel for two weeks, interviewing applicants and assisting the

Parry Sound Employment Office to issue permits and transportation warrants. Subsequently, for two days each week, they were available at Nobel for interviewing and the making of referrals.

A partial list of placements effected up to February 4, not including cases where an employer took on less than five men or women, is as follows:

MALE	
Victory Aircraft	462
International Nickel Co., Sudbury	63
Bush Labour	62
Massey-Harris Co. Ltd., Toronto	53
Farms	33
Defence Industries Ltd., Pickering	21
Canadian National Railways	26
Beardmore Leather Co., Acton	10
International Malleable Iron Co., Guelph	12
International Harvester Co., Hamilton	8
Canadian Pacific Railway	7
Transferred to other local offices	137
FEMALE	
General Engineering, Toronto	39
Victory Aircraft, Ltd	29
Transferred to other local offices	75

Of the women, a number of those who were married retired from employment at their own request.

Workers coming under the category of technical personnel remained in the employment of Defence Industries Limited until the company notified the Wartime Bureau of Technical Personnel that they had become available. A number of these workers were transferred to other plants of Defence Industries Limited, and the remainder transferred to other employment.

Throughout the transfer National Selective Service officials were in touch with officers of the Defence Workers' Union, Local No. 1 (Canadian Congress of Labour) which was the organization authorized to act for the employees in negotiating with Defence Industries Limited at Nobel.

Subsequent to February 4, other placements were made and by March 21, 1,363 men had been placed in other essential work or were in the military service, and another 145 men had been transferred by the Company to their other plants.

Of the women, 477 had either been placed or had voluntarily retired from employment. These men and women account for 1,985 of the 2,000 workers who were to be laid off during January and February.

Return to the Farm of Men Engaged at Seasonal Work

ARTHUR MacNamara, Director of National Selective Service, recently announced that arrangements for the return of farm workers engaged during the winter at essential employment off the farm, are being worked out by regions, so that the men will return in each area when they are needed.

A total of 73,149 Selective Service permits, valid to April 1, were issued to farm workers to engage in other industries. Where provincial authorities agree, some of these permits may be extended for a short while after April 1. Where not extended, men will have to return to the farm by the end of March.

In addition, several thousand men working away from the farms for the winter months and not requiring permits, will have to return to agriculture as soon as they are needed. Employers will require permission from Selective Service to keep men after April 1.

"The men who left farms for the winter," said Mr. MacNamara, "gave vitally needed help in other essential industries. However, the United Nations look to Canada for vast quantities of food, so that agriculture must be given all the manpower assistance needed. The first essential is to have the men temporarily out of agriculture go back to the farm just as soon as their services are required."

Mr. MacNamara further pointed out that as seven days' notice must be served in industries other than agriculture, farm workers will have to give notice of leaving their winter employment in advance of their departure.

Decisions of National War Labour Board

THE National War Labour Board recently issued decisions in the following cases:—

La Fonderie de Plessisville and Le Syndicat Catholique des Employés de Fonderie de Plessisville, Inc. (Catholic Syndicate of Plessisville Foundry Employees, Inc.).

Auto Specialties, Limited, and Local Union 195, UAW-CIO.

Brunner Mond, Canada, Limited, and Local Union 89, UAW-CIO.

General Motors of Canada, Limited, and UAW-CIO, Local 195.

Canadian Industries, Limited, and Local 195, UAW-CIO.

Kelsey Wheel Company, Limited, and Local 195, UAW-CIO.

Walker Metal Products, Limited, and Local 195, UAW-CIO.

Brentwood College, Victoria, B.C.

British Columbia Electric Railway Co., Limited, and International Brotherhood of Electrical Workers, Locals 213 and 230.

Green Manufacturing House, Limited, Portage la Prairie, Man., and United Garment Workers of America, Local No. 35.

Progress Manufacturing Company, Moose Jaw, Sask.

Trenton Steel Works, Limited, and United Steelworkers of America.

Avon Coal Company, Minto Coal Company, Welton and Henderson Coal Company, G. H. King Coal Company, E. S. Crawford Coal Company, and United Mine Workers of America.

Greenwood Coal Company, Limited, New Glasgow, N.S., and Coalburn Mine Workers' Organization.

Intercolonial Coal Company, Limited, Westville, N.S., and Co-operative Labour Protective Association.

Joggins Coal Company, Hillcrest Coal Company, Standard Coal Company, Indian Cove Coal Company, Bras D'Or Coal Company, Sullivan Coal Company and United Mine Workers of America, District 26.

Advertising Agencies of Canada, and Mrs. Claire Wallace Stutt.

Algoma Steel Corporation, Limited, and United Steelworkers of America, Local 2251.

Canada Packers, Limited, Swift Canadian Company Limited, and Burns and Company Limited, and United Packinghouse Workers of America.

Canadian Industries, Limited, Montreal, Que.

Canadian Liquid Air Company, Limited, and Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1.

Clark Ruse Aircraft, Limited, Lakeburn, N.B., and United Steelworkers of America, Local 2889.

La Compagnie Legare, Limitee, Quebec, P.Q.

Parke, Davis and Company, Windsor, Ont., and C. A. Magnan.

James Pender and Company, Limited, Saint John, N.B., and United Steelworkers of America, Local No. 2957.

Messrs. Pollard and Pike, Limited, G. H. Wheaton, Parfitt Brothers, Limited, Luney Brothers, Limited, Williams, Trerise and Williams, Limited, Victor Leigh, Leslie G. Scott, E. H. Shockley, A. McKinty, Walter B. Revercomb, all of Victoria, B.C., and members of Victoria Builders' Exchange Limited, and United Brotherhood of Carpenters and Joiners of America, Local No. 1598.

Schell Transports, Limited, Woodstock, Ont.

The Canadian John Woods Company, Limited, and Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1.

Dominion Engineering Works (Longueuil Plant) and International Association of Machinists, Lodge 1596.

Machinery Service, Limited, and International Association of Machinists, Lodge 631.

Royal York Hotel, Toronto, Ont., and Hotel and Restaurant Employees International Alliance and Bartenders International League, Locals 299 and 7.

The Slingsby Manufacturing Company, Limited, Brantford, Ont.

Re: La Fonderie de Plessisville and Le Syndicat Catholique des Employés de Fonderie de Plessisville, Inc. (Catholic Syndicate of Plessisville Foundry Employees, Inc.)

Reasons for Decision

(Oral Decision)

We shall dispose of this matter now, without reserving it for further consideration.

The Syndicate is appealing from a decision of the Regional Board on an application for payment of the full cost of living bonus. The National Board's jurisdiction, as that of the Regional Board, is based on subsection 3, of section 34, of P.C. 5963. Our power in the matter is founded upon a comparison to be made within the industry concerned. The industry with which we have to deal here is that of a machinery manufacturer operating a foundry for the purpose of his business. As a basis for comparison, the Syndicate suggested the condition existing in foundries proper, such as at the Hull Iron & Steel Foundry, at the Canada Car & Foundry, or at other similar plants.

With regard to machinery manufacturers, the Appellant has provided us with no basis of comparison and, therefore, we have no other alternative under the provisions of the Order in Council than to dismiss the appeal.

January 26, 1944.

Re: Auto Specialties Limited and Local Union 195, U.A.W.-C.I.O.

Reasons for Decision

(Oral Decision)

In this matter we are all of the opinion that as far as the wage rates are concerned, we have no alternative but to sustain the Regional War Labour Board for Ontario. On the basis of comparison in this particular type of industry, which is a malleable iron foundry, we must take into consideration the question of competition.

On the other requests that have been made by way of appeal we feel that the appeal should be allowed with respect to vacations with pay, that is one week's holidays with pay with the qualifications substantially contained in D.B. No. 17,* and we leave it to the union and the company to negotiate the particulars of that matter, so as to interfere with production as little as possible.

As to the working week, we feel that it should be established throughout the plant on a 45-hour basis, with time and a half for hours worked over the 45 hours in a week.

We are all of the opinion, as well, that the employees' request for off-shift differential of 5 cents per hour should be granted.

Now we would like to point out, before parting with the matter, that while the company has intimated that it is perhaps something of a hardship to have to meet these conditions, particularly with respect to the week's vacation with pay and the off-shift differential premium, we cannot decide a matter of that kind in favour of the company on a mere statement. In other words, it must be established to us, before we can give effect to a plea of inability to pay, by proper means, such as an earnings statement, that what is submitted by the company is the case. We think it would be a very dangerous procedure to accept the company's mere statement in that regard. As a matter of fact, in practice, we do not do so.

Consequently, the appeal will be allowed with respect to the three matters indicated.

The premium for the night shift differential and overtime will be dated back to the date of the decision of the Regional Board, which is August 24, 1943. The vacations with pay will take effect in the calendar year. We hope the parties will be able to agree on the qualifications for the men who worked during the year 1943.

* L.G., Dec., 1943, p. 1635.

February 1, 1944.

Re: Brunner Mond, Canada Ltd., and Local Union 89, U.A.W.-C.I.O.

Reasons for Decision

(Oral Decision)

This is a case which was dealt with by the Regional War Labour Board for Ontario under Section 25, of Order in Council P.C. 5963.

The principle enunciated in that section is not one that is enunciated by the Boards but it is set forth by the government as the basis upon which wage increases could be granted.

It seems quite clear that the Regional Board did not treat this case in any but a reasonable and thorough manner. Apparently they had a hearing and held the case for some time requiring additional data. They eventually made the finding which we are faced with that—I am quoting:—

"The wages generally paid to employees of Brunner, Mond of Canada Limited, are fair and reasonable, and are comparable to the rates paid in the district for similar occupational classifications."

The Board on the basis of that finding declined to authorize increased wage rates, except to some in the soda ash division, which apparently the company agreed in.

We must emphasize that sitting on appeal we are not in the position of trying the case all over again from the beginning to the end, and it must be established before we can interfere, that the Regional Board somewhere has gone wrong in principle. What has been advanced to us does not convince us that they have gone wrong. It is possible they may not be right, but the place to put that kind of case is before the Regional Board itself.

We all feel that we cannot interfere in this matter under the circumstances here, even though direct methods of comparison seem to be very difficult.

Consequently we must dismiss the appeal.

February 1, 1944.

Re: General Motors of Canada, Limited, and Local 195, U.A.W.-C.I.O.

Reasons for Decision

(Oral Decision)

This is an appeal from the decision of the Ontario Regional War Labour Board with respect to its refusal to increase base rates.

The union seeks to make a straight comparison with Ford and Chrysler, although it must be noted that in these two particular companies there is no incentive wage plan, as there is in General Motors. Furthermore, it must be kept in mind that in the latter case it is an engine plant situated in Windsor, whereas the general assembly plant of General Motors is in Oshawa. We suppose that there is a good deal of merit in both contentions that, perhaps, the comparison should be made with Ford and Chrysler on the one hand, or with other operations in Windsor such as manufacturers of accessories.

At any rate the difficulty that we find ourselves in, is that sitting as a Court of Appeal, in order to change the decision of the Regional Board we must reach the conclusion that that Board has erred in some matter of principle, and not purely and simply in its estimation of the facts. In giving reasons for its decision the Regional Board points out that, in its opinion, the rates presently being paid are fair and reasonable for the particular locality, taking all things into consideration. It may be that had we been sitting on the case, we may have taken it in review, but that does not justify us in going behind well established principles that apply to cases coming before us on appeal.

The Regional Board had before it early in the year 1943 an application to have the incentive wage plan in vogue in this plant discontinued and to substitute for it straight time wages or hourly rates as prevailing in Ford and Chrysler. Then in June, 1943, the present application was made. These facts are mentioned to indicate that the Regional Board undoubtedly was thoroughly familiar with the operations, and thoroughly familiar with the wage structure. Evidently also, the question of wages, according to the Regional Board, was considered by them a short time prior to this application, and some upward revision of some of the rates was allowed.

Under those circumstances we feel that no case has been made out to justify us in reversing the Ontario Regional Board on the facts that were before it, and accordingly the appeal will be dismissed, except that the wage rates for janitors will be increased from 62 cents to 67 cents an hour, to date from September 1, 1943.

February 1, 1944.

Re: Canadian Industries Limited and Local 195, U.A.W.-C.I.O.

Reasons for Decision

(Oral Decision)

We are all of the opinion that this appeal must fail. The reasons, I think, have been sufficiently indicated by Mr. Bell, but the dismissal of the appeal will be without prejudice to any application that may be made as the result of the job evaluation study, and that, of course, includes any application that may be made at that time for the off-shift bonus.

The appeal will be dismissed.

February 2, 1944.

Re: Kelsey Wheel Company, Limited and Local 195, U.A.W.-C.I.O.

Reasons for Decision

(Oral Decision)

In this matter we are all of the opinion that no material, or evidence, has been advanced that enables us to interfere, in any way, with the discretion exercised by the Regional War Labour Board.

The appeal will be dismissed.

February 2, 1944.

Re: Walker Metal Products Limited and Local 195, U.A.W.-C.I.O.

Reasons for Decision

(Oral Decision)

We are all of the opinion, in regard to the question of cost of living bonus, and in regard to the straight wage increase asked for, that we cannot disturb the exercise of the discretion of the Regional War Labour Board.

We think the appeal generally will have to be dismissed, except that in line with the decision in the Auto Specialties appeal yesterday, there should be an off-shift premium of 5 cents per hour. This off-shift differential should be dated back to the date of the Regional Board's decision, which was August 20, 1943.

In all other respects the appeal will be dismissed.

February 2, 1944.

Re: Brentwood College (Victoria, B.C.)

Reasons for Decision

The question to be determined in this appeal from the Regional Board for British Columbia is whether the appellant is an "employer" under the provisions of the War-time Wages Control Order (P.C. 5963), and therefore subject to the obligation of paying cost of living bonus.

Section II (I) (v) of the Order, the defining section, excludes any person, firm or corporation operating an educational institution, if such institution "is not carried on for purposes of gain".

The appellant was incorporated under the Societies Act (R.S.B.C. 1936, chapter 265). Section 5 of that statute enacts the following:—

> "No Society shall have a capital divided into shares or declare any dividend or distribute its property amongst the members during the existence of the society, and the interest of a member in a society shall not be transferable."

The long title of the Statute can, we think, be taken as fairly descriptive of its general objective: it is an act to facilitate the incorporation of societies for charitable and other useful purposes, and to provide for their regulation.

The appellant is a private school and is not operated for the purpose of providing any pecuniary profit to its owners, but rather to provide special educational facilities to a perhaps selected clientele. It has been exempted from income taxation.

We therefore conclude that the appellant is excluded from the provisions of the governing Order in Council.

Consequently, the appeal is allowed.

February 3, 1944.

Re: British Columbia Electric Railway Co., Ltd. and International Brotherhood of Electrical Workers, Locals 213 and 230

Reasons for Decision

(Oral Decision)

In this case the union has prepared a very careful and thorough brief setting out various reasons why the increase should be granted. One would judge from the nature of the brief that it was deemed that the National War Labour Board had some powers outside of the Order in Council, P.C. 5963. It must be emphasized that both the Regional War Labour Boards and ourselves, when it comes to applications for increases in wages, cannot go outside of section 25, which makes the yard-stick comparative rates for substantially similar jobs in the same locality or in a comparable locality.

Now, the union has sought to make a comparison with Seattle, pointing out that the Order in Council is silent with respect to points of comparison outside of Canada. We have already intimated in a case—I think it was the National Maritime Federation case,* I have forgotten the reference in the LABOUR GAZETTE and other publications—that we were rather of the opinion that such a

*L.G., Oct., 1943, p. 1347.

contention cannot prevail, because primarily the purpose of the Order in Council was to stabilize wages as they existed in Canada.

As far as the Regional Board's decision is concerned, we are unable to say that they proceeded on any wrong principle in connection with their decision, and they undoubtedly had comparative rates for similar operations in other localities before them, as we have.

On that basis we all feel that we have no alternative but to dismiss the appeal.

February 7, 1944.

Re: Green Manufacturing House Limited (Portage la Prairie, Manitoba) and United Garment Workers of America, Local No. 35

Reasons for Decision

This appeal is taken from a finding and direction of the Manitoba Regional Board, dated October 13, 1943, and bears upon the question whether the Winnipeg piece-work rates in the garment industry should be made to apply in a plant located at Portage la Prairie, some sixty miles from Winnipeg. The Regional Board directed payment of the Winnipeg scale for Government war contract work. As to "civilian work", it reduced the Winnipeg rates by 15 per cent on the ground largely of the lower wage level generally prevailing in Portage la Prairie. No reason appears for the difference made between war work and civilian work as far as a wage structure is concerned. Leave to appeal was refused by the Regional Board because it felt there was no matter of principle involved.

The disposition of this Board has been to refrain from interfering with decisions of Regional Boards in cases where it appeared that a discretion was exercised under local conditions. However, it would seem from a careful perusal of the material filed that an important factor here has been either overlooked or not sufficiently been given weight to. On October 1, 1942, the Union and the Garment Manufacturers' Association of Western Canada entered into an agreement which provided, *inter alia,* for an equalization of wage schedules in all Union factories in the Province of Manitoba. The present owner of the Company concerned in this appeal for a long time has been engaged in the garment industry in Winnipeg and more recently in Portage la Prairie. His knowledge of the principle of general industrial agreements must be taken for granted. He should not have an advantage arising from independent action in an industry accustomed to dealing in wage questions on an industry wide basis. No question arises as to the representative status of the union appellant. Although we would not wish to be taken as being in disagreement with the view that a wage differential between Winnipeg and Portage la Prairie is justifiable, we conclude that in the particular circumstances here present, the appeal should be allowed, with effect from the date of the decision appealed from.

February 10, 1944.

Re: Progress Manufacturing Company (Moose Jaw, Sask.)

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Saskatchewan by leave of the Regional Board.

The application was for the establishment of a wage range of $150 to $175 per month for an accountant about to be hired by a small plant repairing aircraft equipment.

The Regional Board appears to have dealt with the matter on the basis of comparison with other industries and gave approval to a single rate of $150. The appeal involves nothing more than a review of the exercise of a discretion under local conditions of which the Regional Board presumably was fully informed. We have stated on many occasions that in such cases we will not interfere.

We must therefore dismiss the appeal.

February 10, 1944.

Re: Trenton Steel Works Limited and United Steelworkers of America (U.S.W.A.)

Reasons for Decision

This is an appeal from a finding and direction of the Nova Scotia Regional War Labour Board ordering certain wage increases. In form the appeal was a general one but on the argument it appeared that the Company had put the increased wages into effect and counsel for the Company limited his appeal to the sole question of retroactivity.

The question of wage increases for these workers came before us in the Steel Case—

Re: Dominion Steel and Coal Corporation Limited, Algoma Steel Corporation Limited, Trenton Steel Works Limited and Eastern Car Company Limited.* At that time the issue was whether the workers at Trenton Steel Works Limited qualified for wage increases under the terms of P.C. 689. We reached the conclusion that they did not so qualify but reserved their right to make application to the Regional War Labour Board for Nova Scotia.

Since there was a suggestion during the argument that the Nova Scotia Board quite evidently felt itself firmly bound to follow the exact terms of our decision in the Steel Case, we feel some comment is called for. In the first place, the decision in the Steel Case was based on a special Order in Council P.C. 689 and not on P.C. 5963 at all. The case before the Regional Board was under P.C. 5963. True, we intimated some increase to the Trenton works might be indicated, but we said nothing that could possibly be construed by the Regional Board as in any way hampering their discretion. There were many factors in the situation meriting consideration, not the least of which was the fact that there had been a differential in existence between wages in the industry at Sydney and at Trenton for some twenty years. It must be remembered that the Sydney Steel plant and the Algoma Steel plant were placed on a parity by the Special Order in Council P.C. 689 and not by any decision of ours under P.C. 5963. There was nothing of such a character binding the Regional Board which was left perfectly free to exercise its good judgment under P.C. 5963. The question of ability to pay was not before us in the Steel Case because the Dominion Government under P.C. 689 had underwritten any increases. On the other hand, in the Trenton case, the question of ability to pay was a very important factor which the Regional Board was entitled to take into consideration.

It is not the policy of this Board to dictate to the Regional Boards what they should or should not do in respect to their problems. It is expected that each in its own sphere will administer the Wages Order according to its own honest, independent interpretation of the provisions. Each Regional Board has quite as much responsibility for its decisions as the National Board.

In this case the results have proved rather disastrous. Two departments of the industry have been closed down. We make no comment on whether that procedure was or was not unavoidable as we believe the matter is subjudice—in the process of being investigated by a commission appointed by the Province of Nova Scotia. It appears from the Company's records that its 1942 profits amounted to some $140,000, while the wage increases granted by the Regional Board represent an annual cost of some $300,000. The Company has already closed down two departments but is paying the increased wages as ordered by the Regional Board in the departments still remaining open.

In the circumstances here we feel we should be putting into further jeopardy the job security of the workers if we upheld the Regional Board on its award of retroactive wages. We recognize of course that these workers feel they are entitled to the same treatment as those in Eastern Car Company Limited and Trenton Industries Limited. However, there would be even greater dissatisfaction if the remaining departments had to be closed down as the result of payment of retroactive wages.

Accordingly, we must allow the appeal to the extent of striking out from the Regional Board's Order the provision as to retroactive payment of wage and cost of living bonus increases.

February 10, 1944.

*L.G., April, 1943, p. 439.

Re: Avon Coal Company, Minto Coal Company, Welton and Henderson Coal Company, G. H. King Coal Company, E. S. Crawford Coal Company, and United Mine Workers of America, District 26

Reasons for Decision

The application is made by the Union for increases of $1 per day and one week's vacation with pay in line with the decision in Dominion Coal Company *et al.**

The operators strenuously oppose the application on the ground that even if they receive compensating increase in price the effect may be completely uneconomic in throwing prices out of line with a steady differential prevailing with the prices of Nova Scotia Coal. Some months ago wages were increased to bring them approximately in line with those paid in Nova Scotia. These increases have had to be met by subsidy without increase in price. Then along came the O'Connor Commission award in the British Columbia and Alberta field. This is just another of its shattering repercussions. The operators in these New Brunswick mines are fearful that if both increases are ultimately reflected in increased prices they will no

*L.G., Dec., 1943, p. 1645.

longer be able to sell their coal. Due to B.T.U. content, prices for Nova Scotia coal have always been about 20 per cent higher per ton than for New Brunswick coal. It is estimated that to compensate for the increased wages asked for the price of coal will have to be increased about 85 cents per ton. In Nova Scotia the price has been increased by 95 cents per ton. If the matter remains there New Brunswick operators will suffer no great disability. If present subsidies are converted into price increases that will mean a further price increase of about 70 cents per ton. If that takes place then the New Brunswick operator has something real to worry about. So has the New Brunswick miner.

However, we have little to do about these matters now beyond knowing about them. They were important factors for overall consideration in wage matters in the industry before Mr. Livett of U.M.W.A. District 18 succeeded in the proceeding resulting in the O'Connor Commission award. We know that the actual physical work of the miner in the Minto field is probably harder than in any mining field in the country. We cannot see why he should be dealt with on a strictly economic basis when that has now ceased to be a factor in the industry generally. It has really become the job of other agencies to adjust the economics of the coal industry.

Accordingly, the application will be granted for increases of $1 per day and one week's vacation with pay on the same terms and conditions laid down in the Joggins Coal Company *et al* case of even date herewith.

February 15, 1944.

Re: Greenwood Coal Company Limited, New Glasgow, N.S. and Coalburn Mine Workers' Organization

Reasons for Decision

This is an application by the Union for increase of $1 per day to bring wage rates in line with those recently established in the coal mining industry in Nova Scotia.

We feel the application should be granted as well as one week's vacation with pay for the same reasons outlined in the Joggins Coal Company *et al* case of even date. Finding and direction effective December 20, 1943, will issue directing increases as applied for and also one week's vacation with pay.

February 15, 1944.

Re: Intercolonial Coal Company, Limited, Westville, N.S. and Co-operative Labour Protective Association

Reasons for Decision

In this case there are two applications before us for consideration. The earlier one arose out of the levelling of rates in this mine to those paid at Acadia Coal Company Limited prior to recent increases of $1 per day and one week's vacation with pay. The second one is for increases of $1 per day and one week's vacation with pay in line with recent award in the case of Dominion Coal Company Limited *et al.**

In the earlier application this Board authorized increases in the case of the datal men and suggested to the parties they should try to agree on increases to contract miners and make a further joint application to the Board. Agreement has not been reached although the Company has increased the contract rates for machine contract miners to the rate prevailing at old Acadia mines. The only important dispute left between the parties is the contract rate for "hand pick" miners. We concluded from the evidence that any increase to this class is not justified. Accordingly, the earlier application will be dismissed except that the increase in rates to machine contract miners heretofore established by the Company is hereby confirmed.

Regarding the second application, the $1 per day increase is hereby granted as well as one week's vacation with pay for the reasons given in the Joggins Coal Company *et al* case being released concurrently. The effective date will be December 20, 1943.

February 15, 1944.

*L.G., Dec., 1943, p. 1645.

Re: Joggins Coal Company, Hillcrest Coal Company, Standard Coal Company, Indian Cove Coal Company, Bras d'Or Coal Company, Sullivan Coal Company and United Mine Workers of America, District 26

Reasons for Decision

This is an application by the Union for overall wage increases of $1 per day and one week's vacation with pay to bring wages and working conditions in line with those granted in the case of Dominion Coal Company Limited, Acadia Coal Company Limited and Old Sydney Collieries Limited.*

All of the mines concerned in the application are situated in Nova Scotia. All of the Companies take the position that the increases applied for should be granted. In order to meet increased wages in the case of Dominion Coal Company, Acadia Coal Company and Old Sydney Collieries, the price of coal had to be increased 95 cents per ton. In our view it would be undesirable that different prices should prevail in the same district. Similarly from an operating viewpoint it is not desirable that there should be a large differential in wages in the same district for the same industry. Whether given effect to on the comparative basis under P.C. 5963, or on the basis of a gross inequality under P.C. 9384, we think the result should be the same.

Accordingly, the application will be granted. There should be an increase of $1 per day to all datal and contract workers in the mines and one week's vacation with pay on the same terms and conditions as in the Dominion Coal, Acadia Coal and Old Sydney Collieries case.

The question of retroactivity is as usual emphasized by the Union. On the other hand where any increase has to be met out of price increases borne by the public in general, we feel that generally speaking the award should not go back beyond the date of the application. Accordingly, the finding and direction will take effect December 20, 1943.

February 15, 1944.

*L.G., Dec., 1943, p. 1645.

Re: Advertising Agencies of Canada and Mrs. Claire Wallace Stutt

Reasons for Decision

This is an appeal from a decision of the Ontario Regional War Labour Board refusing to authorize an increase in remuneration for Mrs. Claire Wallace Stutt (Claire Wallace) from $170 weekly to $200 weekly.

As we view the matter, the sole question to be determined is the status of Claire Wallace. Is she an employee within the meaning of the Wages Order or a salaried official within the meaning of the Salaries Order or is she within the class of those persons whose emoluments are not under control at all? In other words, has she similar status to the doctor or the lawyer and is she subject to the same lack of restriction in so far as wartime controls are concerned?

Two of the members of this Board are quite familiar with her radio program and her personality as reflected over the ethereal waves and we both approve. The other member is prepared to accept our estimation. So much for the principle of solidarity.

Having established that background we are all of the opinion that she is an artist and a very fine artist indeed. As we understand the situation, she enjoys with the National War Finance Committee a retainer for her services which does not exclude her from accepting a similar retainer or retainers with others. Her position is rather analogous to that of the lawyer who is free to engage himself in the service of various clients even though he may for a certain period be engaged in the service of one. Perhaps she could be more closely likened to the portrait painter who can hardly be said to be an employee of the person whose portrait he paints. That being the case, we regret that under our reference we have no control over her destinies and since it falls to our lot to decide whether the Salaries Board has any control we are unanimous in deciding that if we had any control we certainly would not relinquish it to any other Board.

It is a matter of regret to us that we have no jurisdiction whatever over the lady. If we had it is likely we would stretch a point or even two in her favour. We can only deal with her case by way of appeal without her personal appearance, a rather unsatisfactory process. However, she should not be left to the whim or caprice of the Ontario Regional Board without some support.

Accordingly, much as we dislike having no control of her financial destinies, we must conclude that she belongs to the uncontrolled and legally uncontrollable section of the community, not, however, overlooked nor forgotten by the Income Tax Department. Accordingly, in our opinion, if the National War Finance Committee feels that she is worth $200 a week instead of $170 a week that is a matter for them to decide and as far as we are concerned they can make the increased payment retroactive to the extent that they feel the public conscience will tolerate. The appeal is allowed.

February 17, 1944.

Re: Algoma Steel Corporation Limited and United Steelworkers of America, Local 2251

Reasons for Decision

This is an application by the Union under P.C. 689, dated January 26, 1943, for increases or rather for reclassification in maintenance staff.

The relevant provision is to be found in Memorandum of Understanding incorporated into P.C. 689[1] and reads as follows:—

> "That the management and the maintenance men enter into negotiations and that an application be made to the National War Labour Board for such increased wage rates or range of wage rates with respect to such maintenance men as pipe fitters, steamfitters, millwrights, electricians and carpenters as will bring their wage rates on a level with prevailing wage rates paid to maintenance men in such classifications."

In the view we take of this matter it is important to note another provision of the Memorandum of Understanding:—

> "That arrangements be made for the making of a careful study having in view a reclassification and an evaluation of jobs."

The case of the workers here involved has been dealt with already partially in two stages. Under date of March 31, 1943, cost of living bonus was increased from 5 cents an hour to 9 cents an hour.[1] Under date of September 9, 1943, former differentials were restored and the maintenance men benefited to the extent of 4½ cents per hour.[2] In addition they have received a further increase in cost of living bonus under general order of the Board in common with all other workers.

The case as presented to the Board is highly unsatisfactory. This observation is not made in any uncomplimentary way as it applies to both sides. It is just that kind of case. The Union based its contention for increases on wages paid various trades in the shipbuilding industry. The Company undertook comparison by averaging up wages paid to maintenance men in some seven heavy industries in Hamilton, Ontario. Neither method accurately fits the case. Besides in our subsequent research we doubt some of the figures obtained by the Company.

In our view this matter can only be rationally determined by having a survey made on the ground as was done in the shipbuilding industry in Ontario and Quebec. For example, we are asked to institute journeymen rates in many cases where it is denied that the individual concerned qualifies as a journeyman. Then we are confronted with certain classifications quite foreign to the usual craft union set-up as related to the construction trades or the shipbuilding industry. Then again the terms "lead hand" or "charge hand" have been used connoting something entirely different to their accepted meaning in the shipbuilding industry.

As pointed out, the Memorandum of Understanding provided:—

> "That arrangements be made for the making of a careful study having in view a reclassification and an evaluation of jobs."

As far as we have been able to learn nothing has been done by the parties pursuant to this proviso. In our opinion the case as presented by the Union contemplates that reclassification and job evaluation is precisely what is required with respect to the maintenance staff in order to deal properly with this case.

Accordingly, we recommend to the parties that by agreement they undertake such a survey and if they can agree jointly present the results to this Board for approval. If they cannot agree to even undertake such a joint survey and notify us to that effect within a reasonable time we shall appoint a competent referee to make a factual study and report to the Board, when we shall dispose of the case.

In the meantime we shall retain the matter in the hope that the parties will agree to making a joint survey as contemplated by the Memorandum of Understanding.

February 17, 1944.

[1] L.G., April, 1943, p. 439.
[2] L.G., Oct., 1943, p. 1346.

Re: Canada Packers Limited, Swift Canadian Company Limited and Burns and Company Limited and United Packinghouse Workers of America

Reasons for Decision

(Oral Decision)

In the packers' cases which we heard this morning, we have had an opportunity to confer during the adjournment, and we are now prepared to dispose of them.

In the appeal of the union in the Canada Packers Limited case, the increase which was granted by the Regional Board and designated as a war premium will be sustained, except that the increase is to be treated as part of the base rate rather than the so-called war premium.

The labour rate was evidently given careful consideration by the Regional Board with respect to local conditions in Winnipeg, and we feel that we should not disturb its judgment, except to provide that the rate should be established as a range of 45 cents to 50 cents an hour. This will enable the employer to grant increases within the range without restriction as to time, and at the same time dispose of any complaint of individual discriminatory treatment amongst employees.

In the joint appeal in the Burns and Company Limited case the result will be the same as in the Canada Packers' case.

In the Swift Canadian case, where the appeal is also a joint one, the same result will obtain as in Canada Packers, except that the appeal as to overtime is dismissed.

February 21, 1944.

Re: Canadian Industries Limited, Montreal, Que.

Reasons for Decision

This is an application for leave to appeal from a decision of the Manitoba Regional War Labour Board refusing authorization to the Company to extend cost of living bonus payments to employees receiving between $300 and $350 monthly under Section 44 of P.C. 5963.

From the material filed it would appear that the Manitoba Board has evolved a policy as to Manitoba employers that it would not extend cost of living bonus payments to employees earning more than $250 a month.

The Company seems to take the position that because other Regional Boards have extended cost of living bonus payments to employees earning up to $350 per month, as a national employer it should be entitled to a reversal of the Manitoba Board's decision.

We prefer the viewpoint that the Regional Board is master in its own house in Manitoba. It has exercised a proper discretion as we judge it on relevant and correct principles. We do not think we should interfere. Accordingly leave to appeal must be refused.

February 21, 1944.

Re: Canadian Liquid Air Company Limited and Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1

Reasons for Decision

(Oral Decision)

We think we can proceed to dispose of this matter now. The whole question really has to do with the interpretation of section 25 of P.C. 5963. The Regional Board in this case seems to have dealt with the matter on the basis of the wages generally prevailing in the locality, and perhaps given no consideration, or we see little evidence of consideration, to the matter of substantially similar jobs, positions or occupational classifications.

The comparison with the shipyards, we feel, cannot be sustained in dealing with this case. After all this company has some nine other branches. Those are exactly similar industries. Comparison might well have been made with chemical industries, or with artificial or natural gas industries, or something of that kind, but to make a comparison with the shipyards is, in our opinion, a violation of section 25.

The union case, as far as we can analyse it, seems to be based entirely upon comparison with the shipyard industry. It may be that wages in B.C. are higher as compared with the rest of Canada. No doubt they are. However, that does not mean, in our opinion, that the wage earners in the rest of the country should be sustaining the higher wages in B.C. necessarily.

Accordingly the appeal will be allowed.

The question of overtime which was raised in the union's brief here for the first time, and apparently not actually dealt with by the Regional Board, will have to be dealt with by that Board, the theory, of course, being that we are in an appellate position and any parties have the right to have a matter twice heard, which would not be the case if we dealt with it as if we had original jurisdiction.

February 21, 1944.

Re: Clark Ruse Aircraft Limited (Lakeburn, New Brunswick) and United Steel Workers of America, Local 2889

Reasons for Decision

This is an application for leave to appeal from a finding and direction of the Regional War Labour Board for New Brunswick, dated October 14, 1943, refusing an application by the Union for the full cost of living bonus.

The plant was established in the fall of 1942 and in the summer of 1943, the Company and the Union collaborated in the setting of a schedule of wage rates based upon job analyses and fresh classifications. The Regional Board approved the new rates, but

declined the application for the full bonus. The cost of living bonus then being paid was $1.85 (now $2.20).

The Regional Board could accede to the application only if it found that an inequality or unfairness resulted for the employees concerned from a comparison, within the industry, of wage rates and cost of living bonuses combined. The only source of jurisdiction is the proviso added to section 34 (3) of the Wages Control Order (P.C. 5963) and Regional Boards must exercise their discretion within the limits laid down in the Order in Council.

The Union's case rests on the contention that aircraft plants in the Montreal area and elsewhere, and particularly a plant of the Canadian Car & Foundry Limited located at Amherst, N.S., are paying the full bonus. It must first be observed that we are concerned with a repairing and overhauling plant and comparisons are not to be made with the aircraft manufacturing industry. With regard to the Amherst plant, it is not shown that when wage rates and cost of living bonus are combined the result indicates any unfairness to the employees concerned in this appeal.

We are faced however with the action of the Nova Scotia Regional Board who on the basis of the "practice generally prevailing in the locality" have granted the full bonus to the employees of the Dartmouth, N.S. plant of the Company concerned in this appeal, presumably on the basis that the full bonus was being paid to the Canadian Car plant at Amherst. The basic rates and bonus were the same in both the Lakeburn and Dartmouth plants of the Clark Ruse Company. The Nova Scotia Board seems to have disregarded the terms of the Order in Council under which it, as well as ourselves, operate. There was no choice to be made between the locality provision of section 25 and the rules of section 34 (3), to suit a board's convenience in disposing of an application. When an application involved the cost of living bonus, the provisions of section 34 (3) and of no other directed the Board's action.

We think the New Brunswick Board was right in its decision and, so far as our present information goes, that the Nova Scotia Board was wrong. We will therefore dismiss the appeal.

February 21, 1944.

Re: La Compagnie Legare, Limitée (Quebec, P.Q.)

Reasons for Decision

This is an appeal by the employer from a decision of the Quebec Regional Board, dated December 7, 1943, declaring that two employees of the appellant company are not above the rank of foreman or comparable rank.

The employees concerned are styled Manager of the Quebec Division and Branch Manager at Quebec City respectively. They receive salaries of more than $250 per month and, as a result, the presumption is that they are to be controlled by the Salaries Order and not by the Wages Order (see section 13 (2) of P.C. 5963 and the decision in the Canadian Aircraft Instruments and Accessories case,* dated January 13, 1944).

In the description of duties supplied by the Company, there is no clear indication that they are merely supervisory, but rather that the responsibilities involved have an executive character.

The appeal will be allowed.

February 21, 1944.

*L.G., Feb., 1944, p. 162.

Re: Parke, Davis and Company (Windsor, Ontario) and C. A. Magnan

Reasons for Decision

An appeal from a decision of the Quebec Regional Board, dated December 18, 1943.

The employee concerned is a salesman and on the effective date of P.C. 5963 was remunerated by flat monthly salary plus a 5 per cent commission on the amount of sales originating in a given territory in excess of a fixed quota. The application was for authorization to increase the sales quota by $8,000 on the ground that the area assigned to Mr. Magnan had been enlarged. No change was requested in the amount of either the monthly salary or the commission rate. The Regional Board not only declined the application with respect to this particular employee but went further and ordered the Company to

> "re-establish the same rule or practice of remuneration as was prevailing on November 15, 1941, and to adjust the difference in said wages including commissions to any salesmen in the Province of Quebec, whose working conditions or remunerations have been affected by the mentioned changes."

What happened was that the Company had eliminated one of its sales territories and subdivided it among five salesmen. It would appear from the record that the change has been approved by the Regional Board in the case of at least one of the five men involved.

Now the Regional Board, reversing itself, finds that there has been a contravention of Section 23 (1) of the Order in Council (P.C. 5963) prohibiting the decrease of wage rates by the alteration of working conditions.

The matter must be considered not under Section 23 (1) but rather under Section 18:—

> "No employer shall decrease a range of wage rates or a single wage rate calculated on a time or commission basis forming part of the basic scale of wage rates paid by him on November 15, 1941."

In the Safeway Stores Limited case[1] this Board has said that what in essence was stabilized by the Wages Control Order was their basis of calculation. In this case the increase in the sales quota is offset by an enlarged opportunity to earn commissions. Whether the one is in line with the other is a matter for consideration in the case of each salesman affected by the change. There is no evidence in this instance that the stabilized "wage rate" has been decreased and the employee has accepted the new arrangement.

Therefore the order of the Quebec Regional Board, dated December 18, 1943, will be set aside and the appeal in respect of Mr. Magnan is allowed.

February 21, 1944.

[1] L.G., Oct., 1943, p. 1352.

Re: James Pender & Company Limited (Saint John, New Brunswick) and United Steelworkers of America, Local No. 2957

Reasons for Decision

By leave of the Regional War Labour Board for New Brunswick, this appeal is taken by the Union from a Finding and Direction of that Board, dated November 5, 1943.

The Company is a division of the Dominion Steel and Coal Corporation Limited and operates a wire and nail mill. The Union's application was for a general wage increase based from a minimum hourly rate of 50 cents and certain increases in piece-work rates: broadly speaking, a 10 cent increase. It contended for the rates paid in the nail and wire mill of the Dosco steel plant at Sydney, N.S.

The Regional Board appears to have given the application careful consideration. Rather than establish parity with the Sydney rates, it preferred keeping the Pender rates in line with those generally paid in the Saint John area. As a consequence it ordered a 3 cent hourly increase with a roughly equivalent percentage increase in piece-work rates.

Having thus exercised its discretion under section 25 of P.C. 5963, that is upon the basis of local comparison, can we say, reviewing the case as a board of appeal, that the principle proceeded upon was erroneous. We have just pointed out in the Trenton Steel Works case (February 10, 1944) that the Steel rates at Sydney came into existence as the result of a special Order in Council (P.C. 689) and that the discretion of war labour boards in administering the provisions of P.C. 5963 remained unfettered.

The Regional Board in this case properly viewed its responsibility and weighed what it considered to be the circumstances material to the case, among which the Company's future ability to pay. Having arrived at a decision upon that basis, we are not disposed to interfere with it, because in our view it was no error of principle in this case to have adopted a local comparative base.

We must therefore dismiss the appeal.

February 21, 1944.

Re: Messrs. Pollard & Pike Ltd., G. H. Wheaton, Parfitt Brothers Ltd., Luney Brothers Ltd., Williams, Trerise & Williams Ltd., Victor Leigh, Leslie G. Scott, E. H. Shockley, A. McKinty, Walter B. Revercomb, all of Victoria, B.C. and members of Victoria Builders' Exchange, Ltd., and United Brotherhood of Carpenters and Joiners of America, Local No. 1598

Reasons for Decision

This is an application for leave to appeal from a decision of the British Columbia Regional Board who by Finding and Direction, dated November 2, 1943, directed some ten members of the Exchange to increase the basic hourly rate of construction carpenters from 90 cents to $1. The Regional Board refused leave to appeal.

The effect of the decision under appeal is to raise the construction carpenter rate in Victoria to the Vancouver level. In the past, there have been times when the rates were the same and in fact they were stabilized at 90 cents following collective agreements in September, 1942. During the summer of 1943, a process of wage increase was initiated by the Regional Board for which no support appears in the Order in Council (P.C. 5963)

which gave the Board its existence and authority. The Vancouver rate was increased to $1 and then Vancouver contractors were permitted to pay the increased rate on their jobs in Victoria. The Western Labour Board adopted the new rate for government and defence projects. No appeals have been taken from these decisions. The result has been the establishment of a new rate which the Union local in Victoria naturally sought to obtain from the remainder of the employers in Victoria and the Regional Board has seen fit to take the new rate as a basis of comparison. This case affords a typical illustration of the ineffectiveness of section 25 as a wage control measure when the comparative formula is cut loose from the anchor date (November 15, 1941).

However to allow the appeal would be to create difficulty and upset what now appears to be a settled rate in the area.

In the circumstances, we think the application should be denied.

February 21, 1944.

Re: Schell Transports Limited (Woodstock, Ontario)

Reasons for Decision

An appeal from a decision of the Ontario Regional Board, dated December 4, 1943.

The appellant operates a motor freight transportation service in Western Ontario and has eight branch managers located at various points. When the control order became effective on November 15, 1941, the weekly remuneration of these employees ran from $36 at Woodstock to $50 at Windsor. The Company states that there was no particular basis used to fix individual salaries and that they were increased according to general ability, regardless of location or volume of business. Its contention is that it was paying a "range of wage rates" and, under the blanket authorization of section 24 (1) of P.C. 5963, that it had been permitted to grant increases within the limits of the range ($36-$50). The Regional Board took a different view and held that each branch had to be considered separately and that there was no range in effect for the occupational classification involved.

Section 17 (1), we think, supplies the answer to the problem presented by this appeal, in the following terms:—

> "A range of wage rates means, for the purposes of this Order, a group of two or more wage rates inclusive of the highest and lowest wage rates in such group, paid by an employer in respect of jobs or positions or an occupational classification involving the performance by the employees therein of similar work or duties and requiring a similar type and degree of skill, such wage rates varying with respect to the relative merit, skill, length of service or other matters of a like nature, of such individual employees."

There is nothing in this definition to limit its scope to employees working in a given locality or establishment. Further, no feature appears in this case to negative the proposition that all of these branch managers belonged to the one occupational classification. Upon those premises, the appellant was correct in assuming that, without authorization, it could increase wages within the limits of the range.

Consequently, we think the appeal should be allowed.

February 21, 1944.

Re: The Canadian John Woods Company Limited and Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1

Reasons for Decision

(Oral Decision)

In this appeal we have the advantage of a report from the Regional Board, which must be taken to know the local circumstances pretty well, and better than we do. It is quite apparent from that report that the Regional Board's opinion of the submission by the union was that it was quite inaccurate as to rates. Rates had been increased on two or three occasions, and in fact at the time this application was launched increases had been granted but a short time before.

Then that means that the Regional Board has taken the viewpoint that direct comparison with the shipyard rates is not a proper one in the case of this company. We feel that we cannot interfere with their discretion in any way, so the appeal will be dismissed.

February 22, 1944.

Re: Dominion Engineering Works (Longueuil Plant) and International Association of Machinists, Lodge 1596

Reasons for Decision

(Oral Decision)

We are all of the opinion that this appeal must be allowed, and the decision of the Quebec Regional War Labour Board, as evidenced in their letter of October 6, 1943, will be restored.

In order that there shall not be any further difficulties about the interpretation of what we mean, we put it this way, that the normal working week is to be regarded as fifty-four hours, and that the weekly wage presently being obtained will be divided by fifty-four in order to ascertain the hourly rate.

After fifty-four hours in any week, time and a half will be applied.

It appears that the original application here was made about June 25, 1943, but the Regional Board, for some reason or other that we do not know, did indicate in one of its findings that the award should be retroactive to July 20, 1943. We will adopt the same basis.

February 22, 1944.

Re: Machinery Service Limited and International Association of Machinists, Lodge 631

Reasons for Decision

(Oral Decision)

We are all of the opinion that, under section 34 of the Order P.C. 5963, there is no doubt that these employees are legally entitled to cost-of-living bonus which was not paid at the then rate of sixty cents, and no matter what has transpired in the way of adjustment and so on, we feel that we can do nothing arbitrary about taking away a legal right.

With regard to the question of vacations with pay, evidently there was an agreement contemplated, and, we are informed, subsequently authorized, which started the qualifying period as at December 31, 1943. For all practical purposes with the plant closing down at the end of the month, that would mean that only two days could be qualified for, and in view of the fact that the plant is closing down, those who will be leaving should be entitled to two days' pay in lieu of the vacation, which they would have been entitled to had the company decided to continue in operation.

Therefore there will be a finding and direction that the employees affected are entitled to the back cost-of-living bonus applied for, but that the order will apply only to those who are presently in the employ of the Company. The same employees will also be entitled to receive two days' pay in lieu of vacations with pay.

February 24, 1944.

Re: Royal York Hotel (Toronto) and Hotel and Restaurant Employees International Alliance and Bartenders International League, Locals 299 and 7

Reasons for Decision

(Oral Decision)

We are all of the opinion that this application must be treated as one asking for an increase of ten dollars a month right across the board, and five cents per hour for hourly rated employees.

Now it may be that there are instances in the schedule of low wages, but this is not the way to establish the proposition that everybody is entitled to an increase.

There is besides that, a matter that weighs a great deal with us. On the 13th March, 1943, an agreement was entered into, and regardless of the exact wording of clause 17, we are of the opinion it was entered into in good faith, and for a comparatively short period of fifteen months.

We are all very strongly of the opinion that these agreements cannot simply be wiped out by application to these Boards and they must be taken to have been made in good faith, and it is a fundamental proposition that they should be carried through. There are instances where the Boards have interfered in connection with wages during the currency of an agreement, in most of the cases with adjustments, and that sort of thing, but to give effect to this application would simply mean, as far as the wages are concerned, a complete scrapping of an agreement which runs until June 30th next.

Therefore we feel that we have no alternative but to dismiss the application.

February 24, 1944.

Re: The Slingsby Manufacturing Company, Limited (Brantford, Ontario)

Reasons for Decision

This is an appeal from a decision dated October 20, 1943, of the Ontario Board declining a joint application of the Company and the Council of its employees for permission to inaugurate a 2½ cents premium for time worked between 7 p.m. and 7 a.m. and to increase present differential to 5 cents in the case of the small number of steady night workers now receiving 2½ cents. The Regional Board granted the required leave to bring the appeal.

The Company is largely engaged in production for war purposes and workers are employed at night by rotation with the exception of about 15 who work continuously at night, and who have been receiving an hourly bonus of 2½ cents. The Regional Board refused the application because no other industry in Brantford was paying a night-work differential.

Section 29 (P.C. 5963) was the governing provision in a case of this kind. Its terms are perhaps more elastic than those of section 25, although the comparative basis, as a "principle of (the) Order", still remains at the root of it. But comparison need not always be confined within a locality; it can extend to other areas.

Premium for night work is a growing practice in war industries. Peterborough and Windsor, for instance, are districts in which it prevails. On comparison with those localities, we think that approval should have been given to the application in so far as it relates to the rotating shift workers; but we do not think that there should be a further differential to the steady night workers.

We shall therefore allow the appeal to the extent indicated subject, however, to the provision that the premium shall be excluded from the base rate in the computation of over-time.

February 24, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Recent Proceedings under the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the LABOUR GAZETTE publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seen expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appear in the current issue of the LABOUR GAZETTE.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Recent Proceedings under the Industrial Disputes Investigation Act

IN the month of February three Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:

(1) Between Consolidated Plate Glass of Canada, Limited, Hobbs Glass, Limited, J. P. O'Shea Company, Limited, Pilkington Bros. (Canada), Limited, and Star Glass Company, all of Montreal, P.Q., and their employees, members of Local No. 1135, Brotherhood of Painters, Decorators and Paper Hangers of America.

(2) Between Central Aircraft, Limited, London, Ont., and its employees, members of the Central Aircraft Workers' Association, Unit 2 of the Canadian Aircraft Workers' Association (C.C.L.).

(3) Between the Dominion Textile Company, Limited (Mount Royal, Colonial and Hochelaga Mills), Montreal, P.Q., and employees, members of Local 102, United Textile Workers of America (A.F. of L.).

Applications Received

Seven applications* for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour during the month of February. These were:—

(1) From employees of Research Enterprises, Limited, Leaside, Ont., members of the Association of Technical Employees. The dispute concerned union recognition and the negotiation of a collective labour agreement and was said to affect 300 employees directly and 7,500 indirectly. The applicant union was advised that a board could not be established in this case, as the bargaining agency of all the employees of the company had been previously determined in accordance with the provisions of Order in Council P.C. 10802, applying to Crown Companies, and an agreement entered into between the company and the United Steelworkers of America.

(2) From employees of the Union Steamship Company, Limited, Vancouver, B.C., members of the British Columbia Seamen's Union. The dispute, which arose over the union's request for the negotiation of a collective labour agreement, was said to affect 173 employees directly and 224 indirectly. On February 4, Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

(3) From employees of the Anglo Canadian Pulp and Paper Mills, Limited, Shipbuilding Division, Louise Basin, P.Q., members of the Quebec Professional Union of Construction Workers. The dispute, which was said to affect 1,400 employees directly and 2,100 indirectly, concerns union recognition and the negotiation of a collective labour agreement. Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized on February 22, as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(4) From employees of the Langley Manufacturing Company, Limited, Granville Island, Vancouver, B.C., members of Local 2765, United Steelworkers of America. The dispute, which developed out of the union's request for the negotiation of a collective labour agreement including clauses providing for maintenance of membership, check-off, seniority, promotion, demotion and proper adjustment of grievance procedure, was said to affect 45 employees directly and 11 indirectly. On February 16, Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

(5) From employees of the Halifax Shipyards, Limited, Halifax, N.S., members of Local 1, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.). The dispute, which arose out of the union's request for the negotiation of an agreement providing for the check-off of union dues and a closed shop, was said to affect 2,250 employees directly and 250 indirectly. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was authorized on February 17, as Industrial Disputes Inquiry Commissioner to investigate the dispute.

(6) From employees of the Dairy Pool Cooperative Association, Limited, Prince Albert, Sask., members of Local 241, United Packinghouse Workers of America. The dispute, which was said to affect 27 employees, concerns union recognition.

(7) From employees of the Dominion Forge and Stamping Company, Windsor, Ont., members of Local 195, United Automobile Workers of America. The dispute which developed out of the union's request for the inclusion of certain additional clauses in the existing agreement covering piece work, classifications and seniority, was said to affect 480 employees. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., was authorized on February 29, as Industrial Disputes Inquiry Commissioner to investigate the dispute.

* By P.C. 9384, the National and Regional War Labour Boards are specifically charged with the duty of adjudicating wage demands. Therefore all applications for the establishment of Boards of Conciliation and Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the applicants are referred to their respective War Labour Board.

Boards Fully Constituted

Horseshoe Lake Mining Company, Ormiston, Sask.—Reference was made in the January issue of the LABOUR GAZETTE, p. 46, to the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Horseshoe Lake Mining Company, Ormiston, Sask., and its employees, members of Local No. 2, Sodium Sulphate Workers' Union (C.C.L.). During the month, the personnel of the Board was completed and is as follows: His Honour Judge J. H. McFadden, Arcola, Sask., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Mr. D. S. MacDonald, Regina, Sask., and Professor John E. L. Graham, Winnipeg, Man., appointed on the nomination of the employer and employees respectively.

Johnson Wire Works, Limited, Montreal, P.Q.—The constitution of the Board of Conciliation and Investigation established to deal with a dispute between the Johnson Wire Works, Limited, Montreal, P.Q., and its employees, members of Lodge 1758, International Association of Machinists (L.G., Feb., 1944, p. 174), was completed during February. The personnel of the Board as originally constituted was as follows: Honourable Mr. Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. D. A. Paterson and Paul Fournier, both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively. On February 12, Mr. Paul Fournier informed the Department that owing to unforeseen circumstances it would not be possible for him to act as a member of the Board and tendered his resignation. Subsequently the applicant employees submitted the name of Mr. George Smith, Verdun, P.Q., to replace Mr. Fournier on the Board and his appointment was confirmed.

Dominion Engineering Works, Limited, Longueuil and Lachine, P.Q.—The Board of Conciliation and Investigation established on January 27, to investigate a dispute between the Dominion Engineering Works, Limited, Longueuil and Lachine, P.Q., and its employees, members of Lodges 1660 and 1596, International Association of Machinists (L.G., Feb., 1944, p. 174) was fully constituted on February 14. The personnel of the Board is as follows: Mr. F. W. Edge, Montreal, P.Q., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. Hector M. Sparks, Hampstead, P.Q., and George Smith, Verdun, P.Q., appointed on the nomination of the employer and employees respectively.

Other Disputes Referred to Industrial Disputes Inquiry Commissioners

West Coast Shipbuilders, Limited, and Hamilton Bridge (Western), Limited, Vancouver, B.C.—On February 2, Honourable Mr. Justice S. E. Richards, Winnipeg, Man., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between West Coast Shipbuilders, Limited and Hamilton Bridge (Western), Limited, Vancouver, B.C., and their employees, members of eight trade unions (L.G., Dec., 1943, p. 1674). Following Board procedure, and the rejection of the majority report of the Board by the applicant unions, officers of the Department of Labour located in Vancouver, B.C., arranged several conferences between the parties to explore the possibility of securing a settlement of the dispute but without success. An application was then made to the Minister of Labour for the taking of a strike vote under the provisions of Order in Council P.C. 7307. With a view to the possibility of settling the dispute without recourse to the taking of a strike vote, the Minister of Labour authorized Mr. Justice Richards to investigate.

Aluminum Company of Canada (Kingston Works), Kingston, Ont.—An application for the establishment of a Board of Conciliation and Investigation was received from employees of the Aluminum Company of Canada (Kingston Works), Kingston, Ont., members of Local 54, International Association of Machinists and Local 43, International Union of Aluminum Workers of America (L.G., Feb., 1944. p. 174). On February 23, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Inquiry Commissioner to investigate and report on the application.

Industrial Disputes Inquiry Commission at Shawinigan Falls, P.Q.

Aluminum Company of Canada, Shawinigan Falls, P.Q.—On February 7, the Industrial Disputes Inquiry Commission which was established as a result of a dispute between the Aluminum Company of Canada, Shawinigan Falls, P.Q., and its employees, members of the International Union of Aluminum Workers (L.G. Feb., 1944, p. 175), was full constituted.

The personnel of the Commission, which is to investigate the union membership of the employees of the company at Shawinigan Falls, P.Q., is as follows: Mr. Cyprien Miron, Montreal, P.Q., chairman, nominated by the Quebec Department of Labour; Messrs. Paul Fournier, Montreal, P.Q., and Hervey Pelletier, Shawinigan Falls, P.Q., appointed on the nomination of the International Union of Aluminum Workers and the National Catholic Syndicate of Aluminum Workers of Shawinigan Falls, respectively.

Application for Strike Votes

Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ont. — On January 26, 1944, the Department received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ont., and its employees, members of Local 189,

United Rubber Workers of America (L.G., Feb., 1944, p. 181). On February 5, the company advised the Department that it was not prepared to implement the unanimous recommendation of the Board, that the new agreement between the parties concerned should contain a maintenance of membership clause. On being advised as to the attitude of the company toward the recommendation of the Board, the applicant union requested that a strike vote be taken under the provisions of Order in Council P.C. 7307. On February 24, the Minister of Labour granted the application of the employees for the taking of a strike vote. However, before proceeding to make the necessary arrangements for the taking of this vote, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., was instructed to endeavour to arrange a meeting of the interested parties with a view to bringing about a settlement of the matters at issue without recourse to strike vote procedure.

Dominion Textile Company, Limited (General Machine Shop and Merchant Branches), Montreal, P.Q.—On November 2, the Department received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Textile Company, Limited (General Machine Shop and Merchant Branches), Montreal, P.Q., and its employees, members of Local 102, United Textile Workers of America (A.F. of L.) (L.G., Dec., 1943, p. 1657). On November 17, the Department was advised by the applicant union that the union was accepting the recommendation of the majority report of the Board which recommended that Local 102, United Textile Workers of America be recognized by the company as bargaining agent of the employees concerned. The company addressed a letter to the Canadian representative of the union on November 25, advising him that the management was prepared to negotiate with the union, as soon as it had been established that the applicant union represented a majority of the employees affected by the production of membership records, and financial statements. The union refused to make these documents available and requested that a strike vote be taken in accordance with the provisions of Order in Council P.C. 7307. The Minister of Labour granted the request of the applicant union for the taking of a strike vote. However, before proceeding with the vote, Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., was instructed to endeavour to bring about a settlement without recourse to strike vote procedure.

Montreal Cottons, Limited, Valleyfield, P.Q.—The majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between Montreal Cottons, Limited, Valleyfield, P.Q., and its employees, members of Local 100, United Textile Workers of America (A.F. of L.) (L.G., Dec., 1943, p. 1666) were received in the Department on November 6, 1943. Subsequently, the union representative advised the Department that his organization accepted the recommendation of the Board as a basis for the negotiation of a collective labour agreement. The majority report of the Board recommended that the company recognize Local 100, United Textile Workers of America, as the bargaining agent of its employees. The Company disagreed with the union's claim that it represented a majority of the employees affected and insisted that a Commissioner should be appointed to examine the union's membership records. On February 28, the Department received from the union a request for the taking of a strike vote in accordance with Order in Council P.C. 7307. The request of the applicant union for the taking of a strike vote was granted by the Minister of Labour. However, Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., was instructed to endeavour to arrange a meeting of the interested parties with a view of bringing about a settlement without recourse to strike vote procedure.

Dominion Textile Company, Limited (Mount Royal, Colonial and Hochelaga Mills), Montreal, P.Q.—On February 18, the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Textile Company, Limited (Mount Royal, Colonial and Hochelaga Mills), Montreal, P.Q., and its employees, members of Local 102, United Textile Workers of America (A.F. of L.) (L.G., March, 1944, p.). The majority report of the Board recommended against the recognition of Local 102, United Textile Workers of America as the bargaining agent of the employees. On February 28, the union representative advised the Department that his organization was unable to accept the recommendation of the Board of Conciliation and Investigation and requested that a strike vote be taken in accordance with the provisions of Order in Council P.C. 7307. The Minister of Labour granted the request of the applicant union for the taking of a strike vote. However, Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., was instructed to endeavour to arrange a meeting of the interested parties with a view to bringing about a settlement of the matters at issue without recourse to strike vote procedure.

Settlements

Certain Glass Companies, Montreal, P.Q.—The unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Consolidated Plate Glass Company of Canada, Limited, Hobbs Glass, Limited, J. P. O'Shea Company, Limited, Pilkington Bros. (Canada), Limited, and the Star Glass Company, all of Montreal, and their employees, members of Local 1135, Brotherhood of Painters, Decorators and Paper Hangers of America (see Report below) was accompanied by five similar agreements signed by the employing companies involved and the representative of the applicant union. The memorandum of agreement in each case was appended to the report of the Board appearing at the conclusion of this section.

Canadian Marconi Company, Limited, Montreal, P.Q.—On February 10, the Department was supplied with a copy of a renewal agreement which had been signed between the Canadian Marconi Company, Limited, Montreal, P.Q., and its employees, members of Division 59, Canadian Marconi System, Commercial Telegraphers' Union (L.G., Jan., 1944, p. 54).

C. S. Hyman Company, Limited, London, Ont.—On February 11, at the request of the applicant union, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the C. S. Hyman Company, Limited, London, Ont., and its employees, members of Local 25, Shoe and Leather Workers Organizing Committee (L.G., Dec., 1943, p. 1649) was withdrawn, an agreement having been signed between the interested parties.

Report of Board in Dispute between Consolidated Plate Glass Company of Canada, Limited, Hobbs Glass, Limited, J. P. O'Shea, Company, Limited, Pilkington Bros. (Canada), Limited, and Star Glass Company, all of Montreal, P.Q., and their employees

On February 1, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Consolidated Plate Glass Company of Canada, Limited, Hobbs Glass, Limited, J. P. O'Shea, Company, Limited, Pilkington Bros. (Canada), Limited and Star Glass Company, all of Montreal, P.Q., and their employees, members of Local 1135, Brotherhood of Painters, Decorators and Paper Hangers of America (L.G., Oct., 1943, p. 1358).

The personnel of the Board was as follows: His Honour Mr. Justice Wilfrid Lazure, Montreal, P.Q., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. Auguste Mathieu, K.C., and Isidore Ballon, K.C., both of Montreal, P.Q., appointed on the nomination of the employer and employees respectively.

The report of the Board follows:—

Report of Board

MONTREAL, January 27, 1944.

Re: Industrial Disputes Investigation Act and re dispute between Consolidated Plate Glass of Canada Ltd., Hobbs Glass Ltd., Star Glass Company, all of Montreal, and employees, members of Glass Workers Local Union No. 1135, Brotherhood of Painters, Decorators and Paper Hangers of America, and J. P. O'Shea Company Ltd., and Pilkington Brothers Limited.

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR,

As members of the Board of Conciliation duly appointed to investigate the above matter, we have now the honour to submit the following report.

We may say at first that the glass workers of the City of Montreal and also of the whole province were not formed into any labour association before 1943; that they were receiving for their work comparatively low wages and, no doubt on account of their inexperience, they were suspicious about entering into any agreement with their employers, though they would not listen to anything but a shop agreement with them, and they even wanted our Board to order a full recognition of a closed shop union; this last claim was not even mentioned in their petition to your department.

Finally both parties were willing to sign a shop agreement, but including a schedule fixing the rate of wages to be paid. We immediately and repeatedly told the parties that our Board had no jurisdiction over the settlement of any question of wages and that this was clearly the law. Notwithstanding our suggestion to that effect, the employees absolutely refused to go before the National or Regional Labour Board or before the Provincial Minimum Wage Commission in order to settle their dispute regarding the

rate of wages; as we were facing a deadlock with our investigation, our Board finally agreed to listen to and preside over their discussions as to this matter, but with the clear understanding that they would finally sign an agreement including all the matters in dispute and also that the salary question will have to be submitted to and approved of by the Regional Labour Board and the Minimum Wage Commission before it comes into force.

We clearly understood that we had no jurisdiction to settle any dispute regarding wages, but we thought that if a full agreement was signed, containing the settlement of all their differences, it would be advantageous for all the parties concerned, and even so for the Regional Labour Board and the Provincial Commission. After numerous meetings with the parties, we finally succeeded in having the workers sign an agreement with the five interested companies. We have met with the representatives of the Minimum Wage Commission and we have arranged with them to have the schedule of wages adopted for all the glass workers of the province; this requisition was strongly demanded by both parties to the agreement.

We are enclosing herewith an original memorandum of agreement duly signed by the different parties concerned, and you will find also annexed thereto a copy of a resolution by the Local Union 1135, authorizing President Boisvert and Secretary St-Pierre, with organizer Fred Mollineux, to sign agreements with the various companies. The agreements have a retroactive effect to the first of January, 1944.

You will notice that in paragraph 22, the agreement has to be approved by the Regional War Labour Board and the parties wanted us to respectfully ask you to request the Regional War Labour Board to approve their agreement, specially the clause relating to the question of wages. No doubt that the members of the Labour Board will be only too glad to approve this proposed and accepted schedule of wages, as its arrangement has necessitated a lot of work and argument.

We may add that finally all the parties were entirely satisfied with the work of the Board and have promised to work in harmony for their mutual benefit.

We are enclosing herewith the following documents:

(a) Five memorandums of agreement signed by the parties concerned and one copy of resolution by local union 1135;*

(b) Briefs and documents submitted by the parties concerned;

(c) Documents that we have received from you and that the party concerned does not wish to retain;

(d) The oath of office taken by the three members of the Board;

(e) Statement of sittings.

We have the honour to be, Sir,

Your obedient servants.

(Sgd.) Wilfrid Lazure,
(Sgd.) Isidore Ballon,
(Sgd.) Auguste Mathieu.

Memorandum of Agreement

BETWEEN

Glass Workers Local Union 1135, of the Brotherhood of Painters, Decorators and Paperhangers of America, a body having its head office in the City of Montreal herein acting and represented by the undersigned, duly authorized for the purpose hereof by and in virtue of a resolution passed at a meeting held on the 7th day of January, nineteen hundred and forty-four; a certified copy whereof has been annexed to the original of these presents after having been signed by the parties hereto, for identification,

AND

(Name of Company)

This agreement is entered into between Glass Workers Local Union 1135 of the Brotherhood of Painters, Decorators and Paperhangers of America, hereinafter called the "Union", the Party of the first part, and ..... Company, hereinafter called the "Employer", the Party of the second part, for the purpose of preventing and adjusting misunderstandings by establishing rules governing wage rates and conditions of employment.

1. The Superintendent, working for the employer, is not to belong to the Union.

2. The Union agrees that there shall be no slowdown, strike or other stoppage or interference with work and the employer agrees that there shall be no lockouts, and it is expressly agreed upon that, in case of a slowdown, strike, stoppage or interference with work or lockout, the present Agreement shall be considered *ipso facto* as null and void and the parties in the same condition as if they had never dealt between themselves and free to proceed as they may consider in their own interests.

3. The employer agrees to pay to the members of the Union the minimum wage

*(A sample of the agreements signed by the parties is appended hereto).

rates hereunder or any higher rates up to the maximum wages hereunder;—But a higher rate of wages may be paid to any worker if agreed between employer and employee and if within the limit of the maximum rate that may be fixed by the Minimum Wage Commission or the Regional Labour Board.

RATES PER HOUR

Category I Foreman

Category II

	Minimum	Maximum
Group 1		
Bevelling, rougher	55	68·2
Bevelling, smoother	52	68·2
Wheel cutters	61	81·4
Speak-hole workers	52	68·2
Cash-hole workers	52	68·2
Silverers (table or spray)	48	67·3
Art glass painters (pattern men)	..	....
Designers	..	....
Lead glaziers	45	68·2
Lead cutters	45	68·2
Ornamenters	45	49·5
Acid etchers	..	....
Plate glass cutters	52	69·3
Sheet glass cutters	48·5	72·3
Plate glass setters	50	77
Vitrolite setters	49	66
Metal setters	49	66
Full time shippers	57	77
Benders	..	....
Group II		
Emery belt workers	52	62·7
Polishers and buffers	48·4	57·2
Scratch polishers	48·4	57·2
Spinners	47	62·7
Examiners	48·4	57·2
Packers	48·5	62·7
Sandblasters	..	57·2
Group III		
Ordinary drillers	..	....
Silverers' helpers (including mirrors strippers and workers on specialty mirrors	45	52·1
Truck drivers	45	58·9
Cementers	45	49·5
Group 4		
Labourers	45	51·7
Group 5		
Apprentices	30	43·1
Group 6		
Temporary employees (unskilled)	..	....
Group 7		
Engineers (Ordinance 6)	..	....
Group 8		
Watchmen (Ordinance 4)	..	....
Group 9		
Office employees (Ordinance 4)	..	....

4. The rates of wages paid, as at January 1, 1944, by the employer to the Members of the Union are increased by 10 per cent as from that date, any fraction to be computed to the nearest cent or half cent, leaving aside although the rates paid to the apprentices. The provisions of this paragraph however, shall not oblige the employer to pay any higher wage than the maximum set out in paragraph 3 above, without prejudice to any higher rate which may be agreed between the employer and employees as mentioned in the said paragraph.

4a. Notwithstanding the minimum rates mentioned above, the minimum rates for the female workers will be 40 cents per hour instead of 45 cents and this for the period of one year from the date of this contract; after said period, the minimum wage rates for female workers will be the same as the minimum wage rates granted to men.

5. The rates of wages already fixed by agreement or otherwise, on the date of the execution of the presents, for all work, operation or occupation if higher than the rates fixed by the present agreement, must be maintained and considered fixed at such rates without any decrease.

5a. The standard working day shall consist of nine (9) hours, with four (4) on Saturday, to be worked consecutively with the exception of lunch intermission. There shall, however, be no specified hours of starting and finishing provided it is between 7.00 a.m. and 7.00 p.m.

6. Late starting shall be penalized to the amount of fifteen (15) minutes for lateness in excess of three minutes of each quarter of the hour on clocks which punch in minutes, i.e.—for lateness from four (4) to eighteen (18) minutes, the penalty will be fifteen (15) minutes; from nineteen (19) to thirty-three (33) minutes, penalty one-half hour, etc.

On time clocks which punch in tenths of an hour, an employees' time must be punched one (1) point before starting time and one point after quitting time. Lateness on cards punched on these clocks shall be penalized as follows: Employees late one (1) or two (2) tenths of an hour shall be penalized fifteen (15) minutes; three (3), four (4) and five (5) tenths shall be penalized one-half (½) hour.

7. All time worked over nine (9) hours in any one day or over four (4) hours on Saturday shall be paid at overtime rates.

In case of absenteeism of any member of the Union, said member shall be entitled to overtime rates only after forty-nine (49) hours in any one week, unless he can establish to the satisfaction of the employer the merits of his absenteeism. If there is a holiday in any one week, the standard working day shall be deducted from the forty-nine (49) hours for the purpose of the present paragraph.

8. Overtime shall be paid at the rate of time and one-half of the hourly rate.

9. There will be no overtime paid for any emergency order as replacement of breakage, replacement glazing of a building to save fuel, interior glass work in such establishments where the public is admitted such as department stores and restaurants when the work would be dangerous to the public.

10. Overtime rates of wages shall be paid for all work on Sundays and the following days:—New Year's Day, Good Friday, June 24, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day.

11. There will be no overtime paid when, for an employee, the overtime required results from the positive negligent act of said employee or his fault.

12. Travelling expenses shall be paid by the employer to the members of the Union in accordance with the provisions of the Glass Workers Special Ordinance of the Minimum Wage Commission.

13. One (1) week's holiday with pay is granted to all members of the Union after having worked continuously for the employer, for one year, said holiday to be taken at the most convenient time, at the discretion of the employer.

14. The employer may require an employee to work temporarily in a category to which he does not belong but, in such case, his rates of wages shall be at his regular rate.

15. All disputes arising under these presents, and all grievances of employees may be submitted by a Shop Committee of three members elected by the members of the Union working for the employer to the superintendent of the plant, and, failing agreement, they may be brought before the employer.

16. Should there be any dispute which cannot be adjusted, the men shall continue to work and such dispute shall, at the request of either party to the Agreement, be submitted to arbitration, in accordance with the Industrial Disputes Investigation Act. The decision of this Board is to be final and binding upon the parties in the same manner as parties are bound upon an award made pursuant to a reference to arbitration on the order of a Court of Record.

17. The parties covenant to sign, on demand, at the request of either party, any document that may be required, in accordance with the provisions of the Industrial Disputes Investigation Act, to have any matter referred to a Board of Conciliation and Investigation and, upon default of doing so, their signature to the present Agreement shall be considered as their signature to any such document.

18. In case the Industrial Disputes Investigation Act may not, at that time, apply to the dispute or to the parties, then the parties shall be governed in accordance with the provisions of the Quebec Trade Disputes Act.

19. The parties expressly agree not to take advantage, directly or indirectly, of any of the provisions of the Collective Labour Agreement (Chap. 163, R.S.Q. 1941). It being well understood that, otherwise, the present Agreement would never have been entered upon.

20. Any employee of the employer, not a member of the Union, may elect, in writing duly served to the employer, to be governed by the present Agreement.

21. The present Agreement is to be considered as null and void until being approved by the Regional War Labour Board.

22. The present Agreement shall remain in effect subject to the above mentioned restrictions, for one year from the date of its execution by the parties. At the end of such period, it renews itself automatically, each year, unless either of the contracting parties gives the other party a written notice, sixty (60) days prior to the expiration of the original duration of the Agreement, of its intention to repeal same.

Executed at Montreal, this 24th day of January, 1944.

GLASS WORKERS LOCAL UNION 1135 OF THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA.

Per: .....
Signed on behalf of the Union.

Per: .....
Signed on behalf of the Company.

Report of Board in Dispute between Central Aircraft, Limited, London, Ont., and its employees

On February 9, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Central Aircraft, Limited, London, Ont., and its employees, members of Central Aircraft Workers Association, Unit 2 of the Canadian Aircraft Workers Association (C.C.L.) (L.G. Sept. 1943, p. 1225).

The personnel of the Board was as follows: The Honourable Mr. Justice J. G. Gillanders, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Col. E. E. Reilly, London, Ont., and Mr. Bora Laskin, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The report was signed by the chairman and Col. Reilly, employer's representative. Mr. Bora Laskin submitted a minority report.

The texts of the report of the Board and the minority report follow:—

Report of Board

Re Industrial Disputes Investigation Act and re Dispute between Central Aircraft Limited and its employees, members of Central Aircraft Workers' Association, being Unit 2 of Canadian Aircraft Workers' Association.

To: The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you in connection with this dispute begs to submit its report herewith.

Sittings were held at Toronto and London, Ontario. At the sittings in London, representatives of the Union and the Company fully presented to the Board their respective views of the matters in dispute.

The Union was represented by Messrs. D. Rawlins, President of Canadian Aircraft Workers' Association; J. A. Willsie, an employee and president of the local Union, the Central Aircraft Association; and W. McNeil, an employee and vice-president of the local Union.

The Company was represented by Messrs. W. J. McDonough, president and managing director; and G. G. Parker, personnel manager.

The Dispute

The dispute between the parties, so far as the Board is concerned, involves only one matter, the inclusion of "union-shop" and "check-off" provisions in a collective employment agreement in the course of negotiation between the parties. The Union urges that such provisions be included, and the Company declines.

The Facts

Collective employment agreements have been in existence at this plant since at least August, 1941, when an agreement in writing was entered into between Fleet Aircraft Limited, the predecessor of the present Company, and the Fleet Aircraft Workers' Association, the predecessor of the present Union.

Subsequently, on June 1, 1942, following negotiations between the parties, a written agreement was completed between Central Aircraft Limited, which had then succeeded Fleet Aircraft Limited, and Central Aircraft Workers' Association, which Union succeeded the Fleet Aircraft Workers' Association as bargaining agent for the employees. The agreement between the parties of June, 1942, contains some 19 articles, and covers the matters usually provided for by such agreement, recognition of the Union as bargaining agent, wages, hours of employment, overtime, seniority, discipline, grievances, and other matters. *Inter alia*, it also contains the following provisions:—

"Article 2 (*d*).

Both parties are agreed that in order to ensure that the Association shall be truly representative of the employees of the Company, it is desirable that all regular employees take advantage of the privilege of membership in the Association, so that their voice and vote may make the deliberations of the Association truly representative of the wishes of the majority of the employees of the Company.

(*e*) All future hourly rated employees who have completed an accumulative period of service of two months, shall be considered regular employees of the Company. All future regular employees, together with all the present regular employees, who are now, or who may later become members of the Association, shall remain members in good standing during the life of this Agreement as one of the conditions of employment with the Company.

Note: re Article 2 (D and E)

Should Clauses D and E be detrimental to the efficient operation of this contract, upon written consent of both parties these clauses should be withdrawn; and notwithstanding anything herein contained in Clauses D and E, the undertaking entered into between either parties of this Agreement shall at all times be subject to subsequent acts or regulations imposed upon this Company by the Federal Government."

"Article 18.

Strikes, Stoppage and Lockouts

During the term of this Agreement, this Company agrees that there shall be no lockout, and the Association agrees that there shall be no strike or stoppage by the employees."

This agreement was to remain in force for one year unless changed by mutual consent, and was to remain binding on a year to year basis unless either party within one month of the termination gave notice in writing of such termination. Notice of such termination having been given, the parties proceeded with the negotiation of a new agreement. Several matters were raised for revision, but the only point on which real difficulty was found was the demand by the Union for the inclusion of a union shop and check-off provision in the new agreement and the refusal of the Company to consider any such provision or to renew or continue provision for maintenance of membership such as had been included in the previous agreement.

The Company is a Crown company, the assets being wholly owned by the Crown. It is engaged 100 per cent in the production of munitions of war, aeroplanes, and ancillary equipment. In June, 1942, the Company had about 600 employees, and it is said that approximately 500 of these were members of the Union. In June, 1943, the number of employees had approximately doubled, there being then 1,259 hourly-rated employees of whom it is said there were 840 to 870 who were paid up members of the Union. When the present Company took over there were no hourly-rated female employees but at the present time about 33 per cent of the hourly-rated employees are female.

There is no dispute over Union recognition. The representatives of the Company stated unequivocally that they recognized the Union as the exclusive bargaining agent for the hourly-rated employees. When the present management took over control before the agreement of June 1, 1942, was negotiated, Mr. McDonough, the president and managing-director, spoke to the employees and pointed out that all employees who desired to be members of any union would receive the protection of the management, and, likewise, employees who wished to remain outside the influence of any union would receive the same protection.

At the request of the Union the maintenance of membership provision above quoted was included in the agreement. No difficulties arose from this provision until April, 1943. It is said that the matter was mentioned several times between the management and the Union but there was some delay in checking up the Union membership rolls and in ascertaining what members were delinquent. Finally the Union commenced to send out notices to delinquent members. Fifteen notices were first sent out, and of these seven paid their back dues and eight omitted to do so. The names of these eight employees were finally forwarded by the Union to the Company for disciplinary action. These eight employees were interviewed individually by the personnel manager, and he says that all signified that they would leave the employment of the Company rather than pay up their back dues and become members in good standing. They gave various reasons for not wishing to be, or continue as, members of the Union. The eight employees reported to the Company for disciplinary action varied from senior lead hand to "B" class female employees. The Union had in the meantime, sent out 135 notices to members who were delinquent, and of these some 30 paid their back dues. It is said that there were a further lot of about the same number who were also delinquent. A number of the employees receiving such notices inquired from the management what the attitude of the management would be. This was during the period of the victory loan drive, and it is said that a number of employees advised the management that if an attempt was made to enforce the provisions of the agreement they would decline to buy bonds and leave the Company's employ.

The Company was short of men. Under existing conditions the greatest difficulty attended the procuring of replacements or new employees, and the management informed the Union that they found it impossible to enforce the provisions of the agreement respecting "maintenance of membership" and therefore would take no action to discharge employees for failure to pay their union dues and remain members in good standing. When the employment agreement came up for revision there was some discussion between the management and the Union with respect to renewing a "maintenance of membership" clause in some modified form, but this fell through. In view of instructions the management is unable to accede to the inclusion of any provision for closed shop, union shop, maintenance of membership, or check-off of union dues, and the Union finally instructed representatives that even the renewal of maintenance of membership provisions would be unacceptable and to insist upon a provision for a union shop and check-off of union dues.

Discussion of the Dispute

The Union submitted, with other material, a very carefully prepared written argument in support of the principle of the union shop and check-off. It is unnecessary to discuss the matter at length. The union shop is in effect a form of closed shop. Provision is made for the hiring of employees who may not be union members but to retain employment they must become union members within a certain period fixed by the agreement. Various submissions are made both for and against such a provision, but under the circumstances here they need not be elaborated.

Under normal circumstances it is conceivable that such a provision could be included with some beneficial results both to employees and management. The circumstances, however, at present are abnormal. The Company is fully engaged in the manufacture and supply of essential munitions of war. The experience of the past year indicates that the enforcement of the maintenance of membership clause included in the contract of June

1, 1942, requiring employees to become or continue as members of a union as a condition of their employment, would have resulted in some employees leaving the employment of the Company. Under present circumstances, the prime necessity for maintaining the production of munitions of war, the shortage of man-power, and the difficulty of obtaining replacements, makes it highly undesirable that any provision should be inserted in the agreement which might operate against any employee continuing in his present capacity.

Furthermore, neither employers nor employees are free to deal with the matter as they wish. The Board is informed that a Selective Service order now applies to this Company which in effect "freezes" all employees in their present occupations. The Company is not free to dispense with the services of an employee unless the action is approved by Selective Service. Selective Service may or may not approve of action taken in pursuance of an employment agreement of this nature. The Board was not referred to any provision or order limiting their discretion.

The Board recommends that no provision for a "union shop", "check-off" or "maintenance of membership" be included in the collective bargaining agreement to be negotiated with the employers at this time. The Board expresses no opinion on whether or not these features, or any of them, might be desirable under other conditions.

The Board was deeply impressed by the discretion and consideration shown by both parties in the presentation of their views and supporting evidence. It was freely admitted that the friendliest of relations have existed, and continue to exist. Every point of difference, except this one, has been adjusted to the satisfaction of both parties. In degree, as the efficiency of the firm is promoted by this friendly co-operation of workers and management, so is the welfare of every member of the Company, and of the Union, dependant on the continuance of this goodwill.

After considering the matter, the Board met with the parties, reviewed the considerations mentioned in this report, and suggested that under the circumstances the application be withdrawn at this time. While the applicants were disinclined to accede to this suggestion, the Board expresses the hope that in view of the factors mentioned in the preceding paragraph, and with due appreciation of the particular conditions referred to in the report, the applicant may concur in deferring consideration of the point in question while existing conditions prevail.

If the point were open, the gravest doubt might be expressed as to whether the matter involved in this dispute is one within the ambit of the Industrial Disputes Investigation Act. However, this point was not urged upon the Board and is probably not open. In the preamble to the order establishing the Board it is stated: "And whereas the Minister of Labour, Canada, hereinafter called the Minister, is satisfied that the said dispute is one to which the provisions of the said Act apply."

The Board desires to express its appreciation to the representatives of both parties for their co-operation and helpful assistance in presenting their views on the question in dispute.

Dated at Toronto this 3rd day of February, 1944.

(Sgd.) J. G. GILLANDERS,
Chairman.

(Sgd.) E. E. REILLY,
Member.

Minority Report

Re Industrial Disputes Investigation Act and re Dispute between Central Aircraft Limited and its employees members of The Central Aircraft Workers Association, being Unit 2 of The Canadian Aircraft Workers Association.

To: THE HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
OTTAWA, ONTARIO.

I am of the opinion that the parties to this dispute should renew the provision for maintenance of union membership in their collective agreement and that, in addition, they should arrange for voluntary check-off of union dues and assessments. In reaching these conclusions, I have taken into consideration the following, among other, matters:

(1) the position and attitude of the union;
(2) the position and attitude of the company;
(3) the relations between them;
(4) the impact of the war emergency on manpower;
(5) the operation of the National Selective Service civilian regulations;
(6) the fact of the inclusion of a maintenance of union membership clause in the agreement heretofore in force between the parties.

There is no question but that the membership strength of the union among the employees of the company is more than adequate to sustain a claim for a maintenance of union membership clause. I do not think

that the claim is affected by the operation of the National Selective Service civilian regulations, and especially by the operation of Section 202A, as enacted by P.C. 6625 of September 1st, 1943. Undoubtedly, the parties may be compelled to modify their administration of a maintenance of union membership clause in the face of inconsistent and overriding legislation. Such a condition might exist in relation to any term of a collective bargaining agreement. It cannot, however, be categorically asserted that a maintenance of union membership clause is presently incompatible with the National Selective Service civilian regulations. Especially is this so when we consider the flexibility which necessarily characterizes the operation of the Regulations, and further the fact that female help, which now constitutes upwards of one-third of the company's working force, is excluded from the terms of P.C. 6625.

The company's attitude to the renewal of the maintenance of union membership clause seemed out of harmony with the evidence of the co-operative and healthy relationship existing between it and the union. This evidence is persuasive that enforcement of a maintenance of union membership clause is well within the reach of reasonable effort on the part of both parties to see that it should work. The evidence advanced to show that the maintenance of union membership clause heretofore in effect could not be carried out was not convincing when considered in the light of the company's expressed reluctance to make it work. I would suggest that provision should be made in the collective bargaining agreement being negotiated by the parties for regular and continuous consultation on the operation of the agreement, including the working out of the maintenance of union membership clause. Such consultation will provide a firm basis for appraising the feasibility of a maintenance of union membership clause under existing conditions.

Admittedly, there is a tight man-power situation in Canada, but it will not be relieved by what appears to me to be a short-sighted refusal to recognize that the union is a real party in interest in collective bargaining in its own right and not only as a convenient tag for a collection of individual employees. It is my belief that in undertaking to co-operate and securing the union through a maintenance of union membership clause, the company will purchase benefits, both calculable and intangible, and both long and short term, which will outweigh any inconvenience which it might invite through a bona fide effort to enforce a provision for maintenance of union membership.

Dated at Toronto, this 17th day of January, 1944.

(Sgd.) Bora Laskin,
Member.

Report of Board in Dispute between the Dominion Textile Company, Limited (Mount Royal, Colonial and Hochelaga Mills), Montreal, P.Q., and its Employees

On February 18, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Textile Company, Limited (Mount Royal, Colonial and Hochelaga Mills), Montreal, P.Q., and its employees members of Local 102, United Textile Workers of America (A.F. of L.) (L.G. Dec. 1943, p. 1649).

The personnel of the Board was as follows: Honourable Mr. Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed on the joint recommendation of Messrs. D. A. Paterson and Paul Fournier, both of Montreal, P.Q., employer's and employees' nominees on the Board.

The report of the Board was signed by the chairman and Mr. Paterson, employer's nominee. Mr. Paul Fournier submitted a minority report.

The texts of the report of the Board and the minority report follows:

Report of Board

In the matter of the Industrial Disputes Investigation Act and of the dispute between Dominion Textile Company, Limited (Mount Royal, Colonial and Hochelaga mills) Montreal, Que., employer, and its employees members of Local 102 of the United Textile Workers of America (American Federation of Labor), employees.

To The Honourable The Minister
of Labour of Canada

This Board was constituted by Order of the Minister, dated November 15, 1943, and the Chairman was appointed on November 27, 1943. On November 30, the Chairman wrote the other two members of the Board trying to arrange a date for the first meeting. December 11 was first selected, but the Company was not ready to proceed on that date and the meeting was postponed to December 14. On

December 14, the Chairman happened to be sick and the first meeting of the whole Board actually took place on December 20 in Mr. Paterson's office to whom the thanks of the other members of the Board are due for this favour.

Appearances

Messrs. F. R. Daniels, General Manufacturing Manager, and Bertrand Boissoneault, Director of Industrial Relations, 710 Victoria Square, Montreal, appeared for the Company.

Misses Madeleine Parent, 4634 West Notre-Dame Street, Montreal, organizer of Local 102; Aurore Lemon, 225 St. Denis Street, Montreal, secretary-treasurer of the Local; and Mr. Azelus Beaucage, 4634 West Notre-Dame Street, Montreal, business agent for the United Textile Workers, represented the employees. R. Kent Rowley, Canadian Representative of the United Textile Workers of America, also came in towards the end of the hearing.

Nature of the Dispute

In the application of the Employees for a Board, dated September 28, 1943, the dispute is stated as follows:—

> Application for a Conciliation Board for the Merchants and General Machine Shop branches of the Dominion Textile Company in Montreal was made on June 25th, and Board has been granted. As there now exists immediate threat of a strike not only in the two above-mentioned mills but in all mills of the Dominion Textile Company in Montreal, the union is requesting that the Conciliation Board granted for the Merchants and the General Machine Shop deal also at the same time with the dispute concerning the other Dominion Textile mills in Montreal.
>
> Corresondence and explanations given in *re* application of June 25th, will furnish sufficient explanations for the present application—please refer.
>
> Outline of efforts made by parties concerned to adjust the disputes.
>
> (*See* correspondence *re* first application).

Mr. Fournier supplied the Board with the majority report of the Board which investigated the application of the employees of the General Machine Shop and the Merchants Mill of the Company to which reference is made in the application before this Board. In the report concerning the General Machine Shop and the Merchants Mill the demands of the employees are stated as follows according to their brief:

> (*a*) The recognition of the United Textile Workers of America as the sole bargaining agent between the Company and its employees, in the handling of their relations and grievances with the Dominion Textile Company.
>
> (*b*) Acceptance of the company, subject to the approval of the National War Labour Board, of the following:—
>
> 1. Payment of a cost-of-living bonus of $4.25 a week.
> 2. Payment of holiday of one week for all employees in service for a year or more, and of two full weeks for all employees in service for five years or more.
> 3. General increase of wages of ten cents an hour for all employees.

The main conclusion of that report is as follows:

> However, beyond anything that might be said on either side, there always remains the fact that the majority of the employees have manifested their desire to form a union and have their interests looked after by the United Textile Workers of America.
>
> It was admittted by officials of the company at the hearing, that if a vote were taken of the employees as a whole, a substantial majority would have stated that they were in favour of being represented by the United Textile Workers of America.
>
> Such is undoubtedly the desire of the majority of the employees of the company, and in itself satisfactory evidence that they are behind this application and its conclusions. It is true that the evidence submitted would not be sufficient, if the law respecting evidence was strictly enforced; but, as already stated, in all matters pertaining to labour and the study of problems arising in that connection Boards can exercise their discretion in appreciating and weighing the evidence.
>
> In this case the Board considers that if a vote were taken a substantial majority would vote in favour of being represented by the union; and it may be added that on this particular question the officials of the company are also of that opinion.
>
> Therefore, the present Board considers that it is in the best interest of all concerned that the desire and wish of the employees be approved and sanctioned and that the United Textile Workers of America be, accordingly, recognized as the bargaining agent.

Mr. Fournier has also supplied us with the majority report of the Board which investigated a dispute between Montreal Cottons, Limited, Valleyfield, and Local 100 of the United Textile Workers of America. Montreal Cottons Limited is a distinct entity altogether from Dominion Textile Limited, but both companies have interlocking directorates. The question at issue was the recognition of the union as bargaining agent of the employees. As in the other case, the Board recommended the recognition of the union on the evidence placed before it, but said that the evidence could and should have been better.

The Evidence

The local presented a brief in which, after stating that "the United Textile Workers of America is the only organization representing the workers in the mills concerned"..... and that there is no "question of union jurisdiction.....involved", it concludes, illogically enough, for "a Government supervised vote

on the condition that the company will agree before the Conciliation Board to negotiate with and recognize our Union as sole bargaining agency in the event that the vote should prove that we have the majority of the workers". It is true that further it is stated with more logic that:

> In the event that the Company does not agree to the proposal of a vote, the Union finds itself forced (sic!) to ask that the Board certify the United Textile Workers of America as sole bargaining agency.

The company also presented a brief in which it states correctly that the question before the Board is "the recognition of Local 102 of the United Textile Workers of America as a bargaining agent for the employees". The company professes its willingness to deal with any responsible union representing the majority of its employees. And the company requires of the applicants "legal proof of their contention that their union contains in its paid-up membership a majority of the employees". That legal proof, says the company, can only be made by an audit of the books of the union establishing the paid-up membership. "After a proper investigation and examination has been made by the Board," says the company again, the company is prepared to consider immediately (sic!) the recommendations of the Board."

From the start the local took the position that it would prove its case only on the condition that the company undertake beforehand to sign a contract. The company refused to give in to this kind of chantage or blackmail; it declared itself ready to recognized the local as the agent of the employees, in the local proved that it controls the majority of the company's employees, but it desired to reserve its right to discuss the terms of the contract before signing it.

The Board spent a great deal of time, effort and patience trying to convince the local that, having affirmed that its members constituted a majority of the company's employees, it had to prove it to the Board. The contention of the local was that two Boards have already reported in its favour but that nothing has come of it, and that in the case of the three mills which are the subject of the present investigation, the Department has already satisfied itself that the local has the majority through the preliminary investigation of Mr. Bernard Rose. The local refused to show its books in order that the Board might establish by a comparison with the company's pay-rolls the membership strength of the local. The reason for the refusal was that it is against the policy of international unions to show their books. The local would not admit that the members of the Board are not governed by the policies of international unions, but by the laws of Canada, the rules of evidence and their conscience.

The local produced as a witness Mr. Bernard Rose who told us that after some difficulty he succeeded in obtaining some kind of evidence of the local's membership which he considered satisfactory for his purpose. There is no need to point out that evidence received by Mr. Rose does not help this Board.

Instead of making good before this Board its claim that it controls the majority of the employees in the Colonial, Mount Royal and Hochelaga mills and is, therefore, entitled to recognition as bargaining agent for said employees, the local demanded that the Board order a vote among the employees to establish its right of representation. A vote can only be ordered* when there is a choice to be made between two or more rival organizations claiming the right to represent. Here there is only one union in the field. A vote under the circumstances would only amount to a recruiting campaign conducted by the Government, the Government asking, in effect, the employees of the company to be so kind as to join Local 102, although by voting in favour of the local the employees would not effectively become members of the local, even if their votes could be interpreted as showing that they want to be represented by the local. And it all comes back to the preliminary essential question: before a vote can be ordered the local must satisfy the Board, at least prima facie, that it controls an important group of the employees and that a majority of the employees are likely to vote for the local.

* In order that there shall be no misunderstanding of the policy of the Department of Labour in this regard, the following explanation of procedure is given: Neither the Government nor the Department of Labour had authority under legislation existing at the time this report was made, to order the taking of a representation vote. Representation votes were taken only on the joint consent of the parties concerned and it was not considered essential that there be two or more organizations seeking recognition as the bargaining agency of the employees. In all cases the parties concerned in a vote agreed on the text of ballots used and procedure followed in such votes.

After a lot of useless discussion Miss Lemon was finally put under oath and she declared that, according to the books, cards and records in her possession, the effective membership of the local in the three mills is as follows:

Colonial mill	199	members	on	280	employees
Mount Royal	577	"	"	721	"
Hochelaga ..	668	"	"	1,014	"
	1,444	"	"	2,015	"

The representatives of the company then declared that they had a strong suspicion that

the figures were not accurate, but they were not in a position to prove it.

With this evidence before them, the members of the Board would have been prepared to recommend the recognition of the local. The Board assumed from Miss Lemon's evidence that the 1,444 members of the local representing 71·66 per cent of the employees of the three mills had, at least, signed affiliation cards and had paid their initiation fees, if not their monthly dues. The Board considered this sufficient to make them members of the local according to the Constitution.

But the company asked for a reopening of the investigation and produced an affidavit by Mr. Boissonnault raising doubts as to the accuracy of the membership figures. The local replied by the annexed statement. It was then decided to clear up the matter once and for all by an audit of the company's pay-rolls and of the local's books. The firm of Coulter & Jones was selected to make the audit. The local objected to Coulter & Jones and proposed the firm of Sheper Dobrin & Dainow, Mr. Sheper appearing before the Board to receive instructions. The company then objected to the Sheper firm and it was finally agreed to leave it to the Chairman to select an independent and disinterested auditor. The Chairman, after being authorized by the Department, chose Mr. Jacques Larue, of Quebec, chartered accountant, to whom instructions were given in writing, a copy of these instructions being sent to the other members of the Board.

Before proceeding to Montreal, Mr. Larue notified both the company and the local by long distance telephone. As appears from Mr. Larue's report the local refused him access to its books, in order that he might verify the payment of the $2 initiation fees by the 1,444 signers of application cards, a total of $2,888. Mr. Larue no doubt did not like the condition of the application cards and as a conscientious professional, he requested the information which he considered necessary to make a complete and proper report and which as a delegate of the Board he had the right to request under section 51 of the Act.

After Mr. Larue had left Montreal the local called up the Chairman asking for a reopening of the investigation, probably because the company having obtained a reopening the pride of the local could not be satisfied unless it got a reopening also. The Chairman at first took the definite stand that owing to the evident lack of co-operation and understanding on the part of the local, he and other members of the Board were not ready to waste any more time in hearing purposeless and irrelevant recriminations which could not advance the case. But on the advice of the Department a reopening of the hearing was granted the local.

At this reopening the local did not bring out any new facts likely to help the Board come to a decision. They merely re-hashed the sophistic arguments which from the beginning of the investigation we have heard from them. They presented a brief with a letter from Mr. Adrien Villeneuve, chairman of the Executive Board of the Montreal Trades & Labour Council and another letter from the accounting firm of Sheper Dobrin & Dainow. The documents are annexed to the present Report.

The contentions of the local already have been mentioned in this Report but for the sake of greater clarity we might perhaps summarize them again with our opinion on each of them.

1. The Board has no business to try to find out whether the local represents the majority of the employees. This question has been disposed of by Mr. Rose's investigation. The right of the local to represent the employees has been established by the setting up of the Board. The only business of the Board is to conciliate i.e. recommend the recognition of the local as bargaining agent. On this point, the Board is of the following opinion: The local is entitled to the agency of the employees only if the majority of the employees are members of it. Therefore, recognition depends on membership. The Board cannot recommend recognition unless it is satisfied beyond any reasonable doubt that the local has the membership. We cannot be satisfied by evidence heard by somebody else and by a report which was not placed before us. It is true we have the evidence of Miss Lemon, but this evidence was challenged by the company whose affidavit has created doubt in our mind. It would have been extremely easy for the local to dissipate this doubt and to clear up the point, in spite of all that can be said about the sacredness of the books. The refusal of the local to comply with the order of the Board and to take us and our auditor into their confidence can only confirm us in our doubting attitude.

2. The Union pretends to forbid to the Board an examination of its books on the ground that said books are secret and confidential and that an examination of them by the Board's auditor may expose to discrimination and persecution by the company the employees who are members of the Union and may disclose to the company the amount of the funds the Union has in store to fight the company with.

Our first answer is that such a pretension is a reflection on the integrity of the Board and of our auditor, who was to our complete

satisfaction absolutely impartial—he does not even reside in Montreal—no matter what the local may say about the "tick marks" of Coulter & Jones. But we do not want the names of the members of the Union: we only want the total number of them given to us by somebody on whose evidence we can rely absolutely. And if we are no more interested in the finances of the local than we are in the names of its members. Any way, nobody needs see the books to know that if the local has enrolled 1,500 members at $2 apiece it has $3,000. We agreed that two conditions were necessary to become member of the Union: signature of an application card and payment of the initiation fee. We wanted our auditor to see the books in order to ascertain that the second condition had been complied with, as anybody can make cards. Verification of the books is the only way by which we can arrive at correct union membership figures. If we admit the Union contention that it can prove membership by a mere unsupported statement and that it ends there, union recognition becomes an ex parte affair and the Board a mere rubber stamp, as the employer and the Board would be deprived of all means of checking the accuracy of the statement. For the purpose of proving membership the books of a Union should be no more secret or confidential than are the books of an individual or corporation for the Income Tax Department. In the latest brief of the local and in the letter of its auditors we have the admission that the books were in no fit condition to be seen. That is the real reason for keeping the Board away from them. All the rest is camouflage.

3. The two Boards presided by Honourable Mr. Justice Savard have recommended recognition of the Union as bargaining agent. Therefore, this Board should do the same.

Each Board is independent and is the master of its own decision. It decides according to the evidence which it hears and according to its own knowledge and conscience. The reports of the Savard Boards appear to have been based largely on an admission by the company. Such an admission was not made in the present case.

4. The local, at least, has presented sufficient evidence to warrant the ordering of a vote in the mills.

A vote is ordered* when there are at least two unions claiming the agency and each of them pretends that it controls the majority of the employees. Then a vote is the only possible way of settling the question. The right to the agency depends on majority control. The control of the majority by the agent which signs the collective agreement is the only guarantee that the employer and the State have that the agreement will be carried out. The agent must first prove control before he is given the right to act and bargain for the employees. A ballot would not necessarily prove control when there is only one Union claiming the agency, because by voting for a Union as agent the employees do not become members of it. Let us illustrate the above stated principles by an example. Let us suppose that a vote is ordered in the three mills, and let us suppose that the Union does not really control before the vote. But nevertheless, when the ballots are counted it is found that 51 per cent of the employees have voted in favour of the Union as the agent to negotiate a collective agreement. The agreement is signed. Then a few weeks later a group of employees become dissatisfied with the contract and claim that they are not bound by it because they are not members of the Union which signed it, although they voted for the Union. They bring in another Union and start an agitation to take the contract away from the first Union. The first Union having no control over the dissedent group could not force them to respect the contract. To prevent a situation like that, a Union has to prove that it controls the majority of the employees, i.e., that the majority of the employees are bona fide members of it, before it can be recognized as bargaining agent. A vote does not prove membership, especially when there is no choice to be made between Unions.

* See footnote on page 4.

Conclusions

We are forced to conclude that Local 102 of the United Textile Workers of America has not proved to our satisfaction and beyond any reasonable doubt that it controls the majority of the company's employees in the Mount Royal, Colonial and Hochelaga plants and that it is consequently entitled to be recognized as the bargaining agent of the employees to negotiate a collective agreement with the employer. Further we are of the opinion that a vote in the circumstances of the present case would not decide the question of majority control on which depends the right of agency. However, the Department of Labour is not bound by our opinion and, after studying the situation, can always order a vote* if it thinks that course is fit and proper.

Recommendation

We therefore recommend that for the present Local 102 cannot be recognized as the bargaining agent of the employees on account of insufficient evidence as to majority control.

Montreal, February 5, 1944.

(Sgd.) G. L. Boulanger
(Sgd.) D. A. Paterson

Minority Report

Dominion Textile Company Limited (Mount Royal Colonial and Hochelaga Mills), Montreal, Que., employer, and its employees, members of Local 102 of the United Textile Workers of America (American Federation of Labor), employees.

To The Honourable Minister of Labour of Canada.

Nature of Dispute

This dispute arose because of a refusal on the part of the Dominion Textile Co. Ltd., to recognize the applicant United Textile Workers of America as bargaining agent for its employees in the Hochelaga, Mount Royal and Colonial mills in Montreal. A strike vote taken by the workers at a regularly called meeting constituted the authorization for the application for the Board. According to the Union, in evidence before the Board, the meeting was attended by over 2,000 of the company's Montreal employees. The Union contended further that prominent public men in attendance at the meeting could verify their statement that the vote was unanimously adopted by this large number present.

Duties of Board

In the authority and instructions given to the Commissioners by virtue of the Industrial Disputes Investigation Act, it is clear that the Board's primary duty was to "conciliate" the dispute, to bring about some amicable solution to the problem in order to avoid strike action in the industry. It is because of the danger of strike that this Board was constituted and should the Board fail to bring about an amicable solution it has not accomplished its purpose.

It is clear from the Majority Report of my colleagues that the above was not their attitude and here I am forced to differ sharply from them. They assumed that the Board's primary duty was to act as an accounting body before which the Union should carry all the obligation and before which the sole requirement was that the Union should prove its right to speak on behalf of a certain percentage of employees. In this respect too it was concluded by the Chairman that the sole, valid method of determining same was by the exposure of financial records of the Union to prove that every worker who expressed by his signature on an application card that he desired to be represented by the Union had also undertaken a financial obligation. For this, to my mind, arbitrary and unfair mode of procedure I do not find authority in the Act. Furthermore, the turnover of employees would have not justified the procedure because of the fact that it would create great injustice to all new employees, which at the time of the application were not in the plant, and a recognition on the passed application of September 30, which force a union upon many people, new employees of the company that might want a union or not.

Therefore, as a member of the Board, I feel that the union in requesting a vote at large in the plant would give us what we were after, which is the frank opinion of all employees to decide whether they wanted the applicant to represent them as their bargaining agency or not.

It is a fact that every Union applicant for a Board of Conciliation is required to first of all pass a preliminary Inquiry under a Commissioner named by the Minister of Labour. The duty of this Inquiry Commissioner is (*a*) to atempt to conciliate the dispute without examining the "merits" of the questions involved, and (*b*) failing in this attempt, to satisfy himself that the Union represents a majority of the workers according to standards established by the Department of Labour and, if so, to recommend the appointment of a Board which shall then consider the merits of the questions in dispute. Therefore, it seems to me that the Union's argument was sound when it claimed that the question of their representing the majority of the employees had already been determined by the very fact of the Board's existence. Otherwise, taking the assumption of my colleagues, we must conclude that the sole purpose of this lengthy and expensive proceeding is to require of the applicant Union to prove twice before two different bodies that it speaks on behalf of the majority of the workers. This would be to eliminate the real purpose of such Boards and would, to my mind, reduce their meaning and value to little or nothing.

Previous Board Reports Upon This Company

It is necessary to note here that in two previous Boards of Conciliation under the chairmanship of Mr. Justice Savard, the recommendations made were that this company recognize the same Union as bargaining agency. Upon publication of the reports, the company refused to accept the majority recommendation and undoubtedly this undeniable fact, which from time to time entered into the proceedings of this present Board, influenced the Union's stand. They felt obliged to ask that some guarantee be given by the company before any additional proof be adduced from the Union. Thus it was that

the Union agreed to submit evidence before the Board, provided the company would sign a statement that it would recognize the Union if a majority membership were shown. This the company signally failed to do. This, it seems to me, indicates a clear lack of good faith upon the company's part. And I find it strange that the company was at no time required by the Chairman to do so, despite the onerous demands placed upon the Union.

Union's Evidence

The chairman's report rejects a recommendation for recognition of the Union "on account of insufficient evidence as to majority control". I must express my astonishment at this conclusion in view of the facts of the case as presented and in view of all the evidence placed before the Commissioner.

(*a*) The Union laid before our Board the results of the inquiry conducted under Mr. Bernard Rose, K.C., in his capacity as Inquiry Commissioner. Mr. Rose himself personally testified before the Board and the report of his investigators rests in the hands of the Department of Labour. This was a detailed inquiry in which the original application cards of the Union were checked against "lists of names" (Note: not the payrolls) of the company. This inquiry took some time and its result was a definite report to the Department stating that the investigators were satisfied that the Union represents the majority of the employees concerned. Mr. Rose testified clearly to this effect. And yet, it seems, his sworn testimony was not considered "evidence" by my fellow-commissioners.

(*b*) The Union made sworn statements by responsible officers of their local Union No. 102, namely Miss Aurore Lemon, Treasurer, and Miss Madeleine Parent, Organizer, as to the Union's majority membership. (The Union further offered to bring every Executive Board member before the Board to testify and did in fact at one time bring them (twenty-one in all) only to find that the Board's session was cancelled at the last minute.) President Alfred Gendron did however testify at a later date.

(*c*) The Union testified that the Executive officers were duly elected at local Union meetings. That the decisions to ask for bargaining rights and later the taking of a strike vote took place at large mass rallies of the company's employees, filling to capacity the well-known hall in Montreal called "Assistance Publique"; and that well-known public figures attended several such meetings (Members of Parliament) who could testify as to the accuracy of the Union's statement, that over 2,000 workers were in attendance.

(*d*) The Union again offered to submit its original signed application cards to be checked against the company payroll by some independent party named by the Chairman. Each application card is signed under the following statement:

> "By these presents, I join as a member of the United Textile Workers of America, and I authorize this Union to represent me in relations with my employer and to negotiate in all matters relating to my employment."

Attached to each card is a detachable receipt for the $2 initiation fee. This evidence was offered but was refused by the agent appointed by the Chairman and the Union found itself unable to have such evidence introduced. It seems to me that this evidence is of decisive value, for when an adult signs a document as above quoted he surely must be responsible for his action and must indeed desire representation by the organization concerned.

(*e*) The Union further, upon many occasions throughout the Inquiry offered to agree to the holding of a vote by secret ballot administered by the Department of Labour, even on the company's property. There even non-union employees could vote and if, as the company contended, the majority of the workers did not desire to be represented by the Union, then they could exercise their democratic privilege of voting against it. It seems to me that the Union's complete readiness, even after long months of delay before the institution of this Inquiry, to agree to a secret ballot vote constitutes strong evidence in favour of their claim. And, equally, the company's continued refusal to agree to a vote constitutes strong evidence against the company's contentions. Again, the Chairman refused to acknowledge the value of a democratic secret ballot. The Union's attitude on the vote, taken with the company's refusal, is, in my opinion, alone sufficient evidence to recommend Union recognition.

All these facts were laid before the Board, and I cannot therefore agree that there was "insufficient evidence" presented by the Union.

Company's Evidence

It must be borne in mind that at no time was there a discussion of the merits of a Union contract or of its provisions. This mode of procedure necessarily favoured the company before the Board. However, little evidence was presented by the company to disprove the Union's contention that it represents the majority.

(*a*) The company admitted that there is only one Union in the mills, namely, the United Textile Workers of America.

(*b*) The company admitted that the Union signed up a majority of the workers in the Mount Royal mill and had a considerable percentage in the other two.

(*c*) The company refused to sign a statement that, should the majority be proven in the Union even by the company's standards, it would negotiate a contract. They said they would "give it consideration".

(*d*) The company then insisted that the Union prove it has a majority of "paid-up" membership amongst the company's employees, that for this purpose the Union expose its confidential records.

(*e*) The company flatly refused to accept a vote amongst its employees. The company implied that workers are not responsible for their vote, in suggesting that when workers vote for a Union they "really" vote for a wage increase. This, despite the evidence of the Union that their wage proposals are already before the Regional War Labour Board and that the sole question involved is Union recognition.

(*f*) The company submitted an affidavit of its personnel director the entire content of which is presumptive and whose sum and substance is that the company does not believe that the Union represents a majority of the workers. In this affidavit, however, the company makes an alarming admission. It states clearly that when the "lists of names" given to inquiry Commissioner Rose were returned to the company, "tick marks" were found opposite large numbers of these names. From these "tick marks", the company adduces that it is aware of the names of a large percentage of the Union members in their mills. And that, with this information, the personnel director interviewed overseers and questioned them as to Union membership in their Departments. I must here state that I feel the Union was fully justified in protesting to the Board that such an Affidavit is only support for their contention that a Union's confidential records should never be exposed. As proof of percentage of membership, however, it may be said that this affidavit is worthless, as we have no knowledge of whether or not the investigators followed such system, or if they followed it consistently through to the end.

It appears from the above that the company did not enter the Inquiry in the spirit of conciliation, but solely to disprove the Union's claim that it represents the majority of the workers.

Unions Books

(*a*) In reference to the production of the Union's books, I must disagree with the majority report. To my knowledge, the Union at no time agreed to the production of its confidential financial records. The decision to request the production of such records was taken without consultation with the Union. In the majority Report it is suggested that the Union at one time agreed and then changed their mind. Actually, Miss Parent stated that the Union was willing once again to submit its original application cards to be checked against the company payrolls, provided the company would sign a statement in advance that they would recognize the Union should a majority be shown. The company refused to do so.

(*b*) When the Chairman sent Mr. Jacques Larue of Quebec to the Union's Office, Mr. Larue asked the Union to reproduce the following:—

1. Original signed application cards;
2. Day sheets showing daily dues and initiation fee entries;
3. Central cash ledger of the local union;
4. Local union's bank book;
5. Access to the union's bank account;
6. A cross-check of the original signature against the day sheet entry against the cash entry in the ledger against the deposit in the bank.

(*c*) Mr. Larue categorically refused to accept the Union's cards as evidence.

(*d*) The Union asked for a new Hearing in order to clear this situation, and when the Hearing was finally granted, new evidence was presented. And here I must differ again from my fellow-commissioner's who imply that Mr. Rowley, Canadian Representative of the Union, merely re-hashed old arguments. To my mind, new and important evidence was submitted. The Union had called in a firm of Chartered Accountants, whose report upon the Local bookkeeping system was submitted to the Board. Nowhere is it even suggested that the "Books were in no fit condition to be seen". To show how incorrect such a statement is, I quote this letter as follows:—

Montreal, February 2, 1944

United Textile Workers of America,
4634 Notre Dame Street West,
Montreal, Quebec.

Attention Mr. R. Kent Rowley

Re: Local Union No. 102

Dear Sir,—

In answer to your letter of January 31st, I wish to advise that I have examined the bookkeeping system of your Local Union No. 102. Before proceeding with any audit or report in connection with the financial records I think it advisable to report the following:—

(1) The records of this local include financial data regarding not only the mills on which you have asked me to report, namely, Mount Royal, Hochelaga, and Colonial Mills, but also Merchants, General Ma-

chine Shop and others which may have been organized through this local.

(2) In view of the fact that the local has only one cash record for all its transactions it would be impossible to report on the three mills in question without, at the same time, giving a complete report on the other mills referred to above.

(3) In any case any report on the financial records of your local union No. 102 would not disclose its status as regards to membership in these mills. The reason for this is that a large portion of the initiation fees has never been recorded in the books of the local. According to the information which I received, these original sums were withheld as a charge by your grand lodge.

It is our opinion that in view of this the only way to established your status in these mills would be a complete and detailed examination of the signed applications for membership in your local union No. 102.

Since this is not in the nature of an audit we do not know whether it would be your intention to have us make an investigation. We would be pleased to do so or to conduct a detailed audit of your financial records and advise or assist your office in the matter of its bookkeeping system if you so desire.

Awaiting your further instructions in this matter and thanking you for the confidence you have placed in us, we are,

Yours truly,

Sheper, Dobrin & Dainow,
per (signed) H. Dainow

From this document, it is evident that the type of inquiry suggested by the Chairman would be eminently unfair to the Union and secondly would not furnish the Commission with the information desired.

(*e*) I must register my objection to the procedure employed. For many years Unions have been guaranteed freedom from incorporation and the secrecy of their confidential records, for the well-known reasons of danger of discrimination, firing, etc. It appears, from the testimony made, that the employees of this industry have legitimate reason to fear such malpractices on the part of the employers. Above all when we consider the affidavit presented by the employers themselves admitting access illegitimately to information in respect to Union membership as a result of a previous inquiry. I cannot agree that this procedure is the sole method of determining the Union's right to speak on behalf of the majority of the workers, as wide experience both here and in the United States has shown that the democratic secret ballot is the most satisfactory method to all concerned.

Industry

Here I must draw attention to the peculiar conditions of this industry. A rough estimate would show that 40 per cent to 50 per cent of all employees are female and secondly that a high percentage in certain unskilled operations are very young. In an employment of this character, there is necessarily a high turnover in staff and it is understandable that it is exceedingly difficult for any organization to maintain continuously a high percentage of paid-up members. This, to my mind, is an additional strong argument in favour of the voting principle. Here, too, the opportunity for intimidation and discrimination enters much more easily than in many other industries. It must strike any public-minded individual to-day as strange that this large industry, existing for many years in our Province and well-known for its low-wage level, should continue to operate without any machinery of collective bargaining between workers and employers. In P.C. 2685, the Government laid down the principle that employers should enter into collective bargaining relations with free unions of the workers' choice, as such relations would be of aid to the maintenance of peaceful relations and production in time of war. I must conclude that, so long as such relations do not exist, harm is being done to the war effort of our country.

I must state, too, that throughout this Inquiry all concessions have been made on the part of the Union. The Union agreed to withdraw the question of wages from the dispute and leave it to the Regional War Labour Board. The Union agreed to withdraw the question of working conditions and leave it to future negotiations with the company. The Union asked the Board only to conciliate the dispute on the question of recognition. The company, however, refused to conciliate in the real meaning of the term and, to my mind, the majority report fails completely to find any solution that would eliminate the danger of strike action in this important industry.

It is a peculiar and interesting fact that a majority report was originally drawn up by the Chairman of this Board recommending recognition of the Union and stating clearly that the Board was satisfied that the Union had proven its right to represent the majority. The company was then granted a special hearing in which only the affidavit was presented, containing only a re-affirmation of the company's oft-repeated opinion that the Union does not represent the majority. On the basis of this "evidence", apparently, the Chairman's opinion was reversed and the recommendation for recognition refused. The following is the previous majority report made by our Commission present to the last Hearing and is as follows:

"Conclusions": We consider that where employees of an industry go to the trouble of

signing an application to become members of a labour union and pay two dollars to bind the bargain, they show that they are serious, that they mean business and that they want that union to act for them. We, therefore, find that Local 102 is entitled to act as bargaining agent collectively for its 1,444 members. We further find that Local 102 controls the majority of the employees of the company in the Colonial, Mount Royal and Hochelaga mills.

We consider also that a vote among the employees of the three mills would be unnecessary and a useless waste of time, effort and money. At best it would amount to a recruiting campaign conducted by the Government for the local. It would not prove anything more than we know already, i.e. that the local controls the majority of the employees. There is no question of reresentation to be decided, the local being the only labour union in the field, and there is no occasion to choose between organizations, two programs, two policies.

Recommendations: Therefore, in the circumstances of the present case and with a view of offering practical suggestions for the settlement of the dispute, we beg to recommend as follows:—

1. That the employer should concede that Local 102 of the United Textile Workers of America controls and represents about 71·66 per cent of the employees of its Colonial, Mount Royal and Hochelaga mills and is entitled, therefore, to speak and act for said employees collectively.
2. That the employer should recognize said Local 102 as the sole bargaining agent of its employees for the conclusion of a collective labour agreement between the employer and the employees.
3. That the employer should sign a collective labour agreement with its employees in accordance with the recommendations of this board."

In comparing and studying the affidavit presented by Mr. Bertrand Boissonnault, Director of Personnel of Dominion Textile Co., I cannot agree that evidence of that nature would have been sufficient to change the above mentioned report, but however, it is true that any person has a right to change opinion in the face of certain circumstances for which in the present case, I do not see any of them that would change my opinion.

I cannot agree that such "evidence" was of any real weight and feel the following is true:

1. That the union had indeed satisfied the Department of Labour's Inquiry Commission that it represented the majority, from the testimony of Mr. Rose, K.C.;
2. That the union's offer of vote, even at this late date, was proof of their good faith;
3. That the company's refusal to accept this vote indicates bad faith on their part and a certain knowledge that the majority of their workers favour the union;
4. That the majority report's recommendation leaves the union and the workers only one solution—a strike vote followed by strike action, which is and was this board's task to avoid.

CONCLUSION

I therefore, having examined all evidence submitted, recommend that the United Textile Workers of America, Local No. 102, be recognized as sole bargaining agency for the employees of the Mount Royal, Colonial and Hochelaga mills of the Dominion Textile Co. Ltd.

As the other alternative I would like to state that I am in full accord with the majority Report on page 14, at the bottom of the paragraph, whereby the Majority Report have been doubtful as to whether that present decision is correct and just, quoting the following. "However, the Department of Labour is not bound by our opinion and, after studying the situation, can always order a vote,* if it thinks that course is fit and proper."

In this present clause, as said once before, the Majority of the Board is more than doubtful as to their correct procedure and though it might be entirely new policy, but nevertheless, I strongly urge the Department of Labour to either recognize the union, United Textile Workers of America Local No. 102, as sole bargaining agency, or follow the suggestions of the majority report which recommends action from the part of the Department of Labour and take a vote which would in my opinion decide definitely whether the majority of the employees in these above mentioned mills want the United Textile Workers of America, Local No. 102 as their bargaining agency.

All of which is respectfully submitted.

(Signed) PAUL FOURNIER.

*(See footnote on page 4 of the Majority Report.)

Conciliation Work of the Industrial Relations Branch During February, 1944

DURING February officers of the Industrial Relations Branch were called on to handle 48 industrial disputes or controversial situations involving 10,940 workpeople employed in 88 different establishments. Of these, 34 were new disputes which originated during the month while 14 were situations which had been unterminated as at January 31 and received further attention in February.

Classified by industries, the disputes occurred as follows:

Mining:	
Coal Mining	7
Metal Mining	1
Non-metallic (other than coal), quarrying, etc	1
Manufacturing:	
Animal Food Products	4
Metal Products	17

Manufacturing—*Con.*

Textile, Clothing Products, etc.	3
Pulp and Paper Products	3
Shipbuilding	3
Non-metallic Minerals, Chemicals, etc.	3

Transportation:

Water	2
Local and Highway	3

Service:

Public Administration	1

Classified as to type of situation, the disputes were broken down as follows:

Nature of Dispute:

Strikes or Lockouts	11
Threatened Strikes	8
Controversies	17
Controversies and Services of Commissioners	2
Controversy and request for Vote	1
Arbitrations	2
Requests to conduct consent elections	7

Predominant Cause or Object:

Increase in Wages	6
Other causes affecting wages or working conditions	5
Recognition of Union	13
Employment of Union members only (*a*)	2
Discharge of Workers for Union activity or membership	9
Union Jurisdiction	3
Other Union questions	3
Discharge of workers (*b*)	3
Unclassified	4

The disposition and settlement of the disputes handled was tabulated as follows:

Disposition:

Strike terminated by mediation or other Departmental action	7
Strike terminated and situation referred to Board of Conciliation	1
Threatened strike averted by mediation, etc.	2
Strike averted and matter referred to N.W.L.B.	1
Strike averted but dispute unterminated	1
Controversy terminated by mediation, etc.	6
Decision rendered in arbitration	2
Election or vote conducted	5
Commissioner appointed under P.C. 4020, but situation unterminated	3
Board of Conciliation applied for	2
Dispute lapsed or called off; no further action required	1
Referred to N.W.L.B. or R.W.L.B.	1
Referred to Provincial authorities	1
Other disposition	3
Unterminated	12

Results:

In favour of employees	10
In favour of employer	3
Compromise or partially successful	4
Indefinite	11
Not known	5
Unterminated	15

(*a*) Including employment of members of only one Union.
(*b*) Other than in connection with Union activity and including refusal to reinstate.

Method of Settlement:

Conciliation or mediation (*a*)	31
Direct negotiations	2
Arbitration	2
Administrative Action	1
Votes or Elections held	5
Investigation only	2
Settlement pending	15

The disputes and situations referred to above were dealt with under the provisions of the Conciliation and Labour Act and were in addition to those described on previous pages, which received attention under the Industrial Disputes Investigation Act. In those situations in which it was possible for conciliation to be successful, the efforts of the Industrial Relations Officers met with success in 18 cases and mediation definitely failed in only 4 disputes.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario, and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B. and Sydney, N.S. represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Summaries of some of the disputes in which mediation took place, together with the union representation votes conducted during February, are given below.

Foundry Workers, Vancouver, B.C.—Reference was made in the February issue of the Labour Gazette to Departmental conciliation in a dispute between various foundry companies belonging to the Metal Trades Section of the Canadian Manufacturers Association in Vancouver and their employees as represented in joint negotiations by two unions, namely, Local No. 281, International Moulders' and Foundry Workers' Union of North America, and Local No. 3, Moulders' and Foundry Workers' Union (C.C.L.). After an apparent deadlock had been reached on the questions of maintenance of membership or closed shop provisions in the proposed collective agreement between the parties, Mr. G. R. Currie, Industrial Relations Officer, Vancouver, in-

(*a*) Conciliation or mediation took place in a number of disputes which were unterminated at the end of the period.

duced the officers of the two unions to refrain from making application for a Board of Conciliation and Investigation until he had further conversations with the employers. At a discussion with the employers' committee Mr. Currie also succeeded in persuading them to hold a meeting of all members of the Metal Trades Section, C.M.A., to give further consideration to the draft agreement proposed by the union. Subsequently the employers' group decided to accept the recommendation of Mr. Currie that the maintenance of membership clause proposed by the unions should be approved. A joint conference of representatives of the unions and of the foundry companies was held on February 15th at which minor revisions were agreed upon and arrangements made for the drafting of a contract. An interesting feature of the understanding reached is that the two unions engaged in the joint negotiations have agreed that the organization having a majority of the employees in any particular establishment shall enter into an exclusive bargaining contract, but that the members of both unions will participate in the election of a shop committee, and at the same time both unions will be guaranteed maintenance of their own membership for the duration of the contract.

Coal Miners, New Waterford, N.S.—All classes of miners employed at No. 12 Colliery of the Dominion Coal Company, Ltd., New Waterford, N.S., were thrown idle for several shifts in mid-February when production became tied up because of a dispute over the renewal of a local contract covering longwall brushers. The employees involved, who were members of Local 4527, United Mine Workers of America, had given thirty days' notice of cancellation of the brushing contract on January 6th demanding its renewal at higher rates of pay. The company refused to consider the question of increased wages. With the expiration of the local brushing contract on February 7th the 29 longwall brushers reverted to datal wages as provided for in the wage schedule of the general contract between the company and District No. 26, U.M.W.A. The men began to fall behind in their brushing, reportedly because they refused on grounds of safety to follow their former practice of handling stone as it was produced. The management tried to overcome this situation by having the brushers work in smaller groups, but the men refused claiming that this would be a change in working conditions. Meanwhile the brushing fell so far in arrears that one wall on which 97 men were employed could not operate on February 14th, and on the afternoon shift the following day the mine was completely idle throwing 149 out of work. On the 16th and 17th the mine was idle on both shifts, affecting 535 and 476 men respectively. Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S., was assigned to the situation on February 15th and held a series of separate conferences with officials of the company and District No. 26, U.M.W.A. The Board member of the Union for the New Waterford district called a meeting of the brushers on February 17th, at which they agreed to resume work the following day under the terms of the contract which expired on February 6th.

Textile and Clothing Workers, Montreal, P.Q.—Approximately 2,690 workers belonging to the Amalgamated Clothing Workers of America went on strike on February 1, 1944, in a large number of establishments in the Montreal area. The employers were all members of the Associated Clothing Manufacturers of the Province of Quebec, Inc. The reason for the strike was the refusal of the Manufacturers' Association to accede to demands of the Montreal Joint Board of the Union for an increase of 10 cents per hour for all workers and for a contribution by the employers amounting to 2 per cent of the "union payroll" to be applied to the Union's sick and death benefit insurance fund. In denying the Union's requests the employers laid particular stress upon a clause in the Collective Agreement between the parties which provided that either side might request a revision of the scale of wages and conditions of labour, but only between March 1st and March 15th in any year. The strike was first referred to the Conciliation Service of the Department of Labour for the Province of Quebec but when a deadlock persisted between the parties, the services of Mr. Trepanier, Federal Industrial Relations Officer, Montreal, were also utilized by joint consent. Finally agreement was reached that the Manufacturers' Association would not question the right of the Union to make wage demands and that the said demands would be submitted to arbitration by the impartial chairman provided in the Collective Agreement. It was understood that work would be resumed before arbitration commenced and the Association reserved the right to defend its side of the case in any manner it saw fit. In regard to the demands connected with the Union's insurance scheme, the Association requested information from the Union as to contracts and practices in other markets, following receipt of which the Association promised to study and discuss the question with the Montreal Joint Board of the Union. Work was resumed on February 15.

Metal Products Workers, Winnipeg, Man.—A dispute over Union recognition between the Manitoba Bridge and Iron Works Ltd., Winnipeg, Man., and its employees, members of the Winnipeg Iron Workers Federal Union, No. 22 (T.L.C.C.), was reported to the Department early in February by Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg. Claims of the Union that it represented a majority of the Company's hourly rated production workers were challenged by the management. A check of the Union's membership records, which was conducted by Mr. Johnstone, revealed that while the Union had a substantial proportion of the employees as members in good standing, it did not have a majority.

Public Utility Employees, Winnipeg, Man.—During February Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, concluded mediation in connection with a dispute over the negotiation of an Agreement between the Greater Winnipeg Sanitary District and its employees, members of a unit of the One Big Union. It was decided that an Agreement should be executed in the name of the employer and the Greater Winnipeg Sanitary District Employees' Unit of the One Big Union. An understanding was also reached in regard to the classes of employees who should be covered by the Agreement. No settlement was secured in regard to demands of the Union concerning methods and conditions governing promotions.

Packing Plant Employees, Hamilton, Ont.—During January a dispute between the F. W. Fearman Company, Limited, Hamilton, Ont., and its employees, members of Local 239, United Packinghouse Workers of America, was brought to the attention of the Department. The controversy arose over the refusal of the Company to recognize the Union as the collective bargaining agency for the workers. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, arranged a joint meeting between the management and Union representatives in mid February. The Company stated it would agree to a representation vote providing all employees participated. Union officials refused to agree to the inclusion of the office staff and foremen and, when no settlement could be reached on this point, stated that they would apply to the Labour Court for Ontario in order to obtain certification.

Transportation Workers, Montreal, P.Q.—On February 18, the Department was advised of a dispute involving the Montreal Tramways Company and its employees. Later in the day it was reported that there had resulted a complete cessation of the transportation service of the Company. The dispute was within the jurisdiction of the Quebec provincial authorities but, after consultation with the Quebec Department of Labour, arrangements were made to have a Federal Industrial Relations Officer proceed to Montreal to co-operate with the provincial authorities in endeavouring to effect a resumption of work. Work was resumed within 30 hours, the Union concerned, the Canadian Brotherhood of Railway Employees and Other Transport Workers, making application for an investigation into the circumstances surrounding the dispute. On February 21, the provincial authorities nominated Mr. C. Miron, Chief Conciliation Officer for Quebec, and Mr. B. Wilson, Industrial Relations Officer, Ottawa, to investigate jointly the causes of the trouble. The investigators were instructed to recommend a solution to prevent the recurrence of such incidents and to ensure a better relationship between the management and employees and among employees themselves. The investigators were required to report within 14 days, with the parties to the dispute being directed to make application for a Board of Arbitration under the Quebec Public Services Employees' Disputes Act if a settlement were not arranged as a result of the investigation. At the end of the month, the Quebec Department of Labour was considering the report and recommendations made as a result of the investigation.

Coal Miners, Stellarton, N.S.—When two employees of the Acadia Coal Company, Stellarton, N.S. were transferred from shift work to the coal face about 500 other miners ceased work in protest on February 18, 1944. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., immediately asked the President of District 26, United Mine Workers of America, to instruct the local Union to resume work at once and, if a legitimate grievance existed to have it dealt with in accordance with the procedure provided for in the Agreement between the Company and the Union. On February 19 the President of District 26, U.M.W.A., advised the employees to return to work pending investigation by Union and Company officials. All strikers resumed operations on February 21st after a time loss of two working days.

Merchant Seamen, Vancouver, B.C.—When agents of the Park Steamship Company, Limited at Vancouver, B.C. refused to accede to demands of crew members of the ss. *Mohawk Park* that their ship be furnished with certain equipment with which newer vessels of the Company were being outfitted,

about 30 unlicensed seamen employed on the vessel went on strike on February 8, 1944. The specific demands of the men, which were supported by the local business agent of the Deepsea and Inlandboatmen's Union of the Pacific, were that a power pump should be extended to the seamen's quarters aft in order to provide hot water facilities and that steam percolators be installed. While the incident was being dealt with by a Committee of Investigation under the Merchant Seamen Order, Mr. G. R. Currie, Industrial Relations Officer, Vancouver, conferred with representatives of the shipping agents of the Company and the Union and made suggestions which would permit an immediate return to work. Later the Manager of the Company met the business agent of the Union and a Committee from the Vancouver District Labour Council (C.C.L.) as a result of which the Company agreed to instal the extra piping when the vessel arrived in New Zealand and to furnish percolators in the sailors' and firemen's messrooms when it returned to the Port of Vancouver. Work was resumed on February 9.

Copper Miners, Britannia Beach, B.C.—An unauthorized strike by about 264 underground employees of the Britannia Mining and Smelting Company Limited, Britannia Beach, B.C. took place on February 4, 1944, in protest against the dismissal of an employee who was a member of Local 663, International Union of Mine, Mill and Smelter Workers. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, communicated with the International Representative of the Union, and the President of the local organization, both of whom admitted that the stoppage of work was a breach of the Collective Agreement with the Company and agreed to advise the men to resume work. The Company was also approached by Mr. Currie and the General Manager stated his willingness to treat the case of the discharged employee as a grievance under the provisions of the Agreement. Work was resumed after one day's time loss and at a meeting of the Local Union a motion was passed undertaking to live up to the conditions of the Agreement in future. The aggrieved employee chose to appeal his case later to National Selective Service officers, but a review of his dismissal was denied because of the existence of a Collective Agreement embodying grievance procedure.

Coal Miners, Bellevue, Alberta.—In the January issue of the LABOUR GAZETTE (p. 58) mention was made of a strike from December 1st to 6th by employees of Hillcrest-Mohawk Collieries Limited and West Canadian Collieries Limited at Bellevue, Alberta, which was called when Army authorities called up the medical doctor who had been engaged under contract to Local 7924, United Mine Workers of America. When the leave extended to the Doctor expired on January 31, he was again called up for military service and on February 1st some 688 employees of the same two mines again refused to work unless the services of a physician were available in case of accident. The Minister of Labour made representations to the Minister of National Defence (Army), as a result of which a further extension of leave was granted to the Doctor in question. Work was resumed by the miners on February 2nd.

Transport Workers, Windsor, Ont.—In the February issue of the LABOUR GAZETTE mention was made of a strike by 25 employees of the Direct-Winters Transport Company at Windsor, Ontario. Towards the end of January the Company offered during negotiations to sign an Agreement with Local No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, recognizing the Union as sole bargaining agent in terms similar to the contracts which had been signed by the Union with three other major transport Companies in the area. The Union refused this offer and held out for the inclusion of a maintenance of membership clause in the Agreement. This was rejected by the management and all further offers to mediate on the part of Mr. J. P. Nicol, Industrial Relations Officer, Toronto, met with no success. The Director of Industrial Relations then took the matter up with International Officers of the Union in Detroit and secured an undertaking that work would be resumed immediately by the strikers if the Minister of Labour would refer the dispute to a Board of Conciliation and Investigation established under Section 65 of the Industrial Disputes Investigation Act. The Company in turn agreed to permit all its men to return to work without discrimination. The strike was terminated on February 28 and a Board was established by the Minister on February 29th.

Union Representation Votes

Packing Plant Employees, Montreal, P.Q. —By joint consent of the parties a representation vote was conducted on February 18, 1944, under the supervision of Mr. R. Trepanier, Industrial Relations Officer, Montreal, among certain employees of the Swift Canadian Company, Limited, Place Viger Market, Montreal, P.Q. The ballot was to determine whether the employees desired to be represented by the Montreal Packing Plant Employees' Federal Union, Local 66 (T.L.C.C.) in negotiations with their employer. There were 100 persons eligible to vote, of whom 75 cast their ballots in favour of the Union while 10 opposed Union representation.

Metal Products Workers, Montreal, P.Q. —A representation vote was conducted on February 11, by joint consent of the parties, among employees of Cambridge Machine Tool and Aircraft Supplies, Limited, Montreal, P.Q. There were 175 employees eligible to vote, of whom 147 cast their ballots. There were 78 votes in favour of representation by the United Electrical Radio and Machine Workers of America and 68 in favour of a Shop Committee of Employees with one spoiled ballot. Mr. R. Trepanier, Industrial Relations Officer, Montreal, supervised the vote as Returning Officer.

Chemical Workers, Hamilton, Ontario.— On February 28, by joint consent of the parties Mr. J. P. Nicol, Industrial Relations Officer, Toronto, supervised a representation vote to determine whether or not the majority of 226 employees of the General Chemicals and Fertilizer Division of Canadian Industries Limited, Hamilton, Ontario, wished to be represented by the Canadian Industrial Workers' Union, Local No. 2 (C.C.L.). Out of 205 ballots cast, 159 favoured the Union as sole collective bargaining agent, while 45 were opposed and there was one spoiled ballot.

Chemical Products Workers, Sydney, N.S. —By joint consent of the parties a representation vote was conducted on February 11, to ascertain whether employees of Dominion Tar and Chemical Company, Limited, Sydney, N.S. were in favour of the Sydney Tar and Chemical Workers' Union, Local No. 1 (C.C.L.), as their collective bargaining agent in dealings with their employer. The ballot was conducted under the supervision of Mr. Allan MacDonald, Industrial Relations Officer, Sydney, N.S. There were 52 employees eligible to vote, of whom 49 cast their ballots. The results were unanimously in favour of representation through the Union.

Packinghouse Workers, Moncton, N.B.— Under the supervision of Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., a representation vote was conducted on February 8, at the Swift Canadian Company, Limited, plant in Moncton, N.B., by joint consent of the parties. The ballot was to determine whether the employees desired to be represented for the purpose of collective bargaining by the United Packinghouse Workers of America, Local No. 244. In the first poll 221 out of 265 eligible employees cast their ballots. A group of 219 voted in favour of representation through the Union, while two were opposed. In a second poll there were two employees eligible to vote both of whom favoured Union representation. Following the ballot the parties agreed to confer jointly with a view to the consummation of a collective agreement.

Strikes and Lockouts in Canada During February, 1944

THE number of strikes and lockouts in existence in Canada for the month of February showed a decrease of seven as compared with the previous month but the number of workers involved and the time loss in man-working days showed some increase as compared with the previous month and also with February, 1943. Preliminary figures show 19 strikes on record for February, 1944, as compared with 26 for January and 31 in February, 1943; the workers involved numbered 8,785 in February, 8,140 in January and 5,239 in February, 1943; and the time loss in man-working days amounted to 39,868 in February, 23,408 in January and 24,301 in February, 1943.

During the month under review two strikes, one of men's clothing factory workers and one of street railway employees, both at Montreal, accounted for almost 65 per cent of the workers involved and caused about 85 per cent of the time loss.

Two strikes, involving 45 workers, were carried over from January and 17 commenced during February. Of these 19 strikes, 17 were terminated during the month. Four resulted in favour of the workers, one in favour of the employer, one was a compromise settlement and eleven were indefinite in result, work being resumed pending final settlement in each case. At the end of the month, therefore, there

were two strikes unterminated, namely: hotel employees at Edmonton, Alta., and seed packers at Brandon, Man.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Information is available as to one dispute of this nature, namely: fur factory workers, Quebec, P.Q., one employer, May 12, 1943.

The following table gives comparative figures for the first two months of 1943 and 1944:—

Strikes and Lockouts, January and February, 1943-1944.

STRIKES AND LOCKOUTS IN CANADA, JANUARY AND FEBRUARY, 1943-1944

Date	Number of Strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
*January, 1944	26†	26	8,140†	8,140	23,408
*February, 1944	17	19	8,740	8,785	39,868
Cumulative totals	43		16,880		63,276
January, 1943	33†	33	19,860†	19,860	166,715
February, 1943	27	31	2,611	5,239	24,301
Cumulative totals	60		22,471		191,016

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review.

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to obtain information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1944*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to February, 1944				
TRANSPORTATION—				
Other Local and Highway—				
Truck drivers, Windsor, Ont.	1	19	425	Commenced January 3, 1944; for a closed shop agreement; terminated February 26; conciliation, federal, and return of workers pending reference to an IDI‡ Board; indefinite.
SERVICE—				
Business and Personal—				
Hotel employees, Edmonton, Alta.	1	26	350	Commenced October 1, 1943; for payment of wage increases for porters as approved by the RWLB‡; unterminated.
Strikes and Lockouts Commencing During February, 1944				
LOGGING—				
Bush workers, Timmins, Ont.	1	(a) 45	45	Commenced February 23; for increased wages, piece rates; terminated February 23; conciliation (National Selective Service); in favour of employer.
MINING—				
Coal miners, Bellevue, Alta	2	688	688	Commenced February 1; against call-up of medical doctor for military service; terminated February 1; conciliation, federal; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1944*—*Continued*

Industry, occupation, and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During February, 1944—Continued				
MINING—*Con.*				
Metal miners (copper), Britannia Beach, B.C.	1	264	264	Commenced February 4; against dismissal of a miner for quitting work early; terminated February 5; conciliation, federal, and return of workers pending settlement; indefinite.
Coal miners (brushers), New Waterford, N.S.	1	(b) 23	75	Commenced February 14; for a new local contract; terminated February 17; conciliation, federal, and return of workers pending negotiations; indefinite.
Coal miners, Stellarton, N.S.	1	436	600	Commenced February 18; against transfer of two miners from shift work to coal face; terminated February 19; conciliation, federal, and return of workers pending investigation; indefinite.
MANUFACTURING—				
Vegetable Foods, etc.—				
Egg breakers, Trenton, Ont.	1	28	50	Commenced February 28; for increased wages and improved working conditions; terminated February 29; conciliation, federal, and return of workers pending settlement; indefinite.
Rubber and Its Products—				
Tire factory workers, Kitchener, Ont.	1	16	16	Commenced February 14; for increased efficiency bonus and improved working conditions; terminated February 14; return of workers pending further negotiations; in favour of workers.
Rubber factory workers (footwear), Kitchener, Ont.	1	(c) 820	820	Commenced February 14; against employment of a non-union worker; terminated February 14; conciliation, federal; in favour of workers.
Rubber factory workers, Montreal, P.Q.	1	375	1,750	Commenced February 15; against time standard for new work and transfer of press operators; terminated February 19, conciliation, federal, and return of workers pending negotiations; indefinite.
Textiles, Clothing, etc.—				
Men's clothing factory workers, Montreal, P.Q.	85	2,690	30,000	Commenced February 1; for increased wages and revision of insurance provisions in agreement; terminated February 14; conciliation, provincial and federal, and reference to arbitration; indefinite.
Knitting factory workers, Toronto, Ont.	1	18	10	Commenced February 1; *re* division of work and other grievances; terminated February 1; conciliation, federal, and return of workers pending settlement; indefinite.
Men's clothing factory workers, Joliette, P.Q.	1	93	250	Commenced February 2; for increased wages and revision of insurance provisions in agreement; terminated February 5; conciliation, provincial, and reference to arbitration; indefinite.
Knitting factory workers, Toronto, Ont.	1	18	180	Commenced February 9; for increased wages for certain workers; terminated February 19; conciliation, federal, and reference to arbitration; compromise.
Shipbuilding—				
Shipyard workers, Weymouth, N.S.	1	161	80	Commenced February 7; for the same wages when hours reduced from 10 to 8 per day, time and one-half after 8 hours and double time on Sundays; terminated February 7; negotiations and return of workers pending reference to RWLB; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1944*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During February, 1944—Concluded				
TRANSPORTATION—				
Electric Railways and Local Bus Lines—				
Street railway employees, Montreal, P.Q.	1	3,000	4,000	Commenced February 18; against working with members of another union; terminated February 19; conciliation, federal, and return of workers pending reference to a Provincial Commission; indefinite.
Water Transport—				
Seamen, Vancouver, B.C.	1	30	30	Commenced February 8; for steam percolators and hot water in crew quarters; terminated February 9; conciliation, federal; in favour of workers.
TRADE—				
Seed packers, Brandon, Man.	1	35	235	Commenced February 22; for increased wages, reduced hours and improved working conditions; unterminated.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ IDI—Industrial Disputes Investigation; RWLB—Regional War Labour Board.

(a) 40 indirectly affected; *(b)* 1,090 indirectly affected; *(c)* 100 indirectly affected.

Recent Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. The annual review including a table summarizing the principal statistics as to strikes and lockouts in Great Britain and other countries appears elsewhere in this issue.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in December was 128, and 16 were still in progress from the previous month, making a total of 144 disputes in progress during the month, in which 39,500 workers were involved. The time loss in October was 131,000 working days.

Of the 128 disputes beginning in December, 21 arose out of demands for increased wages and 41 over other wage questions, 2 over working hours, 15 on questions respecting the employment of particular classes or persons, 44 over questions as to working arrangements and two on questions of trade union principle; 3 were sympathetic strikes. Final settlements were reached in 121 disputes, of which 18 were settled in favour of workers, 76 in favour of employers and 27 resulted in a compromise; in 11 other disputes, work was resumed pending negotiations.

United States

Preliminary figures for January show 330 new strikes beginning in the month, in which 110,000 workers were involved. The time loss for all strikes in progress during the month was 625,000 working days.

Strikes and Lockouts, 1943

Strikes and Lockouts in Canada During 1943

DURING the year 1943, 402 strikes and lockouts were recorded in Canada. These involved a total of 218,404 workers and caused a time loss of 1,041,198 man-working days. During 1942, 354 strikes were recorded in which 113,916 workers were involved causing idleness of 450,202 man days. The figures for 1943 show a substantial increase in strike activity as compared with recent years. The total loss of time was less however than the average, 1,101,694 man days, for the 15-year period 1911 to 1925, even though the working force during that time was much smaller than in 1943.

In times of rapid expansion in the working force and in industrial activity strikes usually become more numerous. As shown in Table I this has been the case since 1939, and it also occurred in the years of high production and employment during the last war and immediately preceding and following it. The Dominion Bureau of Statistics index of employment has increased about 75 per cent since January, 1939, and has more than doubled since 1921. Industrial production in 1943 was about 2½ times what it was in 1939.

A large proportion of the strikes in 1943 were of short duration and many involved a comparatively small number of workers. Three hundred and ten of the 402 strikes during the year (or 77 per cent) were of less than 5 days' duration and caused about one-fifth of the total time loss, about the same proportion as was caused by a single strike of aircraft workers in Montreal. One hundred and fifty strikes were of one day's duration or less. Nineteen of the largest strikes, or less than 5 per cent of the total number, caused 76 per cent of the total time loss.

More than half the strikes in 1943 were in manufacturing and caused nearly 75 per cent of the number of man days lost. A great increase in loss of time was recorded in metal manufacturing and in shipbuilding, both of which industries have shown great expansion since the outbreak of war. Strikes in mining numbered 120, of which 111 were in coal mining. The latter caused nearly one-fifth of the total time loss, a large increase as compared with recent years due to a strike in District 18 in Alberta and British Columbia which involved more than 9,000 workers and caused a loss of 94,000 man days.

The principal cause of strikes in 1943, as is usually the case, was to obtain increases in wages, there being a total of 135 such strikes during the year. Forty-five strikes were for recognition of union. Twenty-seven per cent of the workers involved in all strikes were successful in their demands, 31 per cent were partially successful and 37 per cent were unsuccessful. Conciliation was a factor in the settlement of 186 strikes and negotiations in the case of 102.

Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in Canada, publishing in the LABOUR GAZETTE each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each strike. In each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the LABOUR GAZETTE are necessarily of a preliminary nature the annual review constitutes the revised record for the year. A special report on "Strikes and Lockouts in Canada, 1901 to 1912", issued in 1913, contained a complete list of strikes and lockouts for that period with analytical tables. The annual reviews in the LABOUR GAZETTE have brought the lists of strikes and lockouts and analytical tables down to date each year.

The annual review for 1930 appearing in the LABOUR GAZETTE, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government departments for official statistics. This classification had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were also made.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical tables, therefore, strikes and lockouts are recorded together.

A strike or lockout included as such in the records of the Department, is a cessation of work involving six or more employees and lasting one working day or more. Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a

time loss of 10 days or more is caused. A separate record of such strikes involving less than 10 days' time loss is maintained in the Department. During 1943, there were 25 such disputes involving 958 workers and causing a time loss of 122 man days. In 1942, 28 were recorded involving 1,040 employees and causing a loss of 152 days.

In Tables I and X the number of employers involved is given. In strikes which involve large numbers of shops or factories, clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

The figures in this report are inclusive of all strikes which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is not always possible to secure exact information, but the estimate made in such cases is the result of painstaking methods in the collection of data, and it is believed that the statistics indicate the conditions with reasonable precision. The estimate of time loss is reached by multiplying the number of working days during which each strike lasted by the number of employees directly involved from time to time so far as known. The number of employees recorded for each strike is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In recent years, when the information was available, the numbers indirectly affected, if important, have been shown in footnotes to Table X, which is a detailed list of the strikes and lockouts during the year. The workers indirectly affected in each strike are those in the establishment who are unable to continue work because of the stoppage but not participating in the strike.

Charts

The accompanying charts show the results of strikes and lockouts according to the numbers of workers involved and the time loss in man working days by groups of industries each year, for the period 1901 to 1943.

Analysis of Statistics, 1943

Table I is a summary of the principal statistics for the period for which the record has been compiled, beginning in 1901. The table shows the number of strikes and lockouts beginning in each year, and the number in existence during the year, the difference in each case being the number carried over at the end of the previous calendar year. The approximate number of employers involved in all strikes as well as the number of workers involved and the time loss, is given. In addition to these data, the number of strikes in existence during each year in coal mining and in industries other than coal mining is given, along with the number of workers involved and the time loss. A study of the latter figures reveals that a few strikes in coal mining in some years account for a large proportion of the workers involved and for a still larger proportion of the time loss resulting.

Table II an analysis of the 1943 record, by the number of workers involved shows that a large proportion of the strikes involved comparatively small numbers of workers and caused a small proportion of the total time loss while a relatively small number of strikes involving comparatively large numbers of workers resulted in a very large percentage of the total time loss. Thus one hundred and ninety-six strikes, or nearly 50 per cent of the total, involved fewer than 100 workers in each case and caused less than 3 per cent of the total time loss. Forty-four strikes, less than 11 per cent of the total number, involved 1,000 workers or more. The total number of workers in these 44 strikes was 163,788 or 75 per cent of the numbers involved in all strikes, while the time loss was 80 per cent of the total.

Table III an analysis by time loss shows that 141 strikes or 35·1 per cent of the total number caused a loss of less than 100 days in each case and a total time loss in the 141 strikes of less than one per cent of the loss in all strikes during the year. Nearly 80 per cent of the strikes had less than 1,000 days loss in each case. These involved 21·6 per cent of the total number of workers in all strikes and caused only 6·3 per cent of the total number of working days lost. On the other hand 19 strikes, 4·7 per cent of the total number, caused more than 10,000 days time loss in each case. These involved nearly one-half of the workers in all strikes and caused more than three-quarters of the total number of days lost. Four strikes had a time loss of more than 50,000 days each and the combined loss was 41·9 per cent of the total for all strikes and lockouts.

Table IV, an analysis by duration, shows that three-quarters of the strikes involving nearly two-thirds of the total number of workers were settled within five days with the result that the time loss from these strikes numbering 310 was only slightly more than one-fifth of the total time loss. The number of strikes of between 10 and 15 days' duration each was 28 and these caused 55·7 per cent

of the total days of idleness due to strikes but involved only 25·7 per cent of the number of workers in all strikes. Twelve strikes lasted 25 days or more and caused about 10 per cent of the time loss.

As shown in Table V the number of strikes, 27·1 per cent of the total, was greater in Quebec than in any other province with Ontario and Nova Scotia following closely with 24·4 per cent and 23·4 per cent respectively. Other provinces ranged from 10·2 per cent in Alberta to less than one per cent in Prince Edward Island. In the latter province only one strike was recorded involving a very few workers. Nearly 50 per cent of the time loss in Quebec was due to one strike in Montreal of aircraft workers. In Nova Scotia 59 strikes were in coal mining. Three strikes were interprovincial in character. One of these involved 9,850 coal miners in Alberta and British Columbia causing 94,000 days loss.

Table VI, an analysis by industries, shows that strikes were more numerous in manufacturing than in all other industries combined. These involved 139,656 workers or 63·9 per cent of the total in all strikes and caused nearly three-quarters of the total time loss. Nearly one-half the strikes in this group occurred in the manufacture of metal products. These included a strike of more than 20,000 aircraft workers in Montreal which caused a loss of 200,000 days; three strikes of steel workers in January in Nova Scotia and Ontario which caused a loss of 147,000 days; a strike of workers engaged in the manufacture of motor vehicles at Windsor caused a loss of 40,000 days; steel workers at Galt, 41,000; and aircraft workers at Vancouver 31,000 days. Thirty-two strikes in shipbuilding involved 39,110 workers and caused a loss of 121,764 man days. Two strikes of shipyard workers in Montreal, Quebec and Lauzon caused 95,800 days time loss.

Twenty-nine per cent of all strikes during the year occurred in mining involving 59,552 workers and causing 208,314 days time loss or 20 per cent of the total. More than 90 per cent of the strikes in this industry were in coal mining. The few strikes in other mining involved very few workers and caused little time loss. A strike of coal miners in Alberta and British Columbia in November caused a loss of 94,000 man days, another earlier in the year at Drumheller caused 20,000 days loss and a third at Springhill in Nova Scotia caused 14,500 days loss.

Table VII, which gives the statistics of strikes by causes and results shows that as is usually the case the predominant cause of strikes during 1943 was for increase of wages, there being 115 for this cause alone. In addition 20 strikes were recorded as being due to demands for increases in wages and other changes. These 135 strikes involved 53,619 workers, about 25 per cent of the total in all strikes and caused a time loss of 326,343 man days, more than 30 per cent of the total. The demands of the workers were obtained in 47 cases while a compromise settlement resulted in 37; the demands were not obtained in 39 cases and the remainder, 12 in number, were unterminated or indefinite in result.

Union questions caused a total of 75 strikes. These involved 41,566 workers and caused a time loss of 166,203 man days. Recognition of union was the cause of 45 strikes in which the total time loss was 139,127 days or about 13 per cent of the total. The workers were successful in 19 of these strikes, were unsuccessful in 15 while in nine cases a compromise settlement was reached and two were indefinite in result. Demands in connection with employment of union members only, "closed union shop", caused 21 strikes of which 11 were successful, six were unsuccessful and three resulted in a compromise. Included among the strikes which involved union questions were 10 inter-union disputes as to which union should be the bargaining agency. Discharge of workers for other than union questions caused 46 strikes but the total time loss from these was not large.

In Table VIII, an analysis by industries and methods of settlement, shows that 225 or about 55 per cent were settled by various government agencies, Dominion and Provincial. Of these, 106 were settled by conciliation, 93 by reference to War Labour Boards, Labour Courts, etc., 17 by arbitration and 9 by reference under the Industrial Disputes Investigation Act. Of the disputes referred to War Labour Boards, Labour Courts, etc., resumption of work was preceded by conciliation in 61 cases and by negotiations between the parties in 11 cases. Conciliation was a factor therefore in the settlement of 186 strikes.

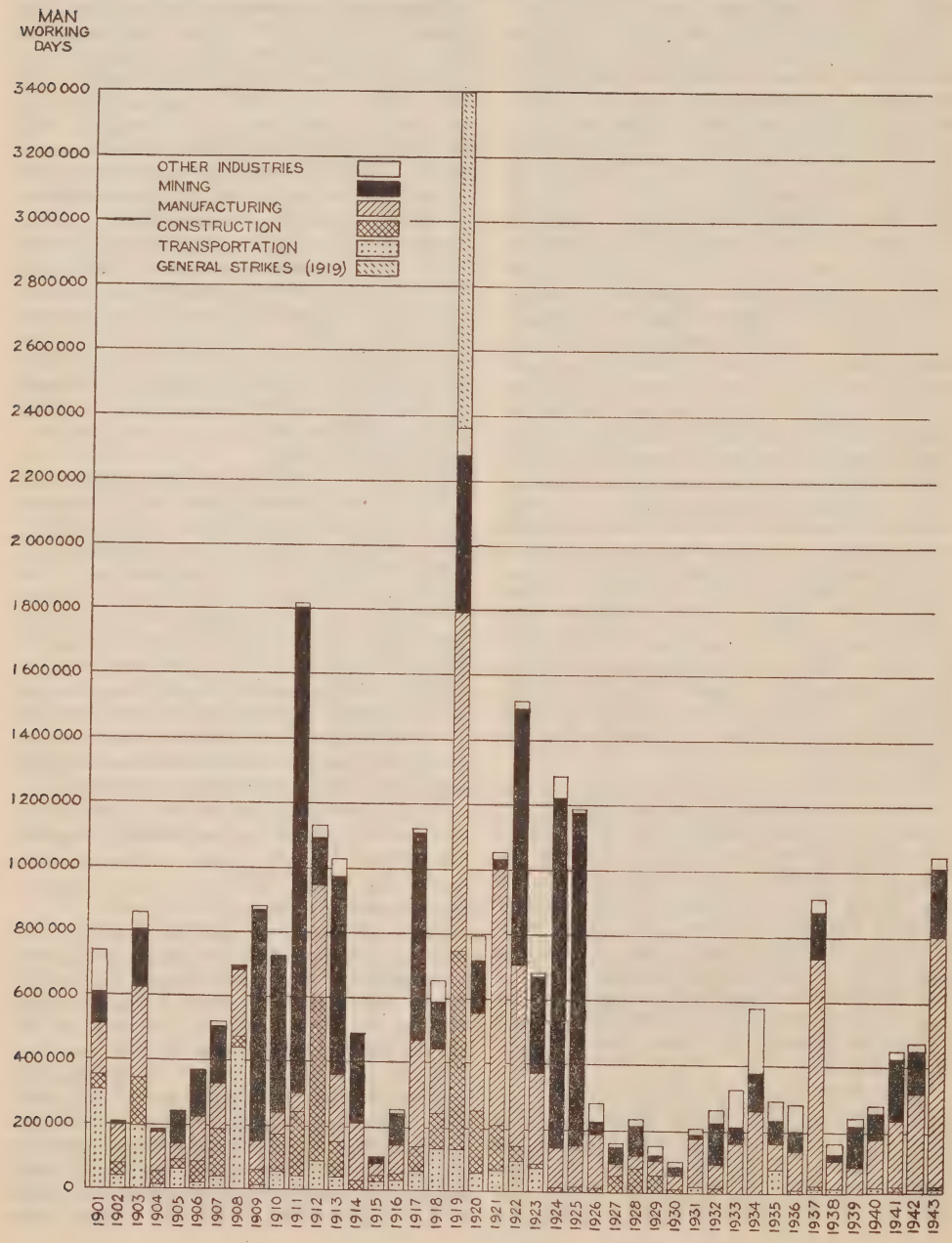
Of the remaining 177 strikes, a settlement was brought about by negotiations between the parties in 102 cases. Sixty-two were settled by return of workers, and eight by replacement of workers.

Table IX gives the number of strikes, the number of workers involved and the time loss in man days by months during the last 11 years. While there is not a definite seasonal pattern in strike activity the number of strikes tends to be lowest at the beginning and the end of the year with the greatest number in the intervening period. In 1943 the number of strikes declined from 33 in January to 27 in March and then increased to 59 in June which was the month in which strikes were most numerous. The low point was in December when 22 strikes were

recorded. The time loss in man days being very materially affected by a few large strikes tended to be greatest in the months during which these strikes occurred. Therefore August was the month in which the most idleness was recorded because of one strike which caused 200,000 days loss. January was the next highest due to three strikes of steel workers in Nova Scotia and Ontario. February was the month during which the time loss was the lowest during the year.

Table X is the list of strikes and lockouts in existence during the year with details as to causes, results, dates, etc.

LOSS IN MAN-WORKING DAYS THROUGH STRIKES AND LOCKOUTS BY GROUPS OF INDUSTRIES EACH YEAR 1901-1943



RESULTS OF STRIKES AND LOCKOUTS ACCORDING TO NUMBERS OF WORKERS INVOLVED EACH YEAR 1901-1943

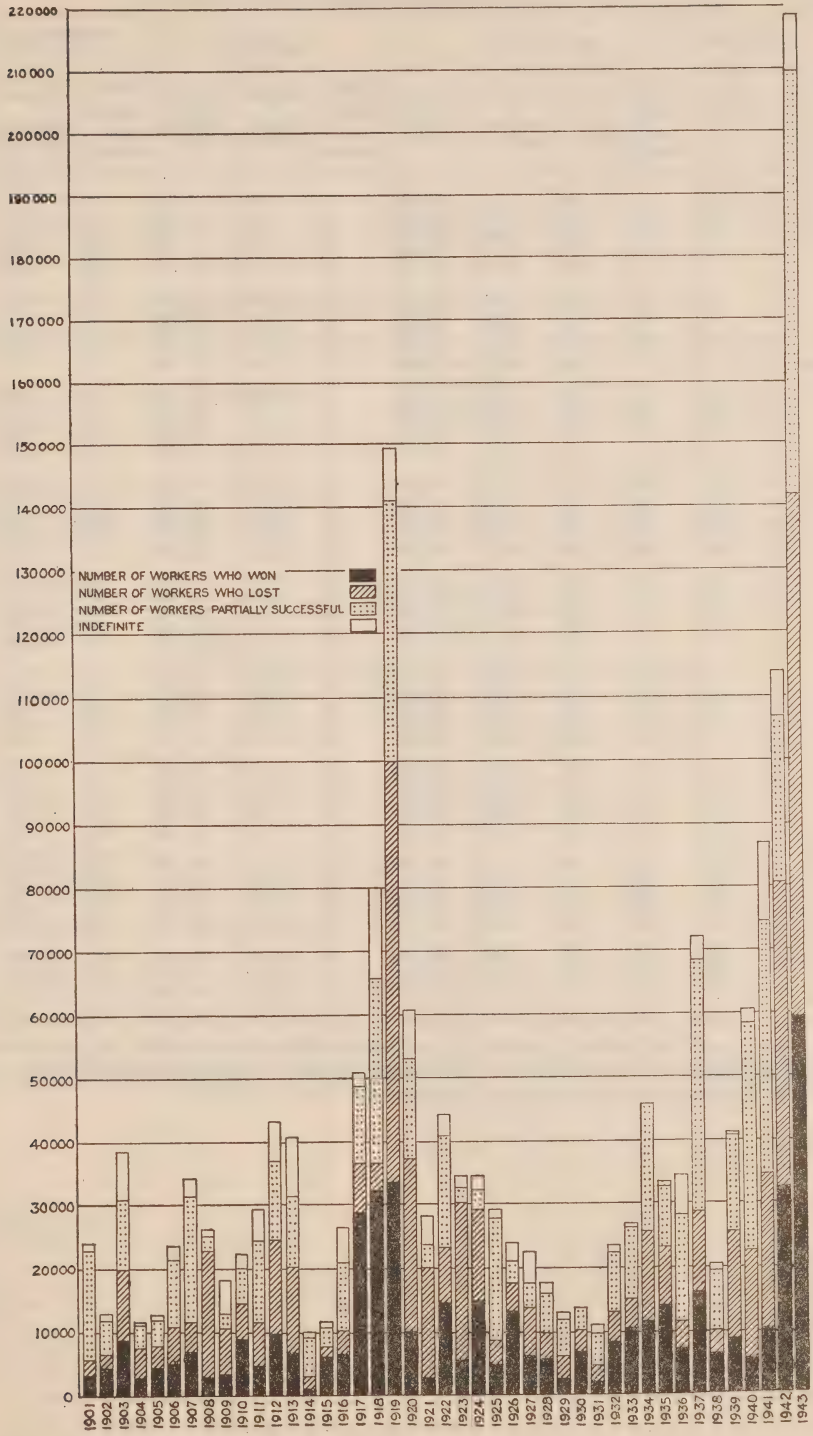


TABLE I—STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1901-1943

Year	Number beginning during the year	Strikes and Lockouts in existence during year									
		All Industries				Coal Mining			Industries other than Coal Mining		
		Number of strikes and lockouts	Number of employers	Number of workers involved	Time loss in man-working days	Number of strikes and lockouts	Number of workers involved	Time loss in man-working days	Number of strikes and lockouts	Number of workers involved	Time loss in man-working days
1901	97	99	285	24,089	737,808	2	1,760	7,040	97	22,329	730,768
1902	124	125	532	12,709	203,301	3	510	10,120	122	12,199	193,181
1903	171	175	1,124	38,408	858,959	7	5,410	173,441	168	32,998	685,518
1904	103	103	591	11,420	192,890	4	184	792	99	11,236	192,098
1905	95	96	332	12,513	246,138	10	5,564	101,770	86	6,949	144,368
1906	149	150	965	23,382	378,276	13	4,549	146,622	137	18,833	231,654
1907	183	188	950	34,060	520,142	13	8,990	102,824	175	25,070	417,318
1908	72	76	178	26,071	703,571	7	3,541	13,600	69	22,530	689,971
1909	88	90	372	18,114	880,663	13	8,618	720,180	77	9,496	160,483
1910	94	101	1,233	22,203	731,324	3	2,950	485,000	98	19,253	246,324
1911	99	100	533	29,285	1,821,084	6	9,890	1,513,320	94	19,395	307,764
1912	179	181	1,321	42,860	1,135,786	2	2,243	107,240	179	40,617	1,028,546
1913	143	152	1,077	40,519	1,036,254	4	4,837	562,025	148	35,682	474,229
1914	58	63	261	9,717	490,850	3	2,500	280,800	60	7,217	210,050
1915	62	63	120	11,395	95,042	9	2,753	11,907	54	8,642	83,135
1916	118	120	332	26,538	236,814	8	11,270	72,387	112	15,268	164,427
1917	158	160	758	50,255	1,123,515	21	17,379	584,890	139	32,876	538,625
1918	228	230	782	79,743	647,942	46	22,920	130,696	184	56,823	517,246
1919	332	336	1,967	148,915	3,400,942	20	10,130	383,659	316	138,785	3,017,283
1920	310	322	1,374	60,327	799,524	35	12,128	99,920	287	48,199	699,604
1921	159	168	1,208	28,257	1,048,914	10	1,456	31,318	158	26,801	1,017,596
1922	89	104	732	43,775	1,528,661	21	26,475	798,548	83	17,300	730,113
1923	77	86	450	34,261	671,750	23	20,814	299,539	63	13,447	372,211
1924	64	70	435	34,310	1,295,054	15	21,201	1,089,484	55	13,109	205,570
1925	86	87	497	28,949	1,193,281	17	18,672	1,040,276	70	10,277	153,005
1926	75	77	512	23,834	266,601	16	8,445	35,193	61	15,389	231,408
1927	72	74	480	22,299	152,570	20	16,653	53,833	54	5,646	98,737
1928	96	98	548	17,581	224,212	14	5,033	88,000	84	12,548	136,212
1929	88	90	263	12,946	152,080	8	3,045	6,805	82	9,901	145,275
1930	67	67	338	13,768	91,797	15	6,228	24,183	52	7,540	67,614
1931	86	88	266	10,738	204,238	9	2,129	11,523	79	8,609	192,715
1932	111	116	497	23,390	255,000	33	8,540	132,766	83	14,850	122,234
1933	122	125	617	26,558	317,547	21	3,028	33,019	104	23,530	284,528
1934	189	191	1,100	45,800	574,519	26	11,461	91,459	165	34,339	483,060
1935	120	120	719	33,269	284,028	17	6,131	61,032	103	27,138	222,996
1936	155	156	709	34,812	276,997	22	8,655	56,766	134	26,157	220,231
1937	274	278	630	71,905	886,393	44	15,477	112,826	234	56,428	773,567
1938	142	147	614	20,395	148,678	25	5,054	21,366	122	15,341	127,312
1939	120	122	243	41,038	224,588	48	31,102	111,274	74	9,936	113,314
1940	166	168	894	60,619	266,318	65	31,223	68,734	103	29,396	197,584
1941	229	231	658	87,091	433,914	45	38,136	109,069	186	48,955	324,845
1942	352	354	492	113,916	450,202	53	19,670	66,318	301	94,246	383,884
1943	401	402	651	218,404	1,041,198 b	111	59,017	204,980 b	294	159,387	836,218
Total	6,203	a 6,349	a 28,640	a 1,770,438	28,229,365	a 909	a 505,771	10,056,544	a 5,445	a1,264,667	18,172,821

a In this table figures for strikes and lockouts extending over the end of the year are counted more than once.
b Two protest strikes in Nova Scotia involved workers in various industries. The figures in these two totals do not add up to the number of strikes for the year, namely 402. See explanatory footnote on Table X.

TABLE II.—STRIKES AND LOCKOUTS, 1943, BY NUMBER OF WORKERS INVOLVED

Number of workers involved	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent of total
Under 10	13	3·2	93	0·0	332	0·0
10 and under 50	108	26·9	2,886	1·3	14,572	1·4
50 and under 100	75	18·7	4,976	2·3	12,637	1·2
100 and under 500	135	33·6	28,521	13·1	99,883	9·6
500 and under 1,000	27	6·7	18,140	8·3	79,339	7·6
1,000 and over	44	10·9	163,788	75·0	834,435	80·2
Total	402	100·0	218,404	100·0	1,041,198	100·0

TABLE III.—STRIKES AND LOCKOUTS, 1943, BY TIME LOSS

Number of man-working days lost	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent of total
Under 100	141	35·1	7,467	3·4	5,622	0·5
100 and under 500	133	33·1	24,345	11·1	30,187	2·9
500 and under 1,000	45	11·2	15,404	7·1	30,315	2·9
1,000 and under 10,000	64	15·9	64,199	29·4	184,294	17·7
10,000 and under 50,000	15	3·7	63,808	29·2	354,780	34·1
50,000 and over	4	1·0	43,181	19·8	436,000	41·9
Total	402	100·0	218,404	100·0	1,041,198	100·0

TABLE IV.—STRIKES AND LOCKOUTS, 1943, BY DURATION

Period of duration	Strikes and lockouts		Workers involved		Time Loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent total
Under 5 days	310	77·1	138,717	63·5	222,541	21·4
5 days and under 10 days	40	10·0	14,620	6·7	88,002	8·5
10 days and under 15	28	7·0	56,030	25·7	579,773	55·7
15 days and under 20	6	1·5	2,094	1·0	26,235	2·5
20 days and under 25	1	0·2	32	0·0	640	0·0
25 days and over	12	3·0	3,409	1·5	100,807	9·7
Unterminated or carried over from previous year	5	1·2	3,502	1·6	23,200	2·2
Total	402	100·0	218,404	100·0	1,041,198	100·0

TABLE V.—STRIKES AND LOCKOUTS, 1943, BY PROVINCES

Province	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent of total
Nova Scotia	94	23·4	63,892	29·3	205,541	19·8
Prince Edward Island	1	0·2	9	0·0	18	0·0
New Brunswick	21	5·2	2,406	1·1	4,539	0·4
Quebec	109	27·1	77,757	35·6	456,931	43·9
Ontario	98	24·4	36,282	16·6	190,752	18·3
Manitoba	8	2·0	1,149	0·5	2,043	0·2
Saskatchewan	1	0·2	100	0·0	1,550	0·2
Alberta	41	10·2	7,025	3·2	33,536	3·2
British Columbia	26	6·5	18,888	8·7	48,138	4·6
Yukon Territory	.....	.....	.....	.....	.....	.....
Interprovincial	3	0·8	10,896	5·0	98,150	9·4
Total	402	100·0	218,404	100·0	1,041,198	100·0

TABLE VI.—STRIKES AND LOCKOUTS, 1943, BY INDUSTRIES

Industry	Strikes and lockouts		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man-working days	Per cent of total
Agriculture						
Logging	**6**	**1·5**	**632**	**0·3**	**7,287**	**0·7**
Fishing and Trapping						
Mining, etc. (a)	**120**	**29·1**	**59,552**	**27·3**	**208,314**	**20·0**
Coal	111	27·1	59,017	27·0	204,980	19·7
Other	9	2·0	535	0·3	3,334	0·3
Electric Light and Power (a)						
Manufacturing	**222**	**54·7**	**139,656**	**63·9**	**777,661**	**74·7**
Vegetable foods, etc	2	0·5	210	0·1	80	0·0
Tobacco and liquors	2	0·5	1,718	0·8	13,530	1·3
Rubber and its products	14	3·5	3,794	1·7	13,243	1·3
Animal foods	4	1·0	657	0·3	333	0·0
Boots and shoes (leather)	6	1·5	1,450	0·7	9,385	0·9
Fur, leather and other animal products	7	1·7	304	0·1	4,392	0·4
Textiles, clothing, etc	21	5·2	3,546	1·6	17,391	1·7
Pulp, paper and paper products	8	2·0	2,648	1·2	23,240	2·2
Printing and publishing	2	0·5	90	0·0	215	0·0
Miscellaneous wood products	5	1·2	720	0·4	1,899	0·2
Metal products	102	25·4	83,302	38·1	545,169	52·4
Shipbuilding (b)	32	7·5	39,110	17·9	121,764	11·7
Non-metallic minerals, chemicals, etc	12	3·0	1,557	0·7	18,252	1·8
Miscellaneous products	5	1·2	550	0·3	8,768	0·8
Construction (a)	**12**	**3·0**	**785**	**0·4**	**1,920**	**0·2**
Buildings and structures	4	1·0	397	0·2	1,186	0·1
Railway						
Bridge (a)						
Highway	1	0·3	20	0·0	20	0·0
Canal, harbour, waterway						
Miscellaneous	7	1·7	368	0·2	714	0·1
Transportation and Public Utilities	**24**	**6·0**	**8,712**	**3·9**	**18,958**	**1·8**
Steam railways	1	0·3	98	0·0	98	0·0
Electric railways and local bus lines	4	0·9	3,093	1·4	7,158	0·7
Other local and highway transport	1	0·3	64	0·0	250	0·0
Water transport	17	4·2	4,506	2·1	11,392	1·1
Air transport (c)	1	0·3	951	0·4	60	0·0
Telegraph and telephones						
Electricity and gas (a)						
Miscellaneous						
Trade	**7**	**1·7**	**202**	**0·1**	**718**	**0·1**
Finance						
Service	**16**	**4·0**	**8,865**	**4·1**	**26,340**	**2·5**
Public administration (a)	9	2·0	8,562	3·9	21,661	2·1
Recreation						
Custom and repairs	1	0·3	15	0·0	12	0·0
Business and personal	7	1·7	288	0·2	4,667	0·4
Total	(d) **402**	**100·0**	**218,404**	**100·0**	**1,041,198**	**100·0**

(a) Non-ferrous smelting is included with Mining; Electric Light and Power does not include undertakings mainly public utilities; erection of all large bridges is under Bridge Construction; water service is under Public Administration.

(b) Shipbuilding was included prior to 1942 under Construction; very few strikes in Shipbuilding between 1921 and 1941.

(c) No Air Transport group prior to 1943 as there were no strikes.

(d) This total is not the sum of the figures given above because two protest strikes in Nova Scotia involved workers in more than one industry.

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TABLE VII.—STRIKES AND LOCKOUTS, 1943, BY CAUSES AND RESULTS

Cause or object	In favour of workers			In favour of employers			Compromise or partially successful			Indefinite or Unterminated			Total		
	Strikes and lockouts	Workers	Time loss in man-working days	Strikes and lockouts	Workers	Time loss in man-working days	Strikes and lockouts	Workers	Time loss in man-working days	Strikes and lockouts	Workers	Time loss in man-working days	Strikes and lockouts	Workers	Time loss in man-working days
Wages—															
Increase in wages (a)	40	13,974	42,926	37	4,804	15,677	26	13,007	121,130	12	3,597	17,043	**115**	**35,382**	**196,776**
Decrease in wages	2	88	88	2	80	122	.....	.....	.....	.....	.....	.....	**4**	**168**	**210**
Increase in wages and reduced hours	.....	.....	.....	.....	.....	.....	2	44	300	.....	.....	.....	**2**	**44**	**300**
Increase in wages and other changes	7	4,496	21,132	2	857	1,350	11	12,884	107,085	.....	.....	.....	**20**	**18,237**	**129,567**
Hours of Labour—															
Reduced hours	2	80	35	3	175	343	.....	.....	.....	.....	.....	.....	**5**	**255**	**378**
Increased hours	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other causes affecting wages and working conditions (b) (c)	28	10,823	10,495	58	41,897	284,442	14	16,390	42,781	2	2,000	3,000	**102**	**71,110**	**340,718**
Unionism—															
Recognition of union (d)	19	11,700	50,217	15	3,419	37,940	9	2,882	46,630	2	248	4,340	**45**	**18,249**	**139,127**
Employment of union members only (e)	11	10,206	12,085	6	685	4,512	3	7,315	77,750	1	108	650	**21**	**18,314**	**94,997**
Discharge of workers for union activity or membership	.....	.....	.....	3	106	765	3	3,592	25,264	.....	.....	.....	**6**	**3,698**	**26,029**
Union jurisdiction (f)	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
To secure or to maintain union wages and working conditions	1	145	250	.....	.....	.....	.....	.....	.....	.....	.....	.....	**1**	**145**	**250**
Other union questions	1	1,100	5,500	1	60	300	.....	.....	.....	.....	.....	.....	**2**	**1,160**	**5,800**
Discharge of workers (g) (h)	12	2,173	8,732	20	3,612	6,497	13	4,948	8,113	1	1,500	3,000	**46**	**12,233**	**26,342**
Employment of particular persons (g)	7	953	793	7	978	584	.....	.....	.....	1	1,500	3,500	**15**	**3,431**	**4,877**
Sympathetic	.....	.....	.....	4	24,093	24,122	2	6,175	43,500	.....	.....	.....	**6**	**30,268**	**67,622**
Unclassified	6	3,925	6,325	5	1,285	1,380	1	500	500	.....	.....	.....	**12**	**5,710**	**8,205**
Total	**136**	**59,663**	**158,578**	**163**	**82,051**	**378,034**	**84**	**67,737**	**473,053**	**19**	**8,953**	**31,533**	**402**	**218,404**	**1,041,198**

(a) Including cost-of-living bonus.
(b) Including vacations with pay.
(c) Inter-union dispute caused one strike, involved 413 workers and caused a time loss of 6,652 man-working days.
(d) Inter-union disputes caused seven strikes, involved 5,842 workers and caused a time loss of 41,450 man-working days.
(e) Inter-union disputes caused two strikes, involved 325 workers and caused a time loss of 520 man-working days.
(f) Union jurisdiction refers to disputes between unions as to the character or class of work which their respective members should perform, not to disputes re bargaining agency.
(g) Other than in connection with union questions.
(h) Including suspension and refusal to reinstate.

TABLE VIII.—STRIKES AND LOCKOUTS, 1943, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations between parties		Conciliation or mediation		Reference to War Labour Boards, Labour Courts, etc.		Arbitration		Reference under IDI Act		Return of workers		Replacement of workers		Indefinite or unterminated		Total	
	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers	Strikes and lockouts	Workers
Agriculture																		
Logging	4	120							1	500			1	12			6	632
Fishing and Trapping																		
Mining, etc	32	7,937	50	17,913	10	10,380	1	3,500			22	5,304			2	1,608	117	46,642
Manufacturing	44	24,050	42	8,164	73	63,664	14	19,175	7	2,376	34	34,949	5	118	1	152	220	152,648
Clothing, textiles and leather (a)	5	739	12	2,131	8	2,005	3	105			3	233	3	87			34	5,300
Metal	16	4,101	19	2,484	36	42,141	7	17,736	3	673	19	32,701	2	31			102	99,867
Shipbuilding (b)	13	16,613	3	628	4	14,684	2	1,165	2	1,282	6	1,165					30	35,537
Other	10	2,597	8	2,921	25	4,834	2	169	2	421	6	850			1	152	54	11,944
Construction	3	91	3	324	2	137					3	110	1	123			12	785
Transportation and Public Utilities	9	2,074	5	893	7	2,580			1	3,000	1	150	1	15			24	8,712
Trade	3	98	1	44	1	4					2	56					7	202
Finance																		
Service	7	360	5	5,181			2	1,512							2	1,730	16	8,783
Miscellaneous																		
Total	102	34,730	(c) 106	32,519	(d)(e)93	76,765	(f) 17	24,187	(g) 9	5,876	(h) 62	40,569	8	268	5	3,490	402	218,404

(a) Textiles, clothing, etc., furs, leather and other animal products; boots and shoes (leather).
(b) Shipbuilding was included prior to 1942 under Construction; there were very few strikes in shipbuilding between 1921 and 1941.
(c) Federal in 88 cases; provincial, 15; local, 1; National Selective Service, 3.
(d) Preceded by conciliation in 61 cases (federal, 46; provincial, 15) and negotiations in 11 cases.
(e) Referred to Royal Commissions in 5 cases.
(f) Preceded by conciliation in 10 cases (federal 5, provincial 5).
(g) Preceded by conciliation (federal 8, provincial 1).
(h) Pending negotiations in 4 cases.

TABLE IX—STRIKES AND LOCKOUTS, 1933-1943, BY MONTHS

Month	Number of strikes and lockouts beginning in month										
	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943
January	5	23	10	4	13	18	10	5	12	12	32
February	6	15	2	8	11	7	5	11	6	20	27
March	7	20	8	15	19	12	4	10	12	14	25
April	4	13	10	10	32	10	6	15	30	17	35
May	13	23	20	10	29	9	11	19	30	28	35
June	9	18	9	12	27	17	8	12	28	50	53
July	7	22	19	11	33	11	9	21	26	61	33
August	18	18	10	29	31	17	17	20	28	53	46
September	17	10	12	17	25	6	14	13	24	35	35
October	10	13	8	15	22	25	21	21	18	25	36
November	18	11	10	11	22	5	8	10	8	25	24
December	8	3	2	13	10	5	7	9	7	12	20
Year	122	189	120	155	274	142	120	166	229	352	401

Month	Number of strikes and lockouts in existence during month										
	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943
January	8	25	10	5	17	23	12	7	14	14	33
February	8	24	8	8	18	9	8	13	9	21	31
March	12	29	13	15	21	14	7	12	13	18	27
April	4	22	14	17	37	14	6	19	35	20	37
May	15	32	25	14	46	15	13	23	34	32	40
June	13	24	15	15	41	22	13	14	32	55	59
July	9	32	26	13	41	16	10	21	29	68	39
August	21	31	18	36	43	22	18	22	35	59	50
September	23	20	18	27	32	15	17	15	29	43	38
October	13	19	16	19	32	32	27	22	23	26	38
November	20	15	16	17	27	9	14	13	12	26	28
December	16	8	8	20	17	8	12	10	9	15	22
Year	*125	*191	*120	*156	*278	*147	*122	*168	*231	*354	*402

Month	Number of workers involved in new strikes and lockouts										
	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943
January	388	5,546	4,832	175	4,820	2,042	1,164	732	1,610	852	19,740
February	4,446	3,896	34	3,071	856	1,547	1,818	2,599	1,618	1,507	2,611
March	1,234	4,755	2,989	2,872	5,586	2,103	424	1,775	1,108	3,432	16,688
April	370	1,420	2,564	999	11,696	2,795	315	12,629	20,004	7,272	32,292
May	1,395	2,179	4,235	3,658	6,035	1,090	3,519	8,327	5,462	5,512	7,210
June	2,770	2,980	4,740	956	3,688	1,897	1,746	4,826	6,918	15,740	21,765
July	1,278	9,410	3,232	4,048	5,624	1,012	4,415	8,563	21,500	17,048	14,205
August	2,204	7,445	5,143	9,576	15,315	2,134	10,623	6,894	8,878	20,156	35,346
September	6,622	2,192	3,852	4,187	5,558	915	7,434	2,746	8,352	12,875	9,797
October	424	4,804	676	1,794	4,849	2,494	5,649	8,102	4,718	6,062	6,092
November	4,153	921	737	1,076	4,297	407	2,920	2,339	3,769	20,262	17,489
December	1,064	62	235	2,350	2,216	133	839	903	3,088	1,185	35,049
Year	26,348	45,610	33,269	34,762	70,540	18,569	40,866	60,435	87,025	111,903	218,284

Month	Number of workers involved in all strikes and lockouts in existence										
	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943
January	598	5,736	4,832	225	6,185	3,868	1,336	916	1,676	2,865	19,860
February	4,521	4,910	1,551	3,071	2,236	1,627	2,622	3,041	1,819	3,007	5,239
March	2,030	7,098	3,303	2,872	5,826	2,258	1,598	1,981	1,189	3,777	16,993
April	370	5,368	4,429	1,909	12,771	2,871	315	13,839	20,460	7,483	32,496
May	1,580	5,950	5,923	3,928	10,393	1,741	3,728	8,590	5,975	6,507	15,306
June	3,097	3,184	5,531	1,060	7,531	2,516	2,355	6,837	7,547	16,275	23,321
July	1,834	11,463	6,339	4,082	7,083	1,428	4,420	8,563	22,170	21,736	15,679
August	2,603	13,263	5,684	9,864	18,556	2,375	11,823	6,923	13,314	21,434	35,645
September	6,996	5,572	4,303	6,554	7,521	2,132	8,190	3,057	10,773	13,357	10,305
October	1,101	5,993	2,360	2,158	6,571	3,233	6,496	8,130	5,511	6,107	6,361
November	4,718	1,896	1,113	1,768	6,277	675	4,863	3,657	4,740	20,439	18,172
December	3,902	340	431	2,995	3,851	267	1,666	953	5,688	1,488	35,227
Year	*26,558	*45,800	*33,269	*34,812	*71,905	*20,395	*41,038	*60,619	*87,091	*113,916	*218,404

Month	Time loss in man-working days for all strikes and lockouts in existence										
	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943
January	6,250	44,142	22,105	999	64,850	29,287	10,472	5,962	3,508	46,635	166,715
February	54,730	30,169	16,315	20,577	17,347	3,575	24,098	12,749	7,126	24,141	24,301
March	15,692	88,642	12,844	17,144	34,345	9,391	9,982	14,940	3,670	21,602	30,822
April	2,270	72,146	19,472	14,424	124,039	16,449	1,361	64,914	77,036	20,869	103,936
May	11,798	31,284	33,024	28,712	53,818	12,589	16,732	51,122	22,397	17,780	47,229
June	37,500	31,689	42,140	3,310	60,322	12,672	8,616	38,827	39,284	41,593	142,917
July	9,090	71,763	52,118	44,987	67,587	9,768	12,445	21,186	48,859	53,498	65,632
August	17,285	75,660	29,588	72,034	296,676	12,745	32,298	13,821	33,569	49,951	240,493
September	38,274	59,490	26,506	33,577	41,288	16,268	17,546	6,476	82,463	37,808	37,598
October	18,141	50,244	17,983	11,644	50,616	17,295	33,724	17,949	19,693	26,926	25,639
November	51,040	17,415	8,781	13,344	42,007	6,409	36,351	15,222	41,764	103,355	103,566
December	55,477	1,875	3,152	16,245	33,498	2,230	20,963	3,150	54,545	6,044	52,350
Year	317,547	574,519	284,028	276,997	886,393	148,678	224,588	266,318	433,914	450,202	1,041,198

* These figures relate only to the actual number of strikes and lockouts in existence and the workers involved during the year, not being a summation in each case of the monthly figures.

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1943

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
LOGGING—										
Teamsters and loaders	Beardmore, Ont.	For increased wages, piece rates.	Replacement	In favour of employer.	Feb. 2	Feb. 9	1	12	72	6
Skidders	Nipigon, Ont.	For increased wages, piece rates.	Negotiations	In favour of employer.	Feb. 9	Feb. 11	1	20	30	1½
Bush labourers	Pine Falls, Man.	Re meals	Negotiations	In favour of employer.	Feb. 16	Feb. 16	1	22	11	½
Pile drivers and labourers	Gaspe Harbour, P.Q.	For increased wages	Negotiations	In favour of employers.	Mar. 26	Mar. 27	2	25	15	3/5
Loggers	Queen Charlotte Islands, B.C.	For a signed union agreement.	Conciliation, federal, and reference to IDI (b) Commissioner.	In favour of workers	Oct. 8	Oct. 25	3	500	7,000	14
Bush workers	Dalton, Ont.	For more meat and butter with meals	Negotiations	In favour of employer.	Nov. 4	Nov. 8	1	53	159	3
								632	7,287	
MINING—										
Asbestos miners	East Broughton, P.Q.	Against dismissal of a contractor and his employees.	Conciliation, federal.	In favour of employer.	Nov. 23, 1942	Jan. 23	1	120	2,000	18
Coal miners	Blairmore, Alta.	Against increase in bus fares for transportation to mine.	Conciliation, federal	In favour of workers	Jan. 6	Jan. 11	1	50	200	4
Coal miners	Drumheller, Alta.	Against dismissal of a worker for disobeying orders.	Conciliation, federal	In favour of workers	Jan. 12	Jan. 13	1	175	175	1
Coal miners	Glace Bay, N.S.	For payment for extra time for trappers.	Negotiations	In favour of employer.	Jan. 13	Jan. 13	1	300	300	1
Coal miners	Florence, N.S.	*Re* change in method of mining.	Conciliation, federal	In favour of employer.	Jan. 14	Jan. 18	1	625	1,250	2
Coal miners	Beverly, Alta.	Against removal of a cutting machine.	Negotiations	In favour of workers	Jan. 15	Jan. 16	1	60	75	1½
Coal miners, wheelers	Minto, N.B.	For employment of extra wheelers.	Conciliation, federal	In favour of workers	Jan. 18	Jan. 20	1	21*1	42	2
Coal miners	East Coulee, Alta.	Against assignment of two contract miners to do timbering.	Negotiations	In favour of workers	Jan. 19	Jan. 28	1	126	1,008	8
Coal miners	Robb, Alta.	For improvement in meals.	Return of workers and replacement.	In favour of employer.	Jan. 29	Jan. 30	1	10	10	1
Coal miners	Drumheller, Alta.	Against failure to serve coffee to surfacemen during extreme cold.	Conciliation, federal	In favour of employer.	Jan. 30	Feb. 1	1	172	172	1
Coal miners	Aerial, Alta.	For free carbide for pit lamps.	Conciliation, federal	In favour of employer.	Feb. 1	Feb. 15	1	163	1,950	12
Coal miners, wheelers	Minto, N.B.	For employment of extra wheelers .	Negotiations	Compromise, change in work system.	Feb. 8	Feb. 9	1	12*2	12	1
Coal miners	Drumheller, Alta.	For hot drinks to surfacemen during extreme cold.	Return of workers	In favour of employer.	Feb. 8	Feb. 12	1	172	688	4

Coal miners	Coalburn, N.S.	For alternating night and day shifts of haulage engineers.	Conciliation, federal	Compromise	Feb. 9	Feb. 11	1	96	135	1½
Metal miners	Copper Mountain, B.C.	Against dismissal of a worker for using abusive language.	Conciliation, federal, and return of workers pending settlement.	Compromise, worker reinstated after apology.	Feb. 23	Feb. 24	1	86	86	1
Coal miners	Drumheller, Alta.	For dismissal of a driver boss for alleged assault.	Conciliation, federal	In favour of workers, driver boss resigned.	Feb. 24	Feb. 25	1	175	175	1
Coal miners	New Victoria, N.S.	Against transfer of two miners to new work places, thereby reducing wages.	Conciliation, federal	In favour of workers	Mar. 2	Mar. 4	1	190	340	2
Coal miners	River Hebert, N.S.	For dismissal of a shotfirer for alleged dangerous practice.	Conciliation, federal	In favour of workers	Mar. 3	Mar. 13	1	150	1,350	9
Coal miners, cutters	Minto, N.B.	For increased wages and employment of an extra man per crew.	Conciliation, federal	Compromise, extra cutter to be employed when necessary.	Mar. 3	Mar. 11 and 17	1	27*[3]	235	12
Coal miners	New Waterford, N.S.	To compel non-union miners to join union.	Conciliation, federal	In favour of workers	Mar. 4	Mar. 5	1	1,090	1,090	1
Coal miners	Springhill, N.S.	Against lack of coal for miners' domestic use.	Return of workers pending settlement.	Indefinite, see later strike.	Mar. 12	Mar. 15	3	1,400	2,100	1½
Coal miners	Nordegg, Alta.	For improved washhouse water supply.	Negotiations	In favour of workers	Mar. 16	Mar. 17	1	367	367	1
Coal miners	Springhill, N.S.	Against lack of coal for miners' domestic use.	Negotiations	In favour of workers, extra men to be employed on this work.	Mar. 19	Mar. 21	1	1,400	2,100	1½
Coal miners and labourers	Mountain Park, Alta.	*Re* board in hotel	Negotiations	In favour of workers	Mar. 23	Mar. 24	1	270	270	1
Coal miners	Drumheller, Alta.	*Re* interpretation of brushing clause in contract.	Negotiations and return of workers pending settlement.	In favour of workers	Mar. 23	Mar. 24	1	70*[4]	70	1
Coal miners	Midlandvale, Alta.	Against working on Saturdays.	Return of workers	In favour of employer.	Mar. 27	Mar. 29	1	53	53	1
Coal miners	Mercoal, Alta.	Against delay in issuing powder.	Return of workers	In favour of employer.	April 2	April 2	1	21	21	1
Coal miners, machine cutters' helpers.	Stellarton, N.S.	For adjustments in wages.	Conciliation, federal and reference to Joint Adjustment Board.	Indefinite, see later strike.	April 6	April 8	1	8*[5]	16	2
Coal miners	Glace Bay, N.S.	*Re* working conditions, (consideration payment for water seepage and stoppage of rake).	Return of workers	In favour of employer.	April 9	April 12	1	1,100	1,150	2
Metal miners, shaft sinkers	Sudbury, Ont.	Against disciplining a worker for fighting.	Negotiations	In favour of employer.	April 11	April 16	1	19	85	4½
Coal miners	Drumheller Valley, Alta.	For reinstatement of a worker (dismissed following strike on February 1).	Conciliation, federal	Compromise, worker given employment in another mine.	April 16	April 29	18	2,000	20,000	10
Metal miners	Levack, Ont.	Against alleged delay in change of management of company hotel.	Negotiations	In favour of employer.	April 21	April 22	1	100	100	1

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1943

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
MINING—*Con.*										
Coal miners	Springhill, N.S.	*Re* working conditions (shortage of timber).	Conciliation, federal	In favour of employer.	April 28	April 30	1	100	100	2
Quarry workers	Scotch Lake, N.S.	For increased wages	Return of workers, pending reference to NWLB *(b)*	Compromise, cost-of-living bonus increased.	May 3	May 26	1	32	640	20
Coal miners	Minto, N.B.	Against conveying timber during the day shift.	Conciliation, federal	In favour of employer.	May 5	May 6	1	128	128	1
Coal miners	Bellevue, Alta.	*Re* transportation to work place on mountain side in bad weather.	Return of workers	In favour of employer.	May 7	May 8	1	240	240	1
Coal miners	Glace Bay, N.S.	*Re* working conditions, (consideration payment for water on long wall).	Return of workers	In favour of employer.	May 12	May 13	1	64*[6]	64	1
Coal miners	Springhill, N.S.	Against suspension of a miner for refusal to perform a certain task.	Conciliation, federal	In favour of employers.	May 18	May 19	3	1,300	1,300	1
Coal miners	Sydney Mines, N.S.	Against working with eight non-union miners	Conciliation, federal	In favour of workers, all joined union.	May 20	May 25	1	625	1,875	3
Coal miners, shooters and loaders.	Stellarton, N.S.	*Re* working conditions, (consideration payment for certain work)	Return of workers	In favour of employer.	May 21	May 22	1	10	10	1
Coal miners, haulage engine-men	Glace Bay, N.S.	For increased wages	Return of workers	In favour of employer.	May 26	May 27	1	14*[7]	14	1
Coal miners	Glace Bay, N.S.	For revision of local contract for landing tenders.	Negotiations and return of workers, pending settlement.	Indefinite, see later strike.	May 26	May 28	1	600	900	1½
Coal miners, machine cutters and helpers.	Stellarton, N.S.	For wage adjustments and reinstatement to former position of machine cutters' helper.	Conciliation, federal and return of workers pending investigation.	Compromise, worker re-employed at coal face.	May 26	June 12	2	6	85	15
Coal miners	Glace Bay, N.S.	Against method of measuring stone.	Return of workers	In favour of employer.	June 5	June 8	1	68*[8]	102	2
Coal miners	Minto, N.B.	For payment of overdue wages.	Conciliation, NSS.	In favour of workers	June 7	June 8	1	16	16	1
Coal miners	Minto, N.B.	Against change in method of payment for work.	Conciliation, federal, and return of workers pending settlement.	In favour of workers	June 7	June 10	1	110	232	3
Coal miners	Springhill, N.S.	Against working with a miner sent by NSS *(b)* under new regulations.	Conciliation, federal, and investigation by NSS.	Indefinite, worker found to be medically unfit.	June 7	June 10	3	1,500*[9]	3,500	2⅓
Coal miners, landing tenders	Glace Bay, N.S.	For revision of local contract.	Negotiations	In favour of employer.	June 14	June 16		20*[10]	26	1

Coal miners	New Victoria, N.S.	Against transfer of certain miners from another colliery due to fire.	Negotiations	In favour of workers	June 15	June 16	1	300	400	1½
Coal miners, coal handlers	Stellarton, N.S.	Misunderstanding *re* transportation from mine.	Return of workers	In favour of employer.	June 16	June 17	1	16	16	1
Coal miners	Springhill, N.S.	*Re* working conditions (lack of picks).	Negotiations	In favour of employer.	June 24	June 26	1	60	60	2
Coal miners	Stellarton, N.S.	For transportation from mine before regular time.	Return of workers	In favour of employer.	June 25	June 28	1	34*[11]	68	2
Coal miners	Stellarton, N.S.	Against failure to provide early transportation from mine.	Return of workers	In favour of employer.	June 28	June 29	1	74	74	1
Coal miners	Glace Bay, N.S.	In sympathy with strike of waitresses, June 6.	Conciliation, federal and provincial, and reference to arbitration.	Compromise	June 28	June 29	6	3,500	3,500	1
Coal miners	Minto, N.B.	Against change in method of payment of cost-of-living bonus.	Conciliation, federal and return of workers pending settlement.	In favour of workers	June 28	June 29	1	13	13	1
Coal miners, wheelers	Chipman, N.B.	Against distance coal boxes to be wheeled.	Conciliation, federal and return of workers pending receipt of new equipment.	In favour of employer.	June 28	June 29	1	8	8	1
Coal miners	Florence, N.S.	For increased wages for shooters and loaders.	Conciliation, federal and return of workers pending settlement.	In favour of employer.	July 6	July 19	1	600	6,600	11
Coal miners	Alexo, Alta.	Against lack of variety, quantity and quality of lunches.	Negotiations	In favour of workers, improvement promised.	July 15	July 16	1	30	30	1
Coal miners	Coalburn, N.S.	Against three-day suspension of a miner for refusal to work in allotted place.	Conciliation, federal and return of workers pending ruling of NSS.	In favour of employer.	July 15	July 19	1	100	300	3
Coal miners	Minto, N.B.	Against alleged unsafe condition of long wall.	Conciliation, federal and reference to Deputy Mines Inspector.	In favour of employer.	July 21	July 30	1	15*[12]	105	7
Coal miners	Glace Bay, N.S.	Against call-up of medical doctor for military service.	Conciliation, federal	In favour of workers	Aug. 2	Aug. 9	3	1,720	2,900	4
Coal miners	Canmore, Alta.	Against dismissal of a worker for refusal to work overtime as provided in agreement.	Conciliation, federal and return of workers pending investigation.	Compromise, worker re-employed at another job.	Aug. 4	Aug. 9	1	250	1,000	4
Coal miners	Edmonton (Forest Heights), Alta.	For increased wages	Negotiations and reference to NWLB.	In favour of workers	Aug. 9	Aug. 10	1	10	10	1
Coal miners, brushers	Florence, N.S.	For extra pay for moving pans.	Conciliation, federal and reference to Joint Adjustment Board.	In favour of workers	Aug. 10	Aug. 13	1	26*[13]	78	3
Coal miners, brushers	Glace Bay, N.S.	Against change in width of brushing.	Negotiations and return of workers pending settlement.	In favour of employer.	Aug. 17	Aug. 18	1	480	480	1

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Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
MINING—*Con.*										
Coal miners	Drumheller, Alta.	Against order forbidding workers to walk on haulage way.	Negotiations	In favour of employer.	Aug. 17	Aug. 18	1	170	170	1
Coal miners	Camrose, Alta.	For measurement of mine cars allegedly larger than average.	Negotiations and return of workers pending investigation.	In favour of workers	Aug. 18	Aug. 19	1	15	25	1⅔
Coal miners	Sydney Mines, N.S.	*Re* working conditions (damp condition of mine due to heavy rains).	Return of workers	In favour of employer.	Aug. 18	Aug. 23	1	80*14	240	3
Coal miners	Stellarton, N.S.	Against absence of two medical doctors at military camp.	Return of workers	In favour of employers, doctors returned Aug. 19 as planned.	Aug. 20	Aug. 21	4	1,100	1,100	1
Coal miners	River Hebert, N.S.	Against change in work system on long wall.	Conciliation, federal	In favour of workers	Aug. 24	Aug. 27	1	130	390	3
Coal miners	Springhill, N.S.	Against deductions from wages ofcertain miners for quitting work before end of shift.	Conciliation, federal and return of workers pending investigation.	In favour of employer.	Aug. 25	Aug. 26	3	1,695	1,695	1
Coal miners	Stellarton, N.S.	Against levy for maintenance of union newspaper.	Conciliation, federal	In favour of workers	Aug. 26	Sept. 1	4	1,100	5,500	5
Coal miners, brushers	Glace Bay, N.S.	Against change in width of brushing.	Return of workers	In favour of employer.	Aug. 27	Aug. 28	1	240*15	240	1
Metal miners	Black Lake, P.Q.	For payment of bus fare to mine.	Negotiations and reference to NWLB.	Compromise	Sept. 1	Sept. 2	1	40	75	2
Coal miners	Sydney Mines, N.S.	For wage adjustments as approved by NWLB.	Conciliation, federal and return of workers pending settlement.	In favour of workers	Sept. 1	Sept. 3	3	125	250	2
Coal miners	Bellevue, Alta.	For transportation from wash-house to work place on mountain side	Conciliation, federal and return of workers pending settlement.	Compromise, truck to be used while weather permits.	Sept. 13	Sept. 14	1	250	250	1
Coal miners, brushers	Glace Bay, N.S.	Against change in width of brushing.	Negotiations and return of workers pending settlement.	In favour of employer.	Sept. 14	Sept. 15	1	125	125	1
Coal miners	Sydney Mines, N.S.	For adjustments of occupational classifications following award of NWLB *re* wage adjustments.	Conciliation, federal and return of workers pending settlement.	In favour of workers	Sept. 15	Sept. 20	3	125	500	4
Coal miners	Springhill, N.S.	Against deductions from wages of certain miners for quitting work before end of shift.	Conciliation, federal, and return of workers pending investigation.	In favour of employers.	Sept. 16	Sept. 27	3	1,500	14,500	9⅔

Coal miners	Clover Bar, Alta.	For increased wages and cost-of-living bonus.	Conciliation, federal and reference to NWLB.	In favour of workers	Sept. 16.	Sept. 23.	1	15[7]	90	6
Coal miners	Camrose, Alta.	Against dismissal of a worker for insubordination.	Conciliation, federal, and return of workers pending investigation.	In favour of employer.	Sept. 21.	Sept. 27.	1	10	50	5
Coal miners	River Hebert, N.S.	*Re* payment for certain work.	Conciliation, federal	In favour of workers	Sept. 21.	Sept. 23.	1	130	142	2
Coal miners	Drumheller, Alta.	Misunderstanding *re* placing a driver after absence and against change of work of another.	Conciliation, federal	In favour of employer.	Sept. 21.	Sept. 22.	1	12*[16]	12	1
Coal miners	Blairmore, Alta.	*Re* quality of coal for miners' domestic use.	Negotiations	Compromise	Sept. 27.	Sept. 28.	1	500	500	1
Coal miners	Minto, N.B.	For wage increases equal to those approved for neighbouring mine.	Conciliation, federal, and joint application to NWLB.	In favour of workers	Sept. 28.	Sept. 29.	1	68	68	1
Coal miners	Glace Bay, N.S.	*Re* payment for loading coal left on long wall.	Conciliation, federal	In favour of employer.	Sept. 29.	Oct. 4.	1	205	820	4
Coal miners	Coalburn, N.S.	For levelling-up of wage rates.	Conciliation, federal, and return of workers pending decision of NWLB	Indefinite, see later strike.	Oct. 1.	Oct. 4.	1	104	104	1
Coal miners	Gardiner Mines, N.S	Against employment of an out-of-town miner sent by NSS.	Conciliation, federal	In favour of workers, miner transferred to another colliery	Oct. 2.	Oct. 4.	1	100	100	1
Gas and oil drillers and labourers.	Moncton (Stoney Creek), N.B.	For an eight-hour day and increased wages.	Conciliation, federal, and return of sufficient workers to complete seasonal operations.	In favour of employer.	Oct. 6.	Oct. 20.	1	22	250	12
Coal miners	Glace Bay, N.S.	*Re* working conditions, (failure of loaders to keep coal free of stone)	Return of workers.	In favour of employer.	Oct. 7.	Oct. 9.	1	43*[17]	65	1½
Coal miners	Florence, N.S.	Against failure of three miners to maintain union membership.	Negotiations	In favour of workers, miners paid union levies.	Oct. 7.	Oct. 14.	1	600	1,000	4
Coal miners	New Victoria, N.S.	For notification of family doctor in case of accident (following alleged neglect of accident victim.)	Negotiations	In favour of workers, list of family doctors posted.	Oct. 8.	Oct. 12.	1	450	600	1⅓
Coal miners	Coalburn, N.S.	For levelling-up of wage rates.	Return of workers pending decision of NWLB.	In favour of workers.	Oct. 12.	Oct. 14.	1	105	210	2
Coal miners, loaders	Glace Bay, N.S.	*Re* payment for loading coal left on long wall.	Conciliation, federal	In favour of employer.	Oct. 14.	Oct. 15.	1	101	101	1
Coal miners	Edmonton (Forest Heights), Alta.	For a signed union agreement.	Negotiations	In favour of workers	Oct. 14.	Oct. 15.	1	18	18	1
Coal miners	Blairmore, Alta.	To hold protest meeting *re* investigation of wages, etc., by a Royal Commission.	Return of workers.	In favour of employer.	Oct. 16.	Oct. 18.	1	500	500	1
Coal miners, surface workers	Stellarton, N.S.	Refusal of two workers to perform a certain task.	Return of workers.	In favour of employer.	Oct. 18.	Oct. 19.	1	12*[18]	12	1
Coal miners	Chipman, N.B.	For change in hoisting system.	Conciliation, provincial.	Compromise, two extra miners to be put on work.	Oct. 26.	Oct. 29.	1	61	183	3

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Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
MINING—*Con.*										
Coal miners, loaders	Sydney Mines, N.S.	*Re* payment for certain work.	Return of workers, pending settlement	In favour of employer.	Oct. 28	Nov. 2	1	16*19	48	3
Coal miners	Alberta and British Columbia.	For increased wages, time and one-half for sixth working day in week and two weeks vacation with pay.	Reference to a Royal Commission.	Compromise, increase in wages and two weeks' vacation with pay approved.	Nov. 1	Nov. 15	67	9,850	94,000	12
Coal miners	River Hebert, N.S.	For levelling-up of wage rates as in neighbouring mine.	Return of workers, pending decision of NWLB.	In favour of workers	Nov. 1	Nov. 3	1	128	256	2
Metal miners, lead, zinc, etc.	Silverton, B.C.	Against lack of sugar, jam, etc., with meals.	Negotiations	In favour of workers	Nov. 5	Nov. 6	1	36	18	½
Coal miners	East Coulee, Alta.	For driver's pay for worker employed as driver and pusher.	Negotiations	In favour of employer.	Nov. 10	Nov. 12	1	158	158	1
Coal miners	Glace Bay, N.S.	Against working with non-union miners.	Negotiations	In favour of workers	Nov. 19	Nov. 20	2	1,450	1,450	1
Coal miners, loaders	Glace Bay, N.S.	*Re* working conditions, (alleged unsafe condition of roof).	Negotiations	In favour of workers, roof re-timbered.	Nov. 24	Nov. 25	1	35	35	1
Coal miners	Three Hills, Alta.	Against alleged irregularities in pay statements.	Negotiations	In favour of workers	Nov. 25	Nov. 27	1	35	70	2
Coal miners, shooters and loaders.	New Waterford, N.S.	For payment for loading coal left on long wall following mechanical breakdown.	Negotiations	Compromise	Nov. 25	Nov. 29	1	61	120	2
Coal miners	Minto, N.B.	Against working with a non-union miner.	Conciliation, federal	In favour of workers, miner joined union	Nov. 29	Nov. 30	1	22	22	1
Coal miners	New Waterford, N.S.	*Re* working conditions (ventilation allegedly poor).	Return of workers	In favour of employer.	Dec. 1	Dec. 3	1	37	74	2
Coal miners	Bellevue, Alta.	Against call-up of medical doctor for military service.	Conciliation, federal	In favour of workers	Dec. 1	Dec. 6	2	655	2,500	4
Coal miners	Standard, Alta.	For increased wages	Negotiations	In favour of employer.	Dec. 2	Dec. 6	1	11	33	3
Coal miners	Princeton, B.C.	For closed shop agreement.	Mine dismantled	Indefinite	Dec. 6	Dec. 20	1	108	650	12
Coal miners	Robb, Alta.	Against delay (unavoidable) in payment of wages and for better meals.	Negotiations	In favour of employer, boarding house closed and single men secured work elsewhere.	Dec. 10	Dec. 22	1	36	250	7
Coal miners	Clover Bar, Alta.	For greater increase in rates for mine cars than proposed.	Reference to a Royal Commissioner.	In favour of workers	Dec. 15	Dec. 28	1	28	280	10
Coal miners	Forestburg, Alta.	Against alleged wet condition of mine.	Conciliation, federal	In favour of employer.	Dec. 17	Dec. 20	1	5	10	2

Coal miners	Bellevue, Alta	For enclosed bus to mine	Negotiations	In favour of employer, bus being overhauled.	Dec. 20	Dec. 22	1	23	46	2
Coal miners	Springhill, N.S.	Against suspension of three officials for insubordination.	Unterminated		Dec. 29		3	1,500	3,000	2
								59,552*(d)*	208,314*(d)*	
MANUFACTURING—										
Vegetable Foods, etc.—										
Bakery workers	Montreal, P.Q.	For cost-of-living bonus and a week's vacation with pay.	Negotiations and reference to RWLB *(b)*.	Partially successful	Aug. 7	Aug. 8	5	30	45	1½
Canning factory workers	Tecumseh, Ont.	For increased wages	Negotiations and reference to RWLB.	Compromise, transportation allowance approved.	Sept. 10	Sept. 10	1	180	35	1/5
								210	80	
Tobacco and Liquors—										
Tobacco factory workers	Montreal, P.Q.	For wage adjustments as provided in agreement	Conciliation, provincial and federal	In favour of workers	Jan. 27	Feb. 8	1	1,685	13,480	8
Brewery drivers, bottlers, etc.	Quebec, P.Q.	Against lay-off of a worker.	Return of workers	In favour of employer.	June 11	June 14	1	33	50	1½
								1,718	13,530	
Rubber and Its Products—										
Tire factory workers	Kitchener, Ont.	Against delay in negotiations for wage adjustments.	Return of workers pending further negotiations and reference to RWLB.	In favour of workers	April 19	April 20	1	155*[20]	140	⅞
Rubber factory workers (footwear, etc.)	Kitchener, Ont.	For wage adjustments	Return of workers pending further negotiations.	Indefinite, see later strike.	May 31	June 1	1	567	567	1
Rubber factory workers	Bowmanville, Ont.	For a new agreement (later demanded closed shop).	Conciliation, federal and reference to an IDI Board.	Compromise, agreement with maintenance of membership clause recommended.	June 4	June 8	1	275	500	2
Tire factory workers	Kitchener, Ont.	For reduced hours on Saturdays.	Return of workers pending further negotiations.	In favour of employer.	June 5	June 7	1	100	40	2/5
Rubber factory workers (footwear, etc.).	Kitchener, Ont.	For wage adjustments	Conciliation, federal and joint application to RWLB.	In favour of workers	June 7	June 16	1	537	4,296	8
Tire factory workers	Kitchener, Ont.	For vacation pay for a certain worker.	Negotiations	In favour of workers	July 14	July 16	1	963	1,800	2
Tire factory workers	Kitchener, Ont.	Against time standard for new work.	Negotiations and return of workers pending further trial.	Compromise	Sept. 1	Sept. 2	1	156*[21]	156	1
Rubber factory workers	Montreal, P.Q.	Against suspension of a worker for agitating slow-down and against dismissal of another for cause.	Conciliation, federal	Compromise, both workers reinstated after one-day suspension; full production promised by all.	Oct. 6	Oct. 7	1	200	250	1½

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							Employers(a)	Workers		
MANUFACTURING—*Con.*										
Rubber and Its Products—Con.										
Tire factory workers	Kitchener, Ont.	Against fumes in workplace from basement.	Return of workers	In favour of employer, ventilator stack being built.	Oct. 21	Oct. 21	1	38	15	⅝
Tire factory workers	Kitchener, Ont.	Against time standard for new work.	Return of workers pending further negotiations.	Compromise	Oct. 27	Oct. 30	1	247*22	550	2⅓
Tire factory workers	Kitchener, Ont.	For the night off (Saturday).	Return of workers	In favour of employer.	Nov. 13	Nov. 14	1	57	35	⅝
Rubber factory workers (footwear).	Acton Vale, P.Q.	For union recognition and agreement.	Unterminated		Nov. 22		1	152	4,300	34
Tire factory workers	New Toronto, Ont.	For payment for time lost due to stock conditions.	Conciliation, federal	In favour of employer.	Dec. 6	Dec 8	1	267*23	534	2
Tire factory workers	Kitchener, Ont.	Against temporary transfer of eight workers to another department at lower wages.	Negotiations	Compromise	Dec. 28	Dec. 29	1	80	60	¾
								3,794	13,243	
Animal Foods—										
Packing plant workers	St. Boniface, Man.	Against suspension of a worker for poor workmanship.	Conciliation, federal	Compromise, suspension reduced to one-half day.	Mar. 29	Mar. 30	1	592*24	296	½
Packing plant workers, truck drivers.	Windsor, Ont.	For increased wages	Negotiations and replacement.	Partially successful, some increases granted three drivers.	May 28	May 31	1	5	12	2½
Packing plant workers (fertilizer division).	Saint John, N.B.	For increased wages	Return of workers, and reference to RWLB	In favour of employer.	Nov. 29	Nov. 29	1	30	10	⅓
Packing plant workers (fertilizer division).	Saint John, N.B.	For increased wages	Return of workers	In favour of employployer.	Dec. 6	Dec. 6	1	30	15	½
								657	333	
Boots and Shoes (Leather)—										
Shoe factory workers, cutters	Quebec, P.Q.	For increased wages, piece rates.	Arbitration	In favour of workers	Jan. 12	Jan. 14	1	25	50	2
Shoe factory workers	Quebec, P.Q.	For increased wages, piece rates, for one worker.	Arbitration and reference to RWLB.	In favour of workers	Jan. 18	Jan. 23	1	25*25	125	5
Shoe factory workers	Quebec, P.Q.	For a closed shop agreement.	Conciliation, provincial, and return of workers, pending settlement.	In favour of employer.	Mar. 19	April 2	1	180	2,160	12
Shoe factory workers	Quebec, P.Q.	For payment of wage increases as approved by RWLB	Conciliation, provincial, and further reference to RWLB.	In favour of workers	Aug. 5	Aug. 23	1	200*26	2,900	14½

Shoe factory workers	Montreal, P.Q.	For increased cost-of-living bonus and a week's vacation with pay.	Conciliation, provincial, and reference to RWLB.	Partially successful, week's vacation with pay granted some workers.	Aug. 9	Aug. 23	7	950	3,900	10
Shoe factory workers	Montreal, P.Q.	For a week's vacation with pay.	Conciliation, provincial and reference to RWLB.	In favour of workers	Aug. 25	Aug. 30	1	70	250	3½
								1,450	9,385	
Fur and Leather Products—										
Tannery workers	Plessisville, P.Q.	For increased wages	Return of workers pending decision of RWLB.	In favour of employer.	Feb. 19	Feb. 20	1	44	22	½
Fur factory workers	Montreal, P.Q.	For a closed shop agreement with increased wages, reduced hours, etc.	Negotiations	In favour of workers	Feb. 26	Mar. 1	1	18	20	1¼
Fur factory workers	Toronto, Ont.	Against agreement signed with another union.	Replacement and return of workers.	In favour of employer.	April 19	May 31 *(c)*	1	22	700	36
Fur dressers and dyers	Quebec, P.Q.	For union recognition and agreement with increased wages and against dismissal of two workers.	Replacement and return of workers.	In favour of employer.	May 12	June 30 *(c)*	1	45	1,500	43
Fur dressers and dyers	Pointe aux Trembles P.Q.	Against agreement signed with another union.	Replacement	In favour of employer.	May 13	June 30 *(c)*	1	20	600	42
Handbag factory workers	Montreal, P.Q.	For union recognition and agreement with increased wages, reduced hours and a week's vacation with pay.	Negotiations and reference to arbitration and RWLB.	In favour of workers	Aug. 3	Aug. 16	1	55	600	11
Tannery and shoe factory workers.	Plessisville, P.Q.	Against dismissal of three workers and for a week's vacation with pay and re-employment of an accident victim.	Conciliation, Mayor of Plessisville.	Compromise, vacations with pay and workers to be re-employed as conditions warrant.	Oct. 12	Oct. 26	1	100	950	12
								304	4,392	
Textiles, Clothing, etc.—										
Cotton factory workers, spinners.	Montmorency Village, P.Q.	Against dismissal of workers for not working on a religious holiday as per agreement.	Conciliation, provincial.	In favour of workers	Jan. 7	Jan. 14	1	350*[27]	2,100	6
Woollen mill workers	Waterville, P.Q.	To have wage increases made retroactive to Sept. 1, 1942.	Conciliation, provincial, and reference to RWLB.	Compromise, payment made retroactive to Dec. 1, 1942.	Feb. 6	Feb. 16	1	75	525	7
Clothing factory workers, cutters.	Quebec, P.Q.	For dismissal of a subforeman for giving orders without reference to the usual man.	Negotiations	In favour of employer.	Feb. 19	Feb. 20	1	65	33	½
Cotton factory workers, doffers.	Montmorency Village, P.Q.	For union recognition	Return of workers	In favour of employer, see later strikes	Mar. 24	Mar. 25	1	16*[28]	13	4/5
Cotton factory workers, spinners, etc.	Montmorency Village, P.Q.	For union representation in presenting grievances.	Return of workers	In favour of employer, see later strike.	Mar. 26	Mar. 27	1	132	95	¾

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1943

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
MANUFACTURING—*Con.*										
Textiles, Clothing, etc.—Con.										
Clothing factory workers	Quebec, P.Q.	Against check-off and closed shop agreement.	Negotiations	In favour of workers	Apr. 9	Apr. 12	1	125	190	1½
Clothing factory workers, cutters.	Montreal, P.Q.	Against employment of a non-union worker.	Conciliation, federal	In favour of workers, closed shop agreement secured.	Apr. 27	May 5	1	65	405	6½
Cotton factory workers	Montmorency Village, P.Q.	For union recognition and agreement.	Conciliation, provincial, and return of workers pending negotiations.	In favour of workers	Apr. 29	May 3	1	420*[29]	1,050	2½
Textile factory workers	Farnham, P.Q.	For payment of approved increase in cost-of-living bonus.	Conciliation, RWLB.	In favour of workers	May 11	May 21	1	175	1,445	8½
Clothing factory workers, dressmakers, etc.	Ste. Croix, P.Q.	Against employment of non-union worker.	Conciliation, provincial.	In favour of employer.	May 19	May 24	1	68	272	4
Textile factory workers, rayon spinners.	Cornwall, Ont.	Against transfer of workers from one section to another as per agreement.	Negotiations	In favour of employer.	June 15	June 17	1	218	218	1
Clothing factory workers	Farnham, P.Q.	Against dismissal of two workers for union activity in working hours.	Conciliation, federal	In favour of employer.	July 21	Aug. 23	1	18	475	28½
Textile factory workers	Granby, P.Q.	For union recognition and against dismissal of a worker (president of union).	Conciliation, provincial.	In favour of workers	Aug. 2	Aug. 17	1	100	1,100	11
Clothing factory workers	Quebec, P.Q.	For a week's vacation with pay and against agreement signed with another union.	Conciliation, federal	In favour of employer.	Aug. 27	Sept. 27	2	413	6,652	25
Knitting factory workers	Marieville, P.Q.	For closed shop and reinstatement of a worker.	Conciliation, federal	Compromise, worker reinstated.	Sept. 22	Sept. 27	1	140	490	3½
Clothing factory workers	Marieville, P.Q.	For union recognition and closed shop agreement.	Conciliation, federal and provincial.	Compromise, union agreement without closed shop secured.	Sept. 27	Oct. 4	1	64	224	3½
Textile factory workers	Montreal, P.Q.	For a week's vacation with pay, increased wages and full cost-of-living bonus.	Conciliation, federal and appeal to NWLB.	In favour of employer.	Sept. 27	Sept. 30	1	357	850	3
Textile factory workers	Lachute Mills, P.Q.	For dismissal of a forelady for alleged discrimination.	Conciliation, federal	In favour of employer.	Oct. 22	Oct. 23	1	213*[30]	300	1½
Clothing factory workers	Moncton, N.B.	For greater increase in wages than approved by RWLB.	Return of workers pending further negotiations.	In favour of employer.	Oct. 22	Oct. 25	1	313	626	2

Knitting factory workers.....	Marieville, P.Q.....	For full cost-of-living bonus.	Conciliation, federal and return of workers pending decision of RWLB.	In favour of employer.	Nov. 11....	Nov. 15....	1	134	200	1½
Clothing factory workers.....	Winnipeg, Man.....	For increased wages.....	Return of workers..	In favour of employers.	Dec. 20.....	Dec. 22.....	2	85	128	1½
								3,546	17,391	
Pulp, Paper and Paper Products—										
Pulp and paper mill workers...	Lachute Mills, P.Q..	For increased wages....	Conciliation, provincial, and further reference to RWLB.	Compromise.....	Feb. 5.....	Feb. 15.....	1	100	800	8
Pulp and paper mill workers...	Kenogami, River Bend and Jonquière, P.Q.	Against agreement with another union.	Conciliation, provincial, and reference to a Royal Commission (provincial).	In favour of employers, existing agreement to be binding until date of termination.	Apr. 6.....	Apr. 27.....	3	1,400	15,000	17
Paper mill workers.....	Georgetown, Ont...	For increased wages and union recognition.	Conciliation, federal and joint application to RWLB *re* wages.	In favour of workers	Apr. 9.....	Apr. 15.....	1	58	200	3½
Paper mill workers.....	Fort William, Ont..	Against working with a certain official.	Conciliation, provincial.	In favour of employer.	June 6....	June 9....	1	60	120	2
Paper mill workers.....	Dolbeau, P.Q.....	*Re* seniority and against employment of an out-of-town worker.	Conciliation, provincial and reference to a Royal Commission (provincial).	In favour of employer.	June 9....	June 30....	1	300	5,400	18
Paper mill workers.....	Dolbeau, P.Q.....	Against suspension of eighteen workers for failure to join union holding agreement.	Referred to a Royal Commission (provincial).	In favour of employer, suspended members paid arrears and were reinstated.	July 6....	July 8....	1	200	330	1
Pulp mill workers.....	Breakeyville, P.Q..	For increased wages....	Conciliation, provincial, and reference to RWLB.	In favour of workers	July 9....	July 12....	1	200*[31]	400	2
Pulp and paper mill workers..	Meritton, Ont.....	For increased wages....	Conciliation, federal and joint application to RWLB.	In favour of workers	Sept. 23....	Sept. 27....	1	330	990	3
								2,648	23,240	
Printing and Publishing— Linotype operators.....	Quebec, P.Q.....	For new agreement with reduced hours and a week's vacation with pay.	Negotiations and reference to RWLB.	In favour of workers	July 20....	July 20....	1	30	15	½
Compositors.....	Winnipeg, Man.....	For union recognition...	Conciliation, provincial, and return of workers pending negotiations for a new agreement.	In favour of workers	Sept. 22....	Sept. 26....	1	60	200	3½
								90	215	
Miscellaneous Wood Products— Wood factory workers.....	Alexandria, Ont.....	For cost-of-living bonus.	Return of workers and reference to RWLB.	Partially successful.	Jan. 20....	Jan. 25....	1	12	42	3½

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1943

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
MANUFACTURING—*Con.*										
Miscellaneous Wood Prod.—Conc.										
Box factory workers	Tillsonburg, Ont.	For increased wages	Negotiations and return of workers pending settlement.	In favour of workers	May 28	May 28	1	95	10	1/10
Wood veneer factory workers	Saint John, N.B.	For greater increase in wages than approved by RWLB.	Conciliation, federal and new application to RWLB.	Compromise, some increase in wages and cost-of-living bonus approved.	June 1	June 4	1	464	1,392	3
Sawmill workers	Kelowna, B.C.	For union recognition	Conciliation, provincial, and reference to arbitration.	Compromise, agreement signed with employees' association.	Sept. 17	Sept. 21	2	109	295	3
Furniture factory workers	Beauharnois, P.Q.	Against wearing hair protection while at work.	Negotiations	Compromise, girls in machine shop to wear hair protection.	Sept. 20	Sept. 24	1	40	160	4
								720	1,899	
Metal Products—										
Copper refinery workers	Montreal, P.Q.	For increased wages	Conciliation, federal and further reference to RWLB.	Indefinite, see later strike.	Jan. 5	Jan. 8	1	250	750	3
Munitions factory workers	Toronto, Ont.	Against demotion of a group leader for alleged failure to co-operate with superiors.	Negotiations	In favour of workers	Jan. 7	Jan. 7	1	50	25	½
Motor vehicle factory workers	Windsor, Ont.	Against dismissal of a worker for using abusive language.	Negotiations	Compromise, worker reinstated in another department on probation.	Jan. 9	Jan. 9	1	1,734	867	½
Steel mill workers	Burnaby, B.C.	Against dismissal of a union worker for infraction of company rules.	Conciliation, federal	In favour of employer.	Jan. 11	Jan. 11	1	350	130	⅜
Metal factory workers	Brantford, Ont.	Against non-payment of Christmas bonus and delay in signing union agreement.	Return of workers, pending settlement.	In favour of employer, union failed to secure majority in representation vote.	Jan. 11	Jan. 12	1	58	58	1
Steel mill workers	Sydney, N.S.	For increases in basic wage rates as recommended in Minority Report of Royal Commission.	Conciliation, federal, and reference to NWLB.	Compromise	Jan. 12	Jan. 26	1	5,200	65,000	12½
Railway car factory workers	Hamilton, Ont.	For reduction in quota of cars per day.	Negotiations	In favour of workers	Jan. 14	Jan. 18	1	236	708	3
Steel mill workers	Sault Ste. Marie, Ont.	For increases in basic wage rates as recommended in Minority Report of Royal Commission.	Conciliation, federal, and reference to NWLB.	Compromise	Jan. 14	Jan. 27	1	3,786	42,000	11

Steel mill workers	Trenton, N.S.	In sympathy with strikers at Sydney and for increases in basic wage rates as recommended in Minority Report of Royal Commission for steel mills at Sydney and Ste. Sault Marie.	Conciliation, federal, and reference to NWLB *re* classification of operations.	Compromise	Jan. 14	Feb. 1	4	2,675	40,000	14
Metal factory workers	Windsor, Ont.	Against delay in securing a signed union agreement.	Conciliation, provincial, and arbitration.	In favour of workers	Jan. 15	Jan. 16	1	562	500	5/6
Copper refinery workers	Montreal, P.Q.	For increased wages	Conciliation, federal and provincial, reference to RWLB, and replacement.	Partially successful.	Jan. 15	Feb. 5	1	250	3,500	18
Truck body factory workers	Toronto, Ont.	For union recognition and agreement.	Conciliation, federal and provincial.	In favour of workers	Jan. 18	Jan. 26	1	55	440	8
Tool factory workers	Windsor, Ont.	For closed shop agreement.	Negotiations	In favour of workers	Jan. 20	Jan. 21	1	101	135	1½
Dry battery factory workers	Niagara Falls, Ont.	For payment of wages weekly instead of twice monthly and for change in hours of shifts.	Return of workers	In favour of employer.	Jan. 22	Jan. 22	1	50*32	25	½
Moulders, iron	Sackville, N.B.	For improved ventilation in moulding shop.	Conciliation, federal	In favour of workers	Jan. 30	Feb. 2	1	43*33	86	2
Metal factory workers	St. Catharines, Ont.	Against changing shifts every two weeks instead of weekly.	Return of workers pending negotiations.	In favour of employer.	Feb. 1	Feb. 1	1	40	40	1
Brass factory workers	Wallaceburg, Ont.	In sympathy with strike of glass workers.	Return of workers	In favour of employer.	Feb. 3	Feb. 3	1	143	22	1/6
Aircraft parts factory workers, labourers.	Brantford, Ont.	For upgrading of workers in applying approved wage increases.	Conciliation, federal	In favour of workers	Feb. 4	Feb. 5	1	66*34	66	1
Bolt factory workers	Owen Sound, Ont.	Against dismissal of a worker for alleged assault.	Conciliation, federal	In favour of worker	Feb. 4	Feb. 15	1	57	475	8¼
Wire factory workers	Hamilton, Ont.	Against suspension of 45 workers for disobeying order for shorter rest periods.	Conciliation, provincial.	In favour of workers, longer rest periods also restored.	Feb. 8	Feb. 10	1	140	350	2½
Metal factory workers	Preston, Ont.	Against dismissal of a worker for insubordination.	Return of workers	In favour of employer.	Feb. 8	Mar. 12	2	66	1,500	28
Truck body factory workers	Brantford, Ont.	For union recognition, *re* piece work rates and against dismissal of a foreman.	Conciliation, federal and reference to IDI Board and RWLB.	Compromise, union agreement secured and adjustment of basic wage rates approved.	Feb. 17	Feb. 19	1	250	375	2
Motor vehicle factory workers.	Tilbury, Ont.	Against alleged delay of union officials in submitting agreement for negotiations.	Negotiations	In favour of workers, agreement secured	Feb. 18	Feb. 22	1	151	151	2
Motor vehicle factory workers.	Windsor, Ont.	Against dismissal of a union worker for alleged intimidation.	Negotiations and reference to arbitration.	Compromise, worker re-employed in another department.	Feb. 26	Feb. 26	1	92	14	1/6
Metal factory workers	Galt, Ont.	Against dismissal of two workers for absenteeism.	Conciliation, federal and reference to an IDI Commissioner.	In favour of workers	Mar. 19	Mar. 27	1	385	2,500	6¾

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1943

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
MANUFACTURING—*Con.*										
Metal Products—Con.										
Machinists	Simcoe, Ont.	Against dismissal of a worker for alleged incompetence.	Conciliation, federal and arbitration.	In favour of employer.	Mar. 19	Mar. 24	1	37	130	3½
Sheet metal workers	Windsor, Ont.	Against order forbidding smoking while at machines.	Conciliation, federal	In favour of employer.	Mar. 31	Apr. 9	1	24	168	8
Munitions factory workers	Cherrier, P.Q.	For adjustments in categories of work.	Conciliation, federal and return of workers pending settlement.	Indefinite, see later strike.	Apr. 1	Apr. 1	1	329	120	⅜
Munitions factory workers	Cherrier, P.Q.	For adjustments in categories of work	Conciliation, federal and arbitration; later referred to NWLB.	In favour of employer.	Apr. 7	Apr. 9	1	1,260*35	2,900	2-1/3
Freight car factory workers	Trenton, N.S.	For increased wages, piece rates.	Return of workers pending further negotiations.	In favour of employer, some workers transferred to other jobs.	Apr. 14	Apr. 16	1	109	164	1½
Foundry workers, moulders and helpers.	Toronto, Ont.	For increased wages	Conciliation, federal and reference to RWLB.	Compromise, some increase approved.	Apr. 19	Apr. 20	1	36	36	1
Foundry workers	Winnipeg, Man.	For union recognition and agreement.	Conciliation, federal	In favour of workers	Apr. 20	Apr. 26	1	245	1,200	5
Motor vehicle factory workers	Windsor, Ont.	Against alleged speed-up order and suspension of workers on Apr. 21-22 for demonstration against foreman.	Arbitration	Compromise	Apr. 22	Apr. 25	3	15,000	40,000	2⅔
Steel mill workers, firemen	Trenton, N.S.	For increased wages and overtime rates for Sundays and holidays.	Return of workers pending reference to RWLB.	Indefinite, see later strike.	Apr. 27	Apr. 29	1	35*36	55	1⅝
Aircraft factory workers	Vancouver, B.C.	Alleged lockout following demand for two ten-minute rest periods per shift.	Return of workers	In favour of employer, workers returned unconditionally; rest periods granted later.	Apr. 28	May 4	1	6,739	31,000	4⅔
Metal factory workers	Hamilton, Ont.	For union recognition	Return of workers	In favour of employer.	Apr. 30	Apr. 30	1	81	50	⅔
Metal factory workers	Brantford, Ont.	For adjustments in wages following change from hourly to piece work rates.	Negotiations	Compromise	May 1	May 10	1	102	650	6½
Motor vehicle factory workers	Hamilton, Ont.	For union recognition	Conciliation, federal and return of workers pending certification of bargaining agency by OLC (b).	In favour of workers	May 10	July 30	1	673	25,000	68

Machinist apprentices	Montreal, P.Q.	Against dismissal of a worker for insubordination.	Replacement and return of workers	In favour of employer.	May 13	May 17	1	9	25	3
Electricians	St. Joseph de Sorel, P.Q.	Against dismissal of eleven workers allegedly for union activity.	Conciliation, federal and reference to an IDI Commissioner.	In favour of employer, dismissals due to completion of certain work.	May 14	May 22	1	38	240	6½
Metal factory workers	Galt, Ont.	For union recognition	Return of workers pending report of IDI Board.	Indefinite, see later strike.	May 15	May 17	1	96	40	½
Die casting factory workers	Wallaceburg, Ont.	Against employment of female operators.	Replacement	In favour of employer.	May 18	May 18	1	22	11	½
Metal factory workers	Galt, Ont.	For union recognition	Conciliation, federal and reference to OLC.	Partially successful	May 21	Aug. 18(c)	8	1,000	41,000	74
Motor vehicle factory worker	Windsor, Ont.	Dissatisfaction with overtime pay.	Return of workers	In favour of employer.	May 22	May 24	1	250	200	4/5
Steel mill workers, tongs men	Hamilton, Ont.	For greater increase in wages than approved by RWLB.	Negotiations and further reference to RWLB.	In favour of employer.	May 25	May 27	1	50	75	1½
Pipe fitters and helpers	Sydney, N.S.	For increased wages	Conciliation, federal, and return of workers pending settlement.	In favour of employer.	May 25	May 28	1	15	45	3
Machinists	Ville LaSalle, P.Q.	For increased cost-of-living bonus, a week's vacation with pay and reinstatement of a worker.	Conciliation, provincial, and arbitration.	In favour of workers	May 26	June 2	1	185	1,110	6
Rolling mill workers, labourers	Montreal, P.Q.	For increased wages	Return of workers pending reference to RWLB.	Compromise	June 1	June 1	1	85[*37]	85	1
Wire rope and cable factory workers.	Vancouver, B.C.	For union recognition	Return of workers	In favour of employer.	June 1	June 3	1	68	102	1½
Bricklayers, maintenance men in steel plant.	Sault Ste. Marie, Ont.	For same wages, etc., as bricklayers working for contractor.	Negotiations	In favour of employer.	June 1	June 8	1	36	216	6
Steel mill workers	Sydney, N.S.	Against transfer of a worker.	Return of workers	In favour of employer.	June 3	June 5	1	60	120	2
Motor vehicle factory workers	Windsor, Ont.	Against dismissal of a worker for failure to maintain minimum production.	Negotiations	In favour of workers	June 4	June 4	1	50	20	2/5
Foundry workers	Winnipeg, Man.	For increased wages	Return of workers pending further reference to RWLB.	In favour of employer.	June 5	June 7	1	45	45	1
Knitting needle factory workers.	Bedford, P.Q.	For full cost-of-living bonus.	Negotiations and return of workers, pending decision of RWLB.	Compromise, some increase approved.	June 10	June 11	1	500	500	1
Metal factory workers	Toronto, Ont.	For greater increase in wages.	Conciliation, federal, and further reference to RWLB.	In favour of workers	June 11	June 12	1	328	328	1
Machinists, moulders, etc.	Montreal, P.Q.	For full cost-of-living bonus.	Conciliation, federal, and further reference to RWLB.	In favour of workers	June 12	June 16	1	1,713	4,000	2½
Rolling mill workers, labourers.	Montreal, P.Q.	For greater increase in wages.	Conciliation, federal, and further reference to RWLB.	In favour of worker	June 14	June 15	1	278	278	1

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							Employers(a)	Workers		
MANUFACTURING—*Con.*										
Metal Products—Con.										
Wire and cable factory workers.	Guelph, Ont.	For union recognition	Conciliation, provincial, and reference to OLC.	In favour of workers	June 16	June 18	1	153	337	2½
Foundry workers	Toronto, Ont.	For union recognition and increased wages.	Conciliation, federal, and reference to RWLB.	In favour of workers	June 23	June 24	1	130	100	¾
Steel mill workers	Burnaby, B.C.	Against notice posted on bulletin board by foreman.	Negotiations	In favour of workers, foreman apologized.	June 23	June 24	1	550	500	1
Metal factory workers	Tweed, Ont.	For increased wages	Negotiations and reference to RWLB.	In favour of workers	June 23	June 25	1	25	50	2
Steel mill workers, coke oven men.	Sydney, N.S.	Against failure of a worker to maintain minimum production.	Conciliation, federal	In favour of employer.	June 29	June 30	1	50	50	1
Foundry workers,	Hull, P.Q.	For greater increase in cost-of-living bonus than approved by RWLB.	Conciliation, federal, and appeal to NWLB.	In favour of workers	June 29	July 5	1	409*38	1,600	4
Foundry workers, helpers	New Glasgow, N.S.	For increased wages	Return of workers pending decision of RWLB.	Indefinite, see later strike.	July 7	July 9	1	15	22	1½
Cable and paper products factory workers.	St. Johns, P.Q.	For a week's vacation with pay.	Conciliation, federal	In favour of employers.	July 8	July 15	2	190	600	5
Rolling mill workers	Montreal, P.Q.	To maintain differential in wage rates.	Conciliation, federal, and further reference to RWLB.	In favour of workers	July 12	July 13	1	87*39	87	1
Foundry workers, helpers	New Glasgow, N.S.	For increased wages	Conciliation, federal, and return of workers pending decision of RWLB.	Indefinite, see later strike.	July 12	July 15	1	15	34	2¼
Locomotive factory workers	Montreal, P.Q.	For full cost-of-living bonus.	Negotiations and return of workers pending decision of RWLB.	In favour of workers	July 16	July 19	1	383*40	475	1¼
Steel mill workers, labourers	Sault Ste. Marie, Ont.	For increased wages	Return of workers	In favour of employer.	July 18	July 20	1	42*41	84	2
Foundry workers, helpers	New Glasgow, N.S.	For increased wages	Conciliation, federal, and further reference to RWLB.	Compromise, varying increases granted.	July 19	July 22	1	15	45	3
Metal factory workers, labourers, etc.	Montreal, P.Q.	For increased wages and a week's vacation with pay.	Negotiations and appeal to NWLB.	Compromise, some adjustments in wages made.	July 20	July 27	1	1,600	6,700	5½
Steel mill workers, bricklayers' helpers.	Sault Ste. Marie, Ont.	For increased wages	Return of workers	In favour of employer.	July 23	July 28	1	75	300	4
Steel mill workers, cranemen	Sault Ste. Marie, Ont.	For increased wages	Return of workers	In favour of employer.	July 26	July 27	1	21*42	21	1

Metal factory workers	Sherbrooke, P.Q.	For a signed union agreement and full cost-of-living bonus.	Return of workers pending further negotiations.	In favour of workers	July 26	July 27	1	121	121	1
Foundry workers	Oshawa, Ont.	Against working with non-union workers and for revision of wage rates.	Negotiations	Compromise, workers joined union.	July 26	July 28	1	175	260	1½
Foundry workers	Sherbrooke, P.Q.	For increased cost-of-living bonus.	Conciliation, provincial, and return of workers pending decision of RWLB	In favour of workers	July 26	July 29	1	135	335	2½
Steel mill workers, open hearth.	Sydney, N.S.	To maintain differential in wage rates.	Return of workers pending settlement.	In favour of workers	Aug. 1	Aug. 1	1	100	100	1
Aircraft factory workers	Montreal, P.Q.	To have full cost-of-living bonus made retroactive to July 1, 1942.	Conciliation, federal and reference to NWLB.	In favour of employers.	Aug. 3	Aug. 16	3	21,131	200,000	10⅓
Metal factory workers	Brantford, Ont.	Against dismissal of four workers for washing up before quitting time.	Conciliation, federal	In favour of workers, workers reinstated (wash-up time referrred to RWLB and refused).	Aug. 4	Aug. 6	1	341	495	1½
Foundry workers	Montreal, P.Q.	For a week's vacation with pay and increased cost-of-living bonus.	Negotiations and return of workers pending decision of RWLB.	In favour of workers	Aug. 6	Aug. 9	1	70	105	1½
Steel mill workers, firemen	Trenton, N.S.	For time and one-half for Sundays and holidays.	Conciliation, federal and reference to RWLB.	In favour of workers	Aug. 8, 15, 22, 29, Sept. 5, 12.	Sept. 12	1	45*[43]	270	6
Rolling mill workers	Montreal, P.Q.	Against order suspending vacations with pay.	Conciliation, provincial and federal and reference to RWLB.	In favour of workers	Aug. 13	Aug. 17	1	213	426	2
Steel mill workers, crane men.	Sydney, N.S.	To maintain differential in wage rates.	Return of workers pending settlement.	Compromise	Aug.-15, and 22	Aug. 23	1	12*[44]	24	2
Munitions factory workers	Toronto, Ont.	Against introduction of bonus system.	Conciliation, federal	In favour of employer.	Aug. 16	Aug. 18	1	11	22	2
Motor vehicle factory workers	Windsor, Ont.	For reclassification of certain truckers.	Return of workers pending reference to RWLB.	In favour of employers.	Aug. 18	Aug. 19	3	560	430	4/5
Metal factory workers	Montreal, P.Q.	For a week's vacation with pay and full cost-of-living bonus.	Conciliation, provincial and federal and return of workers pending decision of RWLB.	Compromise, full cost-of-living bonus approved.	Aug. 19	Aug. 23	1	133	330	2½
Metal factory workers	Windsor, Ont.	Against suspension of two workers for sleeping during working hours.	Conciliation, provincial, and return of workers pending investigation.	In favour of employer.	Aug. 24	Aug. 24	1	320	265	4/5
Steel mill workers, chippers	Welland, Ont.	Against reduction in production bonus.	Negotiations	In favour of workers	Aug. 25	Aug. 26	1	75	75	1
Dry battery factory workers.	Toronto, Ont.	Against alleged delay in negotiating a union agreement.	Conciliation, federal and further negotiations.	In favour of employer.	Sept. 1	Sept. 7	1	62	110	2

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1943

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
MANUFACTURING—*Con.*										
Metal Products—Con.										
Steel products factory workers	Vancouver, B.C.	Against dismissal of a foreman for alleged failure to maintain production and discipline.	Negotiations	Compromise, foreman re-instated on probation.	Sept. 2	Sept. 2	1	100	12	½
Motor vehicle factory workers	Windsor, Ont.	Against dismissal of a worker for refusal to transfer to another shift.	Conciliation, provincial, and arbitration.	Compromise, worker re-employed after two weeks' suspension.	Sept. 3	Sept. 10	5	600	2,400	4
Foundry workers, moulders	Sackville, N.B.	For adjustments in piece work rates and full cost-of-living bonus.	Conciliation, federal and joint application to RWLB.	Compromise	Sept. 21	Sept. 25	1	45*45	180	4
Foundry workers	Oshawa, Ont.	For increased wages	Conciliation, federal and reference to RWLB.	In favour of workers	Oct. 13	Oct. 14	1	35*46	35	1
Steel mill workers, axle forgers.	Trenton, N.S.	For reduction in quota of oversize billets to be forged.	Conciliation, federal	Compromise	Oct. 21	Oct. 29	1	57	370	6½
Aluminum plant workers	Shawinigan Falls, P.Q.	Against return to winter work schedule for potmen.	Return of workers	In favour of employer.	Oct. 24	Nov. 8	2	1,000*47	10,000	13
Jewelry workers	Vancouver, B.C.	For increased wages and vacations with pay.	Return of workers and reference to RWLB.	Compromise, increased cost-of-living bonus and a week's vacation with pay approved	Oct. 28	Nov. 19	3	38	700	18½
Munitions factory workers	Toronto, Ont.	For return to basic wage rates in force before introduction of bonus system.	Negotiations	In favour of employer.	Nov. 1	Nov. 3	1	74	130	1¾
Machinists	Napanee, Ont.	Against dismissal of a worker for alleged misconduct.	Conciliation, provincial.	In favour of employer.	Nov. 1	Nov. 8	1	9	44	5
Metal factory workers	Beauharnois, P.Q.	For change in management of company restaurant.	Conciliation, federal and return of workers pending vote.	In favour of workers	Nov. 10	Nov. 10	1	120	30	¼
Munitions factory workers	Cherrier, P.Q.	Against working with a certain foreman.	Negotiations	In favour of employer.	Nov. 19	Nov. 19	1	437	30	1/16
Steel mill, metal and shipyard workers and coal miners.	Trenton, Pictou and Westville, N.S.	Against closing down rolling mills and nut and bolt department of Trenton Steel Works Limited.	Return of workers	In favour of employers.	Dec. 8	Dec. 9	6	3,800(d)	3,800(d)	1
Steel mill, metal, civic and shipyard workers and salt and coal miners.	Nova Scotia	Against closing down rolling mills and nut and bolt department of Trenton Steel Works Limited.	Return of workers	In favour of employers.	Dec. 28	Dec. 29	43	20,000(d)	20,000(d)	1
								83,302(d)	545,169(d)	

Shipbuilding—										
Platers	Montreal, P.Q.	*Re* working conditions, (congestion caused by punching newly installed time clock)	Return of workers	In favour of employer.	Feb. 2	Feb. 3	1	300	150	½
Shipyard workers	Vancouver, B.C.	For union recognition and continuance of shop stewards' meetings.	Negotiations	Compromise, union recognition before B.C.Labour Court; shop stewards' meetings to continue.	Mar. 6	Mar. 6	1	950*[49]	120	⅛
Riveters	Montreal, P.Q.	Against suspension of worker for quitting work early.	Negotiations	In favour of employer, week's suspension agreed upon.	Mar. 22	Mar. 23	1	75	75	1
Shipwrights, helpers, etc.	Quebec, P.Q.	Against working under an English speaking supervisor.	Negotiations	In favour of workers	Mar. 29	Mar. 29	1	175	40	½
Shipyard workers	Vancouver, B.C.	For enforcement of closed shop agreement	Negotiations	In favour of workers	Mar. 30	Mar. 31	1	6,000	6,000	1
Carpenters	Windsor, N.S.	Against dismissal of a worker for loafing on the job.	Conciliation, federal	Compromise, worker reinstated on probation.	April 1	April 6	1	255	890	3½
Steel erectors	Vancouver, B.C.	Against helping to clear vessel of tools, etc., before launching.	Negotiations	In favour of employer.	April 8	April 8	1	53	27	½
Electric welders	Vancouver, B.C.	Against appointment of a charge hand.	Return of workers	In favour of employer.	April 16	April 16	1	131	40	⅛
Shipyard workers	Saint John, N.B.	For reinstatement of a welder and dismissal of a charge hand.	Conciliation, federal, and arbitration.	Compromise, welder dismissed for cause and charge hand to revert to welder.	April 30	May 3	1	950	900	1½
Passer boys	Montreal, P.Q.	For increased wages	Negotiations and replacement.	In favour of employer.	May 5	May 7	1	25	25	1
Riveters	Montreal, P.Q.	For employment of two passer boys per riveter instead of one.	Negotiations	In favour of employer.	May 21	May 27	1	70	300	4½
Riveters	Sorel, P.Q.	Against dismissal of a worker for cause.	Negotiations	Compromise, dismissal changed to six-day suspension.	May 22	May 24	1	45*[49]	112	2½
Shipyard workers	Prince Rupert, B.C.	For better meals and service in two shipyard commissaries operated by a certain agency.	Negotiations and return of workers pending investigation.	In favour of workers	June 14	June 15	1	1,214	607	½
Pipe-fitters	Midland, Ont.	Against dismissal of worker for insubordination.	Conciliation, provincial.	In favour of workers	June 15	June 16	1	33	12	⅛
Shipyard workers	Quebec and Lauzon, P.Q.	For maintenance of union membership as recommended by IDI Board, wage adjustments, etc.	Conciliation, federal, and joint application to NWLB.	Compromise, union recognized as sole bargaining agency; wage adjustments, etc., approved.	June 15	June 28	3	7,000	77,000	11
Shipyard workers	Toronto, Ont.	For a government-supervised vote to determine bargaining agency.	Return of workers and replacement.	In favour of employer.	June 17	June 20	1	450	750	2
Painters,	Vancouver, B.C.	For increased wages	Conciliation, federal, and further reference to NWLB.	Partially successful.	June 24	June 26	4	184	200	1½

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1943

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers(a)	Workers		
MANUFACTURING—*Con.*										
Shipbuilding—Con.										
Welders	Collingwood, Ont.	Against dismissal of a worker for sleeping on job.	Return of workers	In favour of employer.	July 9	July 12	1	50	100	2
Shipyard workers	Montreal, P.Q.	For full cost-of-living bonus, vacations with pay, reclassification of workers, etc.	Conciliation, federal, and return of workers pending decision of NWLB.	In favour of workers	July 14	July 23	1	4,000	18,800	7½
Shipyard workers	Sorel, P.Q.	For full cost-of-living bonus, increased wages for improvers and approved increases for others to be retroactive.	Conciliation, federal, and return of workers pending decision of NWLB	In favour of workers	July 17	July 20	1	3,500*50	6,100	2½
Shipyard workers	Lauzon, P.Q.	Against dismissal of a worker allegedly without cause.	Conciliation, federal, and reference to IDI Commissioner	In favour of employer.	July 24	July 24	1	900	170	1/5
Testers	Sorel, P.Q.	To maintain differential in wage rates.	Return of workers	In favour of employer.	July 27	July 27	1	100	12	½
Welders and burners	Vancouver, B.C.	For bonus for working in confined spaces.	Negotiations and reference to arbitration.	Compromise	Aug. 4	Aug. 5	1	215	185	1
Shipyard workers	Meteghan, N.S.	Alleged lockout *re* union recognition.	Conciliation, federal	In favour of workers, union recognized.	Aug 16	Aug. 20	1	340	1,100	3½
Shipyard workers	Quebec, P.Q.	For adjustment of wage rates for steel caulkers.	Negotiations and return of workers pending settlement.	In favour of workers	Sept. 4	Sept. 7	1	2,146	2,146	1
Shipyard workers	Meteghan, N.S.	Against failure to reinstate certain workers following alleged lockout Aug. 16.	Reference to IDI Commissioner.	In favour of workers	Sept. 6	Sept 10	1	382	1,200	3
Shipyard workers	Sorel, P.Q.	Against alleged officiousness of company police.	Negotiations	In favour of workers	Nov. 19	Nov. 19	1	4,300	150	1/32
Carpenters, etc.	Vancouver, B.C.	Against suspension of a worker for quitting work early to put away tools, etc.	Negotiations	In favour of workers, warning whistle to be blown.	Nov. 26	Nov. 26	1	60	30	½
Electricians	Vancouver, B.C.	Against lack of heat in hulls during construction.	Return of workers pending negotiations.	In favour of employer.	Dec. 16	Dec. 17	1	134	200	1½
Shipyard workers	Montreal, P.Q.	Misunderstanding *re* vacations with pay.	Negotiations	In favour of employer.	Dec. 22	Dec. 22	1	1,500	750	½
								39,110(d)	121,764(d)	

Non-metalic Minerals.										
Chemicals, Etc.—										
Glass factory workers	Wallaceburg, Ont.	For union recognition and agreement.	Return of workers	In favour of employer (union later certified by OLC)	Jan. 30	Mar. 29	1	650*[1]	12,000	48½
Building products factory workers.	Winnipeg, Man.	For increased wages	Conciliation, federal, and return of workers pending decision of RWLB	In favour of employer.	May 20	May 21	1	58	58	1
Clay products factory workers.	New Glasgow, N.S.	Against alleged violation of seniority in appointing foreman.	Conciliation, federal, and reference to an umpire.	In favour of employer.	June 2	June 8	1	60	300	5
Building products factory workers.	Montreal, P.Q.	Misunderstanding *re* application to RWLB for increased wages.	Conciliation, federal, and application to RWLB	In favour of employer.	June 14	June 16	1	72	144	2
Building products factory workers.	Winnipeg, Man.	For increased wages	Return of workers	In favour of employer (some increase granted later).	June 24	June 28	1	42	105	2½
Lime products and stone workers.	St. Marc des Carrierès, P.Q.	For increased wages	Conciliation, provincial, and further reference to RWLB	Indefinite, *see* later strikes.	July 22	July 26	2	194	600	3½
Fertilizer plant workers, labourers.	Quebec, P.Q.	For increased wages	Conciliation, provincial, and joint application to RWLB	Compromise	July 28	Aug. 5	1	35	245	7
Glass factory workers	Montreal, P.Q.	For union agreement with increased wages, reduced hours, etc.	Conciliation, federal, and reference to IDI Board.	Compromise, agreements secured with some wage increases.	July 29	Aug. 28	5	146	3,450	26
Lime products factory workers.	St. Marc des Carrierès, P.Q.	For increased wages	Conciliation, provincial, and return of workers pending decision of RWLB	In favour of workers.	Aug. 2	Aug. 6	1	145	580	4
Building products factory workers.	Montreal, P.Q.	For increased wages and a week's vacation with pay.	Conciliation, federal, and return of workers pending decision of RWLB	In favour of workers.	Aug. 9	Aug. 9	1	57	57	1
Chemical plant workers	Fassett, P.Q.	For union recognition and agreement with increased wages.	Conciliation, federal, and reference to RWLB and later to NWLB	Compromise, partial increase in wages effective Sept. 1.	Aug. 18	Sept. 1	1	49	588	12
Lime products factory workers.	St. Marc de Carrierès, P.Q.	For increased wages as approved by RWLB	Conciliation, provincial, and further reference to RWLB	In favour of workers.	Sept. 13	Sept. 15	1	49	125	2½
								1,557	18,252	
Miscellaneous—										
Building products factory workers.	Portneuf Station, P.Q.	Alleged discrimination in transfer to heavy work under rotary system.	Conciliation, federal.	In favour of employer.	April 17	April 26	1	48	288	6

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							Employers(a)	Workers		
MANUFACTURING—*Con.*										
Miscellaneous—Conc.										
Bedding and upholstery factory workers.	Montreal, P.Q.	For two weeks' vacation with pay.	Negotiations	In favour of employers.	June 4	July 14	4	344	7,600	33
Building products factory workers.	Joliette, P.Q.	For increased wages and union agreement.	Return of workers pending further negotiations and reference to RWLB	In favour of workers.	July 14	July 27	1	76	760	10
Bedding factory workers	Ottawa, Ont.	For increased wages	Conciliation, federal.	Compromise, increase to wage ceilings approved.	Sept. 1	Sept. 2	1	9	10	1
Pencil factory workers	Drummondville, P.Q.	For full cost-of-living bonus.	Return of workers pending joint application to RWLB	Compromise	Nov. 12	Nov. 15	1	73	110	1½
								550	8,768	
CONSTRUCTION—										
Buildings and Structures—										
Carpenters	Port Alberni, B.C.	Against employment of a worker belonging to another union.	Conciliation, federal.	In favour of workers, worker transferred.	Feb. 15	Feb. 15	1	139	15	½
Welders	Sarnia, Ont.	Against lay-off of pipefitters and burners when night shift discontinued due to demand for increased overtime.	Negotiations	In favour of employer; workers given jobs by other employers on project.	Sept. 28	Sept. 30	1	28	56	2
Carpenters	Malton, Ont.	To have approved transportation allowance made tax free and retroactive to Aug. 23.	Conciliation, federal, and further reference to RWLB.	In favour of employer.	Oct. 8	Oct. 14	1	107	265	2½
Carpenters	Malton, Ont.	Against working with three non-union carpenters.	Replacement	In favour of employer.	Nov. 19	Nov. 27	1	123	850	7
								397	1,186	
Highway—										
Truck Drivers	Coronation, Alta.	For increased wages	Return of workers	In favour of employer.	Nov. 19	Nov. 20	1	20	20	1
								20	20	
Miscellaneous—										
Labourers	Edmonton, Alta.	For increased wages	Return of workers	In favour of employer.	April 26	April 26	1	21	10	½

lectric welders	Arvida, P.Q.	For increased wages	Negotiations	In favour of employer.	May 13	May 17	1	13	39	3
Truck drivers and cement hand lers.	Edmonton, Alta.	Against reduction in wage rates.	Return of workers and replacement.	In favour of employer.	Aug. 2	Aug. 5	1	69	100	2
Truck drivers	Edmonton, Alta.	For increase in wages to Northern Alberta rates and compensation for dust.	Conciliation, federal, and reference to WLB (b).	In favour of employer.	Oct. 5	Oct. 6	1	30	30	1
Carpenters	South Maitland, N.S.	For increased wages and reduced hours.	Conciliation, federal.	Compromise, wage-scale approved by RWLB to be paid.	Oct. 14	Oct. 22	1	40	265	7
Carpenters	Windsor, N.S.	Against alleged violation of agreement in lay-off of workers during slack period.	Conciliation, federal.	In favour of workers.	Oct. 16	Oct. 19	1	145	250	2
Dam repair workers	Lake Manouan, P.Q.	For payment for 10 hours per day when able to work only eight hours due to darkness.	Negotiations	In favour of workers.	Dec. 11	Dec. 11	1	50	20	⅜
								368	714	
TRANSPORTATION AND PUBLIC UTILITIES—										
Steam Railways—										
Labourers, maintenance-of-way	Montreal, P.Q.	Mistake in income tax deductions from pay cheques.	Negotiations	In favour of workers	Feb. 16	Feb. 17	1	98	98	1
								98	98	
Electric Railways and Local Bus Lines—										
Street railway employees	Cornwall, Ont.	For time and one-half for Sundays and overtime.	Negotiations	Compromise	Jan. 3 and Jan. 10.	Jan. 11	1	30	60	2
Street railway employees	Cornwall, Ont.	Misunderstanding *re* dismissal of two workers.	Negotiations	Compromise, workers not dismissed.	Jan. 11	Jan. 12	1	24	20	⅜
Street railway employees	Montreal, P.Q.	For recognition of a certain union as bargaining agency.	Conciliation, federal, and reference to IDI Commissioner.	In favour of workers.	Mar. 28	Mar. 31	1	3,000*52	7,000	2½
Bus drivers	Halifax and Dartmouth, N.S.	For union recognition and agreement and against dismissal of a union worker.	Conciliation, federal, and return of workers pending further negotiations.	Partially successful, agreements secured with two companies and worker re-employed at another job.	July 11	July 13	3	39	78	2
								3,093	7,158	
Other Local and Highway Transportation—										
Truckers and warehousemen	Windsor, Ont.	For closed shop and check-off.	Conciliation, federal.	In favour of employers.	Mar. 10	Mar. 15	5	64	250	4
								64	250	

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Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man-working days	Duration in working days
							Employers†	Workers		
TRANSPORTATION—*Con.*										
Water Transportation—										
Seamen	Vancouver, B.C.	For war-risk bonus	Conciliation, federal, and reference to NWLB.	In favour of workers.	April 7	April 8	1	8	8	1
Freight handlers	Halifax, N.S.	Against reduction in number of men per gang.	Conciliation, federal.	In favour of workers.	April 23	April 24	1	300	300	1
Freight handlers	Port Arthur and Fort William, Ont	Against change from one to two shifts per day thereby reducing wages.	Negotiations	In favour of workers.	May 4	May 4	2	550	275	½
Seamen	Dartmouth, N.S.	For increased war-risk bonus.	Replacement	In favour of employer.	June 11	June 15	1	15	50	3½
Longshoremen	Three Rivers, P.Q.	For increases in wages, cost-of-living bonus, etc.	Conciliation, federal, and reference to NWLB.	Indefinite, *see* later strike.	Aug. 2	Aug. 5	1	350	875	2½
Longshoremen	Halifax, N.S.	Against posting armed guards while unloading cargo of liquor.	Conciliation federal.	In favour of workers.	Aug. 25	Aug. 26	1	115	115	1
Freight handlers	Port Arthur, Ont.	Against extra load on trucks.	Negotiations	In favour of workers	Aug. 28	Aug. 28	1	180	75	⅜
Longshoremen	Three Rivers, P.Q.	For increases in wages cost-of-living bonus, etc.	Conciliation, federal and return of workers pending decision of NWLB.	In favour of workers.	Aug. 30	Aug. 31	1	350	500	1½
Freight handlers	Port Arthur, Fort William, Point Edward and Toronto, Ont. and Montreal, P.Q.	For increase in wages, cost-of-living bonus, overtime rates, etc.	Conciliation, federal, and return of workers pending decision of NWLB.	Compromise	Sept. 9	Sept. 14	7	930	3,500	5
Freight handlers	Halifax, N.S.	For increases in wages, cost-of-living bonus, overtime rates, etc.	Conciliation, federal, and return of workers pending decision of NWLB.	Compromise	Sept. 13	Sept. 18	1	375	1,750	4¾
Longshoremen	Pugwash, N.S.	For re-employment of two workers who had asked for transfer permits.	Negotiations	In favour of workers.	Sept. 15	Sept. 16	1	53	26	½
Freight handlers	Port Arthur and Fort William, Ont.	For decision *re* increases in wages, cost-of-living bonus, overtime rates, etc.	Return of workers pending decision of NWLB.	Compromise, *see* Strike Sept. 9.	Sept. 24	Sept. 24	2	477	235	½
Freight handlers	Halifax, N.S.	For greater increase in wages than approved by NWLB.	Conciliation, federal	In favour of employer.	Oct. 1	Oct. 9	1	375	2,625	7
Longshoresmen	Halifax, N.S.	In sympathy with freight handlers and against use of Armed Services in loading and unloading vessels.	Return of workers	In favour of employer.	Oct. 4	Oct. 6	1	150	300	2

Seamen	Halifax and Dartmouth, N.S., and St. John, N.B.	For increases in wages, war risks and cost-of-living bonuses, and improved working conditions.	Return of workers pending further negotiations and replacement.	Partially succesful.	Oct. 6	Oct. 16	5	116	650	10
Seamen	Vancouver, B.C.	For increased wages and right of union representatives to board vessels.	Conciliation, federal, and return of workers pending decision of NW LB *re* wages.	Compromise, increased wage scale approved.	Oct. 26	Oct. 27	3	90	90	1
Longshoremen	Sheet Harbour, N.S.	For employment of a union worker.	Negotiations	In favour of workers.	Nov. 2	Nov. 2	1	72	18	½
								4,506	11,392	
Air—										
Aircraft repair workers	New Westminster, B.C.	Against cancellation of two ten-minute rest periods per shift.	Negotiations	In favour of employer, workers returned unconditionally but rest periods granted later.	April 19	April 20	1	951	60	1/16
								951	60	
TRADE—										
Newspaper delivery boys and girls.	New Waterford, N.S.	For increased commission.	Negotiations	In favour of workers.	April 9	April 11	1	40	80	2
Wholesale grocery employees	Saint John, N.B.	Against dismissal of five workers for alleged inefficiency.	Negotiations	In favour of employer.	April 28	April 30	1	8	16	2
Cheese handlers	Montreal, P.Q.	For increased cost-of-living bonus and reduced hours.	Return of workers pending reference to RWLB.	Compromise, increase in cost-of-living bonus approved.	June 5	June 17	1	4	35	10
Tobacco salesmen and truck drivers.	Montreal, P.Q.	For increased wages and union recognition.	Conciliation, provincial.	Compromise, union agreement secured.	June 23	July 12	4	44*53	350	14
Dairy drivers	Montreal, P.Q.	Against dismissal of a worker.	Return of workers	In favour of employer.	Aug. 10	Aug. 14	1	31	124	4
Dairy drivers	Montreal, P.Q.	For a week's vacation with pay and increased wages as approved by RWLB.	Negotiations	In favour of workers	Aug. 14	Aug. 16	1	50	100	2
Salesgirls	Vancouver, B.C.	Against lack of heat in store.	Return of workers	In favour of employer (some heat supplied later).	Oct. 23	Oct. 25	1	25	13	½
								202	718	
SERVICE—										
Public Administration—										
Civic labourers	Summerside, P.E.I.	For increased wages	Negotiations	Compromise	Feb. 13	Feb. 16	1	9	18	2
Civic employees	St. Catharines, Ont.	For a greater increase in wages.	Negotiations	In favour of workers.	June 12	June 15	1	70	140	2
Township employees	McKim Township, Ont.	For increased wages	Negotiations	In favour of workers.	June 21	July 1	1	5	45	9

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							Employers†	Workers		
SERVICE—*Con.*										
Public Administration—Conc.										
Office workers	Ottawa, Ont.	Misunderstanding *re* transfer of a senior employee.	Negotiations	In favour of employer.	July 28	July 29	1	135	65	½
Civic employees, Public Works	Montreal, P.Q.	Against dismissal of five workers allegedly for union activity.	Conciliation, provincial, and arbitration.	Compromise, three workers re-employed. (Board Arbitration ruled five workers not dismissed for union activity).	Aug. 21	Aug. 25	1	1,500*54	5,250	3½
Officeworkers	Ottawa, Ont.	For re-classification	Negotiations	Partially successful.	Oct. 16	Oct. 18	1	61	61	1
Civic employees, policemen, firemen, Public Works employees, etc.	Montreal, P.Q.	For union recognition	Conciliation, provincial.	In favour of workers.	Dec. 14	Dec. 15	1	5,000	4,000	1
Civic employees, office workers.	Montreal, P.Q.	For increased wages	Unterminated		Dec. 21		1	1,700	12,000	7
								8,562*d*	21,661*d*	
Custom and Repair—										
Cleaners and dyers	Toronto, Ont.	For union recognition and agreement.	Conciliation, provincial.	In favour of employer.	May 28	May 29	1	15	12	4/5
								15	12	
Business and Personal—										
Laundry workers	Glace Bay, N.S.	For union recognition, improved working conditions, reduced hours, vacations with pay, etc.	Conciliation, federal	In favour of workers	Mar. 2	Mar. 15	1	16	165	11
Garage mechanics and servicemen.	Regina, Sask.	For union recognition	Conciliation, provincial, and return of workers pending settlement.	In favour of employers.	April 9	April 29	8	100	1,550	15½
Waitresses	Glace Bay, N.S.	Against dismissal of a worker.	Conciliation, federal, and provincial, and arbitration.	Compromise	June 6	July 9	1	12	330	28
Laundry and dry cleaning plant workers.	Aylmer, Ont.	Against employment of workers of alien enemy origin.	Negotiations	In favour of workers	June 9	June 10	1	30	22	1
Laundry and dry cleaning plant workers.	Kitchener and Waterloo, Ont.	For union recognition and closed shop agreement with increased wages and reduced hours.	Negotiations and return of workers pending settlement.	In favour of employers.	Aug. 27	Sept. 13	2	50	650	13
Hotel employees	Edmonton, Alta.	For payment of wage increases for porters as approved by RWLB.	Unterminated		Oct. 1		1	30	1,900	77

Laundry and dry cleaning plant workers.	Nanaimo, B.C.....	Against dismissal of a worker allegedly for union activity.	Conciliation, provincial.	In favour of employer, worker laid off for lack of suitable employment.	Oct. 6....	Oct. 7....	1	50	50	1
								288	4,667	

(a) Number of employers or establishments.
(b) IDI—Industrial Disputes Investigation; NSS—National Selective Service; RWLB—Regional War Labour Board; NWLB—National War Labour Board; WLB—Western Labour Board; OLC—Ontario Labour Court.
(c) Employment conditions no longer affected.
(d) Two protest strikes in Nova Scotia, December 8 and 28 (shown in this table under Metal Products, against closing part of a steel plant at Trenton, involved a total of 23,800 workers for one day (a time loss of 23,800 man-working days). These totals have been distributed among the various industries involved and the figures have been included in the totals of each industry, as follows: MINING 12,910 (Coal 12,830 and Salt 80); MANUFACTURING 10,808 (Metal 7,235 and Shipbuilding 3,573); and SERVICE (Public Administration) 82.

*1 126 workers indirectly affected.
*2 140 " " "
*3 118 " " "
*4 100 " " "
*5 70 " " "
*6 240 " " "
*7 600 " " "
*8 240 " " "
*9 1,600 " " "
*10 600 " " "
*11 251 " " "
*12 112 " " "
*13 300 " " "
*14 300 " " "
*15 240 " " "
*16 158 " " "
*17 190 " " "
*18 465 " " "
*19 700 workers indirectly affected.
*20 700 " " "
*21 222 " " "
*22 517 " " "
*23 579 " " "
*24 352 " " "
*25 130 " " "
*26 175 " " "
*27 2,000 " " "
*28 132 " " "
*29 1,200 " " "
*30 253 " " "
*31 150 " " "
*32 380 " " "
*33 100 " " "
*34 200 " " "
*35 2,953 " " "
*36 310 " " "
*37 239 workers indirectly affected.
*38 207 " " "
*39 280 " " "
*40 600 " " "
*41 265 " " "
*42 502 " " "
*43 155 " " "
*44 120 " " "
*45 105 " " "
*46 235 " " "
*47 1,250 " " "
*48 850 " " "
*49 155 " " "
*50 2,250 " " "
*51 200 " " "
*52 1,000 " " "
*53 150 " " "
*54 500 " " "

Strikes and Lockouts in Other Countries During 1943

THE accompanying table gives the principal figures as to strikes and lockouts in certain other countries since 1919, as compared with Canada, showing the number of disputes (strikes and lockouts), the number of employees involved in stoppages of work and the time loss in man working days. The countries included in the tables published below are restricted to those for which additional information has been received since March, 1940 when a more extensive summary was given (L.G., March, 1940, p. 234). Throughout the year the latest available figures for each country are given in a monthly article in the LABOUR GAZETTE.

Methods of compilation of industrial dispute statistics vary greatly with various countries; definitions of a dispute also vary. In some countries figures as to strikes and lockouts are published separately, but, where possible, they have been included together in the table here given. In some cases the number of strikes and lockouts shown for a year is the number beginning during the year; in other cases it is the number ending during the year; and in still other cases it is the number in existence during the year, including those carried over from the previous year with those beginning during the year.

The figures as to the number of employees involved published by some countries show not only the number of employees directly involved, but also the number of those indirectly affected, that is thrown out of work by disputes to which they were not parties; but exact information on this point is not always given. In the table given herewith the column showing the numbers of employees involved includes figures for the numbers directly involved or the total number directly and indirectly involved according to the method adopted by the country concerned.

Footnotes to the table indicate the nature of the statistics with reference to the above points.

Many countries publish statistics dealing with trade disputes only once each year or even less frequently, the figures being issued in some cases after an interval of some length. Most countries revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously.

In most cases the statistics dealing with disputes in other countries published in the LABOUR GAZETTE are obtained from official publications of the countries concerned.

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1943

Year	Number of disputes	Workers involved	Time loss in man working days
CANADA*			
	(c)	(e)	(e)
1919	336	148,945	3,400,942
1920	322	60,327	799,524
1921	168	28,257	1,048,914
1922	104	43,775	1,528,661
1923	86	34,261	671,750
1924	70	34,310	1,295,054
1925	87	28,949	1,193,281
1926	77	23,834	266,601
1927	74	22,299	152,570
1928	98	17,581	224,212
1929	90	12,946	152,080
1930	67	13,768	91,797
1931	88	10,738	204,238
1932	116	23,390	255,000
1933	125	26,558	317,547
1934	191	45,800	574,519
1935	120	33,269	284,028
1936	156	34,812	276,997
1937	278	71,905	886,393
1938	147	20,395	148,678
1939	122	41,038	224,588
1940	168	60,619	266,318
1941	231	87,091	433,914
1942	354	113,916	450,202
1943	402	218,404	1,041,198
1943—January	33	19,860	166,715
February	31	5,239	24,301
March	27	16,993	30,822
April	37	32,496	103,936
1943—May	40	15,306	47,229
June	59	23,321	142,917
July	39	15,679	65,632
August	50	35,645	240,493
September	38	10,305	37,598
October	38	6,361	25,639
November	28	18,172	103,566
December	22	35,227	52,350
AUSTRALIA			
	(c)	(e)	(f)
1919	460	100,300	6,308,226
1920	554	102,519	1,872,065
1921	624	120,198	956,617
1922	445	100,263	858,685
1923	274	66,093	1,145,977
1924	504	132,569	918,646
1925	499	154,599	1,128,570
1926	360	80,768	1,310,261
1927	441	157,581	1,713,581
1928	287	82,349	777,278
1929	259	88,293	4,671,478
1930	183	51,972	1,511,241
1931	134	34,541	245,961
1932	127	29,329	212,318
1933	90	26,988	111,956

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1943

Year	Number of disputes	Workers involved	Time loss in man working days
AUSTRALIA—*Concluded*			
1934	155	46,963	370,386
1935	183	44,813	495,124
1936	235	57,118	497,248
1937	342	92,121	557,111
1938	376	132,480	1,337,994
1939	416	143,228	459,154
1940	350	178,939	1,507,252
1941	567	240,845	984,174
1942	602	166,167	378,195
1943—1st quarter	218	96,955	275,593
EIRE			
	(a)	(g)	
1923	131	20,635	1,208,734
1924	104	16,403	301,705
1925	86	6,855	293,792
1926	57	3,455	85,345
1927	53	2,312	64,020
1928	52	2,190	54,292
1929	53	4,533	101,397
1930	83	3,410	77,417
1931	60	5,431	310,199
1932	70	4,222	42,152
1933	88	9,059	200,126
1934	99	9,288	180,080
1935	99	9,513	288,077
1936	107	9,443	185,623
1937	145	26,734	1,754,949
1938	137	13,736	208,784
1939	99	6,667	106,476
1940	89	7,715	152,076
1941	71	4,895	77,133
1942	69	5,132	115,039
GREAT BRITAIN AND NORTHERN IRELAND†			
	(a)	(f)	
1919	1,352	2,401,000	34,970,000
1920	1,607	1,779,000	26,570,000
1921	763	1,770,000	85,870,000
1922	576	556,000	19,850,000
1923	628	399,000	10,670,000
1924	710	613,000	8,420,000
1925	603	441,000	7,950,000
1926	323	2,734,000	162,230,000
1927	308	108,000	1,170,000
1928	302	124,000	1,390,000
1929	431	533,000	8,290,000
1930	422	307,000	4,400,000
1931	420	490,000	6,980,000
1932	389	379,000	6,490,000
1933	357	136,000	1,070,000
1934	471	134,000	960,000
1935	553	271,000	1,960,000
1936	818	316,000	1,830,000
1937	1,129	597,000	3,410,000
1938	875	274,000	1,334,000
1939	940	337,000	1,356,000
1940	922	299,400	940,000
1941	1,251	361,500	1,079,000
1942	1,303	456,700	1,527,000
1943	1,775	559,000	1,810,000
1943—January	101	24,200	44,000
February	100	20,300	42,000
March	170	48,900	123,000
April	145	36,100	74,000
May	161	66,500	185,000
June	144	41,800	115,000
July	113	35,100	98,000
August	145	58,700	142,000
September	198	90,900	329,000
October	156	69,800	160,000
November	201	109,400	365,000
December	128	39,500	131,000

Year	Number of disputes	Workers involved	Time loss in man working days
BRITISH INDIA			
	(c)	(g)	
1921	396	600,351	6,984,426
1922	278	435,434	3,972,727
1923	213	301,044	5,051,704
1924	133	312,462	8,730,918
1925	134	270,423	12,578,129
1926	128	186,811	1,097,478
1927	129	131,655	2,019,970
1928	203	506,851	31,647,404
1929	141	532,016	12,165,691
1930	148	196,301	2,261,731
1931	166	203,008	2,408,000
1932	118	128,099	1,922,437
1933	146	164,938	2,168,961
1934	159	220,808	4,775,559
1935	145	114,217	973,457
1936	159	169,029	2,358,062
1937	379	647,801	8,982,257
1938	399	400,075	9,198,708
1939	406	409,189	4,992,795
1940	322	452,539	7,577,281
1941	359	291,054	3,330,503
1942 (*h*)	654	820,495	5,293,027
1943—January	103	100,271	441,813
February	60	46,520	191,410
March	61	48,553	119,161
April	98	17,180	80,781
May	84	20,575	97,953
June	46	32,238	112,531
July	40	19,103	73,068
August	29	11,886	36,426
September	25	6,754	15,621
October	28	12,365	19,274
NEW ZEALAND			
	(b)	(f)	(f)
1919	45	4,030	
1920	77	15,138	54,735
1921	77	10,433	119,208
1922	58	6,414	93,456
1923	49	7,162	201,812
1924	34	14,815	89,105
1925	83	9,905	74,552
1926	59	6,264	47,811
1927	36	4,384	10,395
1928	41	9,822	22,817
1929	49	7,831	26,808
1930	45	5,632	33,233
1931	24	6,356	48,486
1932	23	9,335	108,528
1933	16	3,957	111,935
1934	24	3,733	10,393
1935	12	2,323	18,563
1936	43	7,354	16,980
1937	52	11,411	29,916
1938	72	11,388	35,456
1939	66	16,082	53,801
1940	57	10,475	28,097
1941	89	15,261	26,237
1942	64	14,282	51,436
1943—1st 9 months	48	7,491	9,152
SOUTH AFRICA			
	(a)	(g)	
1919	47	23,799	537,138
1920	66	105,658	239,415
1921	25	9,892	112,357
1922	12	29,001	1,339,508
1923	2	50	740
1924	7	1,856	10,129
1925	0	0	0
1926	3	768	890
1927	12	5,158	9,126
1928	10	5,746	10,535

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1943—*Concluded*

Year	Number of disputes	Workers involved	Time loss in man working days
South Africa—*Concluded*			
1929	10	2,962	.....
1930	12	5,050	2,600
1931	19	6,278	54,575
1932	12	4,011	26,034
1933	10	1,585	16,081
1934	12	2,379	52,132
1935	17	2,367	19,564
1936	20	2,198	5,009
1937	33	5,906	27,329
1938	20	3,798	4,070
1939	20	4,871	4,246
1940	23	1,849	6,475
United States‡ (d)			
	(a)	(a)	(c)
1919	3,639	4,160,348	.....
1920	3,411	1,463,054	.....
1921	2,385	1,099,247	.....
1922	1,112	1,612,562	.....
1923	1,553	756,584	.....
1924	1,249	654,641	.....
1925	1,301	428,416	.....
1926	1,035	329,592	.....
1927	707	329,939	26,218,628
1928	604	314,210	12,631,863
1929	921	288,572	5,351,540
1930	637	182,975	3,316,808
1931	810	341,817	6,893,244
1932	841	324,210	10,502,033
1933	1,695	1,168,272	16,872,128
1934	1,856	1,466,695	19,591,949
1935	2,014	1,117,213	15,456,337
1936	2,172	788,648	13,901,956
1937	4,740	1,860,621	28,424,857
1938	2,772	688,376	9,148,273
1939	2,613	1,170,962	17,812,219
1940	2,508	576,988	6,700,872
1941	4,288	2,362,620	23,047,556
1942	2,968	839,961	4,182,557
1943 (h)	3,750	1,900,000	13,500,000
1943—January (h)	195	90,000	450,000
February (h)	210	42,000	140,000
March (h)	260	72,000	230,000
April (h)	395	225,000	675,000
May (h)	395	650,000	1,500,000
June (h)	425	975,000	4,750,000
July (h)	375	118,000	690,000
August (h)	335	105,000	355,000
Sept. (h)	245	67,000	195,000
October (h)	290	215,000	975,000
Nov. (h)	300	500,000	2,825,000
Dec. (h)	325	241,000	715,000

*Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. †Disputes involving less than 10 workers and those lasting less than one day are omitted except when time loss exceeds 100 days. ‡Strikes lasting less than one day (or shift) and those involving less than six workers are omitted. (a) Disputes beginning in period. (b) Disputes ending in period. (c) Disputes in existence in period. (d) Strikes only. (e) Directly involved only. (f) Directly and indirectly involved. (g) It is not stated whether or not employees indirectly involved are included. (h) Preliminary figures.

Trade Union Membership in United States

MEMBERSHIP in trade unions in the United States is estimated at 13,500,000, in the report of the U.S. Department of Labor for the fiscal year ending June 30, 1943. Between 60 and 80 per cent of the country's wage earners are covered by collective bargaining agreements, according to the report.

Workers bought 300 million dollars worth of war bonds per month out of union treasuries or by individual subscriptions. "They also made additional savings to ward off inflation and thus spare themselves and their country from the confusions of an economy in chaos," the report adds. The no-strike pledge of labour leaders, and no-lockout pledge of management was kept at a rate better than 99 per cent during the fiscal year. The ratio of man-hours lost through strikes to time worked was $\frac{3}{100}$ of one per cent.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Logging

BRITISH COLUMBIA — VARIOUS LOGGING COMPANIES AND THE INTERNATIONAL WOODWORKERS OF AMERICA, LOCALS 1-71, 1-80 AND 1-85

Agreements to be in effect from various dates in October, November and December, 1943, and January, 1944, all to run to December 1, 1944, and thereafter from year to year, subject to notice. The companies recognize the local unions as the sole collective bargaining agencies for employees.

Hours: 8 per day, 48 per week, with overtime at time and one-half; cook and bunkhouse employees, watchmen, caretakers, first-aid attendants, fire fighters, boatmen and transportation workers are not covered by this limitation of hours; time and one-half for six specified holidays. Vacation: one week with pay after one year's continuous service. The wage schedules for each agreement are to be supplements to the agreements. Provision is made for seniority rights and for the settlement of grievances.

Mining, Non-Ferrous Smelting and Quarrying

AINSWORTH, B.C.—WARTIME METALS CORPORATION, KOOTENAY FLORENCE PROJECT, AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS

Agreement to be in effect from December 31, 1943, for one year or for a period during which a majority of the employees are members of the union, whichever period may be shorter. The parties to meet to consider a renewal. The company recognizes the union as exclusive representative of all its employees.

Hours: for all underground employees, 8 hours from portal to portal to constitute a shift; the regular working time to be 8 hours per day, a 48-hour week. Provision is made for seniority rights, and for the settlement of disputes.

Manufacturing: Vegetable Foods

VILLE LASALLE (MONTREAL), QUE.—STANDARD BRANDS LIMITED (COFFEE AND TEA PLANT DIVISION) AND PACKINGHOUSE WORKERS ORGANIZING COMMITTEE, LOCAL 240

Agreement to be in effect from November 15, 1943, to November 14, 1944, and year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all employees. All employees to be members of the union and all new workers hired shall become union members.

Hours: 8 per day, a 45-hour week. Overtime and all work on Sundays and holidays is payable at time and one-half. Rest period: all female employees allowed a 10-minute rest period in the morning and afternoon. Vacation: one week's annual vacation with pay for employees with one year's service. Provision is made for seniority rights and for the settlement of disputes.

KELOWNA AND OTHER LOCALITIES, B.C.—FRUIT AND VEGETABLE SHIPPERS, MEMBERS OF THE OKANAGAN FEDERATED SHIPPERS ASSOCIATION, INC, AND THE FRUIT AND VEGETABLE WORKERS' UNION (CANADIAN CONGRESS OF LABOUR)

Agreements to be in effect from June 15, 1943, to June 15, 1944, and thereafter from year to year, subject to notice. The employers recognize the union as the sole collective bargaining agency for employees on submission of proof that the union represents the majority of the employees; no discrimination against any employee because of union activities.

Overtime: all work in excess of 10 hours to be paid at time and one-half; all work in excess of 12 hours at double time. Vacation: one week's vacation with pay for employees after one year's continuous service. Rest period: optionally, at the request of the employees, a 10 minute recess twice a day to be allowed. Hourly wage rates as amended by Regional War Labour Board finding and direction October 28, 1943: receiver 55 cents; truckers, stackers, skidmen, car bracing, 50 cents (except for first two weeks' experience, 45 cents, and except those 18 years and under who are paid 35 and 45 cents); dumpers 50 and 55 cents; nailer operator 50 and 55 cents; hand pressmen (apples and pears) 55 and 57½ cents, 60 cents per 100 for over 100 per hour; hand pressmen (all stone fruits) 55 and 57½ cents per hour, 40 cents per 100 for over 200 per hour; labellers 45 to 50 cents (except 35 to 45 cents for those under 18 years); dispatcher 55 cents, truck driver 50 to 60 cents; cold storage—head checker 60 cents, other help 55 cents; processing plant—coopering 55 cents, acid men 55 cents, general help 45 and 50 cents for males and 35 and 40 cents for females; maintenance men—electrician, mechanic, 55 cents,

box repairing 52½ cents; boxmaking at piece rates, box sorters and checkers 35 to 45 cents: packers at piece rates. A cost of living bonus of $2.60 per week for female employees and male employees under 21 years, $3.10 for male employees is paid. Provision is made for seniority rights and for the settlement of disputes.

Manufacturing: Miscellaneous Wood Products

BRITISH COLUMBIA—VARIOUS SAWMILL OPERATIONS AND THE INTERNATIONAL WOODWORKERS OF AMERICA, LOCALS 1-80, 1-85, 1-118, 1-217, 1-357

Agreements to be in effect from various dates in October and December, 1943, and February, 1944, all to run to December 1, 1944, and thereafter from year to year, subject to notice. The terms of these agreements are similar to those of the agreements between locals of this same union and various logging companies as noted above.

Manufacturing: Metal Products

MONTREAL, QUEBEC — CANADIAN POWER BOAT COMPANY LTD. (AIRCRAFT DIVISION), AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 712

Agreement to be in effect from August 13, 1943 to August 13, 1944 or 1945 if no notice given. The company recognizes the union as the sole bargaining agency, as long as the union represents a majority of its employees. No discrimination against any employee because of union membership; the union agrees not to coerce other employees.

Hours: a 48-hour week. Overtime: time and one-half until 12 hours and double time thereafter; double time on Sundays and specified holidays. Hourly wage rates: tool and die makers (bench or machine), pattern makers, 90 cents; machinists, electricians, pipe and tube benders, fitters, joiners, sheet metal workers, electric welders, gas welders (on materials other than aluminum), aluminum welders, painters, moulders, cable splicers, buffers, sign writers, 80 cents; production workers—class "A" 65 cents, class "B" 52 cents; learners, labourers, sweepers and material truckers 45 cents; beginners 40 cents; storemen and stock chasers, 40 to 65 cents; control booth clerks 65 and 70 cents; timekeepers, production clerks and floor clerks 40 to 55 cents; inspectors 50 to 80 cents, examiners 40 and 45 cents; craters and rough carpenters, tool repair men 65 cents; millwrights, painters, plumbers, carpenters (journeymen) 80 cents; journeymen steamfitters and electricians, 85 cents; oilers 50 cents. Provision is made for seniority rights and for adjustment of grievances.

Trade

TORONTO, ONTARIO — THE DOMINION STORES LIMITED, AND THE DOMINION STORES UNIT OF THE CANADIAN RETAIL EMPLOYEES' UNION

Agreement to be in effect from May 1, 1943, to April 1, 1944, and year to year thereafter until notice. Agreement applies to two classes of employees: group I of grocery managers, meat managers, market operators, butchers, clerks, female clerks, female cashiers, delivery boys; group II of warehouse plant employees, male and female. The company agrees to employ only union members or those willing to become union members.

Hours: in group I, a 48-hour week for male employees and a 45½-hour week for female employees. In group II, Monday to Friday inclusive 8½ hours per day, and 4 hours on

Hours: in group I a 48-hour week for male Saturday for male employees; for female employees 8 hours per day, 3½ on Saturdays. Watchman work 66 hours per week. Overtime is payable at time and one-half in groups I and II. For work on Sundays and holidays in group II double time. Vacation: one week with pay after one year's service; two week's with pay after two years' or more continuous service. Rest period: all employees are granted a 10-minute rest period in morning and afternoon, excepting Saturday for those in group II. Provision is made for seniority rights and adjustment of grievances.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement and the amendment of seven others which are noted below. A request for the extension of a new agreement for municipal employees at St. Jerome was published in the *Quebec Official Gazette,* February 5; and a request

for a new agreement for police and firefighters at Sherbrooke was published February 12; a request for the amendment of the agreements for barbers at Rouyn and Noranda was gazetted February 12; for hardware and paint stores at Quebec, February 26.

In addition, Orders in Council were published in the *Quebec Official Gazette* during February approving or amending the constitution and by-laws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection, by certain other parity committees.

Manufacturing: Fur and Leather Products

Tannery Industry, Province of Quebec

An Order in Council, dated January 29, and gazetted February 5, amends the previous Orders in Council (Labour Gazette, March, 1940, p. 282; February, 1941, p. 183; August, p. 1008, October, p. 1313; March, 1942, p. 353, September, p. 1097, December, p. 1490; April, 1943, p. 489, October, p. 1381) by including in zone II any employer of the zone III area who has a minimum of 26 employees. Any piece-work rates established prior to October 15, 1943, if higher than those fixed by this agreement may not be reduced.

Manufacturing: Textiles and Clothing

Dress Manufacturing Industry, Province of Quebec

An Order in Council, dated February 17, and published in the *Quebec Official Gazette*, February 26, amends the previous Orders in Council (L.G., Oct., 1940, p. 1075, Nov., p. 1202; March, 1942, p. 353; March, 1943, p. 340; June, p. 813) by extending the term of this agreement to April 1, 1945.

Manufacturing: Metal Products

Ornamental Iron and Bronze Industry, Montreal

An Order in Council, dated January 29, and gazetted February 5, extends the term of this agreement (L.G., Nov., 1941, p. 1424, June, 1942, p. 738, Nov., p. 1348; January, 1944, p. 70) to March 1, 1944.

Construction: Buildings and Structures

Building Trades, Three Rivers

An Order in Council, dated January 29, and gazetted February 5, amends the previous Orders in Council for these trades (L.G., May, 1940, p. 497, June, p. 609, Aug., p. 866; March, 1941, p. 334, Aug., p. 1010, Sept., 1942, p. 1097, Nov., p. 1348; Feb., 1943, p. 220; January, 1944, p. 70) by adding two names to the contracting parties of the second part.

Another Order in Council, dated February 17, and gazetted February 19, also amends the previous Orders in Council for these trades by adding one name to the contracting parties of the second part.

Building Trades, Val D'Or and Amos

An Order in Council, dated January 28, and gazetted February 5, extends the term of this agreement (L.G., June, 1941, p. 704, October, p. 1315, December, p. 1573; March, 1942, p. 353, February, 1943, p. 220) to February 11, 1945.

Building Trades, Montreal

An Order in Council, dated February 5, and published in the *Quebec Official Gazette*, February 12, makes obligatory the terms of an agreement between The Builders Exchange, Inc., of Montreal, the Retail Merchants Association of Canada, Inc. (Quebec Provincial Board), the Master Plumbers Association of Montreal and Vicinity, the Canadian Automatic Sprinkler Association, the Insulation Contractors Association; and Le Conseil des Syndicats des Métiers de la Construction de Montreal (The Council of Building Trades Unions of Montreal), The Building and Construction Trades Council of Montreal and Vicinity, L'Association des Plombiers, Soudeurs et Poseurs d'appareils de chauffage inc. (the Association of Plumbers, Welders and Steamfitters, Inc.), The United Association of Journeymen Plumbers and Steamfitters, Local 144, The United Association of Sprinkler Fitters of the Province of Quebec, Local 379.

Agreement to be in effect from February 12, 1944, to December 31, 1944, and for 30 days more pending the adoption of a new agreement. It applies to all engineering construction and building operations, landscape work (except maintenance landscape work), road work and erection, repair and demolishing work.

The territorial jurisdiction consists of the Island of Montreal and within 15 miles of it; however, outside the Island of Montreal it does not apply to labourers nor to building operations costing less than $25,000. The agreement does not apply to municipal or railway employees. For the elevator trades, the structural steel trade, the trade of steam generating mechanics, boiler-makers and re-inforcing steel erectors, the entire province of Quebec is included except in such places where a ratified collective labour agreement is in effect for these trades.

Hours: for skilled tradesmen, 8 per day, 4 on Saturday, a 44-hour week; for landscape workmen, shovel operators and pile driver men, team drivers, general trucking, cartage and hauling, 55 per week; for common labourers (and for mastic floor workmen, cement finishers and terrazzo workmen, when necessary), 9 per day, 50 per week; for linoleum and tile layers, etc., 48 hours per week; for road construction, 60 per week.

Overtime: time and one-half to midnight; after midnight and all work on Sundays and eleven specified holidays double time.

The cost of living bonus is payable according to federal government Orders in Council.

Minimum Hourly Wage Rates

Trades—	Hourly rates
Asbestos coverers (other than pipe insulating mechanics)	$0.75
Bricklayers and cement block layers	1.00
Caulkers (construction)	.60

Minimum Hourly Wage Rates—*Con.*

Trades—	Hourly rates
Carpenters, joiners and millwrights on construction and including the following operations: concrete forms (yard or job), the erection of screens (wood or metal), sashes, windows, weatherstrips and shingles, siding, wood or composition, steel partitions and equipment such as counters and shelving, movable or movable and including hardwood floor laying	.90
Cement finishers	.75
Concrete re-inforcing steel erectors	.70
Cork insulation setters	.75
Electricians:	
Contractors	1.10
Journeymen	.95
Enginemen (hoisting)	.85
Enginemen (steam mixers)	.75
Enginemen (gas mixers)	.70
Enginemen (compressor)	.70
Firemen (construction)	.65
Hod carriers	.60
Labourers (common)	.55
Landscape foremen	.60
Landscape workmen (common)	.50
Lathers (metal)	.90
Lathers (wood and all other material)	.80
Lathers—wood (by the thousand)	4.00
Linoleum layers (muroleum or rubber, tile and sheet), waxers and polishers and asphalt tile laying	.65
Helpers and apprentices	.50
Kettlemen (flooring only)	.70
Marble setters	1.00
Masons (stone), including cutters on the job	1.00
Mastic floor layers	.80
Mastic floor finishers	.65
Painters—decorators	.80
Painters—spraymen	.85
Glaziers	.80
Plasterers (plain or ornamental)	1.00
Roofers, composition and gravel	.65
Kettlemen	.55
Riggers	.65
Sheet metal mechanics, slate, asphalt, tile, shingle (other than wood) and including toilet steel partitions and shelving	.90
Shovel operators (steam, gas, electricity) per week	50.00
When employed less than 44 hours during the week	1.10
Tile setters	.90
Terrazzo layers	.90
Terrazzo polishing machine operators (water polishing)	.60
Terrazzo polishing machine operators (dry)	.70
General trucking, cartage and hauling	.50
Carters, teamdrivers	.50
	(per week)
Material checkers and time keepers (without daily limitation as to hours of work)	$25.00
Watchmen (without daily limitation as to hours)	20.00
Watchmen employed also as firemen requiring 4th class certificate—(without daily limitation as to hours)	30.00
Yardmen (without daily limitation of hours)	25.00

The above wage rates may be reduced by 25 per cent for repairs of $500 or less on residences not exceeding $15,000 in value.

Apprentices' wages for trades requiring four years apprenticeship: from 30 per cent of journeymen's wages during first year to 75 per cent during fourth year; for trades requiring three years apprenticeship: from 45 per cent during first year to 75 per cent during third year; for structural steel industry 35 cents per hour during first year to 60 cents per hour during fourth year.

Plumbers

This section of the agreement applies to all pipe mechanics, employees engaged on all forms of frost, heat, insulation, cork and asbestos work with regard to the pipe mechanic's trade.

Hours: 8 per day, 4 on Saturday, a 44-hour week.

Overtime: time and one-half until midnight; work performed after midnight, and all work on Sundays and eleven specified holidays is payable at double time. Sprinkler fitters living in city of Montreal but working outside a radius of 10 miles from the Island of Montreal to be paid an extra $2 per day of 8 hours, or an extra $1 per half-day of 4 hours, to cover transportation fees and room and board expenses. Plumbers and steamfitters hired in Montreal to work outside the territorial jurisdiction of this agreement to be paid boarding and transportation costs in addition to regular rates. For work outside the city limits, hours may be varied to suit the time of leaving and returning of public transportation, but must not exceed 44 hours per week.

Minimum Wage Rates

Trades—	Hourly rates
Journeymen in plumbing and heating	.95
Sprinkler fitters	.97
Sprinkler fitters' helpers	.50
Pipe welders	.95
Junior journeymen—1st year	.65
Apprentices—1st year	.35
Apprentices—2nd, 3rd, 4th year	.40
Labourers	.55
Insulation mechanics	.97
Apprentices insulation mechanics—	
1st year	.47
2nd year	.62
3rd year	.77

A cost of living bonus of 5 cents per hour is paid over and above usual rates except on overtime work.

Apprenticeship: one apprentice to each journeyman and one junior journeyman to three senior journeymen per shop. In asbestos and insulation trades, only one apprentice to each five mechanics; apprentice pipe mechanics to serve 4 years, apprentice insulation workers 3 years.

Structural Steel Workers

This section applies throughout the province to all operations performed on the site of any structure involving the erection (or fabrication) of structural steel, tank or other plate work and the placing and installation of portable boilers and tanks, steam generator mechanics.

Minimum Hourly Wage Rates

Trades—	Hourly rates
Painter (structural steel)	.80
Structural iron erectors (all categories)	.95
Boiler Makers, erectors and including steam generator mechanics	.95
Helpers—boiler makers, erectors and steam generator mechanics	.70

Apprentices: 50 per cent of journeymen's wages during first year and 75 per cent during second year.

For structural steel, tank or other plate work and the installation of portable boilers and tanks under two tons in weight, 65 cents per hour.

Elevator Construction

This section of the agreement applies throughout the province, which is divided into three zones: the Montreal region, the Hull region and the Quebec region.

Hours: 8 hour day, 4 on Saturdays. Overtime and work on Sundays and holidays is payable at double time.

Hourly Wage Rates

Montreal Region—	Per hour
On construction, repair and modernization work:	
Mechanic	$1.00
Helper	.70
On contract service and contract inspections:	
Mechanic	.90
Helper	.63
Hull Region—	Per hour
On construction, repair and modernization work:	
Mechanic	1.00
Helper	.70
On contract service and contract inspections:	
Mechanic	.90
Helper	.63
Quebec Region—	
On construction, repair and modernization work:	
Mechanic	.90
Helper	.63
On contract service and contract inspections:	
Mechanic	.81
Helper	.57

Service: Business and Personal

BARBERS AND HAIRDRESSERS, QUEBEC

An Order in Council, dated December 17, and gazetted February 5, amends the previous Orders in Council (LABOUR GAZETTE, Aug., 1941, p. 1013; May, 1942, p. 631, Aug., p. 978; May, 1943, p. 639, October, p. 1382) by reducing the number of working hours in zone V. The other amendment does not affect the outline of the agreement already given.

Causes of Accidents in the United States

IT is pointed out in a recent report of the Office of War Information at Washington that accidents in war plants are "a major production and manpower problem." The seriousness of the problem is indicated by the statistics covering worker accidents in the United States from December 7, 1941 (Pearl Harbor) to the close of 1943; during which period there were 37,600 killed (7,500 more than in the military services for the same period), 210,000 permanently disabled, and 4,500,000 temporarily disabled (60 times more than the military wounded and missing). It is asserted in the report that injuries in industry in the United States, account for four times as many lost man-hours as strikes and that manufacturing plants have 50,000 workers absent every day because of accidents. Deaths and injuries on the job are occurring now at the rate of 270,000,000 lost man-days a year, the equivalent of the withdrawal of 900,000 workers for a full year from the production lines.

A study of 1,000 fatalities and disabilities by the United States National Safety Council led to the conclusion that carelessness on the part of workers and management caused 48 per cent of industrial accidents and lack of knowledge or skill accounted for another 34 per cent. In this same group of 1,000 cases, it was found that "35 per cent involved hazardous arrangement of equipment; 27 per cent improper guarding; 15 per cent defective agencies; 9 per cent unsafe dress and about 15 per cent no mechanical cause. Generally, two out of three accidents have both personal and mechanical causes."

It is stated that the total lost work time from on-the-job accidents in the United States from the entrance of that nation into the war until the end of 1943, amounted to 540,000,000 man-days—"enough to have built 7,500 average-sized merchant ships. . . . It is estimated that the damage and ruin of equipment in many types of accidents far exceeds the value of American cargoes that have been sunk (by submarine)."

Intensive efforts on the part of many agencies have been made to check this serious loss of manpower. Both federal and state governments, casualty insurance companies, technical engineering societies, the army and navy authorities, labour unions, and many employers of labour have taken an active interest in stemming the tide of industrial accidents. The central objective in the several approaches to the problem has been to create and foster a safety-conscious attitude in the thinking and practice of management and labour alike. It is stated as an authoritative opinion that "mental attitude is a determining factor in accident frequency." Stress is being laid on the need for and advantages of labour-management co-operation; the employment of trained "directors of safety" whose sole duty shall be the prevention of plant accidents and the provision of adequate health safe-guards for workers; also of safety engineers, who have demonstrated their ability to reduce plant accidents, as consultants and a general and persistent campaign of education.

Legislative Proposals of Labour Organizations

DURING February the four major labour bodies in Canada appeared before the Dominion Government and presented their proposals in regard to labour measures. Each organization was represented by a large delegation. The Canadian Congress of Labour made its appearance on February 11; on February 23 the Railway Brotherhoods submitted their memorandum; and the other two groups, the Trades and Labour Congress of Canada and the Canadian and Catholic Confederation of Labour both appeared on February 25.

Following is a summary of the more important features of the various presentations, together with the replies of the Prime Minister and the Minister of Labour. Included also in this section are accounts of the submissions of two provincial organizations, the New Brunswick Federation of Labour, and the Nova Scotia provincial executive of the Trades and Labour Congress to their respective governments.

Canadian Congress of Labour

THE Canadian Congress of Labour presented its legislative program to the Prime Minister and members of the Cabinet on February 11.

Members of the Cabinet present included the Hon. Humphrey Mitchell, Minister of Labour; Hon. T. A. Crerar, Minister of Mines and Resources; Hon. J. H. King, Minister without Portfolio; Hon. I. A. Mackenzie, Minister of Pensions and National Health; Hon. J. L. Ilsley, Minister of Finance; Hon. J. E. Michaud, Minister of Transport; Hon. C. D. Howe, Minister of Munitions and Supply; Hon. N. A. McLarty, Secretary of State; Hon. J. A. MacKinnon, Minister of Trade and Commerce; Hon. C. Gibson, Minister of National Revenue; Hon. A. L. Macdonald, Minister of National Defence for Naval Services; Hon. L. S. St. Laurent, Minister of Justice; Hon. A. Fournier, Minister of Public Works; Hon. E. Bertrand, Minister of Fisheries; Hon. L. R. LaFleche, Minister of National War Services.

Introducing the delegation, Mr. A. R. Mosher, President of the Congress, stated that the delegates represented a paid-up membership of 250,000, but that for the purpose of collective bargaining the representation would approximate 350,000, which, together with the adult member of the families would really make a representation of some half a million persons. Mr. Mosher added that the representation was not designed for political purposes but represented the sincere views of the workers.

Mr. Pat Conroy, Secretary-Treasurer of the Congress, then read the memorandum in which were summed up the views of the membership.

Immediate and Post-war Unemployment

The memorandum opened with a discussion of the cancellation of war contracts with resulting unemployment among war workers, a situation which, in the opinion of the Congress, "transcends all other considerations at the present time and demands immediate attention by the Government and by the nation as a whole". Although recognizing that "the war is not yet over", the brief pointed out that "the budget for war expenditures indicates that a turning point has been reached."

The Congress considered that "the primary objective which the Government must now keep before it is the provision of 2,000,000 jobs for 2,000,000 workers now in the armed services or in war industries. The problem is a national one, and must be solved on a national basis. Leadership and direction must come from the Dominion Government, since the provinces are comparatively helpless and inexperienced, apart from financial disabilities, and privately-owned industry, operating to a considerable extent on an individualistic basis, is therefore obviously unable to make plans on a national scale for the industrial development which must be carried on to provide the necessary number of jobs."

The brief urged that the Government undertake immediately a "complete survey of Canadian industry and agriculture with a view to ascertaining the number of workers which can be provided for in these fields of industry". The co-operation of provinces and of municipalities should be sought, both in planning and in carrying out the plans which are adopted, it was suggested.

Existing controls on import and export trade should be maintained, the brief stated, as well as controls over raw materials and prices, with constitutional changes being obtained in order to carry out such a policy. Private enterprise and initiation should be encouraged within the framework of an overall plan of national production, the Congress considered.

Suggestions for post-war projects contained in the brief included the following: adaptation of Dominion-owned war plants to production of peace-time commodities; co-ordination of various methods of transportation in Canada under a system of public ownership and operation; a national food policy; a housing program; a national fuel policy, to include public ownership of Canadian mines; and rural electrification.

Lay-offs

The Congress expressed its belief that where the cancellation of war contracts left insufficient time to arrange new employment for laid-off workers, such workers should have added to their unemployment insurance benefit a sufficient amount to make up their regular wages.

Representatives of the workers should be consulted as far in advance as possible of a prospective lay-off, and should have an opportunity to discuss procedure with selective service officers. The principle of seniority should be observed, except where this conflicted with military demands. Laid-off workers should be transferred to new employment at similar wages.

Government Wage Control Policy

The Congress declared that it had been instructed by its affiliated and chartered unions to protest "in the strongest possible terms" against Order-in-Council P.C. 9384 of December 9, 1943, establishing a new wage control policy.

It was stated that labour organizations had not been consulted prior to the passing of the order; and that the recommendations of the National War Labour Board in its public inquiry had been to a large extent ignored. The new order was said to be far more stringent and inflexible than the previous wage control order, particularly in that it forbade wage increases to remedy gross inequalities or injustices except where the employer could pay such an increase without raising the price of his product.

The absorption of the cost-of-living bonus into the wage structure was approved, but it was considered that the bonus should not be frozen at rates which "have not up to the present time been properly adjusted." The anti-strike clauses in the order were strongly protested, particularly the provision placing the burden of proof on employees that their strike was not illegal, this provision being declared to be "a contradiction of a fundamental principle of British justice, namely, that a person charged with an offence is considered innocent until he is proven guilty."

Two other aspects of the order were termed "highly objectionable": the diminishing of labour's proportion of representation on the Board from one-third to one-sixth; and the power given the National Board to review on its own initiative decisions of Regional Boards, and to reduce existing wage-rates where it considered that a rate was unsound or caused gross inequalities.

Family Allowances

The Congress took a stand against the introduction of family allowances by the Government at the present time. It repeated the objections to the scheme which it had expressed during its convention last September, on the following grounds:—

> that family allowances could not be regarded as a substitute for adequate wage-levels, and that the taxpayers of the nation should not be required to assume the obligation of industry to pay proper wage-rates, and thus carry the burden of a low-wage industrial policy. Since nothing has been done to raise sub-standard wages, the proposal of the Government, as announced in the Speech from the Throne, to place before Parliament "a measure making provision for family allowances," is precisely what was condemned by the Congress convention.

It was stated that the Congress had "no objection to a system of family allowances which is embodied in a general system of social security." But the primary consideration, it was felt, should be the raising of wage-levels to a minimum at which the average family of five can be maintained in health and decency. The same consideration should apply to farmers for whom adequate incomes should be provided through the establishment of adequate prices for farm products. Allowances to rural and urban families with more than the average number of children were "not unacceptable to labour," in order that all children might have "fairly equal opportunities." But it was felt that "to freeze wages at sub-standard levels, and then try to compensate workers with young children for the lack of decent wages" was "an utterly unwarranted procedure."

Proposed Labour Code

The Congress expressed satisfaction that its officers had been given an opportunity to examine the legislation which had been drafted providing for a National Labour

Relations Board to administer a Labour Code, and that assurance had been given that their comments would receive careful consideration.

The Congress was in favour of collective bargaining legislation "guaranteeing to all workers the right to organize in legitimate unions of their choice and bargain collectively with their employers." It was urged that company unions be declared illegal. The Congress believed that compulsory arbitration should apply only to the settlement of grievances arising out of the terms of a collective agreement, and that all collective agreements should make provision for such arbitration.

Government legislation, the brief added, should list unfair labour practices by employers, with appropriate penalties and methods of enforcement. It should provide expressly for the check-off of union dues "where this is agreed upon between the employer and the union and authorized by the union members."

Although the code was to be restricted to war industry, it was felt that the federal Government might well establish a labour policy which could serve as a model for provincial legislation to cover industries which are outside federal jurisdiction in peace-time.

The Government was requested to obtain as soon as possible an amendment to the British North America Act under which the Dominion would have power to lay down minimum national standards of labour and social legislation, and to implement the Conventions of the International Labour Organization.

Labour Representation on Government Bodies

"Generally speaking," the brief declared, "labour has not been represented on various Government boards and other bodies dealing with production, or on boards whose work generally affects labour's interests." Adequate representation on all such boards was requested.

Labour-Management Committees

In regard to labour-management production committees, the Congress said that it was only recently that the Government had given this matter "any serious consideration," and this "at a time when war production is decreasing." It was felt that Government action was "at least two years too late to be of any great value." Although the Congress was prepared to co-operate in the matter, it was pointed out that "it is not the function of labour-management committees to assist in the liquidation of war industries and try to explain to workers why it is impossible to provide them with other employment."

Income Tax

Criticism was expressed of the present methods of income taxation, and it was asked that the Government exempt overtime pay and the cost-of-living bonus from income taxation. It was felt that levying a tax on the bonus defeated the purpose of making the bonus compensate for the increase in the cost of living. In regard to overtime, the brief cited the recommendation of the National War Labour Board that consideration be given to the unwillingness of workers to work overtime because of a feeling that they were required to pay undue proportion of their additional earnings in income tax. The brief observed that labour is ordinarily opposed to overtime, believing that a regular day's work is sufficient to tax the energies of any worker.

It was further asked that the exemption be raised to $1,500 for married workers and to $1,000 for single workers.

National Health Policy

In regard to the draft Bill on Health Insurance which has been under consideration by a Special Committee of the House of Commons, the Congress recommended that the health services provided should be "(1) nation-wide in scope; (2) preventive as well as curative, with emphasis upon prevention; (3) complete, covering all forms of treatment required; (4) open to all, irrespective of income; (5) democratically controlled, through fully representative bodies, on which lay members shall be in the majority, and (6) directed especially towards the improvement of health standards in the rural areas."

An increase in the number and capacity of hospitals, convalescent homes and medical schools was recommended, as well as encouragement of an increase in the number of doctors, dentists and nurses.

Other Proposals

Included in the other requests of the Congress for action by the Dominion Government were the following:—

> Establishment of a national policy in the coal industry, and appointment of a council containing representatives of labour, employers and the Government to deal with the fuel requirements of the country; to be matched by similar action in the steel industry.
>
> Granting of free transportation within Canada to members of the armed forces on furlough, and of post-free correspondence;

continuance of demobilized members of the forces on full pay and allowances until they can be gainfully employed; raising of the clothing allowance to at least $125.

Setting up of a representative committee to study a national immigration policy, to "make it possible for Canada to take a worthy part in the United Nations' program for world resettlement"; with provision being made for the employment of all Canadian workers before admitting immigrants.

Immediate steps to facilitate the entry into Canada of all refugees whom it is still possible to rescue, without regard to race, creed or financial condition.

That the Government use its influence towards the re-establishment of the League of Nations.

Continued support of the League of Nations Society in Canada in the "important task of educating the public with regard to the necessity of international co-operation for the maintenance of world-peace."

Appointment of a permanent Board of Conciliation and Review on which the organizations of civil service employees would be represented, to deal with matters affecting workers in the public service.

Reply of Minister of Labour

Replying to the criticism of lack of representation, the Minister of Labour, Honourable Humphrey Mitchell, stated: "We have more labour advisers in the Dominion to-day than the total personnel of the Labour Department prior to the war." Labour advisers on boards and agencies connected with the Department of Labour totalled 309.

The Minister said that the contribution made by employers and employees in assisting the Department and by their advice is of inestimable benefit. Referring to the National Selective Service Advisory Board, the Minister lauded the manner in which both employer and employee representatives had measured up to their responsibilities, and added: "We never make a move in major policy without consulting employer and employee representatives on the Board". In this respect he particularly referred to the service rendered by Mr. Mosher himself.

Dealing directly with the disputed wage control order, the Minister pointed out that the penalty provided in the old order of 1942 dealt with employers; in the new order it had been made applicable to employers and employees.

When the war broke out the Government immediately decided to protect the living standards of the Canadian people, and in trying to prevent inflation the Government has been successful. Emphasizing the measure of this protection, he pointed out that during the comparable period in the last war there had been a 54 per cent increase in the cost of living, while in the present struggle living costs had increased 18 per cent, of which 3 per cent represented the rise since the controls became effective.

The Minister pointed to a 71 per cent increase in trade union membership since the war started, and in this respect indicated that "in the old days trade unions had no place to go" for redress but that now they had recourse to regional and national boards. Indicating the protection afforded now to labour organizations, he instanced P.C. 4020 which made it illegal to intimidate a person wanting to join a trade union, and defined it as a "fundamental step in the right to organize" in this Dominion.

Remarks of Prime Minister

The Prime Minister, referring to the magnitude of the problems raised by the brief, pointed out that in addition the Government had the burden of conducting a war and that some allowances should be made on this account.

"It is easy to criticize", observed the Prime Minister, "but what is needed is as great an effort in the other direction."

Noting the attitude of the Congress in regard to family allowances, the Prime Minister stated in part as follows: "You find fault with the Government for introducing family allowances, but on the other hand you state you have no objection to such a program as part of a national social security system. In the Speech from the Throne it is set forth as a part of the social security program. I ask any member of this Congress to stand and say he is opposed to family allowances as a part of social security. There was never a thought to have family allowances as a substitute for fair wages.

"I have tried my best to meet the wishes of labour and in this measure we are endeavouring to achieve for the next generation that equity of opportunity which labour has declared as necessary.

"I ask if you find anything in this brief that suggests we are still in a terrible war". (At this juncture the Prime Minister indicated the seriousness of the situation in Italy).

The Prime Minister, in referring to the home front, stated that the situation resolved itself into two factors—the production of war materials and the battle against inflation. On the production front, he declared, "labour has registered a magnificant success", and then observed: "Is it not true that the future well-being of our country will depend on whether the cost of living can be kept down"? He considered that in the event of inflation

the workers would suffer most. Continuing, the Prime Minister said:—

"The price ceiling could only be maintained by co-operation between all elements —those in business had to make sacrifices— and equally labour has to see that wage stability is maintained. Far be it from me to say that there is not hardship for everybody, and I think it is marvellous the way both groups have seen the national necessity. But what is needed is a greater understanding that the Government has to put through certain Orders in Council. Sometimes the greatest good in this world is in what we are able to prevent".

Referring to the wage order which had aroused such criticism, the Prime Minister stated that last autumn when the order was planned, industrial unrest was very strong. The Government was obliged to take some action, but was now ready to amend the order.

Mr. A. R. Mosher

Mr. A. R. Mosher, President of the Congress, replying first to the Minister of Labour's observation on labour representation, stated the National Selective Service Advisory Board more nearly approximated what labour has requested than any other board or commission. He stressed that labour wanted representation on policy making and administrative bodies as well as advisory. In regard to family allowances, Mr. Mosher said: "The fact remains that the announcement followed an Order in Council freezing wages at dangerously low levels in this country, and until the Government is prepared to amend that order and to assure a minimum wage that will enable a man to feed his family, I don't think family allowances should be considered".

Commenting on the increase in labour union membership, he considered this was due, not because of Government agencies, but because there are more people employed, and because "we have had so many restrictive controls that workers felt the need of greater labour organization to protect themselves".

Mr. Pat Conroy

Mr. Pat Conroy, secretary of the Congress, observed "that this was the most satisfactory interview we have ever had with the Government." Mr. Conroy considered that much labour dissatisfaction would be avoided if the Prime Minister would ask labour to set up an advisory committee for periodic consultation. "For three years", continued Mr. Conroy, "I have stressed the seriousness of the situation in regard to labour relations and labour would have done a better job if it had received the co-operation of your Government. I have laid down suggestions as a basis for a nationally integrated policy of labour-management co-operation in the interests of war production. As a result of the refusal of the Government and industry we are not getting a return of 60 cents on the dollar in war production".

Emphasizing labour's part on the fighting fronts, Mr. Conroy declared that there was not a man present who was not closely represented by an immediate relative in the armed services. "Surely labour wants to do a job for its sons in the fighting forces".

In regard to wage and price control, Mr. Conroy stated "We have never opposed price control but we insist that wages do not constitute all the elements in price increases and a wage policy should take into consideration those factors".

In conclusion Mr. Conroy said that labour wished to be on friendly relations with the Government for the good of the whole country. "We want the best relations with the Government, not the worst".

Trades and Labour Congress of Canada

THE Trades and Labour Congress of Canada was accorded its annual interview with the Government on February 25. The memorandum of labour proposals of the organization was read by Mr. Percy Bengough, president, before the following members of the Government: Rt. Hon. W. L. Mackenzie King, Prime Minister; Hon. T. A. Crerar, Minister of Mines and Resources; Hon. J. H. King, Minister without Portfolio; Hon. J. L. Ralston, Minister of National Defence; Hon. Ian Mackenzie, Minister of Pensions and National Health; Hon. J. E. Michaud, Minister of Transport; Hon. C. D. Howe, Minister of Munitions and Supply; Hon. J. A. MacKinnon, Minister of Trade and Commerce; Hon. William Mulock, Postmaster General; Hon. C. W. G. Gibson, Minister of National Revenue; Hon. A. L. Macdonald, Minister of National Defence for Naval Services; Hon. Louis St. Laurent, Minister of Justice and Attorney General of Canada; Hon. Humphrey Mitchell, Minister of Labour; Hon. Alphonse Fournier, Minister of Public Works; Hon. Ernest Bertrand, Minister of Fisheries.

Summary of Memorandum

At the opening of the memorandum it was stated that the delegation represented "a non-political trade union centre".

"We believe in doing first things first, and that the biggest and most important job confronting all Canadians to-day is still the winning of the war in the shortest possible time. To accomplish this successfully we must make every effort in every direction, and through every medium, for a one hundred per cent total war effort.

"This cannot be achieved by stoppage of work. No citizen can believe that a delay in production can advance the war effort. A delay in supplies and materials must prolong the duration of this war, and this automatically brings about a heavier casualty list of those fighting on our behalf.

"We do not agree that any section or group of society should endeavour to take advantage of the war situation. Thousands of our people in the armed services are making the supreme sacrifice so that we may continue to enjoy our liberties. We cannot agree that now is the time for political parties to utilize this crisis and waste valuable time in advancing their own political prestige.

"With such ideas in mind it naturally follows that we would much prefer to aid and assist the Government than to devote time to protesting undue infringements upon our liberties."

While acknowledging that controls were necessary in wartime, the memorandum declared: "We have to keep in mind, however, that people in the Government through their anxiety to further the war effort have tended to emulate the very things we are waging a war to destroy. We have to keep in mind that trade unions were destroyed in many lands and, with this knowledge, we have resisted, and will continue to resist, any misguided efforts of those in authority who seek to introduce unwarranted dictatorial methods in their attitude towards, and dealings with, Labour. In our opinion Order in Council P.C. 9384, Wartime Wages Control Order, 1943, distinctively comes within this category." The Congress welcomed the Prime Minister's assurance that this order was about to be revised.

In order that Canada might take its proper place at the peace conference, it was declared "vitally necessary for the Government to make every effort in bringing about a united Canada." The Congress expressed itself as "prepared to co-operate with your Government in doing all possible to bring about national unit, victory and a real Canadian democracy in which all can participate in a full life as complete as human ingenuity can make it."

Collective Bargaining

The Congress complimented the Government for passing Order in Council P.C. 1003 of February 17 establishing the right of employees in industries essential to the prosecution of the war to bargain collectively through the medium of the chosen representatives of their unions. The Congress further appreciated the fact that that consultation had taken place between the Minister of Labour and members of his Department, and officers of the Congress prior to the introduction of the order.

Labour Representation

The brief continued: "We wish to compliment the Government on the inclusion of labour representatives on the administrative boards of Victory Aircraft Limited, Wartime Food Corporation, War Assets Allocation Committee and War Assets Corporation Limited."

At this point Mr. Bengough interrupted his reading of the brief in order to compliment the Minister of Munitions and Supply on his action in accepting the resignation of the chairman and members of the board of Victory Aircraft, who, he said, had intimated that they preferred to resign rather than agree to the appointment of a labour representative.

Lay-offs in War Industries

The Congress suggested action to deal with lay-offs in the following terms:

"The members of this Congress are seriously alarmed about the lay-offs that are prevalent in our war industries to-day which is harmful to the national unity of this country. We would therefore appeal to the Government to immediately take steps for the establishment of a national committee to study this matter, said committee to be composed of equal representatives from Government, labour and management."

Fair Wages and Union Conditions

The Congress suggested that as a matter of Government policy in placing orders or contracts for war supplies, preference should be given to employers having labour agreements with their employees and observing union conditions.

Post-war Reconstruction

While commending the work of the Advisory Committee on Reconstruction appointed by the Government, the Congress asked that definite plans be made in order to avoid a period of economic dislocation and suffering similar to that which followed the last war. Support was urged to the International Labour

Office in its studies on post-war reconstruction and rehabilitation. The Congress submitted to the Cabinet a copy of its booklet, *Victory, What Then?*, summing up its views on the subject of reconstruction (see p. 262).

Family Allowances

The Congress went on record as being opposed to family allowances. Its stand was expressed in the following terms:

"There has been considerable publicity to the effect that your Government intends to introduce some system of family allowances. This Congress wishes to be recorded now as opposed to the suggestion, as in our opinion it is economically unsound. We cannot agree with the substitution of a system of family allowances for decent wages."

Other Proposals

Included in the Memorandum were a number of other proposals, among which were the following:

That a contributory National Health plan, including hospitalization, be established.

That free transportation be given at regular intervals to all enlisted men while in Canada to enable them to visit their homes.

That the wives and families of Reserve Army men receive subsistence allowance while the men are at camp.

That a more generous clothing allowance be given members of the Armed Forces on discharge.

That it be made compulsory for all ships, sailing on our Great Lakes, and coastal vessels, to adopt the "three-watch system"; that all Canadian ships, regardless of tonnage, should carry "ship-to-shore" communication for the purpose of safeguarding the lives of the crew; that the Canada Shipping Act be so amended to incorporate the conventions and recommendations of the International Labor Office covering all Canadian vessels, whether inland, coastal or foreign-going.

That a Dominion-provincial conference be held to establish an adequate and uniform scale for old age pensions.

That a more generous supply of beer and liquor be made available in all provinces, provided that this did not "interfere or divert from our war effort".

Minister of Labour

Hon. Humphrey Mitchell, Minister of Labour, complimented the delegation on the conciseness of the presentation. Referring to the services rendered by the Department of Labour, the Minister observed that many of the things which labour had sought for years had now come to function. Instancing this, he declared that "we are on the road to providing an employment service never dreamed of four years ago." He hoped for the elimination of controls as soon as practicable, but pointed out that "every move has been made in consultation with the employee and employer representation on the National Selective Service Advisory Board.

Referring to the new labour code, he indicated the care that had gone into its preparation by stating that 22 draft regulations had been drawn before the final publication of the measure and that 107 suggested changes had been received for the 21st draft alone. He paid tribute to the provincial governments on "their great degree of co-operation" and commended Mr. Bengough for his valuable aid in drafting the code.

In conclusion he considered that "that measure properly administered will be the charter of labour relations in this Dominion."

Hon. T. A. Crerar, lauded the Congress on its "constructive attitude", and considered the restrictions would disappear when the war is over.

Prime Minister

The Prime Minister, Rt. Hon. W. L. Mackenzie King, declared he had never listened to a brief "more constructive and helpful" and thanked Mr. Bengough and his officers "for giving the Government this help".

Indicative of the progress achieved in labour legislation, the Prime Minister touched on the measures enacted in the last 30 years—due largely, he said, to the co-operation of the Trades and Labour Congress of Canada.

The Prime Minister emphasized that "not enough had been said of the fact that men have worked loyally under restrictions. It is the sensational which attracts attention. One or two strikes have been featured on the front pages, but the public are not aware of the thousands of strikes which have been avoided.".

Continuing, he stated that the wage control order was issued "to meet a critical situation but was not intended to penalize anyone who was doing the right thing in the right way. It was designed to stop certain individuals from trying to secure advantages at the expense of others." He considered it unfortunate that it did not appear with the new labour code, but he stated that in its three months of operation no one had suffered. He promised that the order would be revised.

Dealing with family allowances, the Prime Minister repudiated the suggestion that these were in any way a substitute for decent wages. "May I say that if such was intended I would be the first to give the suggestion the cold shoulder", he declared, and added:

"In fixing wage rates economic laws do not take into account the size of a man's family. Large families are an asset to the state but may be a liability to the parents. Family allowances were part of the objective of a

national minimum of social security and human well-being.

In devising such a plan account must be taken of the burdens that fall on those with large families as compared with small ones. Family allowances help to equalize the burdens among all elements of the community and make for equality of opportunity in life."

In conclusion the Prime Minister stated that "as far as labour is concerned the allowances would be applied to food, clothing, shelter and education—all of which create an extra demand for the things which labour is producing and thus make possible greater wages."

Canadian and Catholic Confederation of Labour

THE Canadian and Catholic Confederation of Labour submitted its program of labour proposals to the Prime Minister and the members of the Cabinet on February 25. In addition to the Prime Minister, Rt. Hon. W. L. Mackenzie King, the following members of the Cabinet were present for the interview: Hon. Humphrey Mitchell, Minister of Labour; Hon. T. A. Crerar, Minister of Mines and Resources; Hon. J. H. King, Minister without Portfolio; Hon. I. A. Mackenzie, Minister of Pensions and National Health; Hon. C. G. Power, Minister of National Defence for Air; Hon. J. L. Ilsley, Minister of Finance; Hon. J. E. Michaud, Minister of Transport; Hon. C. D. Howe, Minister of Munitions and Supply; Hon. N. A. McLarty, Secretary of State; Hon. J. A. MacKinnon, Minister of Trade and Commerce; Hon. Colin Gibson, Minister of National Revenue; Hon. A. L. Macdonald, Minister of National Defence for Naval Services; Hon. L. S. St. Laurent, Minister of Justice and Attorney General of Canada; Hon. A. Fournier, Minister of Public Works; Hon. E. Bertrand, Minister of Fisheries; Hon. L. R. LaFleche, Minister of National War Services.

Introducing the delegation, Mr. Alfred Charpentier, president, thanked the Government for enacting the new labour Code. "It may not be perfect", he observed, "but it can be improved". Refuting criticism of his organization that it had failed to improve conditions among textile workers, he declared that the Confederation had improved working conditions 100 per cent in the last seven years. "We have presented 25 requests to the National War Labour Board for increases which have been granted."

Continuing, Mr. Charpentier asserted that "in the aluminum industry our movement prevented two or three strikes which had been fomented by another union".

In its memorandum, read by Mr. Gerard Picard, secretary, the Confederation noted that "the Canadian Constitution extends to the Federal Government, in wartime, a temporary jurisdiction over matters which, in normal periods, are under the jurisdiction of the provinces," and it "shares the opinion of those who favour the post-war return to the provinces of all the jurisdiction which they possessed prior to the war." It observed too that the war and social security have resulted in two schools of thought, opposed to each other, being prevalent at the present time. One tends to favour a still greater centralization at Ottawa while the other favours concurrent legislation, in order to conserve the autonomy of the provinces, which would at the same time assure the success of the war effort and the application of a national plan of social security. The C.C.C.L. agrees with the latter stand because it is of the opinion that it is the only way in which the existence of the Canadian Confederation can be protected."

In a general preface the C.C.C.L. considered that the various wartime measures, regarding wages, price controls, industrial relations, national selective service and the present system of taxation, do not give satisfaction to the workmen. Labour feels that they are caught between too-low wages and too-high taxes. The taxes, in certain cases, are even higher in Canada than they are in England. And the higher cost of living index has not brought to thousands of workers proportionate readjustments in wages.

Wartime Wage Control

That section of the Confederation's observations on wartime wage control was, in part, as follows:

The C.C.C.L. notes that P.C. 9384 "freezes" basic wages more than ever. The rectification of injustices and inequalities is provided for, but they can only be rectified to the extent that the prices of goods or services will not be affected. The Order even goes so far as to formally permit the War Labour Boards to decrease wages. And yet wages in Canada have never attained such a high level that it immediately became imperative to start thinking of reducing them.

The C.C.C.L. is of the opinion that the problem of wages should be linked to the price stabilization plan so that, in cases of injustices and inequalities, the corrections can be made in both domains at the same time. And, in this connection, there should be close co-operation between the National War Labour Board and

the Wartime Prices and Trade Board. In addition, the Order, we believe, should not open the door to reduction in wages.

It is likewise quite in order to draw the attention of the Federal authorities to the fact that the decision to include the cost-of-living bonus in the basic wages, without any definite plan in the case of piece-work or any other incentive plan, will result in a considerable number of Canadian workers suffering reductions in wages. The C.C.C.L. protests against this way of proceedings.

The C.C.C.L., finally, suggests that the most important decisions of the Regional Boards be published in the LABOUR GAZETTE, as is now done for all important decisions of the National War Labour Board.

Labour Code

The views of the C.C.C.L. on the new Labour Code were expressed as follows:—

We submit that this measure should limit its jurisdiction to the vital industries needs in the country's war effort and should only be adopted after agreement between Ottawa and the provinces. The C.C.C.L., furthermore, suggests that such a Code should clearly consecrate the right of association of all wage-earners affected and should provide the obligation, for employers, to negotiate collective labour agreements with the syndicates sufficiently representative and responsible in the eyes of the law.

("Any labour union," interjected Mr. Picard, "should be a legal entity responsible before the law.")

The Labour Code also should exclude what are commonly called "company unions". Our Confederation also believes that sufficient protection should be granted to minority unions. We also declare ourselves in favour of the compulsory arbitration of industrial disputes and of the appointment of a permanent industrial relations board upon which organized labour would be properly and proportionately represented, as compared with the total membership of the body.

The C.C.C.L., finally, would accept in the Labour Code a provision that strikes would only be legal after all arbitration procedures have been exhausted and after the reports of the interested parties have been transmitted.

National Selective Service

In regard to the administration of National Selective Service, the C.C.C.L. expressed itself as follows:

The application of the National Selective Service regulations have given rise to many complaints among workmen and, to remedy most of the breaches encountered, the Confederation makes the following suggestions:

(1) that all ordinances regarding compulsory labour transfers be repealed because the present situation, to our mind, no longer makes such a procedure necessary;

(2) that more National Selective Service local offices be established in the larger centres in order to make proceedings more expedient and more satisfactory;

(3) that unemployed men and women be not obliged to report themselves on a fixed day each week at the offices of National Selective Service but that, instead, they be advised, whenever necessary, by letter, telegram or telephone;

(4) that every employee be given the right to ask for an enquiry of his particular case even when he has received the regular notice of seven days;

(5) that the present delay of three days, for occasional temporary work, be extended to six days;

(6) that the principal decisions of the boards of referees be published in the LABOUR GAZETTE as well as the main directives given to local officers by the Director of National Selective Service;

(7) that, to facilitate the placement of workers, there be in the most important offices of National Selective Service a liaison officer between the local director and the business agents of the labour unions.

Unemployment Insurance

The C.C.C.L. made the following recommendations on the administration of unemployment insurance:

The Chairman of the Unemployment Insurance Commission recently announced that the cheques issued for the unemployed would be given out through the intermediary of a number of unemployment insurance offices in each province. This is an improvement which will render a valuable service to the working classes and which is much appreciated by the C.C.C.L.

The Confederation suggests that the Unemployment Insurance Act be amended in order to take into account the following points:

(1) a substantial increase in payments for those having dependents;

(2) that payments be made from the first day of unemployment;

(3) that, when each new unemployment insurance book is issued, there be inscribed in it the amount of the contributions paid to date and the number of days for which they were paid;

(4) that female employees retain their right to payment, when they cease working, even to get married, and that this be taken into account, if, later on, they resume work again.

The C.C.C.L. once more insists that the Commission, as such, exercises its functions independently of National Selective Service and that its jurisdiction, as is provided for by law, be re-established. Unemployment insurance and the employment service, at the present time, are no longer under the authority of the Unemployment Insurance Commission, in virtue of Order P.C. 7994, but are under the control of an officer of National Selective Service who is a representative of the employers. The Confederation cannot convince itself that such a situation is necessary for the efficient prosecution of the war. It believes, rather, that what is requested by all labour unions be done and that a proper equilibrium be re-established in the Commission by seeing that it is composed of three members representing the Federal authorities, another the employers and the third the employees.

Our organization, finally, continues to regret that it is not represented either on the Advisory Board of the Unemployment Insurance Commission or on the National Employment Advisory Committee.

Women in Industry

Dealing with the subject of women in industry, the Confederation, commending improvements since last year, suggested that the federal and provincial governments "pay still more attention to this question, first by regulating the incentive systems, then by prohibiting night work for female workers and do this by reducing their working time to three shifts of six hours each, without any decrease in wages, in all industrial establishments where it is possible to do the work in the daytime. The three shifts, for the duration of the war, could work on the following time schedule: first shift from six in the morning until noon, second from noon until six in the evening, and the third and last from six p.m. until midnight."

Family Allowances

In connection with family allowances the Confederation made the following observations:

(1) Our organization always has favoured a social policy based and centred on the family. Any society that has or shows no particular solicitude for the family and the home cannot pretend to be and call itself a Christian and civilized society;

(2) The Confederation favours the institution of family allowances. But it believes that such allowances should constitute a supplement to and over decent wages and not merely to and over low wages. We suggest first of all decent wages sufficient to allow an average family to live decently and then, the institution of family allowances. Those allowances should not be a means to freeze certain wages at a too low level.

(3) If the Federal Government is going to institute a system of family allowances, the C.C.C.L. suggests that the number of children be not limited to five or six, as is being rumoured. It seems to us that the same justice should be granted to the families with more than six children. May we point out, in passing, that only 4·2 per cent of all Canadian families have more than six children and that it would not be fair to make exception with their case and refuse to grant them the same protection than others.

Income Tax

The section of the memorandum dealing with income tax was as follows:

We would suggest that annual income of one thousand dollars ($1,000), or less, for bachelors, and of fifteen hundred dollars ($1,500), or less, for married people, be exempt from income taxes. In all cases of single persons earning up to $2,000 a year, and of married people making up to $2,500 a year, we think that the Department of National Revenue should verify the taxes paid in each case and decide if and what reimbursements, if any, should be made.

The C.C.C.L. likewise thinks that overtime pay and moneys given for holidays with pay should not be subject to income taxes.

Our organization finds that the present income tax forms are far too complicated and suggests that they be simplified considerably so that workers can fill them out easily.

The Confederation, finally, would have no objection if the Government wanted to organize a national lottery to increase its revenues and to compensate for the previously mentioned suggested reductions in taxes.

Minimum Wage Order

Claiming that Minimum Wage Order P.C. 7679, was "being violated by a large number of employers", the Confederation recommended that employers on finishing a contract should obtain a certification from the employees that the legal minimum had been paid and that employers be not paid by the government department concerned until such a certification was filed.

Immigration

Expressing itself as emphatically opposed to immigration, the Confederation declared:—

"Canada, first of all, should be able to enable its population to live suitably and to provide gainful employment for all those wanting to work, before opening the doors to immigrants."

Other Recommendations

Among the other recommendations contained in the memorandum were:

Increasing old age pensions to $30 per month and reducing the eligibility age to 60 years.

According greater representation to bilingual French Canadians in appointments of higher officials to the Department of Labour, and also in the three new government departments.

Appointing a representative of the C.C.C.L. as technical adviser of Canada's official delegate to the forthcoming International Labour Conference.

Favouring of co-operatives and "cites-jardins" in any restoration of part two of housing legislation and "abolition of the 12 per cent tax on building materials in order to render property more accessible to the working man."

Favouring more severity in the application of the various rental ordinances, especially in the section providing that a landlord can evict a tenant in order to sub-divide his lodgings.

Minister of Labour

The Minister of Labour, Hon. Humphrey Mitchell, paid tribute to the Confederation for the manner in which it had measured up to its responsibilities. In particular, the Minister lauded the co-operation given the Department of Labour by Messrs. Charpentier and Picard. After noting several points raised in the memorandum, the Minister promised sincere consideration of all matters contained.

Prime Minister

The Prime Minister, Right Hon. W. L. Mackenzie King endorsed the words of the Minister of Labour on the help that the brief would be to the government and stated that the government intends to review the measures proposed.

In regard to the new wage control order, he said it was prepared at a time of industrial unrest to counteract certain tendencies that were developing. However, he pointed out that the order had been in operation three months and that not a single industry had been adversely affected.

The Prime Minister assured the delegation that "these orders are not passed to make it difficult for labour," and he praised the manner in which labour has accepted the situation "in order to prevent worse conditions arising."

He also was emphatic that there "was no desire to invade provincial jurisdiction" and added: "Let me point out that all are interested in social security measures, and if we have to wait until every province agrees then the Lord help social security in our day and generation."

Railway Transportation Brotherhoods

A MEMORANDUM of proposed legislation was submitted to the Government by the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods on February 23.

The memorandum was signed on behalf of the Brotherhoods by: A. J. Kelly, Chairman of Committee, Brotherhood of Railroad Trainmen; W. H. Phillips, Vice-Chairman of Committee, Order of Railroad Telegraphers; Wm. L. Best, Secretary of Committee, Brotherhood of Locomotive Firemen and Enginemen; H. B. Chase, Brotherhood of Locomotive Engineers; J. L. D. Ives, Order of Railroad Conductors; J. J. O'Grady, Brotherhood of Maintenance-of-Way Employees.

The memorandum contained the following requests and items:—

(1) That the necessary amendments be made in the Railway Act at the appropriate time to insure that the action taken under the War Measures Act making it unnecessary to station a person on the back of the tender when an engine is moving in reverse over level crossings, be continued after peace is declared.

(2) That the annual appropriation to the Railway Grade Crossing Fund be increased to at least one million dollars, with a view to eliminating all level crossings as expeditiously as possible.

(3) That a national transportation policy be adopted at an early date with a view to the more orderly regulation of all forms of transportation and that favourable consideration be given to the Report and recommendations of the Royal Commission on Dominion-Provincial Relations.

(4) That changes be made in the Income Tax Act so that its incidence with respect to certain exemptions be made equitable for railway workers and pensioners.

(5) That a health insurance plan be set up to insure adequate and timely preventive and curative medical, dental and hospital services. While recognizing that constitutional considerations might be involved, it was urged that health insurance was of national importance and merited federal financial assistance and co-operation, even if existing provincial health facilities and services were continued.

It was further requested that existing agreements between the railway brotherhood and medical association, covering medical services and pensions be protected and that "railway employees contributing to such plans be left undisturbed until such time as they, by a class or group, express a desire to be covered by a federal scheme."

(6) That an annual appropriation of at least two million dollars be provided to assist individuals and organizations engaged in scientific research into the causes and remedies for cancer and tuberculosis.

(7) Recognized as of general national concern, we have noted with interest the reference made in the Speech from the Throne that plans for the establishment of a national minimum of social security and human welfare should be advanced as rapidly as possible; that such a national minimum contemplates useful employment for all who are willing to work; standards of nutrition and housing adequate to ensure the health of the whole population; and social insurance against privation resulting from unemployment, from accident, from the death of the bread-winner from ill health and old age. It is further noted that when suitable arrangements are reached with the provinces, the Government will be prepared to recommend measures to provide for Federal assistance in a nation-wide system of health insurance and for a national scheme of

contributory old age pensions on a more generous basis than that at present in operation. Whatever measures are introduced by Parliament covering the broad field of social security and related subjects, it is our desire that we will have an opportunity of reviewing such measures and, if necessary, making such suggestions as may seem appropriate regarding them.

With respect to health insurance and contributory pensions, we desire the Government to note particularly that for many years, certain classes or groups of railway employees in various parts of Canada have enjoyed the privileges resulting from their own efforts and contributions made to different so-called "Medical Associations", and that contributory pension plans, established by negotiations and mutual agreements with the major and some of the smaller railways, have been in effect for many years. We respectfully request that these existing agreements covering medical services and pensions be protected and the railway employees contributing to such plans be left undisturbed until such time as they, by a class or group, express a desire to be covered by a Federal scheme.

The delegation made reference to proposals made to the Government in 1943 with respect to post-war works projects and noted that some of those concrete proposals had been incorporated in the memorandum submitted to the House of Commons by the Special Committee on Reconstruction and Re-establishment. A pledge was given of continued co-operation in this important task.

New Brunswick Federation of Labour

In presenting their proposals for legislation to the provincial Government on February 16, the New Brunswick Federation of Labour emphasized that while wartime needs must be given first place, they considered that certain legislative changes could be made without undue interference with the efficient prosecution of the war.

The amendments suggested in the Workmen's Compensation Act were drawn up by a committee of the Federation and the New Brunswick Accident Prevention Association. It is urged that the maximum amount of wages on which a workman's compensation is based should be raised from $1,500 to $2,000 per year; that the percentage of earnings paid as compensation should be increased from 60 per cent to 66⅔ per cent, but for permanent total disability should be 100 per cent, though in such cases it should not exceed 66⅔ per cent of $2,000 per year; widows' pensions should be increased from $30 to $40 per month, and an additional sum up to $125 provided for burial expenses when it is necessary to transport the body a considerable distance for burial. Artificial members and apparatus, supplied as a result of an injury, should be kept in repair by the Board when they deem it necessary.

The Federation expresses disapproval of certain amendments made in the Factory Act, 1937, before that Act was proclaimed in effect in 1943. These changes include lowering the minimum employment age from 15 to 14, and permitting employment of children even younger "upon written authorization of the Minister." It was urged that a normal workday of eight hours be established, with time and a half for hours beyond eight, and that the limits on overtime of women and boys under 18 in the 1937 Act, namely 12 hours a day and 68 a week on 36 days a year, be restored.

The Federation believes that an amendment should be made in the Labour and Industrial Relations Act to the effect that employers "shall recognize and bargain collectively with the members of a trade union representing the majority choice of the employees"; and that the provision preventing employees of the Crown from coming under the Act should be eliminated. Similarly, the Federation objects to work done by or for the Government or any municipalities being excluded from the Industrial Standards Act.

The enactment of an apprenticeship Act is again urged. It is considered that such a statute would be valuable after the war when the hurriedly trained tradesmen of the war-period have to compete with fully trained men.

Other requests include more definite provision for grading stationary engineers' licences, scaffolding inspection, election of school trustees, a low cost housing program, remuneration for witness and jury service, and bringing the Electrical Energy Act into force.

Provincial Executive of the Trades and Labour Congress in Nova Scotia

The Provincial Executive of the Trades and Labour Congress joined with the Halifax and Liverpool District Trades and Labour Councils to present their annual suggestions for legislation to the Nova Scotia Government.

Proposals for amending the Workmen's Compensation Act included the furnishing of full medical aid during the entire period of disability; the raising of the weekly minimum benefit paid to an injured workman from $8 to $12; and the basing of compensation on weekly earnings at the time of the accident, instead of on average weekly earnings for the preceding twelve months. It was suggested that to the occupational diseases schedule be added injurious effects or disability resulting from the handling of soda ash, china clay, potash, concentrates, breytes, grain, chrome salt, green hides, wool and cargoes of a similar nature.

A forty-cent minimum wage was urged for the lumber, fish, fruit and processing industries. The appointment of inspectors to enforce minimum rates for women was also requested.

The Industrial Standards Act should be applied to all industry instead of restricted to construction valued at $25 or more in Halifax and Dartmouth.

Proposed amendments to other Acts include fixing a maximum of 21 years of age for any person beginning an apprenticeship under the Apprenticeship Act, the restriction not to apply to men from the Armed Forces; extending the Labour Act; bringing the Limitation of Hours of Work Act into effect as soon as the war is over; extending the Mothers' Allowance Act to include a widow with only one child. It was also requested that the Government enact legislation providing for the inspection and grading of fish.

In conclusion, the government was urged to co-operate with the Federal Government to have the British North America Act amended so that federal social security legislation can be enacted.

Alberta Federation of Labour

The Executive Committee of the Alberta Federation of Labour, representing the Trades and Labour Congress of Canada and affiliated national and international unions, presented its annual memorandum of proposed legislation to the Alberta Government on March 8.

Workmen's Compensation

The Federation, while expressing appreciation of the changes made in the Workmen's Compensation Act, requested that compensation in disability cases be raised to 100 per cent of earnings, that compensation be paid from the date of the accident, that the limit of $2,000 on earnings taken into account in computing compensation be removed, and that all occupational diseases be covered by the Act. The Federation urged also the appointment of additional inspectors, capable of instructing employers and employees in up-to-date safety methods, each inspector being assigned to a district and charged with seeing that safety regulations are enforced and proper first-aid kits maintained. It was recommended, too, that qualified first-aid men should be employed on all construction, maintenance and operational work. Compensation for firefighters suffering from heart ailments or pneumonia occurring during a period of actual service, was also requested.

Collective Bargaining—Union Recognition

The Government was asked to give favourable consideration to a draft Bill dealing with collective bargaining and union recognition which had been prepared by the Trades and Labour Congress. Amendments in the Industrial Conciliation and Arbitration Act to provide for a check-off for union dues was also requested. Complaining that the Societies Act had been used "to charter dual organizations to divide the real trade union movement", the Federation asked that the Act be amended to prevent its use for such a purpose.

Wages and Hours of Labour

The Federation advocated an upward revision of minimum wage rates and a study of the wages and working conditions of domestic servants, particularly those working in cities. An amendment in the Masters and Servants Act was also suggested to require notice of dismissal to be based on the conditions of employment, i.e., one week for workers employed by the week and one month for those employed by the month. Prohibition of Sunday work in bakeshops was also urged.

Other Requests

Other requests included: Extension of the eight-hour day, now in effect in some hospitals, to all hospitals in the province; increase in the old age pension, with lowering of the pensionable age to 60 years or less and abolition of the means test; and a housing scheme to provide adequate housing and employment for the post-war period.

War Emergency Training

Summary of Program—Progress of Enrolment—Industrial Training—Apprenticeship—Rehabilitation Training

THE War Emergency Training Program provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the upgrading of persons already employed;

(3) Training in plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

Progress of Enrolment

From the beginning of the program up to January 31, 1944, the gross enrolment in all types of projects has been as follows:—

Training in industry	204,376
Army	38,806
Navy	7,143
R.C.A.F.	61,968
Rehabilitation (discharged persons from the forces)	2,562
Students	5,189
	320,044

Industrial Training

The enrolment in the full-time pre-employment classes, part-time classes and plant schools showed very little change during the month of January and it is anticipated that these features of the program will continue to diminish in their extent. Four new plant schools have been approved since January 1, all in the Province of Quebec. Since the outset of the program, 121 plant schools have been approved, 46 of which are still active; others have met their requirements and suspended operations.

The enrolment in the various units of Foremanship Training continues to show a substantial increase. The second series of Job Relations Training has been exceptionally well received across the country and an institute was put on in Calgary the beginning of February to train leaders in this series for the four western provinces. The whole plan of supervisory training has been taken up by the Civil Service Commission with particular reference to Job Instructor Training and Job Relations Training, Series 2, and sessions have been held for many of the Dominion Government Departments.

Apprenticeship

On January 21, P.C. 8993 made provision for the first time for Dominion financial assistance to the provinces in the matter of training apprentices (L.G., Feb., 1944, p. 206). The appropriation for this purpose for the fiscal year 1944-45 has been set at $250,000 and the provinces have been invited to enter into agreements for a period not to exceed ten years. It is hoped in this way to encourage the passing of apprenticeship legislation in those provinces where such is not already in existence and to increase the coverage in apprenticeable occupations in the other provinces where apprenticeship acts are already on the statute books.

Rehabilitation Training

During the month of January the enrolment of discharged members of the forces in rehabilitation training increased nearly 40 per cent but the gross total is still comparatively small, 634 on January 31. Of this number less than 10 per cent were being trained on the job in industry. Others were being trained in private trade and commercial schools but the great majority were enrolled in the Government training centres.

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF JANUARY, 1944 WITH TOTALS FROM APRIL 1, 1943, TO JANUARY 31, 1944

(Subject to Revision)

	Numbers in Training				Placed in Employment	
	From April 1/43 to Jan. 31/44	At First of January	Enrolled in January	At end of January	From April 1/43 to Jan. 31/44	(2) In January
DOMINION SUMMARY						
Pre-employment Classes (Men	10,609	1,192	669	1,275	6,831	448
Pre-employment Classes (Women	5,553	432	197	438	4,459	155
Part-Time Classes (1) (Men	8,436	1,504	493	1,539	.....	.....
Part-Time Classes (1) (Women	1,888	190	240	400	.....	.....
Total	26,486	3,318	1,599	3,652	11,290	603
NOVA SCOTIA						
Pre-employment Classes (Men	348	30	22	39	267	13
Pre-employment Classes (Women	210	9	12	16	164	3
Total	558	39	34	55	431	16
NEW BRUNSWICK						
Pre-employment Classes (Men	440	58	34	74	246	17
Pre-employment Classes (Women	172	39	1	13	139	26
Total	612	97	35	87	385	43
QUEBEC						
Pre-employment Classes (Men	5,012	496	250	505	2,765	150
Pre-employment Classes (Women	549	55	16	38	389	30
Part-time Classes (1) (Men	1,227	379	141	349	.....	.....
Part-time Classes (1) (Women	22	.....	.....	.....	.....	.....
Total	6,810	930	407	892	3,154	180
ONTARIO						
Pre-employment Classes (Men	3,135	377	194	371	2,512	170
Pre-employment Classes (Women	3,364	257	113	283	2,767	62
Part-time Classes (1) (Men	4,131	698	255	830	.....	.....
Part-time Classes (1) (Women	1,423	155	234	373	.....	.....
Total	12,053	1,487	796	1,857	5,279	232
MANITOBA						
Pre-employment Classes (Men	618	82	60	102	312	36
Pre-employment Classes (Women	18	.....	18	18	.....	.....
Part-time Classes (1) (Men	253	109	4	18	.....	.....
Part-time Classes (1) (Women	.....	.....	.....	.....	.....	.....
Total	889	191	82	138	312	36
SASKATCHEWAN						
Pre-employment Classes (Men	236	42	33	43	147	25
Pre-employment Classes (Women	316	17	7	4	265	18
Part-time Classes (1) (Men	58	.....	.....	.....	.....	.....
Part-time Classes (1) (Women	63	.....	.....	.....	.....	.....
Total	673	59	40	47	412	43
ALBERTA						
Pre-employment Classes (Men	242	90	56	115	93	27
Pre-employment Classes (Women	386	38	13	46	274	3
Part-time Classes (1) (Men	105	12	12	23	.....	.....
Part-time Classes (1) (Women	2	.....	.....	.....	.....	.....
Total	735	140	81	184	367	30
BRITISH COLUMBIA						
Pre-employment Classes (Men	578	17	20	26	489	10
Pre-employment Classes (Women	538	17	17	20	461	13
Part-time Classes (1) (Men	2,662	306	81	319	.....	.....
Part-time Classes (1) (Women	378	35	6	27	.....	.....
Total	4,156	375	124	392	950	23

(1) Trainees in the Part-time Classes consist largely of employed persons who are being given training at the request of employers in War Production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to January 31, 1944, were not so reported until after January 1, 1944.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF JANUARY WITH TOTALS FROM APRIL 1st., 1943

(Subject to Revision)

—	Numbers in Training				Completed Training	
	From April 1/43 to Jan. 31/44	At First of January	Enrolled in January	At End of January	From April 1/43 to Jan. 31/44	In January
DOMINION SUMMARY						
R.C.A.F. Classes	29,936	6,105	1,330	6,465	21,744	806
Army Classes	11,991	2,106	1,061	2,445	8,742	662
Navy Classes	3,615	590	431	868	2,637	147
Total	45,542	8,801	2,822	9,778	33,123	1,615
NOVA SCOTIA						
R.C.A.F. Classes	394	33	.....	.....	383	33
Army Classes	665	112	46	114	512	44
Navy Classes	25	15	2	17	2	.....
Total	1,084	160	48	131	897	77
NEW BRUNSWICK						
R.C.A.F. Classes	930	158	91	239	591	7
Army Classes	1,072	236	94	271	773	55
Navy Classes	1	.....	.....	.....	1	.....
Total	2,003	394	185	510	1,365	62
QUEBEC						
R.C.A.F. Classes	2,700	440	137	550	1,862	.....
Army Classes	1,733	227	112	257	1,379	65
Navy Classes	210	15	6	20	102	.....
Total	4,643	682	255	827	3,343	65
ONTARIO						
R.C.A.F. Classes	13,512	2,942	491	2,876	9,936	483
Army Classes	3,963	591	433	791	2,814	201
Navy Classes	2,991	440	422	739	2,237	118
Total	20,466	3,973	1,346	4,406	14,987	802
MANITOBA						
R.C.A.F. Classes	2,726	537	173	656	1,858	30
Army Classes	725	117	20	102	610	34
Total	3,451	654	193	758	2,468	64
SASKATCHEWAN						
R.C.A.F. Classes	3,222	545	263	678	2,528	129
Army Classes	648	298	58	286	362	70
Total	3,870	843	321	964	2,890	199
ALBERTA						
R.C.A.F. Classes	3,201	646	63	665	2,342	26
Army Classes	1,062	251	94	285	720	60
Navy Classes	267	85	.....	57	209	28
Total	4,530	982	157	1,007	3,271	114
BRITISH COLUMBIA						
R.C.A.F. Classes	3,251	804	112	801	2,244	98
Army Classes	2,123	274	204	339	1,572	133
Navy Classes	121	35	1	35	86	1
Total	5,495	1,113	317	1,175	3,902	232

TABLE 3—TRAINING IN INDUSTRY DURING THE MONTH OF JANUARY, 1944, WITH TOTALS FROM APRIL 1, 1943, TO JANUARY 31, 1944

(Subject to Revision)

		Numbers in Training				Completed Training		Transferred to Production before Training finished	
		From April 1/43 to Jan. 31/44	At First of January	Enrolled in January	At End of January	From April 1/43 to Jan. 31/44	In January	From April 1/43 to Jan. 31/44	In January
DOMINION SUMMARY									
Plant Schools	Men	7,629	570	718	570	5,146	490	895	138
	Women	9,694	715	834	754	6,697	605	1,123	98
Part-time Classes	Men	2,834	898	151	881	1,851	163	23	.....
	Women	1,287	387	64	406	806	44	6	.....
Total		21,444	2,570	1,767	2,611	14,500	1,302	2,047	236
NOVA SCOTIA									
Plant Schools	Men	185	25	.....	4	137	21	32	.....
	Women	46	.....	.....	.....	43	.....	3	.....
Part-time Classes	Men	28	.....	.....	.....	28	.....	.....	.....
	Women	2	.....	.....	.....	2	.....	.....	.....
Total		261	25	.....	4	210	21	35	.....
NEW BRUNSWICK									
Plant Schools	Men	63	11	7	15	36	.....	.....	.....
	Women	11	.....	5	5	6	.....	.....	.....
Total		74	11	12	20	42	.....	.....	.....
QUEBEC									
Plant Schools	Men	2,678	211	212	223	1,295	134	586	19
	Women	1,059	159	96	135	695	108	80	1
Part-time Classes	Men	636	379	34	271	321	137	23	.....
	Women	105	59	24	49	49	33	6	.....
Total		4,478	808	366	678	2,360	412	695	20
ONTARIO									
Plant Schools	Men	4,191	291	306	282	3,462	286	58	.....
	Women	6,201	429	505	461	5,146	433	27	.....
Part-time Classes	Men	1,924	489	53	524	1,346	18	.....	.....
	Women	1,159	328	40	357	735	11	.....	.....
Total		13,475	1,537	904	1,624	10,689	748	85	.....
MANITOBA									
Plant Schools	Men	27	.....	.....	.....	15	.....	9	.....
	Women	1,060	62	64	62	363	30	470	19
Part-time Classes	Men	28	.....	.....	.....	25	.....	.....	.....
	Women	6	.....	.....	.....	5	.....	.....	.....
Total		1,121	62	64	62	408	30	479	19
ALBERTA									
Plant Schools	Men	.....	.....	.....	.....	.....	.....	.....	.....
	Women	371	33	56	47	125	.....	31	24
Total		371	33	56	47	125	.....	31	24
BRITISH COLUMBIA									
Plant Schools	Men	485	32	193	46	201	49	210	119
	Women	946	32	108	44	319	34	512	54
Part-time Classes	Men	218	30	64	86	131	8	.....	.....
	Women	15	.....	.....	.....	15	.....	.....	.....
Total		1,664	94	365	176	666	91	722	173

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1943, TO JANUARY 31, 1944

(Subject to Revision)

—		Numbers in Training				Placed in Employment	
		From April 1/43 to Jan. 31/44	At First of January	Enrolled in January	At End of January	From April 1/43 to Jan. 31/44	(1) In January
DOMINION SUMMARY							
In Schools	Men	1,400	363	245	511	592	44
	Women	109	65	32	83	9	2
In Industry	Men	49	29	15	39	6	3
	Women	1	.....	1	1	.....	.....
Total		1,559	457	293	634	607	49
NOVA SCOTIA							
In Schools	Men	35	5	9	9	21	3
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	1	.....	1	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		36	5	10	10	21	3
NEW BRUNSWICK							
In Schools	Men	41	10	8	12	13	2
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	1	.....	1	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		42	10	9	13	13	2
QUEBEC							
In Schools	Men	408	77	54	103	189	12
	Women	20	16	2	15	2	1
In Industry	Men	1	1	.....	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		429	94	56	119	191	13
ONTARIO							
In Schools	Men	199	63	25	77	95	8
	Women	20	13	4	12	2	.....
In Industry	Men	28	15	8	20	5	2
	Women	1	.....	1	1	.....	.....
Total		248	91	38	110	102	10
MANITOBA							
In Schools	Men	152	50	32	67	39	5
	Women	23	14	8	18	2	1
In Industry	Men	1	.....	1	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		176	64	41	86	41	6
SASKATCHEWAN							
In Schools	Men	136	41	21	55	64	3
	Women	10	4	5	9	1	.....
In Industry	Men	3	3	.....	3	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		149	48	26	67	65	3
ALBERTA							
In Schools	Men	212	57	60	109	81	5
	Women	18	12	5	17	.....	.....
In Industry	Men	5	4	1	4	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		235	73	66	130	81	5
BRITISH COLUMBIA							
In Schools	Men	217	60	36	79	90	6
	Women	18	6	8	12	2	.....
In Industry	Men	9	6	3	8	1	1
	Women	.....	.....	.....	.....	.....	.....
Total		244	72	47	99	93	7

(1) Includes those graduates who, though actually placed prior to January 31, 1944, were not so reported until after January 1, 1944.

Activities of the Unemployment Insurance Commission

Increase in Claims for Benefit—Summary of Applications Since February, 1942—Rehabilitation of the Physically Handicapped

URING January 1944, 11,751 claims for Unemployment Insurance benefit were received in the local offices of the Unemployment Insurance Commission. This represents an increase of 5,189 claims over the 6,562 registered in December 1943. During January of last year 4,637 claims were filed in the local offices. Compared with last January, the number of claims has increased in all provinces, but Ontario and Quebec have experienced the greatest relative increases. The increase in claims during January over December, when 6,562 were filed, is also striking, the highest proportional increases occurring in the western provinces of Manitoba, Saskatchewan, Alberta and British Columbia.

The number of persons who signed the live unemployment register in the last week of January was 12,439 compared with 6,216 in the last week of December. Persons sign the live register in a local office each week when they report, respecting their unemployed days during the preceding week. Thus, as happened in January, the number signing the live register in a week may be greater than the number of claims received within the month, since those who claimed in a previous month and are still receiving benefit sign the register each week.

Persons Receiving Benefit

During January, 4,570 persons received a total of $131,037 for 69,637 unemployed days compared with 2,226 persons who were paid $52,600 for 29,160 days during December and 2,381 persons who received $70,650 for 37,663 days in January 1943. In the present month, therefore, the average duration of the unemployment compensated was 15·2 days as against 13·1 days in December and 15·8 days in January last year. The average amount paid per beneficiary was $28.67 in January compared with $23.63 in December and $29.67 last January and the average amount paid per compensated day of unemployment was $1.88 in January, $1.80 in December and $1.88 in January 1943.

Tables 2 to 5 present data respecting the number of claims forwarded to insurance offices and their disposition, reasons for non-allowance of claims, persons receiving benefit, benefit days paid and amount of benefit paid.

Tables 8 and 9 present a breakdown of claims according to the occupations and ages of claimants.

Application for Unemployment Insurance Benefit, February, 1942, to December, 1943

From February, 1942, when the payment of unemployment insurance benefit in Canada was commenced, until the end of 1943, 63,584 applications for benefit were made by unemployed workers.

Claims for benefit are filed by applicants at local offices of the Unemployment Insurance Commission. The local office verifies the reasons for separation from employment, and notes details of the contributions recorded in the current insurance book.

Claims are then referred to Insurance Offices for adjudication. Of the total claims received at local offices from the commencement, 58,106 were referred to the Insurance Offices. Of these, 44,179 were allowed and 11,490 disallowed, while at the end of December 2,437 claims were still pending.

An Insurance Officer may allow any claim for benefit and there is no appeal from his decision to allow a claim. If the Insurance Officer does not consider that he can allow a claim, he advises the applicant of the reason the claim is not allowable.

There are a number of reasons under the Act why claims for benefit may be disallowed. The most common reason for disallowance involving approximately half the rejected claims so far, has been in the case of workers who voluntarily left their employment without just cause, and thus disqualified themselves for benefit. Another one-third of the disallowed applications have resulted from workers either not having made sufficient contributions under the Act or not having been in insurable employment. About one thousand claims have been rejected due to the claimant having been discharged for misconduct. Other reasons are listed in Table 4.

Every claimant has the privilege of appealing against the decision of the Insurance Officer regarding his claim to the Court of Referees, where there is an equal representation of employers and employees. Of the 11,490 claims disallowed, 1,364 applicants whose cases were heard took advantage of this privilege.

The Insurance Officers' adjudications were upheld in 928 cases and 184 appeals were allowed. In the majority of the allowed cases either new information was to hand or medical

certificates were forwarded which contributed conclusive evidence for allowance. In 152 cases, the Insurance Officers referred cases directly to the Courts of Referees for decision and of these, 114 cases were allowed and 38 disallowed.

Appeals of 138 claimants were withdrawn from the Courts and there were 54 cases which awaited hearing.

There have been 8 appeals to the Umpire, of which 2 have been allowed and 6 disallowed.

Inter-State Claims

Since April 12, 1942, 5 claims have been filed in Canada by United States citizens resident in Canada and 12 claims were filed by Canadian claimants who were resident in the United States. $169.59 was paid to the Canadian claimants resident in the United States and 20 benefit cheques were issued.

Benefits for Discharged Members of the Forces

Under the Post Discharge Re-establishment Order, the Dominion Government makes employer and employee contributions to the unemployment insurance fund on behalf of former members of the armed forces who have been in insurable employment for 15 weeks in any 12-month period following their discharge. Such contributions cover the period of military service subsequent to July 1, 1941, the date on which contributions under the Unemployment Insurance Act were first made by civilians.

Contributions so far made by the Dominion Government in respect of services in the armed forces now total $53,983.30. (*See* Table 6.)

Unemployment insurance contributions made by the Government are in addition to other benefits and grants payable to discharged members of the forces (male and female) under the Post Discharge Re-establishment Order (L.G., May, 1943, p. 587).

A recent amendment to the Order concerns the relationship between unemployment insurance benefit and out-of-work benefit payable to discharged service personnel and is described elsewhere in this issue (p. 404).

Placement of the Physically Handicapped

That the public are interested in the employment possibilities of physically handicapped workers was demonstrated at a series of public meetings held recently in Quebec and the Maritimes, and addressed by Mr. Louis J. Trottier, Chief Commissioner and Mr. R. J. Tallon, Commissioner of the Unemployment Insurance Commission; and Mr. H. C. Hudson, Supervisor of Special Placements, Employment Service Division, Ottawa. Well-attended meetings were held at Quebec City, Moncton, Saint John, and Halifax. These meetings complete a series of conferences held in fourteen centres across Canada for the purpose of focussing public attention on the employment of physically handicapped persons. A feature of all meetings has been the active discussion period following the addresses.

The subject of Mr. Trottier's address was, "National Planning for the Physically Handicapped". Mr. Trottier asserted that it is a national duty to see that persons who have suffered disablement have an opportunity to live as full and useful lives as possible. The restoration of disabled persons to productive employment will be an economic advantage to the nation; and the aim is not to place a disabled person into any work but into the most skilled work of which he is capable. Mr. Trottier also stated that no matter how handicapped or disabled people are, it must be remembered that they are still integral to the life of the community, and the social order will suffer if they are allowed to fail in their effort to live a full and useful life. He stated, also, that restrictions placed on the employment of the handicapped which are not justifiable on a functional, environmental, or industrial risk basis, are entirely artificial; and it should be remembered that in each case the significant factor is that the handicapped person is like his fellows in more ways than he is different. Mr. Trottier went on to declare that a plan must be worked out to facilitate the finding of employment suited to all those who are handicapped, especially disabled war veterans. We must have a co-ordinated program of employment, and must contact employers to influence them towards providing jobs for handicapped persons. Some employers who had never thought of employing handicapped workers, once persuaded to do so have declared themselves more than satisfied with their work.

Mr. Tallon pointed out that war leads to increased physical disability, but that Canadians can be assured that plans for the disabled veterans of the present war, and designed to effect their rehabilitation were commenced four months after Canada entered the war. The government has already made provision for the treatment, training, and necessary financial assistance to all persons on their discharge from the armed forces. Although as yet, notwithstanding the wonderful work done by the various welfare organizations there was no plan for the complete vocational rehabilitation of handicapped persons, such a plan is now being evolved by the employment service of the Unemployment Insurance Commission.

In the course of his address, Mr. Hudson pointed out that it is easier to compile a list of occupations which handicapped persons cannot fill than it is to make a list of all the jobs they can do. Once placed in suitable employment, the physically handicapped person is not vocationally handicapped. Every conceivable type of handicapped person has made a direct contribution to the war effort. The war has given these folk an opportunity to show what they can do. In the work of special placements, emphasis will be placed on a man's abilities rather than on his disabilities. Dependence will not be placed on the sympathy of an employer as a factor in the employment of the handicapped; but rather on the ability of the employee to do a good all-round job. Very shortly, five supervisors of special placements will be appointed,—one for each of the five regions of the Unemployment Insurance Commission.

Next, special placements sections will be organized in the seventeen largest employment and selective service offices across Canada. These will serve as a focus for all agencies working in the interests of the physically handicapped, and will co-ordinate all their efforts to place handicapped persons in remunerative employment.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that at March 1, 1944, 137,449 employers with insured employees were registered, and 3,146,067 employees were issued with insurance books.

Registration according to Regions and for Canada as a whole are shown in the following Table:—

TABLE 1—PROGRESS OF REGISTRATION AS AT MARCH 1, 1944

Region—	Employers' Establishments Registered	Insured Persons Registered
Maritimes	11,309	237,345
Quebec	36,485	982,216
Ontario	51,411	1,213,838
Prairies	25,302	420,856
Pacific	12,942	291,812
Total for Canada.	137,449	3,146,067

TABLE 2—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942, TO JANUARY, 1944

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562
January, 1944	11,751

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, JANUARY, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	43	41	2	42	27	4	25
Nova Scotia	561	492	69	509	436	48	96
New Brunswick	218	205	13	163	89	18	74
Quebec	5,354	4,785	569	5,178	4,081	443	2,314
Ontario	1,933	1,702	231	1,707	1,374	210	305
Manitoba	1,115	989	126	981	559	93	544
Saskatchewan	646	580	66	602	501	39	133
Alberta	794	704	90	689	538	67	185
British Columbia	1,087	1,018	69	894	729	73	197
Total, Canada, January, 1944	11,751	10,516	1,235	10,765	8,334	995	3,873
Total, Canada, December, 1943	6,562	5,715	847	5,361	3,097	539	2,437
Total, Canada, January, 1943	4,637	4,193	444	4,074	3,132	540	1,506

TABLE 4.—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of Jan., 1944	Cumulative Total April 1, 1943–Jan. 31, 1944
Insufficient contributions; and not in insurable employment	398	1,515
Not capable of work; and not available for work	6	120
Loss of work due to a labour dispute	.....	89
Refused offer of work; and neglected opportunity to work	7	90
Discharged for misconduct	88	341
Voluntarily left employment without just cause	455	2,573
Other reasons[1]	41	68
Total	995	4,796

[1]These include: claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT; AMOUNT OF BENEFIT PAID, JANUARY, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid in Dollars
				$
Prince Edward Island	25	19	377	665
Nova Scotia	528	338	8,699	16,429
New Brunswick	38	24	492	890
Quebec	1,656	1,251	26,873	49,307
Ontario	842	569	11,708	23,111
Manitoba	430	329	7,199	13,518
Saskatchewan	252	177	3,453	6,086
Alberta	324	231	4,302	8,467
British Columbia	475	325	6,534	12,564
Total, Canada, January, 1944	4,570	3,263	69,637	131,037
Total, Canada, December, 1943	2,226	1,491	29,160	52,600
Total, Canada, January, 1943	2,381	1,662	37,663	70,650

Average Duration of Unemployment Compensated	15·2 days.
Average Amount of Benefit Paid per Person	$ 28·67
Average Amount Paid per Compensated Day of Unemployment	$ 1.88

TABLE 6.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-ONE MONTHS ENDED JANUARY 31, 1944

Month	REVENUE								EXPENDITURE	
	CONTRIBUTIONS (Gross, less refunds)						Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government				
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	14,149 62	28,318,315 47	Nil	28,318,315 47
Total for the year ended Dec. 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	951,866 50	67,068,370 63	349,655 94	95,037,030 16
Total for the year ended Dec. 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,005,840 46	75,483,351 84	929,219 33	169,591,162 67
January, 1944	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,972 44	1,059,394 49	38,724 98	6,395,091 91	130,104 18	175,856,150 40
Grand Total	78,455,600 25	31,745,772 57	34,120,346 06	57,072 37	144,378,790 25	28,875,758 04	4,010,581 56	177,265,129 85	1,408,979 45	175,856,150 40

The column "Interest on Investments and Profit on Sale of Securities" represents:

(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued at purchase dates, and amortization charges.

(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Penalties	$ 1,584 78
Contributions in respect of services in the armed forces	53,983 30
Miscellaneous	1,504 29
	$ 57,072 37

TABLE 7—CLAIMS FOR UNEMPLOYMENT BENEFIT, FEBRUARY, 1942 TO JANUARY, 1944

—	Claims Received at Local Offices			Number Entitled to Benefit	Number Receiving Benefit	Number of Days' Benefit Paid	Amount of Benefit Paid
	Total	Initial	Renewal				
							$
February and March, 1942	4,787	4,768	19	2,553	1,397	15,280	27,753
April, 1942	2,925	2,869	56	2,117	2,202	22,855	41,559
May, 1942	2,799	2,699	100	2,127	2,206	28,969	52,231
June, 1942	4,629	4,502	127	1,792	1,881	22,205	39,536
July, 1942	2,668	2,511	157	3,040	1,616	20,156	35,605
August, 1942	1,855	1,665	190	1,690	1,679	22,537	39,296
September, 1942	1,118	993	125	826	1,192	15,153	26,481
October, 1942	1,058	918	140	671	1,222	14,270	25,857
November, 1942	1,748	1,559	189	1,258	1,036	14,581	27,220
December, 1942	3,337	2,968	369	1,819	1,456	20,004	37,165
January, 1943	4,637	4,193	444	3,132	2,381	37,663	70,651
February, 1943	4,822	4,288	534	3,896	4,079	69,082	129,724
March, 1943	5,046	4,223	823	4,355	5,996	104,801	197,589
April, 1943	3,953	3,269	684	3,431	5,434	75,876	142,723
May, 1943	2,027	1,630	397	1,943	4,848	68,720	129,132
June, 1943	1,772	1,490	282	1,390	2,729	36,040	66,307
July, 1943	1,087	870	217	846	1,868	25,166	45,581
August, 1943	1,370	1,012	358	924	1,104	16,467	28,393
September, 1943	1,013	835	178	765	921	11,408	20,066
October, 1943	1,475	1,254	221	897	1,025	13,782	24,308
November, 1943	2,896	2,508	388	1,610	1,297	19,275	33,584
December, 1943	6,562	5,715	847	3,097	2,226	29,160	52,600

TABLE 8—CLAIMANTS FOR BENEFIT BY OCCUPATIONS FOR THE WEEK ENDING DECEMBER 31, 1943

Occupational Groups	Male	Female	Total
Professional and Managerial Workers	62	18	80
Clerical Workers	265	292	557
Sales Workers	87	72	159
Service Workers	249	57	306
Agricultural Workers and Fishermen	11	.....	11
Food Workers	26	.....	26
Textile and Clothing Workers	125	444	569
Loggers	1	.....	1
Sawmill and Wood Operators	21	.....	21
Printing Workers	15	.....	15
Shoe and Leather Workers	14	.....	14
Stone, Clay and Glass Workers	5	.....	5
Electrical Workers	56	.....	56
Coal Miners	3	.....	3
Other Miners (except Coal)	18	.....	18
Construction Workers (except Carpenters)	590	.....	590
Carpenters	727	.....	727
Machine Shop Workers and Operators	151	.....	151
Sheet Metal Workers	15	9	24
Foundry, Smelter and Other Metal Workers	249	89	338
Miscellaneous Skilled Workers	423	124	547
Auto and Other Mechanics	44	.....	44
Miscellaneous Unskilled Workers, Heavy Labour	1,271	.....	1,271
Miscellaneous Unskilled Workers, Light Labour	465	218	683
Totals	4,893	1,323	6,216

TABLE 9—SUMMARY OF CLAIMANTS BY AGES FOR THE WEEK ENDING DECEMBER 31, 1943

	19 and less		20–29		30–44		45–54		55–59		60 up		Males	Females	Total
	M	F	M	F	M	F	M	F	M	F	M	F			
Canada	454	271	777	663	1,227	277	882	77	511	24	1,042	11	4,893	1,323	6,216

TABLE 10—CLAIMS APPEALED OR REFERRED TO COURTS OF REFEREES, FEBRUARY, 1942 TO DECEMBER, 1943

Region	Number of Appeals and references	Not yet heard	Withdrawn	Heard	Court's Decision	
					Allowed	Disallowed
Maritimes	35	4	4	27	7	20
Quebec	686	25	21	640	217	423
Ontario	466	18	91	357	93	264
Prairies	323	6	18	299	76	223
British Columbia	46	1	4	41	5	36
Total	1,556	54	138	1,364	398	966

TABLE 11—CLAIMS APPEALED AND HEARD BY UMPIRE, FEBRUARY, 1942 TO DECEMBER, 1943

Region	Number of Appeals	Allowed	Disallowed
Maritimes	2	1	1
Quebec	2	Nil	2
Ontario	1	Nil	1
Prairies	3	1	2
British Columbia	Nil	Nil	Nil
Total	8	2	6

Workmen's Compensation in Quebec During 1942

THE fifteenth annual report of the Workmen's Compensation Commission reveals a considerable increase in the number of industrial accidents, a total of 96,888 being reported during 1942 as compared with 82,568 in 1941, and 65,704 in 1940.

"Since the commencement of the war, and particularly since the month of June, 1940", the Commission's report states, "industrial effort in Canada has increased tremendously and the number of accidents reported has shown a corresponding increase. . . . The total of our expenses of administration has been necessarily increased to deal with the large number of claims reported for consideration."

A number of industrial diseases have been added to Schedule 3 of the Act in order that further protection may be given to workmen engaged in war industries and who are exposed to special hazards in the manufacture of explosives or otherwise.

According to the report, the amount paid out in compensation during 1942 was $4,828,348.70 (provisional figure). This compares with a total of $6,125,241.55 in 1941. The largest item on the 1942 expenditure list was for temporary incapacity, $2,015,232.52. The other items were $1,040,411.54 for medical aid; $938,519.84 for permanent incapacity, and $834,184.80 for death. A reserve was set up for outstanding adjustments amounting to $4,052,737.43.

Administration expenses during the year under review amounted to $591,846.31 ($491,603.91 under Schedule 1; $100,242.70 under Schedule 2), of which $423,515.71 was paid out in salaries of Commissioners and staff. Revenues for the period totalled $9,345,662.25, and was made up of assessments, transfers from disaster fund, interest, penalties and sundry items. An accumulated surplus of $2,080,550.93 is reported as at December 31, 1942.

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:—

The employment situation at the beginning of January, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the trend of employment over a period of years.

Returns received from 14,251 co-operating establishments indicated a pronounced decrease in employment and payrolls. At the beginning of January their staffs aggregated 1,868,615 persons, compared with 1,916,728 reported on December 1.

The index number of employment (based on the 1926 average as 100) was 185·7 as compared with 190·5 in the preceding month, and was 2·0 per cent higher than at January 1, 1944.

Information is also embodied in this article concerning payrolls, which is furnished each month by the co-operating firms. The per capita average weekly wage of $29.67 showed a decrease of $1.94 from that of $31.61 at the beginning of December, while at January 1, 1943, the figure was $27.92.

Report on employment conditions for February.—A summary of employment conditions for the month of February has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, January, 1944.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the five-week period, December 31, 1943 to February 3, 1944, showed a fractional gain in the average number of placements recorded daily in comparison with the preceding four weeks and a minor reduction when compared with the first four weeks of 1943. Under the first comparison, the decreases in trade, forestry and lodging and construction were offset by increases in manufacturing, services, public utilities, mining and finance. Compared with the four weeks January 1 to January 28, 1943, except for a fairly substantial advance in forestry and logging and minor additions in trade, mining and agriculture, all groups revealed reductions, the most noteworthy being in construction and manufacturing. Vacancies during the period under review numbered 249,311. There were 245,487 applications for employment, and 160,281 placements were effected in regular and casual employment.

Unemployment in trade unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

The statistical article summing up the information contained in these reports, formerly run monthly in the LABOUR GAZETTE, will in future appear quarterly. The last monthly article was published in the February issue.

Unemployment as reported by the Unemployment Insurance Commission.—In the article *Activities of the Unemployment Insurance Commission* appears each month a statement showing the number of claims made each month for unemployment insurance benefit.

During January, 1944, 11,751 persons made claim for benefit, as compared with 6,562 in December, 1943, and 4,637 in January, 1943.

2821—9½

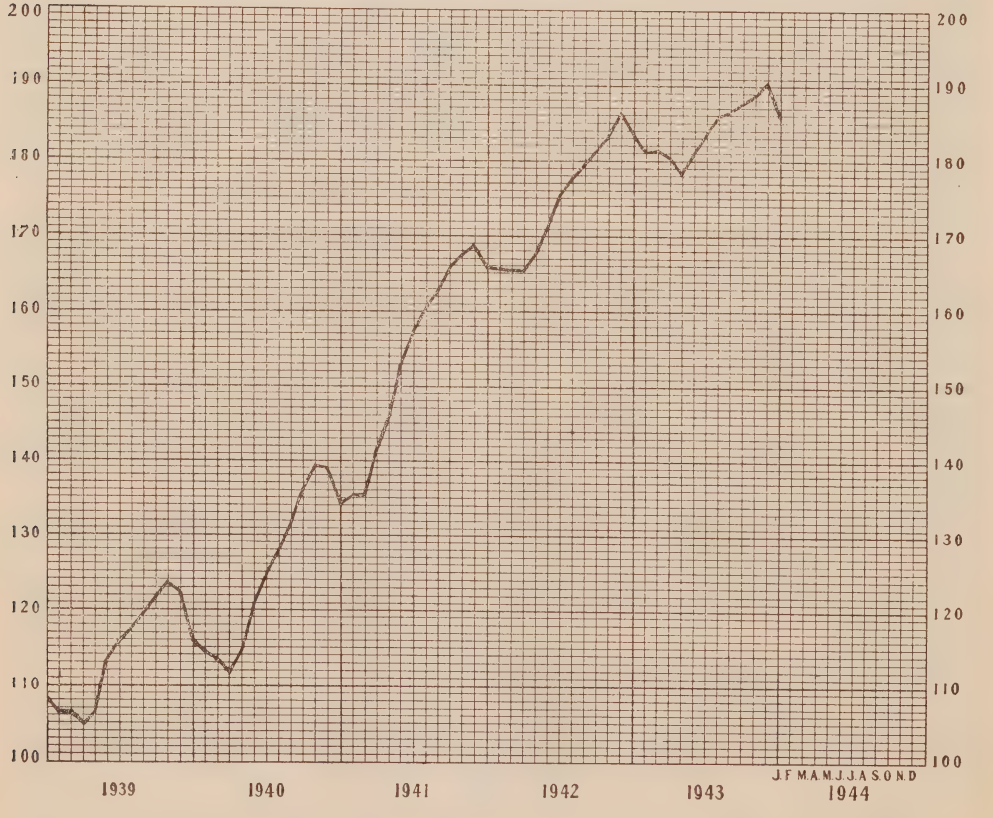
The Employment Situation at the Beginning of January, 1944, as Reported by Employers

INDUSTRIAL employment showed a pronounced contraction at January 1 in accordance with the movement invariably indicated at the year-end holiday season. The number of workers released was large, exceeding that recorded at the beginning of January in 1943 or 1942; the general decline was nevertheless considerably below average judged by pre-war standards. The 14,251 establishments furnishing information to the Dominion Bureau of Statistics reported a personnel of 1,868,615. As compared with their staff of 1,916,728 at December 1, there was a reduction of 48,113 employees, or 2·5 per cent. The crude index number of employment (1926=100), declined from its all-time high of 190·5 in the last survey, to 185·7 at the date under review, as compared with 183·7 at January 1, 1943. Since the curtailment was less than normal in extent, the seasonally-adjusted index showed a gain, rising from 186·0 at December 1, to 192·9 at the beginning of January.

It will be recalled that Christmas and New Year's Day in 1943 were celebrated on Saturdays, while many establishments also remained closed on Boxing Day, December 27; the observance of these holidays, particularly when they come at the week-end, entails a substantial increase in absenteeism. These occurrences combined with seasonal curtailment of employment in a number of industries, to produce an important decline in the weekly payrolls disbursed on or about January 1, 1944. These aggregated $55,446,212. As compared with $60,596,603 reported at December 1, there was a reduction of 8·5 per cent, approximating that indicated at January 1, 1943, when the year-end losses had also been exaggerated by the observance of

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



the holidays towards the week-end. The per capita weekly earnings fell from $31.61 in the last report, to $29.67 at the beginning of January. The average at the same date of last year had been $27.92, and that at January 1, 1942, $26.13. In the 12 months' comparison, the index of employment at the date under review showed a gain of 1·1 per cent; the accompanying increase in the payrolls was 6·6 per cent.

The gain of 1·1 per cent in the index of employment at January 1, 1944, as compared with a year earlier is noteworthy in that it is the smallest increase reported in any month in a similar comparison for a lengthy period. At January 1, 1943, the increase over January 1, 1942, had amounted to 10·8 per cent, while that at January 1, 1942, over January 1, 1941, was 23½ per cent. The relatively slight advance revealed in the latest index in the 12 months' comparison affords further evidence of the levelling-off process now under way in industrial employment.

Communications, retail trade and logging afforded more employment at January 1, 1944, than at December 1; the improvement in trade was seasonal, while that in the other two groups was contrary to the usual trend at the time of year. The remaining major industrial divisions—manufacturing, mining, transportation, construction and maintenance and services—showed seasonal curtailment, which in the first three industries was below-normal in extent. The largest decline took place in construction, where the reported loss of 28,463 persons, or 17·6 per cent, exceeded the average at January 1 in the period from 1920.

The co-operating manufacturing establishments laid off 23,736 men and women, a reduction of two per cent. This was about twice as large as the decrease indicated at the same date in 1943, but was considerably smaller than the average in the last 23 years. Rubber and tobacco factories afforded more employment, but other divisions showed reduced activity. The greatest contractions in employment were in textile, food, lumber, chemical, pulp and paper, non-ferrous metal and iron and steel plants. The shrinkage in the last-named is the greatest indicated since January 1, 1939. On the whole, the declines in the various industries were less-than-usual for the time of year.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision.)

—	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
			$			$
June 1, 1941	100·0	100·0	25·25	100·0	100·0	25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·5	27·32	112·1	123·4	28·15
Jan. 1, 1942	108·4	112·1	26·13	111·4	114·3	26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1943	120·1	131·7	27·92	130·7	142·5	28·11
Feb. 1	118·5	139·5	29·96	132·2	157·4	30·65
Mar. 1	118·7	143·2	30·72	133·0	162·5	31·49
Apr. 1	118·1	144·3	31·14	133·4	164·7	31·81
May 1	116·5	139·8	30·59	132·7	159·9	31·09
June 1	118·4	143·6	30·93	133·5	163·5	31·62
July 1	120·1	145·7	30·97	134·8	165·1	31·62
Aug. 1	121·6	147·7	31·06	135·5	166·6	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·7	31·53	137·7	171·8	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·8	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1944	121·5	140·4	29·67	134·8	156·5	30·16

Payrolls

The aggregate payroll of $55,446,212, previously stated as having been disbursed in weekly salaries and wages at January 1 by the 14,251 reporting employers, was lower by 8·5 per cent than the sums paid at the first of December. The decline, which is seasonal, constitutes the fourth interruption in the generally upward movement indicated since the institution of the statistics of payrolls in the spring of 1941; the other occasions on which the trend was downward were at the beginning of January in 1942 and 1943, and at May 1 of last year, largely as a result of the Easter holidays. The weekly per capita average earnings fell from $31.61 at December 1, to $29.67 at the first of January, or by $1.94; the decline of $2.14 indicated at January 1, 1943, had lowered the average to $27.92.

Including the data received from financial institutions, the latest survey shows that the number of persons in recorded employment was 1,933,510, as compared with 1,981,547 at the beginning of December. The amounts received as weekly payrolls by these persons

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at January 1, 1943, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at January 1, 1944 and December 1, 1943 and January 1, 1943. Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to Revision)

Geographical and Industrial Unit	Number of Employees Reported at Jan. 1, 1944	Aggregate Weekly Payrolls at Jan. 1, 1944	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Jan. 1, 1944	Dec. 1, 1943	Jan. 1, 1943	Jan. 1, 1944	Dec. 1, 1943	Jan. 1, 1943	Jan. 1, 1944	Dec. 1, 1943	Jan. 1, 1943
(a) Provinces		$	$	$	$						
Maritime Provinces	**141,089**	**3,807,767**	**26·99**	**29·23**	**24·81**	**122·2**	**131·0**	**118·1**	**151·8**	**176·2**	**135·7**
Prince Edward Isl.	2,517	59,361	23·58	25·02	22·46	119·5	116·7	104·6	131·7	136·5	110·6
Nova Scotia	81,201	2,240,222	27·59	30·69	25·88	117·3	131·2	115·8	144·7	180·1	134·6
New Brunswick	57,371	1,508,184	26·29	27·11	23·34	130·8	131·9	123·1	164·8	171·6	138·8
Quebec	**593,400**	**16,692,209**	**28·13**	**30·04**	**26·12**	**128·0**	**132·4**	**126·3**	**150·5**	**166·4**	**140·1**
Ontario	**754,475**	**23,173,956**	**30·72**	**32·65**	**28·73**	**114·5**	**116·5**	**115·8**	**130·0**	**140·5**	**123·5**
Prairie Provinces	**202,630**	**6,156,165**	**30·38**	**31·16**	**29·09**	**116·5**	**117·1**	**109·7**	**135·3**	**139·5**	**122·5**
Manitoba	92,915	2,751,028	29·61	30·74	28·71	113·6	114·4	110·3	126·9	132·7	120·0
Saskatchewan	38,076	1,101,237	28·92	29·25	28·01	107·9	110·6	103·4	124·8	129·4	116·2
Alberta	71,639	2,303,900	32·16	32·77	30·25	126·2	125·3	112·5	153·6	155·4	129·7
British Columbia	**177,021**	**5,616,115**	**31·73**	**35·10**	**31·56**	**141·0**	**143·6**	**137·4**	**159·5**	**179·8**	**156·9**
CANADA	**1,868,615**	**55,446,212**	**29·67**	**31·61**	**27·92**	**121·5**	**124·6**	**120·1**	**140·4**	**153·4**	**131·7**
(b) Cities											
Montreal	294,036	8,674,649	29·50	31·07	27·05	135·5	138·3	127·9	157·2	173·9	139·6
Quebec City	39,990	998,532	24·97	29·14	22·10	169·5	173·7	152·5	205·0	245·2	165·0
Toronto	255,257	7,836,712	30·70	32·38	28·30	129·2	131·4	126·7	148·0	158·6	134·7
Ottawa	21,884	575,713	26·31	27·18	24·17	110·0	115·7	109·5	125·6	136·6	115·6
Hamilton	58,970	1,824,763	30·94	33·31	29·83	111·2	112·9	119·0	125·1	136·3	129·1
Windsor	40,748	1,537,248	37·73	42·51	36·44	130·1	131·5	136·1	129·0	146·9	130·5
Winnipeg	61,841	1,695,378	27·42	28·80	26·72	120·5	120·5	114·6	130·5	137·2	121·2
Vancouver	91,706	2,757,097	30·06	34·06	29·85	180·6	179·0	170·8	208·0	233·6	197·9
(c) Industries											
Manufacturing	1,182,995	35,682,451	30·16	32·86	28·11	134·8	137·4	130·7	156·5	174·0	142·5
Durable Goods[1]	670,690	21,799,217	32·50	36·13	30·54	157·1	160·0	148·5	182·3	206·4	163·0
Non-Durable Goods	494,799	13,243,980	26·77	28·33	24·76	114·5	116·9	114·8	129·6	140·1	121·2
Electric Light and Power	17,506	639,254	36·52	36·27	35·04	91·7	95·1	91·1	103·9	107·0	98·0
Logging	78,049	1,879,787	24·08	24·37	21·44	164·7	151·7	158·4	202·4	188·8	179·7
Mining	72,814	2,477,253	34·02	37·37	32·99	88·1	89·2	91·6	95·1	105·8	96·8
Communications	28,070	866,175	30·86	30·20	29·51	108·1	107·6	106·2	123·1	119·9	115·6
Transportation	148,498	5,313,001	35·78	35·84	36·10	118·4	120·7	108·7	133·2	135·9	123·9
Construction and Maintenance	133,399	3,828,192	28·70	29·71	26·83	75·3	92·0	94·7	95·5	120·0	111·6
Services	43,694	825,519	18·89	18·97	18·10	113·7	115·6	105·6	132·9	135·6	119·4
Trade	181,096	4,573,834	25·26	25·23	23·90	109·7	108·4	108·4	118·8	117·2	113·9
Eight Leading Industries	**1,868,615**	**55,446,212**	**29·67**	**31·61**	**27·92**	**121·5**	**124·6**	**120·1**	**140·4**	**153·4**	**131·7**
Finance	64,855	2,076,565	32·02	31·48	30·69	108·2	108·3	106·2	120·3	118·2	113·2
Total—Nine Leading Industries	**1,933,510**	**57,522,777**	**29·75**	**31·61**	**28·01**	**120·9**	**123·9**	**119·5**	**139·5**	**151·9**	**130·9**

[1] This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

were given as $57,522,777 paid on or about January 1, and $62,636,434 paid on or about December 1. The per capita average for the nine main industries, including finance, was $29.75, as compared with $31.61 at the beginning of December, and $28.01 at January 1, 1943.

Table II summarizes the latest statistics of employment and payrolls for the leading groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at December 1 and January 1, 1943.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have tries, where rates of pay are above the been converted from their original base, 1926=100, to June 1, 1941, as 100. The report shows that in the period for which data are available, there has been an increase of 21·5 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these persons are higher by 40·4 per cent. Including finance, the gain in employment from June 1, 1941, to January 1, 1944, amounted to 20·9 per cent, and that in payrolls, to 39·5 per cent.

Between January 1, 1943, and January 1, 1944, there has been a slight increase of 1·1 per cent in employment in the eight leading industries, accompanied by that of 6·6 per cent in the weekly payrolls. The explanation previously given for the much greater rise in the latter than in the former may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries where average, and, in addition, there is a considerable amount of overtime work; (2) the extension of the system of paying a cost-of-living bonus[1] to the majority of workers; the rates at which this allowance has been calculated have been increased on more than one occasion since its institution; (3) the progressive up-grading of employees as they gain experience in their work. In certain cases, higher wage-rates have also been awarded.

For obvious reasons, the growth in employment and payrolls in manufacturing in the period of observation has greatly exceeded that in the non-manufacturing industries; where the index of employment in the former has risen by 34·8 per cent since June 1, 1941, that of payrolls has advanced by 56·5 per cent. The factors given above as influencing the all-industries' trends operate with greater force in the case of the manufacturing group.

[1] The Wartime Wages Control Order, 1943, requires that the existing authorized cost-of-living allowances be absorbed in the existing authorized basic wage rates; the adjustment in the rates of pay are required from the first payroll period commencing on or after February 15, 1944.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(Average Calendar Year 1926=100)

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Jan. 1, 1928.....	100·7	97·1	.....	.....	.....	99·6	101·9	107·5	.....	.....	.....	91·4
Jan. 1, 1929.....	109·1	103·3	.....	.....	.....	103·3	113·8	116·6	.....	.....	.....	100·4
Jan. 1, 1930.....	111·2	113·6	.....	.....	.....	107·4	116·1	111·0	.....	.....	.....	99·1
Jan. 1, 1931.....	101·7	119·3	.....	.....	.....	99·3	100·1	106·4	.....	.....	.....	94·1
Jan. 1, 1932.....	91·6	111·1	.....	.....	.....	86·3	93·8	92·8	.....	.....	.....	80·6
Jan. 1, 1933.....	78·5	80·1	.....	.....	.....	77·8	78·8	84·4	.....	.....	.....	69·7
Jan. 1, 1934.....	88·6	97·0	.....	.....	.....	86·3	91·2	86·4	.....	.....	.....	80·4
Jan. 1, 1935.....	94·4	99·0	.....	.....	.....	91·3	98·0	91·2	.....	.....	.....	88·8
Jan. 1, 1936.....	99·1	108·1	.....	.....	.....	95·5	102·7	95·1	.....	.....	.....	92·4
Jan. 1, 1937.....	103·8	109·6	.....	.....	.....	104·0	107·5	94·2	.....	.....	.....	95·4
Jan. 1, 1938.....	113·4	115·8	73·2	118·3	115·3	119·7	117·5	96·2	92·4	97·8	100·8	97·8
Jan. 1, 1939.....	108·1	109·2	92·2	121·0	95·8	114·9	108·8	97·1	91·8	99·2	103·8	98·0
Jan. 1, 1940.....	116·2	118·9	84·3	126·6	111·6	120·7	120·9	103·3	96·9	103·3	113·2	97·6
Jan. 1, 1941.....	134·2	130·0	112·7	137·5	121·9	139·6	141·1	116·2	115·0	113·4	123·1	116·0
Jan. 1, 1942.....	165·8	183·9	118·9	204·5	162·2	175·0	172·7	131·4	127·2	119·6	145·7	142·6
Jan. 1, 1943.....	183·7	180·0	112·0	194·5	166·1	198·7	187·4	140·7	137·6	131·7	151·3	185·4
Jan. 1, 1944.....	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Relative weight of employment by Provinces and Economic areas as at Jan. 1, 1944.	100·0	7·9	·1	4·4	3·1	31·7	40·4	10·8	5·0	2·0	3·8	9·5

Note.—The "Relative weight", as given just above, shows the proportion of employees in the indicated area to the total number of all employees reported in Canada by the firms making returns at the date under review.

Even more noteworthy than the expansion in the number of workers and the payrolls in manufacturing as a whole in recent months, is that which has taken place in plants producing durable goods, in which the index of employment has risen by 57·1 per cent, and that of payrolls by 82·3 per cent from June 1, 1941, to January 1, 1944. Despite considerable curtailment in the non-durable goods division as a result of shortages of labour and materials, the index number of employment in this group was 14·5 per cent above that indicated at June 1, 1941, while the increase in the payrolls amounted to 29·6 per cent.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Jan. 1 1944	Dec. 1 1943	Jan. 1 1943
Manufacturing	**63·3**	**226·4**	**230·9**	**219·6**
Animal products—edible	2·2	206·9	209·4	178·5
Fur and products	·2	121·6	125·6	121·7
Leather and products	1·5	135·1	137·1	137·5
Boots and shoes	·9	122·0	123·1	123·5
Lumber and products	3·3	113·4	117·4	108·3
Rough and dressed lumber	1·7	87·1	91·6	90·2
Furniture	·5	110·5	110·2	108·0
Other lumber products	1·1	215·0	221·3	176·6
Musical instruments	·1	34·2	33·8	43·4
Plant products—edible	2·6	154·1	166·9	140·4
Pulp and paper products	4·4	133·0	134·8	126·0
Pulp and paper	1·9	117·7	120·2	114·5
Paper products	·9	212·8	214·0	184·8
Printing and publishing	1·6	127·1	127·9	120·5
Rubber products	1·0	141·3	139·5	128·2
Textile products	7·1	153·5	157·8	161·6
Thread, yarn and cloth	2·6	156·5	158·7	170·4
Cotton yarn and cloth	1·2	112·9	114·8	125·1
Woollen yarn and cloth	·7	169·3	171·6	196·9
Artificial silk and silk goods	·6	561·0	564·2	553·7
Hosiery and knit goods	1·2	145·1	146·9	134·3
Garments and personal furnishings	2·5	150·9	158·7	164·3
Other textile products	·8	165·1	168·0	171·5
Tobacco	·6	144·1	134·8	173·2
Beverages	·7	237·3	237·8	235·1
Chemicals and allied products	4·2	620·4	631·2	702·9
Clay, glass and stone products	·8	137·5	139·6	134·7
Electric light and power	·9	137·5	142·6	136·5
Electrical apparatus	2·5	329·0	333·1	281·1
Iron and steel products	25·3	345·9	351·4	328·8
Crude, rolled and forged products	1·8	252·1	265·7	258·8
Machinery (other than vehicles)	1·3	228·2	231·0	255·7
Agricultural implements	·6	129·6	130·1	129·8
Land vehicles and aircraft	10·6	312·9	309·3	272·4
Automobiles and parts	2·4	304·1	306·4	310·1
Steel shipbuilding and repairing	4·3	1,567·5	1,633·6	1,430·2
Heating appliances	·3	166·3	170·1	160·3
Iron and steel fabrication (n.e.s.)	1·0	297·9	302·9	329·1
Foundry and machine shop products	·7	278·7	281·3	321·2
Other iron and steel products	4·7	409·5	426·2	451·4
Non-ferrous metal products	3·9	490·0	504·2	466·4
Non-metallic mineral products	·9	212·6	213·6	198·8
Miscellaneous	1·1	364·3	373·2	380·8
Logging	**4·2**	**260·7**	**240·2**	**259·8**
Mining	**3·9**	**156·1**	**158·1**	**162·4**
Coal	1·4	98·1	100·4	93·6
Metallic ores	1·9	285·9	286·7	319·2
Non-metallic minerals (except coal)	·6	152·7	155·1	152·1
Communications	**1·5**	**105·1**	**104·6**	**103·2**
Telegraphs	·4	129·2	128·2	128·6
Telephones	1·1	98·5	98·2	96·3
Transportation	**8·0**	**117·5**	**119·7**	**107·8**
Street railways and cartage	2·4	178·8	179·6	162·7
Steam railways	4·5	105·4	105·3	97·6
Shipping and stevedoring	1·1	93·5	105·3	84·4
Construction and Maintenance	**7·1**	**105·8**	**128·3**	**132·1**
Building	2·7	113·8	130·9	190·9
Highway	2·5	119·3	165·4	117·5
Railway	1·9	85·2	91·6	85·9
Services	**2·3**	**194·3**	**197·5**	**180·5**
Hotels and restaurants	1·5	195·6	197·3	174·7
Personal (chiefly laundries)	·8	191·9	197·8	190·6
Trade	**9·7**	**172·0**	**169·9**	**169·9**
Retail	7·5	184·8	181·8	185·1
Wholesale	2·2	139·1	139·4	129·6
All Industries	**100·0**	**185·7**	**190·5**	**183·7**

[1]The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in different industries is obviously an extremely important factor.

Report on Employment Conditions for February, 1944

The following summary of employment conditions for the month of February has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

UNEMPLOYMENT in the construction industry is still of some proportions, and other lay-offs are also occurring, but with the advent of Spring, the immediate situation has to do with plans for the replacement of the thousands of agricultural workers, presently occupied in war and other essential industries, who will be returning to the land after the end of March. Practically every other Canadian industry—logging, mining, manufacturing, even certain construction projects—will be affected by this switch-over.

Maritime Region

Agriculture.—Migration of the farmers from their seasonal employment back to the farm has not as yet reached any proportions in the region and the only sign of coming agricultural activity is to be found in inquiries now being made as to the prospects of securing help for Spring work.

Logging.—On the whole the demands of the logging industry are being well met. Snowfalls have facilitated the task of getting the logs out of the bush, and while there are still labour shortages here and there, these are by no means serious. In the New Glasgow area the lumbering contractors are continuingly on the lookout for men, and report fair success in obtaining them. At Truro several operators are still insufficiently supplied, and a number of woodsmen are being transferred from Prince Edward Island to relieve the situation. In the Halifax district quite a few vacancies for choppers are listed, mostly in pulpwood operations, and there are still calls for fuelwood cutters, who are not available locally.

In the New Brunswick area, Campbellton reports that lumbering operations are well under way, with no shortage of men as yet. Pulpwood cutting is continuing, and no let-up is expected before the end of March. Fredericton is still in need of many woods workers, although the demand is lessening daily, and labour demands in the Saint John district are also decreasing but Moncton registers a steady demand for experienced woodsmen, who are not available.

Mining.—The coal mines of the maritime region are operating to capacity, although there is a continuing shortage of certified miners, and the return of soldier miners, still continuing, is not adequate to fill the current demand. At Inverness, men idle during the installation of new machinery at one mine are back at work, and another, also held up by a breakdown, is working again at practically normal production level. In the New Glasgow area practically all miners are working on full time schedule.

Manufacturing.—As the season advances greater activity is manifested in the manufacturing industry and the demand for labour has materially increased.

Labour turnover in the shipbuilding yards at Hebbville and Mahone Bay is on the increase. The Halifax Shipyards have followed up their advertising campaign for all types of skilled, semi-skilled and unskilled labour by obtaining permission for a canvass by their own representatives through Ontario and Quebec, as well as in their own region. Quite a few applications have been received, and a few skilled workers have been sent on their way to the yards by the representatives. The similar needs of H.M.C. Dockyard cannot be supplied locally and no assistance has as yet been procured from outside points.

In the Amherst district the aircraft industry is calling for lathe hands, toolroom bench workers and clerical staff, and in the Truro area a large number of female workers is required for the textile factories. To meet the latter need, arrangements are being made to transfer a number of girls from the Cape Breton area, where they have been engaged in munitions work. At Saint John the labour situation has improved during the period, and the few demands are being filled locally for the most part. Fertilizer plants of the city report that they are running nearer to peak production than at any time during the last two years.

Construction.—The seasonal lull in construction continues throughout the maritime provinces, but there is indication that new projects will shortly be getting under way. At Halifax expansion of the work on an army ordnance depot at Willow Park will start in about a month's time, unless adverse weather conditions prevent. It is probable that remodelling by National Defence will begin in April on Camp Sussex—orders for painters for this work have already been placed. At Fredericton, also it is expected that two new projects will be started shortly, with a resultingly greater shortage of carpenters.

Quebec Region

Agriculture.—As the season advances, some requests for agricultural helpers are being filed in the region, but for the most part farmers are still busied with chopping and selling surplus fuelwood, harvesting ice and preparing for the coming maple sugar season. In Dorchester County, a request has been made for 500 workers to go to Maine for the sugaring season commencing March 15.

Logging.—Some movement of farmers back to the land is noted as cutting in the logging camps declines. The closing down of camps has resulted in the falling off of demand for bushmen in the Campbell's Bay area—about 103 men have been laid off during the past few weeks, and a heavy dispersal of workers is anticipated in the next couple of weeks. In the Port Alfred district some orders have been cancelled, as in the majority of cases there is to be no Spring cut. Chicoutimi reports some 3,000 pulpwood cutters in the bush in that neighbourhood. While woods operations will continue throughout the Spring and Summer, it is expected that a fair number of these workers will be leaving the camps at the beginning of March. At Levis, some 497 wood-cutters have been directed to the bush during the period and at Val d'Or approximately 300 men are required to bring pulpwood cutting operations up to strength.

Mining.—In the southern section of the province the mining industry is quiet, except for plans going forward for the replacement of farmers on seasonal permits at Asbestos, and the probable closing down of the chrome operations at Thetford Mines. Campbell's Bay has not yet procured its quota of underground helpers, miners and machinists for the lead and zinc mines of the area, but hopes to fill this demand locally.

Farther north, Rouyn's base metal miners are still short of experienced miners and the gold mines also need experienced underground workers. At Val d'Or, while no vacancies are reported from the base metal mines, about half of the special quota for the gold mines remains to be filled.

Manufacturing.—Labour shortages in manufacturing eased considerably during the period, as reductions in production continued. There is a considerable number of unemployed at Quebec, Three Rivers, Shawinigan Falls and Valleyfield, and efforts are being made to transfer these workers to other centres. Clearance orders have met with indifferent success to date, as many of the workers do not wish to leave their permanent place of residence.

In the Montreal area, there are still a number of lay-offs taking place. The transfer of workers, both men and women, laid off by the war plants, is rendered continuingly difficult by the lower range of wages offered for the employment available, and in addition, many civilian industries which would be willing to expand and absorb workers cannot obtain the necessary material and machinery. However, the aircraft industry continues to offer one encouraging labour outlet—two large plants are hiring on a substantial scale.

In the shipbuilding yards at Levis 200 men, mostly unskilled, are still required. There is also a continuing demand for electricians, plumbers, tinsmiths, etc., though the lack of adequate housing is a complicating factor.

In Quebec and St. Hyacinthe the shoe manufacturing industry is active, and the textile trade continues to absorb many of the women workers released from other industries. While there is a drop in Montreal's requirements in this field, consequent upon the easier labour situation, labour is urgently requested at various other manufacturing centres of the region. The tobacco factories, too, are exigent in their demands. Granby still has need of some 50 girls, but the worst shortage in this industry is recorded in Montreal.

Construction.—The Winter slump in construction continues throughout the region, and few new projects are in view as yet.

Ontario Region

Agriculture.—As Spring approaches, an increasing number of farmers are leaving their temporary industrial employment and returning to their farms to prepare for agricultural activity ahead. In spite of the large number of returning farm workers, orders for agricultural help are mounting steadily throughout the region. In the St. Catharines area many orders are now on hand for labour on stock, mixed and fruit farms, with very few applicants for the vacancies as yet. At London, the NSS will have an office at the Middlesex County Seed Fair in March, to accept orders for farm help, and at Woodstock quite a

number of agricultural workers on temporary permits have been granted separation from essential industry in order to return to the land. The maple sugar season is likely to be early, and this is an added cause for securing helpers as soon as possible.

Logging.—The logging industry remains somewhat seriously handicapped by lack of labour. In many districts saw-log operators have been particularly hard hit by the abnormal weather conditions of December and January, and a heavy fall of snow would be of great benefit for the forthcoming sleigh haul. Arnprior and Peterborough are among the districts reporting a continuingly heavy demand for workers and a corresponding shortage of suitable labour.

In the Timmins area saw-log operators are calling urgently for teamsters and loaders. As a sequel to the earlier soft weather they have been forced to put on night shifts in order to get logs out of the bush—and weather conditions in the Kapuskasing district are now ideal for logging and pulpwood operations. Spruce Falls reports that the German prisoners are producing well, and the same is true of the Japanese aliens, of whom more are desired. One company still requires 400 pulp cutters and other contractors and operators in the area report similar shortages of cutters, but other labour supply is sufficient.

Mining.—In the mining field, the earlier flow of labour from points outside the district on clearance as beginners for the base metal mines has slowed down appreciably, and 600 workers are still needed. Timmins has slight improvement to record in its efforts to secure workers for the gold mines. N.S.S. officers report that it is very difficult to find men with the specified qualifications either for this work, or for the nickel plant at Sudbury.

Manufacturing.—Local offices report that the activities of the Industrial Mobilization Survey and the prospect of losing thousands of farmers are creating a demand for labour in the manufacturing industry of the region. The majority of men available to replace those who will shortly be leaving essential industry lack the required skill and physical ability. The most drastic scarcity is continuingly in the ranks of common labour, and there is an insistent, widespread demand for foundry labourers, as many of these can only carry on temporarily.

In the Toronto area, practically no lay-offs have taken place in war plants during recent weeks, and any employees laid off are quickly transferred to other work. Toolmakers and machinists are constantly in demand, and a steadily increasing call is noted for lathe hands, and boring and milling machine men. Some war plants will take almost any kind of men to train as machine operators, since skill and physique are lacking. One plant, indeed, is experimenting with sixteen and seventeen year old youths as inspectors.

Oshawa's shortage of common labour ranks among the highest of the region, and similar conditions, in lesser degree, obtain in other large industrial centres such as St. Catharines and Guelph, London, Niagara Falls and Kingston, Brantford, Hamilton and New Toronto. In these places additional workers will have to be found to replace those returning to agriculture.

At Collingwood, work on the tankers on the ways proceeds apace. Ice cutting around the Steamer Riverton is about to begin, in order that it may be moved into dry dock for repairs estimated at $250,000. Other ship repairs, too, are going forward prior to the opening of navigation, and all available men are being pressed into service.

In spite of advertising, radio and the checking of every possible source of woman power, Toronto still lacks some 5,000 women workers, who are needed not only in war plants but also in packing plants and textile factories. The Department of Munitions and Supply is pressing for a greater supply of such female labour, and other industrial centres reflect the shortage in a lesser degree. While the trend of female employment in Hamilton has been steadily down over the past ten months, that city shares in the current demand for women workers in primary textile mills and hosiery plants. Kitchener-Waterloo and London, Trenton, Paris and Prescott are exigent in their call for female labour, but the nature of the work offered, combined with not especially tempting wage scales, seems to be a handicap to the filling of these requirements.

There have, of course, been lay-offs in the region during the month and others are anticipated,—but the workers so far released have been readily absorbed into other "A" and "B" priority industries, or referred (if on postponement) to the Industrial Mobilization Division.

Construction.—Activity in construction remains at low ebb in Ontario, and is even at a complete standstill in some areas. Two projects of some proportions are the only recent developments in the industry. Machinery is being shipped into Kapuskasing in preparation for a major airport undertaking, and construction labour will shortly be required for this work. At Orillia, work has begun on the new wing of the Ontario Hospital and for this project some 50 carpenters and 100 labourers will be required presently.

Prairie Region

Agriculture.—The short-time work in the coal mines of Saskatchewan and Alberta has resulted in quite a migration of agricultural workers back to the farm. Many are also returning from essential industry, and hundreds of others will follow before the end of March. There is a considerable demand for married couples and choremen for the coming season, with good wages as an inducement to applicants.

Logging.—The logging problems of the Lakehead area have not been greatly alleviated during the period. Total requirements in bushmen and pulpwood cutters in this district approximate 4,000, and labour is in continued demand. Several hundred more loggers are wanted in the Fort Frances-Kenora section, where the output is definitely curtailed by lack of labour. Northern Manitoba still registers a great demand, as many bush workers have returned to their farms, but northern Saskatchewan's demand has been fairly well taken care of. Greater activity has increased the demand for bushmen in some sections of Alberta and it is difficult to secure suitable workers. Total requirements still amount to several hundred bushmen.

Mining.—The situation in the coal mines of the region has failed to improve. With the sole exception of Blairmore, (where all mines are operating full time, with no indication of slack due to lack of orders) and two large mines at Red Deer, the mines are suffering from the unseasonably mild Winter. In the Drumheller area, where all mines are operating only from one to four days a week, as many men as can be spared are being sent to other places where they are more urgently required.

Colder weather has made no change in mine labour conditions in the Edmonton neighbourhood,—all the local mines are working part time, and claims for part-time benefits have arisen over 200. Edson reports that one mine is closed altogether, and another working three days a week. Conversely, Estevan reports that its mines are over-staffed and able to produce much more coal than presently required.

The labour shortage in the base metal mines continues. Flin Flon is calling for labourers for surface and plant work, underground miners and miners' helpers for the local mines, and Fort Frances requires workers of all sorts for the Steep Rock Iron Mines. Port Arthur reports an improved situation, but production in the area still lags as a result of the inexperience and calibre of new employees, and some 123 men are still in demand. At Kenora the call for gold mine workers is pressing.

Manufacturing.—The greatest problem faced by the manufacturing industry in the Prairie region concerns the replacements to be made when agricultural workers will shortly be withdrawn from the packing plants and flour mills. Several hundred farmers were recruited last Fall to bring these industries up to strength, and their imminent departure renews the question of adequate help. Brandon, Edmonton and Moose Jaw are affected by this situation, and some firms affected have begun a campaign to induce new workers to accept jobs on a year-round basis.

At Fort William, some progress has been made in filling the labour needs of the local aircraft plant—roughly 600 workers are still needed to bring production to full capacity. It is anticipated that a large number of experienced workers may be obtained from Edmonton, where an aircraft plant lay-off has released some 400 workers.

Port Arthur, too, is having some success in reducing its manpower requirements, though skilled mechanics are still urgently needed at the Port Arthur shipyard, marine pipefitters especially. Tooling up has commenced in the aircraft plant of the shipyard, and production is now under way with a full complement of workers.

Construction.—As there is no construction activity of any magnitude throughout the region, a large number of carpenters, bricklayers, painters, etc., have been unemployed for some time. Most of the carpenters have been released from the local airport at The Pas, with only a skeleton crew retained for the repair and maintenance of machines and buildings, and at Port Arthur some 25 carpenters are drawing benefits.

In the Medicine Hat vicinity, favourable weather has increased the demand for construction labour, but it is difficult to fill the vacancies, as many of the jobs are of short duration and men do not wish to leave urban centres for temporary work. In the Edmonton area electricians and plumbers are still scarce, the carpenters laid off from local projects have been absorbed and very few building tradesmen are idle.

Pacific Region

Agriculture.—Agriculture continues to make very light demands on the labour market in British Columbia, except on Vancouver Island, where the shortages of dairy help persists. Many farmers have returned to their farms from other industries, but an accurate estimate in this regard is difficult since permits for seasonal entry of industry in rural areas or urban districts of limited population are not required.

Logging.—While the logging industry has failed to procure the maximum manpower requirements, there is a definite easing in the exigencies of labour demands. In the northern interior, Prince George, although still unable to fill a continued call for fallers and sawyers, is in better position than earlier, and in the Vernon and Chilliwack areas several camps have been closed down on account of the snow. Farther south, most companies in the Fernie district will continue to operate with a short staff until the Spring break-up.

The Vancouver office reports that logging operations are now in full swing, and as a result demands for labour have advanced. At Port Alberni a continual demand is recorded in all branches of the lumbering industry,—young men of the required physique are lacking, and married men cannot obtain accommodation for their families.

Mining.—The only vacancies existing in the coal mines of the region at present are for certified miners, and the supply of these workers would appear to be practically exhausted for the time being. In the Nanaimo area the mines continue to work approximately five and a half days a week, and no further curtailment of operations is in sight. At Fernie there has been no variation in conditions during the month and housing still presents the greatest problem.

Labour shortage in the base metal mines is by no means so pressing as earlier in the season. In most areas current manpower needs are not urgent, although this satisfactory condition cannot fail to be affected by the release of agricultural workers at the end of March.

In the Cranbrook area, the principal shortage of labour exists in the mine at Kimberley, where underground workers, both skilled and unskilled, are required.

The labour situation in the Prince George district is generally satisfactory, and a few men have been supplied to several gold mines of the district during February.

Manufacturing.—The manufacturing picture in the coast region has shown no marked change during February. In Vancouver the needs of the shipbuilding yards are well filled, and current demands are easily satisfied. After switch-over from one form of production to another, the local aircraft plant has stabilized itself, and output continues with no new demand for workers. Highly skilled machinists are in continuous demand in the area. Many of these vacancies can and will be filled by machinists and operators of lesser standing if the intensity of shortage increases.

Labour supply conditions continue to improve in the sawmills of the province. At Prince George all the local mills are now in operation again, and transfers-in have eased the manpower situation. In the Vancouver area, too, operators are well supplied with staff, except for one large pulp and paper plant up the coast, where a shortage of unskilled workers persists. Mills which have been shut down due to the slackness of log supply will soon reopen, and the owners have taken advantage of the temporary closure to have their equipment repaired.

Construction.—There is little new construction work under way in the region, with the exception of National Defence projects. In Victoria, practically all these projects have been cleaned up, and there is a resultantly increased number of carpenters making initial claims for unemployment insurance benefits. Vancouver reports a definite decrease in heavy construction through the entire area, and a growing number of carpenters and allied tradesmen are seeking employment.

Throughout the Dominion

Transportation.—As Spring approaches, the labour needs of transportation are on the upgrade. Freight handlers are in greater demand at coastal ports, and throughout the country the approach of Spring thaws makes the work of track maintenance crews imperative. A serious shortage of such workers is prevalent, and the increased demand for railway crew will also be difficult to satisfy.

Grain Elevators.—The impending opening of navigation is the cause of activity in the grain elevator industry, which is attempting to stabilize its employment by reducing seasonal labour and spreading the work over longer periods. It is reported that in addition to some 50 men now on order for the Lakehead elevators, the opening of navigation will bring a demand for a considerable number of additional workers.

Services.—A shortage of help for hotels and restaurants continues to be the most pressing in the services. The service of institutions, laundries and establishments on war contracts are also badly in need of assistants, and such women as are being released from the manufacturing industry show no eagerness to enter this field.

Applications for Employment, Vacancies and Placements, January, 1944

REPORTS received from Employment and Selective Service Offices during the five-week period December 31, 1943 to February 3, 1944, showed a gain in business transacted when compared with the previous four weeks ending December 30, 1943, but a loss in comparison with the four-week period January 1, to January 28, 1943, the changes being very slight in both instances. This computation is based on the average number of placements recorded daily.

Under the first comparison, appreciable increases were reported in manufacturing and services and improvements noted in public utilities, mining and finance but unfavourable changes in trade and logging. In comparison with the first twenty-eight days of January, 1943, declines were shown in manufacturing, construction and services and increases in forestry and logging and trade.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications took downward courses although the levels were higher than those shown at January 28, last year. The ratio of vacancies to each one hundred applications was 101·5 during the five-week period ending February 3, 1944, in contrast to 102·2 during the previous period of four weeks duration and 94·0 during the period January 1 to 28, 1943. The ratio of placements to each one hundred applications was 65·3 for the period under review compared with 78·4 during the preceding period and 64·9 in the four-week period ending January 28, 1943.

The average number of vacancies reported daily by employers to the offices throughout Canada during the five weeks December 31, 1943 to February 3, 1944 inclusive was 8,310 as compared with 6,462 during the preceding period December 3, to December 30, 1943 and 8,701 during the four weeks January 1, to January 28, 1943. The average number of applications for employment received daily by the offices during the period under review was 8,183 in contrast with 6,323 in the previous period ending December 30, 1943, and 9,255 in the first four weeks of last year. The average number of placements made daily by the offices during the five-week period ending February 3, 1944, was 5,342, of which 5,158 were in regular employment and 184 in work of one week's duration or less, as compared with a total daily average of 4,957 during the preceding four weeks. Placements in four weeks ending January 28, 1943, averaged 6,016 daily, consisting of 5,699 placements in regular and 317 in casual employment.

During the five weeks December 31, 1943 to February 3, 1944, the offices referred 232,440 persons to vacancies and effected a total of 160,281 placements. Of these the placements in regular employment were 154,753 of which 103,643 were of males and 51,110 of females, while placements in casual work totalled 5,528. The number of vacancies reported by employers was 162,253, for males and 87,058 for females, a total of 249,311, and applications for work numbered 245,487, of which 156,677 were from males and 88,810 from females.

The following table gives the placements effected by employment offices each year, from January 1934 to date:—

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (5 weeks)	154,753	5,528	160,281

Nova Scotia and Prince Edward Island

Opportunities for employment at Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the five weeks ending February 3, 1944, showed a small increase when compared with the period ending December 30, but a decrease in comparison with the first four weeks of January last year. The daily average was 311 during the period under review, 270 in the previous four weeks and 390 during the period ending January 28, 1943. The average number of placements effected daily was 227, during the five weeks under review, compared with 206 in the preceding period and 263 during the four weeks ending January 28, 1943. The most important changes in placements over the first four weeks of 1943, by industrial divisions, was a gain in manufacturing, which was offset by a reduction in construction. Improvement of more moderate proportions was recorded in

public utilities operation and trade, while changes in all other groups were unimportant. Placements by industrial divisions numbered: manufacturing 2,582; services 1,127; construction 778; public utilities operation 769; trade 743; mining 259 and logging 252. There were 4,586 men and 1,847 women placed in regular employment.

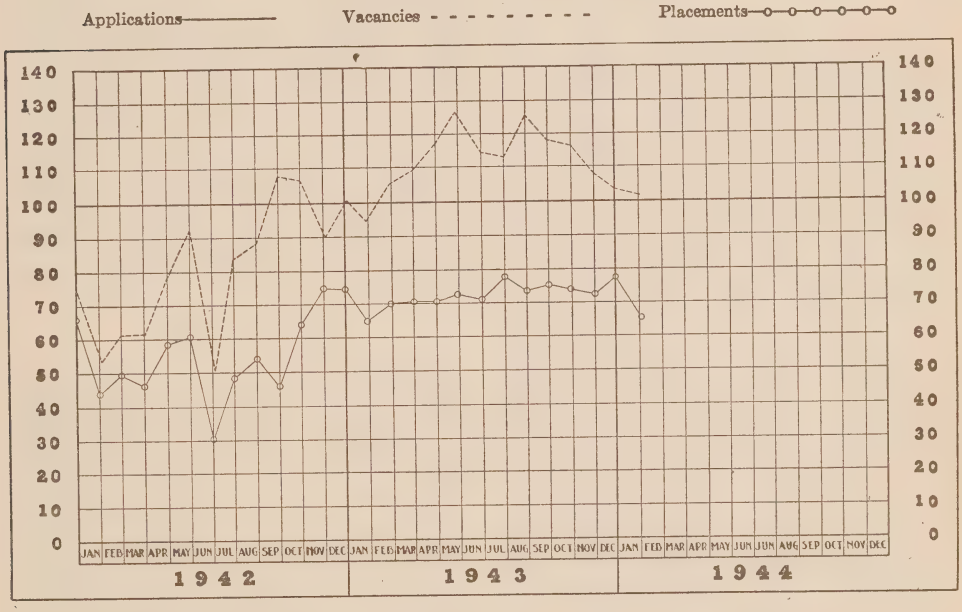
New Brunswick

Orders listed at Employment Offices in New Brunswick during the period ending February 3, 1944, called for a daily average of 209 workers, compared with 190 in the preceding four weeks and 280 during the period ending January 28, 1943. There was a daily average of 165 placements compared with 141 in the previous period, and 198 during the four weeks ending January 28, last year. When comparing placements by industrial groups for the month under review with the four weeks ending January 28, 1943, the loss in construction was more than offset by gains in logging, manufacturing, public utilities operation and trade. Placements by industrial divisions included: manufacturing 1,389; logging 1,172; services 818; trade 476; public utilities operation 436 and construction 351. Regular placements numbered 3,420 of men and 1,308 of women.

Quebec

Positions offered through Employment Offices in the Province of Quebec during the five weeks ending February 3, 1944, averaged 2,545 daily compared with 2,095 in the previous four weeks, and with 2,717 during the four weeks ending January 28, last year. During the period under review, the average number of placements recorded daily was 1,498, in comparison with 1,519 in the preceding four weeks and 1,327 in the four weeks ending January 28, 1943. The substantial increases in logging and manufacturing were mainly responsible for the gain in placements over the period ending January 28, last year, although improvement of smaller proportions was registered in services, trade and public utilities operation. The only decrease of importance was in construction. Placements by industrial divisions included: manufacturing 18,603, logging 8,557; services 5,707; public utilities operation 3,198; construction 3,125; trade 2,946; mining 729 and finance 525. Placements in regular employment numbered 32,127 of men and 10,911 of women.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



Ontario

There was an increase in the average number of positions available daily at Employment Offices in Ontario during the period under review, there being 3,727, compared with 2,436 during the period ending December 30, and with 3,303, in the first four weeks of 1943. The average number of placements effected daily was 2,262, in comparison with 1,855 in the pre-

ceding period and 2,550 during the four weeks ending January 28, 1943. With the exception of construction in which a fairly large loss occurred, all industrial groups participated in the increase in placements over the period ending January 28, of last year, the most pronounced advances being in manufacturing, trade and logging with somewhat smaller gains in services and mining. In addition, finance, public utilities operation and agriculture showed moderate increases. Industries in which most of the placements were effected were: manufacturing 32,828; services 11,534; trade 6,755; logging 4,568; public utilities operation 3,927; construction 3,030; mining 1,520 and finance 1,104. There were 39,996 men and 24,154 women placed in regular employment.

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Manitoba during the period ending February 3, 1944, was 322, as compared with 327 in the preceding period, and with 352 during the four weeks ending January 28, last year. Placements, likewise, showed a small decrease under both comparisons, the daily average being 244, as compared with 293 in the previous four weeks, and with 275 during the period ending January 28, 1943. Logging and construction reported decreases when compared with the four weeks ending January 28, 1943, but these losses were more than offset by gains in all other groups; the most important of which were in manufacturing, trade and services. Placements by industrial groups included: manufacturing 2,243; services 2,201; trade 1,230; public utilities operation 648; logging 202 and construction 167. During the period under review there were 2,997 men and 2,899 women placed in regular employment.

Saskatchewan

Orders received at Employment Offices in Saskatchewan during the five weeks ending February 3, 1944, called for an average of 182 workers daily compared with 159 in the previous period and 183 during the four weeks ending January 28, 1943. There was a daily average of 136 placements compared with 129 in the preceding four weeks and 160 during the first four weeks of 1943. The only gain of importance in placements over the four weeks of January last year, was in logging. Of the small changes in all other industrial groups the gains exceeded the losses. Placements by industrial groups numbered: services 1,371; manufacturing 733; trade 709; logging 432 and public utilities operation 352. There were 2,044 men and 1,568 women placed in regular employment.

Alberta

During the period ending February 3, 1944, the daily average of positions offered through Employment Offices in Alberta was 340, compared with 321 in the preceding four weeks and 396 during the period ending January 28, of last year. During the period under review, the average number of placements recorded daily was 271, in contrast with 292 in the previous period and 332 during the four weeks ending January 28, 1943. There was a fairly large decrease in construction placements when compared with the first four weeks of 1943, and smaller losses in public utilities operation and logging but these decreases were entirely offset by gains in manufacturing, services, mining and trade. Placements by industrial groups included: services 2,294; manufacturing 1,624; trade 1,060; construction 804; mining 655; public utilities operation 601 and logging 527. Placements in regular employment numbered 4,655 of men and 2,689 of women.

British Columbia

Employment opportunities, as indicated by orders received at Offices in British Columbia during the five weeks under review, showed an increase when compared with the period ending December 30, but a decrease in comparison with the four weeks ending January 28, 1943. The daily average was 960 during the period under review, 663 in the previous four weeks and 1,081 during the period ending January 28, 1943. The average number of placements registered daily was 723 during the five weeks ending February 3, compared with 522 in the preceding period and 911 in the first four weeks of last year. Placements in construction were considerably fewer than during the period ending January 28, 1943, but this loss was offset by a fairly large gain in logging and moderate improvement in trade, mining, services and manufacturing. Industrial divisions in which the majority of placements were effected were: manufacturing 6,173; services 5,828; logging 2,535; trade 2,239; public utilities operation 1,593; construction 1,470 and mining 768. During the period under review, regular placements numbered 13,818 of men and 5,734 of women.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS DECEMBER 31, 1943, TO FEBRUARY 10, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
P.E.I.	**590**	**143**	**1,096**	**795**	**605**	**7**	**321**
Charlottetown	330	109	753	547	289	7	291
Summerside	260	34	343	248	316	.....	30
Nova Scotia	**8,437**	**6,238**	**8,155**	**7,842**	**5,828**	**143**	**2,142**
Amherst	159	157	151	101	84	.....	29
Bridgewater	186	121	139	136	126	.....	18
Dartmouth	205	328	228	219	157	.....	58
Digby	698	121	107	101	257	.....	14
Glace Bay	89	120	277	153	141	.....	119
Halifax	3,342	3,038	3,009	3,346	2,196	3	550
Inverness	6	10	56	13	10	.....	20
Kentville	242	238	216	148	167	1	105
Liverpool	283	343	120	125	103	.....	22
New Glasgow	994	528	847	1,011	825	63	348
New Waterford	47	168	100	81	78	.....	17
Pictou	307	57	320	326	285	3	24
Shelburne	7	77	26	15	9	.....	9
Springhill	105	168	78	68	57	.....	13
Sydney	858	225	1,426	1,043	693	56	520
Sydney Mines	191	91	355	259	195	16	120
Truro	398	267	411	417	229	1	94
Yarmouth	320	181	289	280	216	.....	62
New Brunswick	**6,067**	**4,391**	**7,306**	**6,389**	**4,728**	**59**	**1,557**
Bathurst	254	111	571	571	374	.....	70
Campbell	279	100	680	383	243	33	130
Edmundston	461	463	269	176	154	1	126
Fredericton	256	219	268	264	201	.....	67
Minto	21	186	211	193	207	18	26
Moncton	1,596	1,229	2,056	1,648	1,219	4	602
Newcastle	243	104	289	268	276	.....	55
St. John	2,228	1,179	2,494	2,532	1,719	3	385
St. Stephen	328	367	106	86	101	.....	16
Sussex	236	314	258	196	172	.....	60
Woodstock	165	119	104	72	62	.....	20
Quebec	**73,809**	**51,012**	**71,755**	**66,114**	**43,038**	**400**	**25,755**
Acton Vale	98	37	171	159	86	2	73
Asbestos	109	23	182	110	91	1	78
Baie St. Paul	269	245	276	205	214	.....	35
Beauharnois	167	104	294	179	168	.....	58
Buckingham	186	136	406	171	168	.....	147
Campbell's Bay	37	938	146	130	127	.....	118
Causapscal	701	553	891	866	839	.....	76
Chandler	685	538	797	797	941	.....	0
Chicoutimi	2,122	860	2,391	1,914	1,599	.....	693
Coaticook	867	21	823	829	808	.....	44
Cowansville	125	112	106	94	89	.....	16
Dolbeau	373	34	620	601	595	.....	29
Drummondville	630	237	651	477	396	.....	576
East Angus	38	217	143	93	84	.....	64
Farnham	201	86	197	197	150	.....	23
Granby	381	164	530	340	331	.....	107
Hull	624	795	1,302	580	453	2	405
Joliette	228	127	506	486	178	.....	96
Jonquiere	715	419	777	420	264	.....	132
Lachine	1,049	551	950	941	626	1	302
Lachute	333	156	574	481	181	116	135
La Tuque	799	302	135	90	85	.....	69
Levis	416	458	965	428	356	.....	365
Longueuil	1,180	374	899	914	709	.....	199
Louiseville	209	51	299	173	189	.....	57
Magog	197	28	277	292	164	3	141
Matane	1,054	553	650	590	526	.....	33
Megantic	627	26	672	599	568	1	62
Mont Laurier	312	161	242	242	180	.....	53
Montmagny	426	34	580	422	406	.....	179
Montmorency	88	7	297	106	89	.....	103
Montreal	36,676	28,172	28,069	33,046	17,430	55	12,156
Nicolet	25	1	25	25	25	.....	1
Plessisville	126	93	136	199	69	.....	51
Pointe aux Trembles	939	802	773	785	591	.....	228
Port Alfred	206	192	266	236	197	.....	99
Quebec	2,885	2,840	5,343	3,333	2,053	.....	3,082
Richmond	62	106	119	60	61	.....	28
Rimouski	623	393	691	752	477	.....	79
Riviere du Loup	3,565	471	1,054	847	673	.....	319
Roberval	80	1,071	115	98	85	.....	77

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS DECEMBER 31, 1943, TO FEBRUARY 10, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Rouyn	1,268	1,699	1,805	1,598	1,227	.....	174
Ste. Agathe	648	351	578	363	363	1	36
Ste. Anne de Bellevue	211	38	193	178	205	.....	10
St. Hyacinthe	545	249	574	516	418	5	120
St. Jean	570	276	906	841	525	.....	195
St. Jerome	320	107	569	385	265	.....	135
St. Joseph d'Alma	510	217	511	315	256	.....	222
St. Paul l'Ermite	389	95	493	435	322	.....	65
Ste. Therese	637	469	650	632	737	.....	112
Shawinigan Falls	829	421	1,564	1,009	950	.....	815
Sherbrooke	1,059	205	1,617	1,195	747	77	456
Sorel	1,089	593	988	709	584	.....	81
Thetford Mines	522	503	1,192	720	478	13	414
Three Rivers	817	419	2,176	820	664	122	940
Val d'Or	252	547	431	320	248	.....	50
Valleyfield	415	195	786	379	293	.....	388
Verdun	2,982	1,978	1,922	2,086	1,228	.....	709
Victoriaville	313	162	460	306	207	1	245
Ontario	**108,084**	**61,966**	**91,974**	**94,194**	**64,150**	**1,456**	**21,710**
Arnprior	86	141	183	145	94	.....	32
Barrie	415	196	533	371	251	3	49
Belleville	922	396	659	823	542	.....	132
Blind River	29	91	51	32	179	.....	14
Bracebridge	209	419	236	234	206	.....	55
Brampton	213	423	270	278	201	.....	35
Brantford	1,327	789	1,478	1,461	1,021	24	223
Brockville	268	105	407	362	230	.....	105
Carlton Place	64	41	76	78	61	.....	13
Chatham	824	213	1,179	1,057	618	11	338
Cobourg	85	27	168	120	80	1	24
Collingwood	118	75	268	120	104	.....	203
Cornwall	877	163	1,183	986	754	7	383
Dunnville	105	50	126	103	76	.....	22
Fergus	91	45	134	133	68	.....	28
Fort Erie	127	96	190	150	114	.....	32
Fort Frances	288	670	431	277	233	.....	107
Fort William	7,078	4,425	1,090	1,264	1,350	15	219
Galt	788	875	638	734	558	.....	85
Gananoque	72	17	134	70	71	.....	16
Goderich	159	63	372	143	142	.....	36
Guelph	826	332	808	831	536	.....	96
Hamilton	6,110	2,370	6,421	8,194	4,588	139	1,498
Hawkesbury	136	34	237	190	115	.....	51
Ingersoll	235	125	313	291	220	2	36
Kapuskasing	857	,083	741	733	793	.....	75
Kenora	189	486	357	312	310	.....	59
Kingston	1,249	526	1,567	1,644	1,022	15	356
Kirkland Lake	657	575	1,195	750	595	16	236
Kitchener-Waterloo	1,591	656	1,217	1,460	1,166	9	109
Leamington	217	60	404	359	248	.....	90
Lindsay	153	38	150	156	131	3	35
Listowel	110	30	203	163	99	2	21
London	2,757	1,196	2,752	3,581	1,868	247	476
Midland	339	172	505	342	305	.....	114
Napanee	146	104	103	104	94	.....	12
Newmarket	140	99	187	154	118	.....	19
New Toronto	1,362	760	1,689	1,388	1,070	.....	192
Niagara Falls	656	280	982	853	527	12	255
North Bay	949	328	1,083	955	866	64	291
Orangeville	44	44	104	72	36	.....	5
Orillia	460	293	525	450	347	2	92
Oshawa	1,241	757	1,413	1,107	924	73	603
Ottawa	5,669	1,501	5,930	4,865	3,768	101	861
Owen Sound	459	144	614	557	373	4	101
Paris	45	57	65	66	43	.....	23
Parry Sound	699	115	1,036	775	833	.....	304
Pembroke	421	135	667	537	444	2	122
Perth	155	102	179	157	104	4	40
Peterborough	1,191	731	1,053	1,100	697	.....	275
Picton	88	11	135	86	80	1	39
Port Arthur	5,599	5,079	1,356	1,285	971	1	261
Port Colborne	388	143	396	324	339	13	46
Port Hope	89	22	207	168	120	.....	27
Prescott	244	133	233	217	191	.....	61
Renfrew	193	130	222	278	187	5	132
St. Catharines	1,408	518	1,852	2,583	1,188	.....	647
St. Thomas	603	241	638	743	462	19	133
Sarnia	1,014	352	1,373	1,050	884	.....	232

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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Sault Ste. Marie	1,566	962	1,006	818	749	7	120
Simcoe	324	113	423	415	332	3	42
Smith Falls	157	45	179	212	138	.....	23
Stratford	483	233	568	620	338	23	96
Sturgeon Falls	99	122	151	123	64	.....	20
Sudbury	2,222	1,221	2,267	1,651	1,989	83	592
Timmins	3,057	2,196	1,878	1,718	1,504	34	569
Toronto	34,654	20,787	25,351	29,914	16,886	340	7,218
Toronto Junction	5,075	3,357	3,402	3,228	2,220	.....	938
Trenton	489	260	442	481	382	.....	55
Walkerton	239	141	231	180	142	.....	48
Wallaceburg	284	182	327	306	109	.....	201
Welland	892	429	1,152	1,038	717	.....	141
Weston	2,000	1,381	745	795	2,037	.....	95
Windsor	3,273	1,168	4,664	4,305	2,555	167	1,294
Woodstock	436	292	470	569	373	4	82
Manitoba	**9,339**	**4,308**	**12,849**	**11,832**	**5,896**	**1,178**	**4,116**
Brandon	510	389	497	491	319	.....	169
Dauphin	480	522	403	261	201	.....	119
Flin Flon	191	113	181	184	172	19	22
Portage la Prairie	202	116	258	172	129	.....	81
Selkirk	87	45	123	72	54	7	23
The Pas	60	146	119	62	55	.....	48
Winnipeg	7,809	2,977	11,268	10,590	4,966	1,152	3,654
Saskatchewan	**5,270**	**2,745**	**8,188**	**7,149**	**3,612**	**333**	**2,511**
Estevan	61	51	94	56	61	.....	37
Moose Jaw	602	263	933	812	455	32	228
North Battleford	149	98	284	206	119	.....	49
Prince Albert	956	718	1,056	1,050	806	28	240
Regina	1,450	532	2,847	2,418	790	158	937
Saskatoon	1,396	524	2,061	1,902	912	111	709
Swift Current	109	61	125	99	67	.....	39
Weyburn	151	84	203	116	97	.....	47
Yorkton	396	414	585	490	305	4	225
Alberta	**9,874**	**4,108**	**12,535**	**10,985**	**7,344**	**525**	**3,069**
Blairmore	118	88	95	95	131	.....	5
Calgary	2,658	744	4,475	3,253	1,913	243	1,420
Drumheller	140	150	212	204	90	1	41
Edmonton	5,390	2,386	6,212	5,830	4,025	270	1,185
Edson	482	299	152	183	287	.....	15
Lethbridge	440	194	658	622	339	11	216
Medicine Hat	381	131	457	432	329	.....	129
Red Deer	136	93	140	254	111	.....	46
Turner Valley	129	23	134	112	119	.....	12
British Columbia	**27,841**	**10,049**	**31,629**	**27,140**	**19,552**	**1,427**	**8,942**
Chilliwack	257	88	321	299	234	.....	101
Courtenay	406	197	265	213	299	.....	90
Cranbrook	194	259	201	203	208	.....	38
Dawson Creek	128	21	106	105	125	.....	7
Duncan	304	234	419	319	268	2	176
Fernie	208	81	112	91	126	.....	32
Kamloops	315	90	377	296	267	1	63
Kelowna	142	40	240	183	143	.....	123
Nanaimo	265	82	382	293	201	.....	167
Nelson	444	242	521	387	392	.....	128
New Westminster	1,582	466	2,367	1,795	1,212	23	840
North Vancouver	186	138	290	204	147	.....	150
Penticton	157	26	273	153	141	.....	86
Port Alberni	379	120	309	288	294	1	89
Prince George	508	345	621	597	609	.....	69
Prince Rupert	870	387	750	669	650	.....	202
Princeton	111	53	263	172	105	1	35
Trail	371	145	287	195	283	4	213
Vancouver	18,467	6,067	20,446	18,287	12,101	1,333	5,229
Vernon	319	132	748	437	247	8	407
Victoria	1,798	641	2,188	1,812	1,270	54	643
Whitehorse	430	195	143	142	230	.....	54
Canada	**249,311**	**144,960**	**245,487**	**232,440**	**154,753**	**5,528**	**70,123**
Males	162,253	98,195	156,677	143,225	103,643	1,439	43,480
Females	87,058	46,765	88,810	89,215	51,110	4,089	26,643

Labour Law

Recent Regulations under Dominion and Provincial Legislation

Armed Forces Rehabilitation—Theatres in Alberta—British Columbia Workmen's Compensation—Quebec Minimum Wages—Saskatchewan Coal Mining—Public Employees' and Teachers' Superannuation, Vocational Education in Saskatchewan

THE Post Discharge Re-establishment Order has been further amended as regards the payment of grants and out-of-work benefits. The regulations governing motion-picture projectionists in Alberta have been slightly changed. British Columbia has added to the occupational diseases compensated. A number of Quebec Minimum Wage Orders have been renewed. In Saskatchewan, regulations concerning the coal mining industry, vocational education and teachers' superannuation have, in each case, been consolidated and a new method of computing overtime pay for mental hospital employees has been formulated.

Dominion

Post Discharge Re-establishment Order

By Order in Council (P.C. 775) of February 8, effective March 1, several amendments have been made in the Post Discharge Re-establishment Order (P.C. 7663, as amended; L.G. 1943, p. 587). Previously, a grant for university education was payable only with respect to a Canadian university. This restriction is now removed. A second amendment concerns out-of-work benefits. When credit has been given to the Unemployment Insurance Fund on behalf of a discharged serviceman according to the length of his army service, the total period for which he may receive out-of-work benefits under the Re-establishment Order is to be reduced by one-fifth of the time for which such credit was made.

As regards the unemployment insurance benefits for discharged personnel, the latter will be considered as having received such benefits during the time they were getting out-of-work benefits under this Order, but not during the time they were receiving any grant, as the Order previously stipulated.

Application for a grant either for vocational training or when awaiting returns from agriculture, must be made within twelve months after the end of the war, or within twelve months after discharge, whichever is the later date. This is a more lenient provision, because formerly these grants could not be paid for a period extending beyond eighteen months after discharge, regardless of when application was made. Vocational training grants may be paid for more than 52 weeks but not longer than the period of service in the Forces, if, in the Minister's opinion, satisfactory progress has been made and additional training is necessary to qualify the discharged person for employment. This extension was only possible in the case of a disabled person before the amendment.

In determining either the time within which application must be made, or the length of time for which out-of-work benefits and vocational grants may be paid, not merely time spent in hospital is excluded, as the order stipulated before, but also the period spent as an outpatient or as a recipient of a grant because of being temporarily incapable of accepting work.

The Minister may now authorize the payment of the fees for a correspondence course in the case of a discharged person undergoing hospital treatment. There is no restriction on the duration of such payments, nor are they to affect any other benefits or grants under this Order. Correspondence course fees may also be paid to an employed person, if the course is necessary to successful rehabilitation and is directly related to the employment in question. This payment may extend beyond 52 weeks but it must not exceed the amount payable for a vocational grant.

Provincial

Alberta Theatres Act

Two amendments in the regulations governing motion-picture projectionists (L.G. 1942, pp. 691, 1173; 1943, p. 1033) were gazetted on February 15. The first change strikes out the clause limiting the number of apprentices to one to each full shift; the second provides that an applicant for an apprentice's certificate must be 18 years of age and must be vouched for by the manager of the theatre and by a projectionist holding at least a second-class certificate. Previously, it was merely stipulated that the projectionist who vouched for an apprentice had to hold a certificate of the class required by the theatre in which he was working.

British Columbia Workmen's Compensation Act

Several changes, gazetted February 3, 1944 and effective from December 15, 1943, have been made in the schedule of industrial diseases for which compensation is payable under this Act. Additions include dermatitis resulting either from any process used in the manufacture of brooms and brushes or from any process involving exposure to metallic magnesium or its alloys. Compensation for vascular disturbances in the upper extremeties due to continuous vibration from pneumatic or power drills, riveting machines or hammers, is now payable in the mining and quarrying industries as well as in the construction industry (L.G., 1942, p. 1174). The operations (L.G., 1943, p. 528) for which pneumoconiosis was compensated are revised as to wording and extended. They now include sewer-construction, road construction or tunnelling; grinding or polishing of stone or metal castings; or any process in any foundry or other manufacturing operation.

Quebec Minimum Wage Act

The following orders gazetted February 19 have been renewed and made effective until April 1, 1945; Order 5 governing the silk textile industry (L.G. 1938; p. 985; 1943, p. 863); Order 10 concerning employees engaged in the pasteurization, manufacture or distribution of dairy products (L.G. 1938, p. 1097; 1942, p. 60); Order 15 relating to packing and grading waste paper (L.G. 1938, p. 1236; 1942, p. 60).

Saskatchewan Coal Mining Industry Act

A consolidation of regulations under this Act was gazetted February 23 and is effective from February 29, 1944. It is the same as the previous consolidation (L.G. 1940, p. 930) but two orders establishing minimum wages for coal miners (L.G. 1940, p. 563) which were not included in this former consolidation are rescinded, since they are now covered by an agreement approved by the National War Labour Board.

Saskatchewan Public Service Act

A new regulation governing overtime pay of employees in provincial mental hospitals was gazetted on February 29 and is retrospective to May 1, 1942. Because of an acute shortage of staff, it has been found necessary to require these employees to work more than the normal "five-day" week. The daily overtime rate is to be derived by dividing the yearly salary by the number of regular working days in the calendar year. According to the old regulations (L.G. 1943, p. 1568) overtime pay was only granted upon special authorization under exceptional circumstances, when it was not possible to grant compensatory leave instead. If sanctioned, it was an hourly rate, based on certain salary classifications up to $1500 per year.

Saskatchewan Teachers' Superannuation Act

By an order gazetted February 7, 1944, administrative regulations issued under this Act (L.G., 1942, p. 1440) have been consolidated with only minor changes.

Saskatchewan Vocational Education Act

The regulations for the payment of grants under this Act have been revised and consolidated by an order gazetted February 7, 1944. The amount of money which may be paid to vocational schools is specified, as well as the standards to which the schools must conform.

Proposed Legislation in Ontario

THE speech from the Throne delivered in the Ontario legislature on February 22 forecast a substantial body of labour and social legislation.

Proposed measures include the limitation of hours of work to 48 in a week and an annual holiday of one week with pay for workers in factories and shops; extension of the provisions for safety, health and welfare and reduction of the hours of work of young persons and women; regulation of the employment of children and young persons in places other

than factories; and broadening of the Workmen's Compensation Act to cover additional occupations and industrial diseases. In regard to freedom of association and collective bargaining, it was considered to be in the best interests of employers, workers and the general public to apply the provisions of the recent Dominion Wartime Labour Relations Regulations to all industries in the province.

Steps are to be taken to make available a well-organized, full-time public health program, embodying adequate school health service, and though the provision of adequate hospital care for all citizens will take time, certain immediate steps are being taken. Industrial employers have been encouraged to develop health services in their factories and there are now 52 full-time physicians, 162 part-time physicians and 464 full-time graduate nurses.

A system of appointment by merit through the application of uniform tests in certain classes of promotion has already been established in the Civil Service. The entire classification of the Service is under review.

The Department of Labour has co-operated actively with the Dominion Department in plans to provide training opportunities for discharged members of the Armed Forces. Projects for the extension of the mining industry are under consideration so that this industry may offer the widest possible opportunities for employment to discharged persons.

The old age pension has been increased by a War Appropriation Bonus of $5 and a provincial bonus of $3 per month, and arrangements are being made to increase mothers' allowances. Expansion of Children's Aid services is forecast and day nurseries have been established in six communities in the province.

Proposed Changes in Child Labour Legislation

BILLS which may alter the law with respect to the employment of children have been presented in the Alberta, Saskatchewan and British Columbia legislatures during the current sessions.

In Saskatchewan the minimum age is 15 for the employment of boys in the working of mines under the Coal Miners' Safety and Welfare Act. The Bill proposes to raise this minimum to 16 years.

An amendment in the Alberta Child Welfare Act would require the consent of the parent or guardian to employ a girl under 18 in a hotel or restaurant.

An Act to amend the Alberta School Attendance Act would compel children who attain the age of 15 during the June term to complete this term at school, instead of being allowed to leave as soon as they become 15.

In British Columbia a Bill to control the employment of children stipulates that children under 15 must not be employed without the Minister's permission in manufacturing, amusement places, logging, certain shops, catering, construction, shipbuilding, the transformation or transmission of electricity or other motive power. The Minister must determine the hours and other conditions under which a child is permitted to work in these industries. The Lieutenant-Governor in Council may add other employments or remove employments from the list to which the Act applies. This Bill has been passed without amendment.

Recent Legal Decisions Affecting Labour

Montreal Firm Convicted of Failure to Comply with Order Requiring Re-instatement of Employees Discharged for Union Activity

ON February 17, 1944, Mr. Justice Legrand of the Montreal Court of Sessions of the Peace found the Canadian Marconi Company guilty of failure to comply with an order of the Dominion Minister of Labour directing the re-instatement of an employee who had been dismissed for trade union activity. The company was find $25 for each of the 55 days during which the failure to comply with the Minister's order continued (a total of $1,375) plus costs. The maximum penalty permitted by the Order in Council (P.C. 4020 as amended) under which the charge was laid, is $500 per day, but the Court refrained from imposing a higher penalty since this was the company's first offence.

The employee in question, one Rouleau, a member of the International Brotherhood of Electrical Workers and secretary of the Marconi Shop Committee, was dismissed on February 5, 1943, the reason given being that his work was unsatisfactory. The union protested this and other dismissals to the Dominion Minister of Labour and on March 12 the Minister appointed an Industrial Disputes Inquiry Commissioner to investigate the situation. The Commissioner was appointed under authority of Order in Council P.C. 4020 of June 6, 1941, which with the amendments in effect on March 12, 1942 provided among other things that the Minister had power (1) to appoint a Commissioner to examine into any allegation that a worker had been discharged or discriminated against because

of membership in or activity on behalf of a trade union and (2) to issue any order he deemed necessary to give effect to the recommendation of the Commissioner, the order to be final and binding.

On April 19, the Commissioner made his report, in which he stated that

> Mr. Rouleau's activity in and championship of union matters was an outstanding cause of offense to his superior and constituted the determining motive, the principal reason for the action which was taken against him in in his dismssal and he should accordingly be re-instated in his employment as of Feb. 5 without loss of pay.

On April 22, the Minister directed the Company to re-instate Rouleau with back pay and without loss of seniority or other rights.

At the time the Minister's order was issued the Order in Council provided no penalty for refusal or failure to comply with such an order, but on May 20, 1943, the Order in Council was amended to provide the fine referred to above. The company was charged with refusal and failure to comply during the period May 20 to July 15, 1943.

In defence, the following arguments were submitted on behalf of the Company: (1) that the Minister's order was issued before the penal section was inserted in the Order in Council and that the amending Order in Council was not retrospective; (2) that the charge was irregular in that it accused the company of two offences, refusing and failing to comply with the Minister's order; (3) that the Minister's order went beyond the Commissioner's recommendation by dealing with seniority rights; and (4) that the section of the Order in Council under which the Minister's order was issued was unconstitutional

> because it can only be justified by being related to the war effort and because it is obviously not related to that effort but only an attempt to add another sanction to the one provided by the Criminal Code for violation of the prohibition contained in article 502A of that Code . . .

In elaborating the fourth point the defence argued that the right of the Dominion to invade the provincial legislative field was limited to what was necessary on account of the war and that the section of the Order in Council under consideration covered industries which had nothing to do with the war directly or indirectly.

The court rejected all the defence arguments. The amendment providing a penalty was not passed until May 20 but the charge against the company commenced only from that date. The Minister's order was still in effect at that time and the company was still not complying with it. Moreover, the company was not charged with two offences, because negligence and refusal were merely different ways of committing the same offence. In addition, the Court did not consider that the Minister in his order had gone beyond the recommendations of the Commissioner. The requirement that Rouleau would retain his seniority and other rights was merely designed to ensure that he would be reinstated in the full sense of the word.

With regard to the constitutional validity of the Order in Council the Court stated that the power given to the Governor in Council by the War Measures Act to adopt measures which he considers necessary for "the security, defence, peace, order and welfare of Canada" had already been well established. Moreover, it was not true that P.C. 4020 did nothing but add to the penalty provided by Sec. 502A of the Criminal Code for discrimination against a worker for union activity in time of peace as well as in wartime. Sec. 502A created an offence and provided a penalty but the Order in Council was designed to determine by inquiry the actual facts and on that basis, where the facts warranted it, make a recommendation to which the Minister might give effect by issuing an order. *Charron v. Canadian Marconi Coy.*, Cour des Sessions de la Paix, Feb. 17, 1944.

Decisions of the Labour Court of Ontario

Assistance to Employees in Forming Collective Bargaining Committee Held not to Constitute Company Interference

On January 14, Mr. Justice Roach ordered certification of the Collective Bargaining Committee of Plant Employees of John Duff and Sons, Ltd., Hamilton, as the collective bargaining agency for those employees. In the judgment, which was oral, the Court expressed itself as satisfied that the committee was not dominated or improperly influenced by the company, although the company gave some assistance in getting it started, and that it represented a majority of the employees. There was no intervener.

The Committee was set up in April, 1943, after certain employees had broached the subject to the management. The notice of the meeting at which the formation of a committee was approved by the employees contained certain language which the Court termed "unfortunate". For example, it was stated that it had "been agreed" that the committee would consist of representatives from various groups in the plant, and that the date for nominations had been "agreed upon"—phrases which might suggest that before the committee could come into existence it had to have the approval of the management. In addition, an agreement which was signed on May 5 between the company and the committee

> contains what might be referred to as the constitution of the committee, and the company being a party to it, and agreeing to everything that is contained in it, would be taken to be agreeing to the constitution, as though that was any of the company's business. It definitely is not.

The Court did not believe, however, that the company had actually interfered with the organization of the committee. The employees were inexperienced in collective bargaining and had no knowledge of the procedure. The company gave some help in getting the organization started but after that made no effort to influence them either in deciding whether they wanted such a committee or in selecting the members of the committee.

I do not think that the formalities which are adopted in any particular case can always be relied upon as indicating the true relationship between the parties. The Collective Bargaining Act is new legislation, and I think the Court should struggle to ascertain, quite apart from the forms used, what the true relationship between the parties actually is.

There were 189 employees on the payroll of the company but only those with six months' service, numbering 130, were allowed to vote. However, 124 voted at the meeting to determine if a collective bargaining agency was wanted, and 117 voted in the election of representatives. In other words, considerably more than half the employees on the payroll indicated their approval of the committee. *Collective Bargaining Committee of Plant Employees of John Duff and Sons Ltd. v John Duff and Sons Ltd.*, Jan. 14, 1944.

Principle Re-affirmed that Application for Certification may not be Entertained for One Year after Judgment on Earlier Application

Oral judgment was delivered by Mr. Justice Roach on January 19 on a second application involving Canadian Furnace Ltd., Port Colborne. In September, 1943, the Victoria Employees' Independent Union, Canadian Furnace Ltd., had applied to be certified as the collective bargaining agency for the employees of the company and a local of the United Steelworkers of America had intervened. On September 17, Mr. Justice Barlow had rejected the claims of both the applicant and the intervener on the ground that neither of them had made out a *prima facie* case for certification (L.G., 1943, p. 1422). On October 26 the local of the United Steelworkers had instituted the present proceedings, claiming that at the time of the original hearings it had been placed in the position where it had been compelled to intervene even though it had not then been in a position to present all the available evidence. Following the principle established in the *York Arsenals* case (L.G., Jan., 1944, p. 108) the Court now dismissed the union's application and stated that no proceedings for certification could be taken until one year from the date of the original judgment.

It was argued that the present case was different from *York Arsenals* in that the local union which was now the applicant had been the intervener in the earlier proceedings whereas in the *York Arsenals* case the applicant was the same in both the first and second proceedings. The Court decided that this distinction was of no significance. Although the local union had been the intervener in the earlier proceedings, it had nevertheless been claiming the right to certification.

The local's position, in fact, was not as strong as that of the applicant in the *York Arsenals* case. When that case came before the Court a second time, the situation had changed in that the applicant then claimed to have more supporters than it had had when the case was first heard. In the present proceedings, no such claim of changed circumstances was made. It was merely submitted that the union had not been in a position to present all the evidence at the first trial. If, however, a party to any proceedings in the courts is unable to present its full case at the moment, it is free to point out the circumstances and ask for an adjournment. No application for adjournment had been made.

Mr. Justice Roach agreed with the judgment in the *York Arsenals* case. It was then held that to permit a new application within less than a year after judgment had been delivered would produce an "unconscionable result never contemplated by the Legislature" by allowing an applicant to make one application after another while the statute prevented the employer, except in case of fraud, from taking action until after a year. *Local 1177, United Steelworkers of America v Canadian Furnace Limited et al*, Jan. 19, 1944.

Employees Divided into Three Groups for Purposes of Vote to Determine Appropriate Bargaining Unit

In an oral judgment on January 28, Mr. Justice Kelly dealt with a case in which it was necessary to determine the appropriate bargaining unit or units in a plant as well as the agency or agencies by which the employees wished to be represented. The workers concerned were those in the Commercial Division of the John Inglis Company at Toronto. A local of the United Steelworkers of America had applied to be certified as the collective bargaining agency of all these employees except the office workers, electricians and pattern-makers. The International Association of Machinists and the International Brotherhood of Boiler-makers, Welders and Helpers of America had intervened since they already had a joint agreement with the company covering machinists and boiler-makers.

The Court considered it unnecessary to dispose of the question of the appropriate bargaining unit until after a vote had been taken. The problem was to conduct the vote in such a way that the wishes of all employees could be determined. The Boiler-makers wished only to represent the employees in their particular craft. The Machinists' Union had acted only for the machinists in the plant in negotiating the existing agreement but the Court found that in many cases this union had "branched out in the general field of unionism" and had acted for all the employees in a plant on an industrial basis. It therefore believed that not only the machinists but also the employees who were not represented by any union should have an opportunity to indicate if they wished to be represented by the I.A.M.

It was directed, therefore, that a separate vote should be conducted for each of three

groups as follows: (1) employees ordinarily included in the craft of the International Association of Machinists, to determine if they wished to be represented by that union or by the United Steelworkers of America; (2) employees who would normally be included in the craft of the International Brotherhood of Boiler-makers, etc., to determine if they would prefer to be represented by the craft union or by the Steelworkers; and (3) the remaining employees to determine if they wished to be represented by any union, and if so, whether by the Steelworkers or the Machinists.

It was agreed that there were 1,076 employees affected by the Steelworkers' application, 432 of which could be classed as machinists, 274 as boilermakers and 370 others. The applicant claimed to have 374 members: 109 machinists, 117 boiler-makers and 148 others. The unions of Machinists and Boiler-makers claimed that at the time they made their agreement with the company they had about 300 and 120 members respectively, but these numbers had now declined to 107 and 44. In addition, there were 85 employees who were members of both the Steelworkers and Machinists and two who belonged to the Steelworkers and Boiler-makers. Thus, 612 of the 1,076 employees belonged to one or other of the unions or to two of them.

In a number of previous cases before the Court, the first of which was the *Canadian Furnace* case (L.G., 1943, p. 1422), it had been held that an applicant must make out a *prima facie* case for certification before a vote could be ordered. It was argued in the present proceedings that the Steelworkers had not made out a *prima facie* case. The Court noted that there were 370 employees outside the agreement which had been entered into jointly by the Machinists and Boiler-makers, and that, of these, 148 belonged to the Steelworkers. The Court stated that if the Steelworkers had applied to represent these employees only, it would have been obliged to refuse the application. It pointed out, however, that the application was for certification as the bargaining agency of all the employees in the Division with a few minor exceptions and it was clear from the figures listed above that though less than half the employees belonged to the Steelworkers, yet a definite majority belong to one or other of the unions and thus showed their desire to be represented by some collective bargaining agency.

The existing agreement between the Machinists and Boiler-markers and the company was found not to be a bar to the Steelworkers' application. This agreement had been signed on November 7, 1942, and it was to run until the end of hostilities between Canada, Germany, Italy and Japan. Sec. 13 (3) of the Act provides that a certificate of the Court cannot be revoked within a year, and "it follows, then, that any agreement negotiated by a bargaining agency for some indefinite period longer than a year should not be a bar to certification or to an application for revocation of certification." *Local 2900, United Steelworkers of America v John Inglis Company Limited et al.*, Jan. 28, 1944.

Union Certified Despite Failure to Deposit Required Documents at Time when Application Filed

Mr. Justice Hope on February 14 ordered certification of a local of the Canadian Brotherhood of Glass Workers as the collective bargaining agency for the employees of the Hamilton plant of the Dominion Glass Company. This union had been successful in a vote to determine whether the employees wished to be represented by it or by a local of the Glass Bottle Blowers' Association of the United States and Canada. It had not, however, filed its constitution, etc. with the court until some time after the vote had been held and the company and the Glass Bottle Blowers' Association argued that for that reason the court could not certify it.

The court took the view that the purpose of the Act should not "be defeated by a strictly literal interpretation particularly where the context permits a broader and more effective interpretation without in any way offending against the normal meaning of the language used". It therefore held that since the union had now filed the necessary documents it had met the requirements of the Act and could therefore properly be certified.

Section 16 of the Collective Bargaining Act provides that

> Every collective bargaining agency shall, upon making application for certification, file with the registrar [of the Court] a true copy of its constitution, rules and by-laws, and a statement of the names and addresses of its officers . . .

The application of the Brotherhood of Glass Workers was first heard by Mr. Justice Chevrier on November 3. He ordered a vote and 366 ballots were cast for the Glass Workers as against 163 for the Glass Bottle Blowers. On January 21 the case came up before Mr. Justice Roach for final disposition but as the Glass Workers had not filed the material required by sec. 16, he postponed the case until January 31 when it was heard by Mr. Justice Hope.

Counsel for both the company and the Glass Bottle Blowers' Association argued that the phrase "upon making application for certification" in sec. 16 means "upon the filing of the application". Counsel for the Glass Workers, on the other hand, contended that "making application" covers the whole period from the time the application is filed until it is finally disposed of. The court accepted the latter argument. "'Making'", it said, "must of necessity be inclusive of all proceedings in connection with an application", and it is sufficient for an applicant to file the material required by sec. 16 at any time during the proceedings or any extension which may be granted. *Canadian Brotherhood of Glass Workers, Local No. 5 v. Dominion Glass Company, Limited, et al.* (1944) Ontario Weekly Notes 137.

Authorization Forms Held not to be Conclusive Evidence of Wishes of Employees

On February 18, Mr. Justice Hope ordered a vote among the employees of the Deloro Smelting and Refining Company to determine if they wished to be represented for purposes of collective bargaining by an Employees' Committee (applicant) or a Federal Union of the American Federation of Labor (intervener).

The main evidence presented by both the applicant and intervener consisted of "authorization forms" signed by the employees. The applicant presented forms signed by a substantial majority of the employees, but it appeared from the evidence that the Union had not started to obtain authorizations until three or four days before the hearing and that 47 of the employees who had originally signed for the Committee later signed for the Union. The Court considered it to be clear that a large majority of the employees wanted to be represented by some collective bargaining agency but that there was not sufficient evidence to show which of the two agencies they preferred. It stated that while authorization cards may be taken as *prima facie* evidence of the preference of the employees, yet in a case such as the present they could not be taken as conclusive evidence since many people may sign petitions and cards without considering carefully what they are signing.

The intervening Union was organized in 1941 and as a result of mediation of the Dominion Department of Labour the union and the company agreed that an employees' committee should be elected to conduct negotiations with the company. A committee of five was then elected including the secretary-treasurer of the union, and an agreement governing conditions of work was concluded with the company on February 14, 1942.

At the annual election in July, 1942, several new members were elected to the committee and the secretary-treasurer of the union was defeated. In November, 1942, the new committee presented a constitution to the employees which was approved at a sparsely attended meeting in July, 1943.

At the time of the present hearings there were 320 employees who came within the definition of "employee" in the Act. The applicant Committee presented authorization forms signed by 220 employees, of whom 197 were agreed by all parties to be employees of the company and within the definition in the Act. The intervening Union presented authorizations from 106 employees including 99 who were agreed to by all parties. The Court stated that at the time the originating summons was issued the Committee was justified in its claim to represent a majority of the employees, but in view of the facts mentioned above it considered that a vote was now necessary. *Employees' Committee of Deloro Smelting and Refining Company Limited v. Deloro Smelting and Refining Company Limited, et al.* Feb. 18, 1944.

Workmen's Compensation in Alberta During 1942

The total number of accidents reported to the Workmen's Compensation Board of Alberta in 1942 was 18,680 compared with 16,928 in 1941, an increase of 1,752. Of the total number of accidents, 59 were fatal; 107 suffered permanent disability; and 18,514 were temporarily disabled.

Total revenue accruing to the Board in 1942 was $2,841,807.13 and total expenditures $2,214,071.99, leaving a balance of revenue in excess of expenditure amounting to $627,735.14 as against a balance of $92,723 in 1941. The largest revenue item was that of assessments amounting to $2,141,236.06, followed by medical aid contributions $493,485.53; interest and investment earnings $207,042.04, and sale of acts $43.50.

Compensation payments amounted to $608,884.74; cost of medical services $322,375.13; provision for disasters $132,719; provision for silicosis, $108,891; provision for claims pending, $95,849; general expense, including expenditure *re* mine rescue cars and stations, $228,743.01. Expenditure under the head of pension awards amounted to $716,610.11.

Statistics for the year 1942 reviewed by the report may be summarized as follows: Numbers of employers within the scope of the Act as at December 31, 1942, 6,322; accidents reported during the year 1942, 18,680; accidents and claims not finally disposed of as at December 31, 1941, 2,239; claims disposed of by award of pensions or payment of compensation, 7,509; claims disposed of by payment only of account for medical aid, 8,924; claims disposed of for which no application for compensation was received, 216; accidents disposed of on which no compensation was due, 2,370; claims on which further payments have to be made, 1,024; accidents awaiting further reports and on which no payments have been made, 876.

Prices

Prices, Retail and Wholesale, in Canada, February, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

A decline of 0·1 to 118·9 (1935-39=100) in the Dominion Bureau of Statistics cost-of-living index occurred between January 3 and February 1, 1944. (*See* Table I.) Weakness in foods was responsible, and outweighed small advances in fuel and lighting, clothing and miscellaneous items. Foods declined a further 0·6 to 130·9, due to continued weakness in eggs which was only partially offset by increases for fresh vegetables. A gain of 0·3 to 113·0 for fuel and lighting reflected higher coal prices in eastern Canada while minor gains in women's wear and piece goods moved the clothing index up 0·2 to 121·3. Miscellaneous items rose from 108·9 to 109·1 due to an advance in health maintenance costs and in periodicals. The remaining two groups were unchanged at 111·9 for rentals and 118·4 for home-furnishings and services.

City cost-of-living index movements (on the base August, 1939=100) were generally lower between December, 1943 and February, 1944, influenced mainly by declines in foods. (*See* Table II.) The Vancouver index moved down 0·8 points to 116·7, while declines of 0·4 to 121·0 for Montreal and to 117·0 for Toronto were noted during the two-month interval ended February 1, 1944. Edmonton at 115·7 for February 1 compared with an index level of 116·0 in December, while Saskatoon and Halifax indexes at 119·3 and 117·9 respectively, were each 0·2 lower. Winnipeg remained unchanged at 115·4 as

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COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1944

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

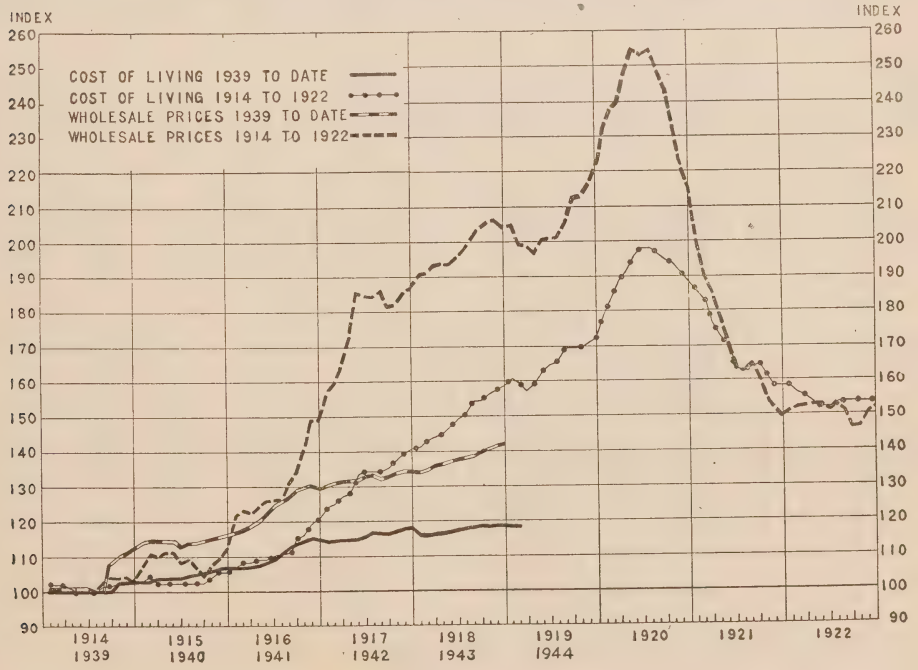


TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·2	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	102·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	**100·0**	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	**100·0**	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	**102·7**	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	**103·0**	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	**103·0**	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	**103·8**	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	**104·8**	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	**106·2**	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	**107·4**	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	**107·7**	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	**111·0**	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	**114·6**	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	**114·9**	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	**114·5**	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	**115·0**	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	**117·0**	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	**116·9**	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	**116·2**	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	**116·0**	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	**116·3**	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	**116·7**	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	**117·2**	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	**117·6**	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	**117·9**	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
August 2	**118·3**	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125·8
September 1	**118·5**	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	**118·4**	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
November 1	**118·5**	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	**118·4**	119·3	132·7	111·9	111·9	121·1	118·8	108·6	125·9
1944									
January 3	**118·1**	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	**118·0**	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100
‡ Commodities in the cost of living index excluding rents and services.

TABLE II

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1944

Base: August, 1939=100

—	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax	117·9	138·0	105·7	106·6	117·6	114·9	109·0
Saint John	118·6	131·0	107·3	114·4	121·7	116·2	110·5
Montreal	121·0	137·8	108·3	113·4	124·3	117·8	107·1
Toronto	117·0	128·3	111·1	119·2	117·8	114·3	108·9
Winnipeg	115·4	128·8	104·4	109·5	118·1	115·7	107·4
Saskatoon	119·3	133·8	113·1	111·4	119·3	119·6	107·4
Edmonton	115·7	131·3	100·0	104·8	123·9	117·1	108·2
Vancouver	116·7	131·9	99·7	113·9	123·4	115·5	109·0

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939–FEBRUARY, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICE FOR FEBRUARY, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	July 1942	Oct. 1942	Jan. 1943	April 1943	July 1943	Oct. 1943	Dec. 1943	Jan. 1944	Feb. 1944	Price Feb. 1944
Beef, sirloin steak	lb.	100·0	120·7	141·6	131·9	136·9	141·6	145·2	143·7	143·0	143·0	143·0	39·9
Beef, round steak	lb.	100·0	125·7	150·6	140·1	146·4	153·2	157·8	155·7	154·4	154·4	154·4	36·6
Beef, rib roast	lb.	100·0	125·5	148·7	137·8	143·9	151·3	163·5	172·6	173·0	173·5	173·9	40·0
Beef, shoulder	lb.	100·0	132·7	163·5	150·3	159·1	168·6	178·0	180·5	179·9	180·5	180·5	28·7
Beef, stewing	lb.	100·0	136·7	169·8	157·1	167·5	177·8	184·1	181·7	179·4	180·2	180·2	22·7
Veal, forequarter	lb.	100·0	139·3	155·0	155·6	160·9	173·4	178·1	182·8	181·7	180·5	177·5	30·0
Lamb, leg roast	lb.	100·0	109·9	139·4	122·2	126·4	136·3	156·3	135·6	125·7	130·6	141·2	40·1
Pork, fresh loins	lb.	100·0	125·3	130·0	129·2	131·2	134·2	138·1	139·2	138·8	138·8	138·8	36·1
Pork, fresh shoulder	lb.	100·0	127·0	134·2	133·2	136·7	141·3	145·9	148·0	147·4	147·4	146·9	28·8
Bacon, breakfast, sliced	lb.	100·0	132·3	134·2	135·7	137·8	139·4	139·7	140·3	140·3	140·3	140·6	45·7
Lard, pure	lb.	100·0	151·3	142·1	140·3	154·4	161·4	162·3	162·3	162·3	162·3	162·3	18·5
Shortening, vegetable	lb.	100·0	134·7	134·7	134·0	135·4	136·8	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, grade "A" fresh	doz.	100·0	156·4	123·7	165·8	169·7	136·5	144·1	178·0	182·2	161·2	140·5	42·7
Milk	qt.	100·0	111·0	111·0	112·8	94·5	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery, prints	lb.	100·0	140·5	142·5	144·3	146·2	146·2	142·1	142·5	145·1	145·8	146·2	39·9
Cheese, Canadian, mild	lb.	100·0	174·6	166·3	163·5	162·5	163·5	165·4	165·9	167·8	168·3	166·8	34·7
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled Oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn Flakes, 8 oz	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	9·3
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	130·2	130·2	132·1	132·1	131·1	135·8	136·8	136·8	14·5
Peas, canned, 2's	tin	100·0	117·5	119·2	120·0	120·0	120·0	120·8	121·7	123·3	123·3	124·2	14·9
Corn, canned, 2's	tin	100·0	128·3	130·1	131·9	131·9	131·9	132·7	134·5	134·5	134·5	135·4	15·3
Beans, dry	lb.	100·0	129·4	129·4	127·5	127·5	127·5	129·4	129·4	131·4	131·4	131·4	6·7
Onions	lb.	100·0	108·2	153·1	102·0	102·0	122·4	144·9	149·0	144·9	146·9	149·0	7·3
Potatoes	15 lbs.	100·0	89·9	185·7	120·4	125·6	143·3	166·5	137·2	136·6	137·8	140·5	46·1
Prunes, medium	lb.	100·0	115·8	119·3	121·1	124·6	124·6	127·2	126·3	127·2	129·8	130·7	14·9
Raisins, seedless, bulk	lb.	100·0	104·0	104·6	102·0	97·3	102·0	107·3	104·0	101·3	102·0	101·3	15·3
Oranges, medium size	doz.	100·0	132·5	119·1	140·3	136·5	136·2	143·3	147·8	141·0	140·3	138·2	40·5
Lemons, medium size	doz.	100·0	111·3	111·4	118·8	128·0	132·9	136·9	145·8	137·8	138·2	138·2	44·9
Jam, strawberry, 16 oz	jar	100·0	111·3	111·9	113·2	114·5	115·7	115·1	†115·1	113·8	114·5	115·1	18·9
Peaches, 20 oz	tin	100·0	101·5	102·0	103·0	104·1	105·1	109·6	†109·6	109·1	108·1	108·1	21·3
Marmalade, orange, 16 oz	jar	100·0	118·3	119·7	120·5	124·2	126·5	130·3	131·1	131·1	131·8	131·8	17·9
Corn Syrup, 3½ lb	jar	100·0	138·0	139·7	140·3	140·7	155·7	155·0	154·7	153·7	154·0	154·7	46·4
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	131·7	131·7	133·3	133·3	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	141·7	142·0	131·1	130·8	130·8	131·1	131·1	131·1	131·1	44·3
Tea, black, ½ lb	pkg.	100·0	145·2	148·0	148·3	131·6	131·3	131·6	131·6	131·6	131·6	131·6	38·7

*Descriptions and units of sale apply to February 1944 prices.
†Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef								Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown	42·6	37·8	39·9	30·6	24·6	....	38·3	36·7	....	44·7	19·2	20·2	43·4	9·0	41·3	34·7	7·3	4·6	6·0	9·9
Nova Scotia—																				
2—Halifax	41·2	37·6	39·9	30·9	23·8	....	40·1	36·1	29·0	44·7	19·5	19·9	46·4	11·0	44·5	35·8	8·0	4·6	6·1	9·9
3—New Glasgow	42·2	38·6	39·9	31·1	25·0	....	43·0	38·3	30·4	47·0	20·0	20·0	47·2	10·0	44·0	37·7	7·3	4·9	6·1	10·0
4—Sydney	45·5	40·6	35·3	31·1	24·2	....	....	38·5	31·7	45·1	18·9	19·9	47·2	12·0	44·3	37·0	7·3	4·4	5·8	9·8
5—Truro	42·7	37·8	37·5	31·2	21·5	....	41·0	36·7	29·3	45·0	20·3	20·8	46·3	10·0	43·8	37·3	6·7	4·8	6·0	10·1
New Brunswick—																				
6—Fredericton	41·5	37·5	45·2	29·4	20·7	29·7	39·0	36·5	31·3	46·4	19·4	19·7	45·3	10·0	43·0	36·0	7·3	4·8	6·3	9·5
7—Moncton	42·4	37·9	41·4	29·8	21·8	....	43·2	35·8	30·0	47·5	19·4	20·1	42·6	10·0	42·8	35·5	8·0	4·6	5·8	10·0
8—Saint John	42·4	39·2	39·0	30·8	23·9	30·0	40·0	39·2	31·0	44·6	19·3	19·7	45·7	11·0	42·8	35·4	7·3	4·3	5·9	9·7
Quebec—																				
9—Chicoutimi	38·0	34·3	37·0	28·0	21·5	....	38·3	31·7	29·2	49·0	20·0	21·0	48·0	10·0	39·8	35·5	6·7	4·5	....	10·0
10—Hull	39·1	36·0	38·9	27·6	21·4	31·2	40·0	32·1	27·7	46·4	18·0	19·2	44·4	10·0	38·4	32·7	5·3	3·8	5·5	9·5
11—Montreal	39·8	37·3	43·7	26·9	21·9	25·9	38·7	33·3	26·8	45·8	18·9	19·4	46·4	10·5	39·1	34·2	6·0	3·8	5·3	9·5
12—Quebec	37·7	33·9	35·9	25·9	18·9	31·0	38·5	30·9	26·6	42·4	18·7	19·5	45·7	10·0	39·6	34·4	5·5	3·7	5·8	9·7
13—St. Hyacinthe	34·0	33·4	34·1	25·7	21·3	32·3	35·6	28·3	25·2	46·8	18·0	19·5	45·0	8·5	39·3	31·6	5·3	4·1	6·0	9·9
14—St. Johns	39·7	36·0	40·3	27·7	19·0	....	36·3	37·0	27·0	45·8	19·2	19·7	44·3	9·0	38·3	32·0	5·3	4·1	5·5	9·7
15—Sherbrooke	41·4	38·7	38·3	29·0	21·9	34·1	39·3	33·2	25·9	38·7	18·4	19·6	45·4	9·0	37·9	35·0	5·3	4·2	6·0	9·8
16—Sorel	37·4	36·1	33·0	24·7	18·0	....	36·0	32·4	24·6	45·3	18·7	19·8	46·5	9·0	39·3	31·7	5·3	4·0	5·3	10·0
17—Thetford Mines	33·9	35·4	27·7	24·7	17·3	....	....	25·0	23·8	37·6	18·9	19·5	42·4	8·0	39·2	33·4	5·3	4·1	5·1	9·7
18—Three Rivers	38·1	34·2	36·5	25·3	20·0	....	33·0	28·7	26·1	46·2	18·7	19·6	45·1	9·0	38·7	35·0	6·0	4·0	5·5	9·7
Ontario—																				
19—Belleville	38·9	36·5	40·0	28·7	23·6	30·0	39·5	35·7	29·2	46·2	18·8	19·2	42·2	10·0	39·5	33·3	6·7	4·2	5·4	8·8
20—Brantford	40·5	37·3	41·9	29·4	21·0	30·8	40·0	37·9	28·9	46·2	18·2	19·4	40·2	10·0	39·4	....	6·7	4·2	5·4	9·1
21—Brockville	41·0	37·4	45·5	30·7	22·1	....	41·0	34·5	28·8	46·4	19·1	19·5	41·3	10·0	38·2	29·9	6·3	4·1	5·6	9·0
22—Chatham	40·0	37·3	41·1	29·8	21·4	30·7	....	37·9	33·1	46·4	18·4	19·4	39·6	10·0	38·4	....	5·3	4·1	5·1	8·9
23—Cornwall	40·0	37·4	42·3	28·3	19·6	....	43·0	36·3	27·3	45·3	19·1	19·5	39·8	10·0	39·5	30·5	6·0	4·2	5·8	9·2
24—Fort William	40·3	36·4	39·7	28·7	22·5	29·3	39·0	36·6	30·1	45·5	18·2	19·1	44·9	11·0	39·6	33·7	6·0	4·0	5·1	8·9
25—Galt	39·7	36·7	40·8	29·3	24·6	31·0	40·0	37·1	28·6	46·3	18·6	19·3	39·6	10·0	39·3	40·0	6·7	4·1	5·7	8·8
26—Guelph	39·7	38·1	37·8	29·8	25·6	31·3	42·4	38·9	29·6	46·3	18·3	19·3	39·4	10·0	39·6	35·2	6·0	4·1	5·7	9·0
27—Hamilton	40·5	37·6	42·5	29·9	24·9	32·0	42·8	39·3	30·9	46·5	18·6	19·1	42·2	11·0	40·3	38·7	6·0	4·2	5·6	8·8
28—Kingston	40·3	36·4	39·6	28·3	19·7	....	42·0	36·0	28·6	45·8	19·1	19·3	42·7	10·0	39·2	31·5	6·0	4·3	5·3	9·1
29—Kitchener	39·6	37·3	39·8	29·1	24·5	29·5	40·7	37·7	28·8	45·9	18·5	19·6	39·1	10·0	39·7	35·7	6·3	4·0	6·0	8·8
30—London	40·3	37·3	41·2	29·4	23·4	30·4	40·3	37·3	28·2	45·0	18·6	19·2	43·1	10·0	39·3	34·0	6·0	4·0	5·6	8·9
31—Niagara Falls	40·1	36·4	43·3	29·3	21·8	29·2	42·8	37·7	29·3	44·3	18·9	19·7	41·6	10·5	40·1	....	6·0	4·3	5·6	9·0
32—North Bay	41·0	37·9	44·3	30·4	20·7	....	42·4	39·3	32·5	46·7	18·3	19·4	46·4	11·0	39·6	33·5	6·7	4·3	6·3	9·6
33—Oshawa	39·9	37·2	43·7	29·6	24·5	32·7	43·0	38·4	28·8	46·2	19·1	19·5	42·1	10·0	39·9	....	6·0	4·0	5·6	8·9
34—Ottawa	40·9	37·9	44·9	30·1	22·9	32·3	39·9	35·8	29·9	48·5	18·4	19·1	45·2	10·0	39·2	31·9	6·7	3·9	5·7	8·9

COAL AND RENTALS IN CANADA, FEBRUARY, 1944

Canned Vegetables														Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 2½ lb. jar	Granulated per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (c)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (b)	$ (b)	$	
14·7	15·0	15·3	6·5	9·2	38·0	.....	16·3	48·3	60·7	39·0	....	35·6	49·6	8·6	8·1	53·6	37·9	.....	11.57	24.00–28.00(d)	1
14·9	14·8	15·3	7·4	7·7	45·6	15·3	15·0	45·3	49·1	37·7	....	36·0	50·0	8·5	8·2	50·3	38·0	.....	12.16	27.50–31.50	2
15·0	14·9	15·0	6·3	7·3	46·5	.....	15·5	46·7	50·3	37·7	....	38·3	51·0	8·2	8·2	52·3	37·9	.....	7.47	16.00–20.00	3
14·7	15·0	15·0	6·6	7·8	47·7	13·0	15·0	44·5	56·7	37·7	....	35·7	49·7	8·6	8·4	51·0	37·8	.....	7.19	18.00–22.00(d)	4
15·1	15·2	16·2	6·8	7·8	44·9	.....	15·9	45·0	51·3	40·5	22·3	37·7	49·1	8·7	8·5	52·0	38·0	.....	11.42	26.50–30.50	5
15·0	15·3	15·6	6·6	7·6	41·4	.....	15·7	42·3	52·1	39·0	20·4	38·7	49·8	8·5	8·3	51·3	38·0	.....	12.09	21.00–25.00(d)	6
15·0	14·8	15·2	6·7	7·7	41·3	.....	15·0	44·4	51·0	39·7	21·1	38·6	49·1	9·0	8·8	54·2	38·0	.....	11.57	26.00–30.00(d)	7
15·3	15·0	15·0	6·8	7·7	44·7	14·8	15·9	45·9	47·7	39·2	19·8	36·3	50·1	8·4	8·3	49·2	38·0	.....	12.70	20.50–24.50(d)	8
14·5	15·6	.....	6·8	9·6	50·9	17·0	....	45·5	59·4	41·3	....	40·0	49·5	8·5	8·1	50·5	39·8	18.36	.....	.....	9
14·1	15·0	15·7	7·3	.....	48·2	.....	15·4	39·7	41·6	38·0	....	36·7	45·0	8·3	8·0	44·9	38·9	17.09	.....	15.50–19.50	10
13·0	14·2	15·0	6·6	7·8	47·0	.....	16·3	38·2	39·3	37·0	....	35·0	44·7	8·0	7·9	46·2	39·7	16.97	.....	23.00–27.00(d)	11
14·1	14·2	15·1	6·7	7·8	44·5	15·1	16·1	43·8	47·5	37·0	20·3	35·5	48·0	8·1	7·9	42·7	39·8	16.64	.....	26.00–30.00(d)	12
13·1	14·2	16·0	6·4	9·2	52·5	13·8	15·2	33·8	46·2	39·6	....	36·5	45·0	8·0	7·8	41·5	40·8	16.07	.....	16.00–20.00(d)	13
12·8	15·4	16·0	6·2	9·3	47·3	.....	....	38·8	48·7	39·0	....	37·7	46·0	8·0	7·9	40·5	40·0	15.81	.....	.....	14
13·4	15·6	17·3	6·4	.....	45·9	.....	18·0	40·7	44·2	39·3	....	39·7	48·3	8·0	8·0	39·8	39·4	17.85	.....	20.00–24.00(d)	15
14·7	14·8	18·0	7·0	9·3	50·9	15·0	17·7	42·5	51·3	40·0	....	36·7	46·3	7·9	7·7	45·8	39·4	.....	.....	.....	16
12·7	13·7	.....	6·1	8·1	44·0	.....	16·0	40·5	47·0	39·5	....	37·3	47·8	8·0	7·5	48·4	39·4	19.38	.....	14.00–18.00(d)	17
13·7	14·7	14·7	5·9	9·2	47·1	15·6	17·3	38·3	49·5	38·8	....	37·2	49·4	8·5	8·0	47·3	40·6	16.32	.....	20.00–24.00(d)	18
13·4	14·5	14·7	6·1	.....	48·1	.....	14·7	39·7	43·0	....	....	34·1	45·5	8·6	8·4	44·2	39·1	16.00	.....	22.00–26.00	19
14·3	14·5	14·7	6·1	7·9	48·9	.....	13·7	41·0	43·3	35·0	....	32·9	46·2	8·4	8·3	46·4	39·5	16.00	.....	22.00–26.00	20
14·2	14·6	14·7	6·4	.....	47·4	.....	14·4	40·8	46·4	....	....	34·9	48·7	8·3	8·1	41·4	38·2	16.00	.....	20.00–24.00	21
14·2	15·1	14·5	5·4	7·3	48·5	.....	14·9	34·5	40·1	....	....	33·1	44·2	8·7	8·5	40·3	38·4	16.00	.....	21.50–25.50	22
15·0	14·9	14·8	6·9	.....	47·9	.....	....	36·7	40·3	....	....	36·3	48·2	8·2	8·2	45·8	38·6	16.50	.....	23.00–27.00(d)	23
14·5	14·7	15·3	6·6	.....	44·0	.....	17·0	40·0	47·3	38·0	19·9	36·7	44·6	8·6	8·5	42·4	38·1	16.80	.....	25.00–29.00	24
13·9	14·3	14·4	6·4	8·3	47·5	.....	14·2	41·4	46·3	35·4	....	34·8	45·6	8·5	8·3	44·0	39·5	16.00	.....	22.00–26.00	25
13·8	14·1	14·7	6·2	7·2	48·4	.....	14·3	40·7	41·8	35·5	....	33·1	44·9	8·6	8·5	43·3	38·6	16.00	.....	22.00–26.00	26
13·7	14·3	14·8	6·2	7·2	49·0	.....	14·3	43·3	44·5	35·7	....	34·1	45·5	8·2	8·1	41·3	39·3	15.50	.....	26.00–30.00	27
13·9	14·7	14·8	6·8	7·4	48·3	.....	14·3	36·9	43·4	....	....	34·9	45·2	8·1	7·9	43·8	38·7	16.00	.....	28.00–32.50	28
14·2	14·3	14·4	6·5	7·4	48·6	.....	14·4	39·0	45·6	36·3	....	34·4	45·6	8·7	8·4	40·1	39·4	16.00	.....	26.00–30.50	29
14·1	14·9	15·1	6·1	7·4	48·9	.....	14·0	39·8	41·7	36·7	....	33·7	44·5	8·6	8·4	44·7	39·3	16.50	.....	26.50–30.50	30
13·4	13·6	15·2	7·0	.....	49·2	.....	....	41·5	40·9	35·4	17·0	34·3	44·3	8·7	8·7	44·5	39·6	14.63	.....	25.00–29.00	31
14·3	14·6	14·9	6·6	.....	49·1	.....	15·7	42·0	47·1	38·0	21·3	37·3	46·1	9·0	8·9	51·7	39·3	17.25	.....	23.00–27.00	32
13·8	14·5	14·5	7·1	7·3	45·9	.....	13·7	38·1	43·0	....	....	34·4	45·1	8·6	8·4	48·0	39·2	16.00	.....	23.00–27.00	33
14·2	14·7	14·8	6·8	7·7	47·7	.....	14·9	38·5	43·4	....	....	36·2	49·1	8·3	8·1	43·5	39·0	16.75	.....	31.00–35.00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
Ontario—*Con.*	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound	39·4	36·9	40·2	28·0	23·3	....	42·0	36·5	28·1	45·4	18·2	19·2	40·4	10·0	40·0	....	6·0	4·0	5·4	9·4
36—Peterborough	40·4	37·8	42·2	29·0	23·1	34·0	41·6	39·3	30·1	46·7	18·7	19·1	40·4	10·0	39·3	36·2	6·0	4·2	5·5	8·7
37—Port Arthur	39·6	36·8	38·2	27·8	23·1	28·0	40·8	35·8	28·8	48·7	17·9	18·9	45·1	11·0	39·4	34·1	6·3	4·2	5·6	9·4
38—St. Catharines	40·3	37·0	43·2	29·7	22·6	....	42·5	40·0	30·4	46·1	18·6	19·0	40·7	10·5	40·1	....	6·0	4·2	5·5	9·0
39—St. Thomas	40·0	37·0	42·5	29·9	24·7	30·2	41·0	38·7	30·9	46·1	19·0	19·6	41·4	10·0	39·9	33·3	6·0	4·2	5·8	9·6
40—Sarnia	39·6	37·3	42·1	29·4	22·7	33·7	41·4	37·4	31·6	46·2	18·9	19·6	43·3	10·0	39·9	35·3	6·0	4·0	6·0	9·4
41—Sault Ste. Marie	39·9	36·7	38·6	28·7	23·3	....	39·2	36·6	28·6	44·0	18·2	19·3	44·2	11·0	39·8	36·3	6·7	4·0	6·0	9·2
42—Stratford	38·6	36·7	40·5	29·3	23·2	....	....	36·6	29·8	45·9	18·7	20·3	39·8	10·0	39·5	....	5·3	3·9	5·9	9·0
43—Sudbury	40·6	38·0	40·7	29·0	23·4	28·5	38·0	36·9	29·7	44·0	18·7	19·4	44·9	11·0	39·3	34·5	6·7	4·2	6·5	9·3
44—Timmins	39·0	35·9	40·1	28·7	22·4	29·7	40·8	37·9	30·6	44·8	19·4	19·6	47·1	12·0	40·0	34·2	6·7	4·4	5·9	9·6
45—Toronto	40·4	36·9	43·3	29·9	24·0	30·7	41·9	37·6	26·7	48·3	18·2	19·1	43·7	11·0	39·9	38·8	6·7	4·2	5·4	8·8
46—Welland	39·8	36·3	42·0	29·3	23·3	....	....	36·6	28·9	43·7	17·8	19·2	37·4	11·0	40·1	38·0	6·7	4·1	5·2	9·1
47—Windsor	39·7	36·8	41·4	29·4	25·0	31·0	41·5	38·2	30·7	45·3	18·6	19·2	43·3	11·0	39·4	35·9	6·0	4·2	5·3	8·8
48—Woodstock	40·0	37·2	39·3	28·4	23·3	....	38·4	37·5	27·2	44·5	18·5	19·0	39·7	10·0	39·5	31·5	6·0	3·8	5·9	8·8
Manitoba—																				
49—Brandon	39·0	34·5	40·4	27·8	21·5	....	40·7	35·2	27·2	45·5	17·3	21·3	40·4	10·0	38·0	....	7·1	3·9	5·7	9·1
50—Winnipeg	38·5	34·3	34·7	27·3	24·3	27·9	38·6	35·9	29·9	46·9	17·3	19·6	43·2	9.0	37.2	34·1	8·0	3·7	5·5	8·9
Saskatchewan—																				
51—Moose Jaw	39·0	34·2	38·0	27·3	20·5	....	40·4	34·3	27·2	45·3	16·3	20·4	38·3	11·0	37·3	....	7·2	3·8	5·7	8·7
52—Prince Albert	33·0	30·6	33·6	24·6	19·4	....	33·7	34·5	26·5	35·8	16·9	20·2	42·5	10·0	38·8	32·4	6·0	4·4	5·8	8·8
53—Regina	38·1	34·0	36·8	26·1	23·3	25·3	36·0	32·6	24·7	42·9	16·6	21·7	40·8	10·0	37·5	....	6·8	4·0	6·1	8·8
54—Saskatoon	38·2	33·7	36·7	27·4	21·2	28·0	38·5	34·3	27·1	44·8	16·5	20·1	40·1	10·0	37·3	....	7·2	3·7	5·2	8·9
Alberta—																				
55—Calgary	39·7	35·7	41·9	28·6	24·7	27·5	39·8	35·6	30·7	48·1	16·9	20·0	41·6	10·0	38·1	38·0	7·2	3·9	5·4	8·9
56—Drumheller	37·5	33·7	37·3	26·7	22·0	25·3	....	35·0	27·0	44·9	17·4	21·7	42·3	10·0	39·2	....	8·0	4·3	5·7	9·2
57—Edmonton	38·4	33·2	36·3	24·5	22·8	27·1	36·3	34·8	27·2	46·6	17·0	20·4	42·5	10·0	37·4	33·1	7·2	3·9	5·3	8·7
58—Lethbridge	39·2	34·2	38·4	29·0	21·5	24·7	40·0	35·0	27·3	44·3	16·9	21·2	41·2	10·0	38·3	....	8·0	4·1	....	8·8
British Columbia—																				
59—Nanaimo	43·1	39·0	45·7	30·8	26·3	....	43·0	38·3	32·6	50·3	19·2	20·6	38·6	12·0	43·1	....	9·0	4·4	....	9·3
60—New Westminster	41·7	37·3	43·7	29·5	24·6	....	41·8	38·0	29·4	47·3	18·8	20·1	38·3	10·0	41·0	34·2	8·0	4·2	6·0	9·4
61—Prince Rupert	42·0	37·5	43·3	28·7	23·7	34·2	41·3	41·0	....	49·7	19·4	20·9	44·4	15·0	41·7	....	10·0	5·0	....	9·6
62—Trail	42·8	39·2	41·3	30·6	28·3	28·5	43·0	39·4	31·4	48·3	18·2	22·5	41·0	13·0	39·9	33·3	9·0	4·2	6·0	9·3
63—Vancouver	43·1	38·7	42·5	29·4	26·3	30·8	42·0	36·8	29·8	48·5	17·9	19·3	38·7	10·0	40·8	34·5	9·6	4·2	5·8	9·1
64—Victoria	42·5	38·8	44·9	30·0	26·1	33·2	42·7	37·3	29·3	47·3	18·9	20·6	39·7	11·0	41·9	....	9·0	4·3	6·6	9·1

(a) Strawberry jam and orange marmalade for Manitoba and West changed from 4 pound tin to 32 ounce jar.
(b) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, FEBRUARY, 1944

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar (a)	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar (a)	Corn syrup, per 3½ lb. jar	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Coal		Rent (c)	
Tomatoes choice 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (b)	$ (b)	$	
13·7	15·0	.....	6·4	7·4	49·3	.....	13·6	41·6	43·5	....	....	34·8	44·1	8·5	8·4	48·7	38·9	16.50	.....	16.00–20.00	35
13·6	14·2	14·4	6·3	.....	47·6	.....	13·9	39·0	42·2	....	....	34·9	45·0	8·5	8·5	44·3	38·9	16.75	.....	24.00–28.00	36
14·1	14·9	14·8	6·6	.....	44·2	.....	17·8	40·5	49·0	38·6	19·3	35·6	43·5	8·5	8·4	42·0	38·1	16.50	.....	23.00–27.00	37
13·7	14·8	15·0	6·9	7·3	49·4	.....	....	41·1	44·4	33·5	19·4	32·4	46·7	8·5	8·3	43·5	39·0	15.75	.....	27.00–31.00	38
14·2	15·1	15·5	6·5	7·5	49·1	.....	14·4	45·2	45·3	....	....	34·4	45·8	8·7	8·6	43·7	39·7	16.00	.....	21.00–25.00	39
14·9	14·8	15·0	6·9	.....	49·0	.....	15·7	42·4	42·5	....	....	34·2	45·3	8·8	8·8	43·8	39·2	16.50	.....	23.00–27.50	40
14·6	15·3	14·8	6·5	6·1	48·8	.....	14·9	37·3	43·0	38·3	....	34·7	44·7	8·4	8·4	41·2	39·2	17.00	.....	23.00–27.00	41
15·0	14·9	15·0	6·0	.....	48·9	.....	14·8	41·3	44·3	....	....	35·0	46·7	8·8	8·7	43·6	38·6	16.00	.....	21.00–25.00	42
14·4	14·7	14·7	6·1	.....	48·8	.....	16·1	37·8	46·1	....	....	35·9	47·6	8·8	8·5	44·7	38·4	17.75	.....	27.00–31.00	43
14·9	14·8	15·5	6·1	8·0	52·1	.....	15·6	40·5	43·9	....	22·0	36·0	50·1	8·9	8·8	39·3	39·1	19.50	.....	22.50–26.00	44
13·5	14·1	14·1	6·0	7·6	47·8	.....	14·1	39·3	43·3	37·0	....	32·2	44·7	8·2	8·0	44·4	38·6	15.50	.....	32.50–36.50	45
13·9	14·1	15·1	7·1	.....	49·1	.....	....	41·8	42·3	....	....	....	....	8·3	8·3	41·2	39·0	15.50	.....	.....	46
13·4	14·7	14·7	6·0	7·1	48·8	.....	14·5	34·1	37·4	34·5	....	34·4	45·4	8·2	8·0	38·7	38·9	16.00	.....	25.00–29.00	47
14·3	15·1	14·6	6·3	.....	48·0	.....	15·7	38·3	46·1	....	....	31·7	45·8	8·6	8·5	45·3	39·0	16.00	.....	22.00–26.00	48
15·7	15·0	15·8	7·1	6·0	34·5	14·5	15·0	42·6	43·0	38·7	21·3	39·7	42·3	9·1	9·0	44·5	38·2	.....	8.45	21.00–25.00	49
15·4	15·5	15·8	7·0	6·0	37·2	.....	15·6	38·9	40·6	39·3	21·3	38·6	44·0	9·1	8·9	37·6	38·1	.....	13.10	26.00–30.00	50
16·7	15·2	15·7	6·2	5·5	38·7	.....	14·8	37·5	45·5	41·3	22·5	38·5	46·6	9·3	9·3	41·8	38·8	.....	10.45	21.00–25.50	51
15·9	16·7	16·8	7·1	.....	27·3	15·3	16·0	39·7	39·4	40·7	22·6	40·0	47·5	9·9	9·6	39·3	37·8	.....	10.65	19.50–23.50	52
16·2	16·0	15·3	6·6	6·4	37·5	.....	16·1	37·6	37·9	40·7	21·8	38·6	47·3	9·2	9·6	42·6	38·0	.....	11.65	27.50–31.50	53
17·3	16·7	16·3	7·2	.....	36·9	.....	15·6	42·3	44·8	39·0	23·8	38·9	46·8	9·5	9·5	43·6	37·8	.....	10.25	22.00–26.00	54
15·0	14·6	14·8	7·4	6·1	44·6	15·5	16·1	36·3	45·9	37·4	20·9	34·8	45·7	9·0	9·2	41·5	37·4	.....	8.40	26.00–30.00	55
16·7	15·7	16·4	7·6	6·3	49·9	14·5	16·2	40·7	47·5	40·3	23·2	38·4	48·3	9·5	9·6	42·5	38·0	.....	.....	20.00–24.00	56
15·3	15·0	15·5	7·1	.....	35·4	14·5	16·7	40·3	38·9	38·2	22·4	36·9	44·4	9·2	9·3	43·4	37·9	.....	5.55	24.50–28.50	57
16·0	14·1	.....	7·1	5·7	43·3	.....	....	35·7	39·0	37·7	....	....	45·0	9·3	9·4	45·0	37·5	.....	5.00	22.00–26.00	58
15·5	15·1	15·0	8·1	6·1	49·5	.....	....	41·0	38·6	34·6	21·5	33·0	43·6	8·7	8·5	41·7	38·3	.....	.....	17.00–21.00	59
14·9	14·4	15·0	7·3	5·9	44·1	.....	14·1	36·4	37·7	36·0	21·4	34·3	43·7	7·9	7·8	36·7	38·2	.....	13.00	20.50–24.50	60
16·3	15·4	16·2	8·4	6·6	57·5	.....	13·9	45·2	42·0	38·0	21·7	36·3	44·7	8·9	8·7	44·4	38·9	.....	13.80	20.00–24.00	61
15·1	15·8	16·8	8·7	5·3	45·9	.....	16·3	39·6	50·0	34·3	23·7	36·6	49·0	8·9	8·9	39·5	37·9	.....	10.90	23.00–27.00	62
14·9	14·7	14·7	7·1	5·8	45·0	.....	....	40·8	37·6	32·7	20·8	32·2	42·1	8·0	8·0	38·3	37·8	.....	13.00	23.50–27.50	63
15·1	15·1	15·2	7·3	6·5	47·1	15·0	13·7	38·3	37·5	37·5	21·9	33·9	42·4	8·9	8·4	41·9	38·3	.....	13.25	21.00–25.00	64

(c) The basis of these figures is the record of rents collected in the 1941 Census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the change indicated by these reports.

(d) Rents marked (d) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

weakness in foods was offset by increases in fuel and lighting and miscellaneous items. In the Saint John index, an increase of 0·1 to 118·6 was due to a substantial advance in fuel and lighting which overbalanced easier food quotations.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculations of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	*Commodities	1913	1918	1920	1922	Dec. 1926	Dec. 1929	Dec 1933	Dec. 1939	Dec. 1941	Dec. 1942	Nov. 1943	Dec. 1943	Jan. 1944	Feb. 1944
*All commodities	510	64·0	127·4	155·9	97·3	97·9	96·0	69·0	81·7	93·6	97·0	102·4	102·5	102·5	102·7
Classified according to chief component material—															
I. Vegetable products	113	58·1	127·9	167·0	86·2	95·0	93·9	60·4	72·0	80·2	86·0	94·7	94·8	95·1	95·2
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	100·0	109·8	63·7	80·3	98·8	105·0	109·7	109·6	108·3	107·8
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	96·2	89·6	71·7	81·9	94·9	92·0	91·9	91·9	91·9	91·9
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	99·0	93·2	64·4	85·3	99·2	102·8	115·9	115·9	115·9	117·8
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	99·3	93·4	86·7	102·1	112·9	115·3	116·0	116·0	116·0	116·0
VI. Non-Ferrous Metals and their products	17	98·4	141·9	135·5	97·3	95·7	96·5	66·5	75·3	77·6	79·7	79·7	79·7	79·7	79·7
VII. Non-Metallic Minerals and Products	81	56·8	82·3	112·2	107·0	103·1	93·4	85·8	86·5	99·3	100·4	100·5	102·3	102·9	102·9
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	99·3	95·1	80·8	85·1	104·1	100·8	100·3	100·1	100·1	100·2
Classified according to purpose—															
I. Consumers' Goods	207	62·0	102·7	136·1	96·9	97·3	95·3	73·3	81·2	95·3	97·1	97·4	97·7	97·8	97·7
Foods, Beverages and Tobacco	114	61·8	119·0	150·8	90·2	99·0	103·3	67·4	79·1	94·6	101·6	103·3	103·2	102·5	102·3
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	96·1	90·0	77·3	82·6	95·8	94·1	93·4	94·1	94·7	94·7
II. Producers' Goods	366	67·7	133·3	164·8	98·8	97·8	95·9	64·3	78·1	85·7	90·0	98·9	99·5	99·6	100·0
Producers' Equipment	24	55·1	81·9	108·6	104·1	110·4	96·2	87·2	96·6	108·6	110·5	114·4	117·5	118·9	118·9
Producers' Materials	342	69·1	139·0	171·0	98·2	96·4	95·9	61·8	76·0	83·2	87·7	97·2	97·5	97·5	97·9
Building and Construction Materials	111	67·0	100·7	144·0	108·7	97·8	97·9	80·6	94·2	112·9	116·7	126·4	126·7	126·7	126·8
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	96·1	95·5	58·6	72·9	78·2	82·8	92·2	92·5	92·6	93·0
Classified according to origin—															
I. Farm—															
A. Field	154	59·2	134·7	176·4	91·2	95·2	91·5	60·3	70·0	79·0	82·5	90·5	90·5	90·7	90·7
B. Animal	88	70·1	129·0	146·0	95·9	99·8	106·7	65·3	82·3	96·8	100·7	102·3	102·2	101·4	101·3
Farm (Canadian)	63	64·1	132·6	160·6	88·0	97·7	104·5	53·6	69·0	74·6	87·1	104·2	104·6	104·0	104·3
II. Marine	16	65·9	111·7	114·1	91·7	103·7	107·0	66·8	80·3	108·2	120·2	138·0	138·0	138·0	135·3
III. Forest	58	60·1	89·7	151·3	106·8	99·0	93·1	64·7	85·0	98·8	102·3	115·2	115·2	115·2	117·0
IV. Mineral	194	67·9	115·2	134·6	106·4	100·2	92·3	82·2	87·8	97·7	99·0	99·3	100·2	100·5	100·5
All raw (or partly manufactured)	213	63·8	120·8	154·1	94·7	98·2	98·9	58·9	74·4	85·6	92·6	104·0	104·3	104·1	104·6
All manufactured (fully or chiefly)	297	64·8	127·7	156·5	100·4	97·5	93·2	72·0	81·2	92·2	92·6	93·8	93·1	93·8	93·7

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries)

* For 1943.

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1928-1929=1000	1928-1929=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	.....	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	.....	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	.....	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	.....	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	.....	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	.....	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	.....	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	.....	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	.....	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1000	1000	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	1004	997	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	815	794	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	892	846	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	911	868	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	916	894	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	949	913	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1033	966	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1125	1023	1416	1109
1943—January	97·1	117·1	101·9	120·6	162·1	199	.....	.....	.....	.....	.....	.....	.....	.....
February	97·5	116·9	102·5	120·9	162·1	199	215·2	201	1668	1211	1224	.....	1462	.....
March	(i) 98·6	117·2	103·4	122·8	162·2	199	216·8	201	1675	1220	1236	.....	1472	.....
April	(i) 99·0	117·6	103·7	124·1	162·8	199	217·2	201	1679	1226	1248	(d) 1101	1475	(e) 1011
May	(i) 99·3	118·1	104·1	125·1	163·3	199	217·9	203	1675	1232	1253	.....	1508	.....
June	(i) 99·6	118·5	103·8	124·8	163·1	198	218·1	203	1688	1248	1255	.....	1522	.....
July	100·1	118·8	103·2	123·9	164·0	200	218·2	203	1695	1250	1268	(d) 1121	1528	1000
August	100·4	119·2	103·1	123·4	162·2	199	217·9	204	1703	1248	1272	.....	1522	.....
September	(i) 101·1	119·4	103·1	123·9	162·9	198	217·7	204	1725	1253	1264	.....	1522	.....
October	101·9	119·3	103·0	124·4	162·9	198	219·5	204	1725	1259	1267	(d) 1111	1520	996
November	102·4	119·4	102·9	(i) 124·2	162·5	199	.....	.....	1732	1258	1262	.....	1532	.....
December	102·5	119·3	103·2	124·4	162·7	199	220·2	205	1748	1256	1261	.....	1559	.....
1944—January	102·5	119·0	103·3	124·1	163·4	199	220·0	205	1757	1262	1260	(d) 1101	1566	1001
February	102·7	118·9	.....	.....	164·0	199	.....	.....	.....	.....	.....	.....	.....	.....
						200	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home-furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent). $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title, *Price Control in Canada.*

Wholesale Prices, February, 1944

The general index of wholesale prices advanced 0·2 points to 102·7 (1926=100) in February. (*See* Table V.) A gain of 1·9 points to 117·8 for wood, wood products and paper was primarily responsible for the increase. It reflected a sharp gain in the export price of pulp shipped to the United States, although certain spruce descriptions registered minor gains in this group also. Increased storage charges for potatoes and onions contributed to a gain of 0·1 to 95·2 for vegetable products and outweighed small declines for fresh fruits and cocoa butter. Chemicals and allied products closed at 100·2, up 0·1, while a drop of 0·5 to 107·8 in animal products was due to lower price for eggs, whitefish, certain live-stock prices, fats and fowl. In this group minor advances were recorded for furs, fresh meats, fresh milk at Vancouver and butter. Other groups were unchanged, fibres, textiles and textile products at 91·9; iron and its products 116·0; non-ferrous metals 79·7, and for non-metallic minerals 102·9.

The Canadian farm product wholesale price index was 0·3 points higher at 104·3 in February. Field products gained 0·4 to 92·5 due to higher quotations for potatoes, onions and hay, while animal products moved from an index level of 123·8 to 124·1, with live-stock prices (including bonuses) and fresh milk outweighing declines for eggs and fowl.

Industrial Accidents

Fatal Industrial Accidents in Canada, 1943

Analyzed According to Industries, Causes, Localities and Months

AN analysis of fatal industrial accidents in Canada during the calendar year 1943 by industries, causes, provinces and months is presented in the accompanying tables. The accidents recorded are those occurring to persons gainfully employed during the course of, or arising out of their employment; also included are fatalities from industrial diseases reported chiefly by provincial workmen's compensation boards. Quarterly reviews, each containing an analysis of accidents occurring during the period covered, appeared in the LABOUR GAZETTE, for May, August and November, 1943, and February, 1944.

The record is compiled from reports from the following governmental authorities,—The Board of Transport Commissioners of Canada; the Explosives Division of the Federal Department of Mines; The Workmen's Compensation Boards of Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia; the Ontario Chief Factory Inspector; and the British Columbia Department of Mines. In addition, reports were received also from the correspondents of the LABOUR GAZETTE resident in the principal industrial centres throughout Canada.

Industrial accidents reported in the press are also included in the record after inquiry has been made to avoid duplication. Most of the accidents in agriculture are recorded from press reports, and while it is not known to what extent the accidents in this industry are covered, it is believed that in this respect the record is fairly complete. To a great extent, however, the information obtained from press reports is used to supplement information received from official sources.

Table I gives an analysis of accidents by industries and causes, Table II by provinces, and Table III by months. The last two tables also include summary figures for 1942, which are a final revision of the figures published in the LABOUR GAZETTE, March, 1943, by the inclusion of accidents occurring in 1942 which were reported too late for incorporation into the annual statements. These accidents were included in the supplementary reports in the LABOUR GAZETTE, for May, August and November, 1943, and February, 1944. The figures for 1943, being still incomplete, are accordingly to some extent not comparable with the completed figures for 1942.

In some industries, where considerable changes in figures from year to year appear, these may be attributed to changes in industrial conditions or to particular occurrences. For example, in fishing and trapping there was an increase in the number of fatalities from 34 in 1942 to 49 in 1943, which may be explained by the fact that during 1943 there was a serious disaster in this industry when 21 fishermen were drowned; and there was also a decrease in fatalities in the construction group from 227 in 1942 to 146 in 1943, which may be largely due to a reduction of employment in this industry.

There were three disasters during the year under review, one of which occurred on January 16, when a freighter foundered and sank in a storm, off Cape Scott, Northern Vancouver Island, and fifteen members of the crew were drowned. The other members of the crew reached shore in a lifeboat and survived. On April 21, a fishing schooner sank following a collision with a freighter in darkness, off Halifax, N.S., and 21 members of the schooner's crew were drowned. Seven other members of the crew escaped in dories. Another disaster occurred in Halifax basin, on July 6, when a tug belonging to Halifax shipyards sank following a collision with a freighter. The tug was used for conveying welding equipment and workers to repair ships in the basin, and 19 of the 24 workers on board were drowned.

On June 23, nine loggers were drowned in La Lievre River, near Chambord, Quebec, after a motorboat overturned when the occupants became panicky after the craft caught fire. An engineer, a fireman, a conductor, a brakeman, and three cablemen were killed, when a gravel train ploughed into a caboose, near Cranberry, Manitoba, on July 17. In a collision of two trains, near Campbellton, N.B., on May 29, an engineer, two firemen and a brakeman were killed.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN

Cause	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Structural materials	Manufacturing	Vegetable foods, drink and tobacco	Animal foods	Textiles and clothing	Leather, fur and products	Rubber products	Saw and planing mill products	Wood products	Pulp, paper and paper products	Printing and publishing	Iron, steel and products	Non-ferrous metal products	Non-metallic mineral products
A.—Prime Movers:																					
1. Motors, engines, fans, pumps and automatic stokers	....	1	1	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1	....
2. Shafting, coupling, collars, set screws and keys	....	....	....	1	1	....	....	....	8	....	....	....	....	....	3	1	1	....	2	1	....
3. Belts, lines, pulleys, chains and sprockets	1	....	....	....	....	....	....	....	6	1	....	....	....	....	1	1	3	....	....	....	....
4. Gears, cogs, cams and friction wheels	....	....	....	1	....	....	....	1	5	....	....	....	....	....	1	..	2	....	1	..	1
Total	1	1	1	2	1	....	....	1	20	1	..	....	....	....	5	2	6	....	3	2	1
B.—Working Machines	1	....	....	1	....	1	....	....	7	2	..	1	....	....	1	..	1	....	1	..	....
C.—Hoisting Apparatus:																					
1. Elevators	....	....	....	1	1	..	....	....	2	....	....	1	1	....	....	....	....	....	....	....	....
2. Conveyors and others	....	....	....	7	2	5	....	....	10	1	....	....	....	....	1	....	....	....	2	....	....
Total	....	....	....	8	3	5	....	....	12	1	..	1	1	..	1	....	....	....	2	..	....
D.—Dangerous substances:																					
1. Steam escapes, boiler explosions, compressed air	2	....	3	....	....	....	....	....	6	....	....	....	....	....	....	....	....	....	3	..	2
2. Explosive substances	3	4	....	9	6	2	1	....	11	....	....	....	....	....	....	....	....	....	..	1	....
3. Electric current	2	1	....	....	....	....	....	....	15	....	....	1	....	....	2	....	....	....	4	3	1
4. Hot and inflammable substances and flames	3	2	....	3	3	..	....	....	16	....	....	....	....	1	....	....	....	....	3	1	5
5. Conflagrations	5	....	1	....	....	....	....	....	8	4	....	....	....	....	1	....	....	....	1	....	....
6. Gas fumes, poison, etc.	2	....	....	7	2	4	1	....	7	3	....	....	....	....	....	....	....	1	2	....	....
7. Explosions, mine (gas, coal dust, etc.)	....	....	....	7	....	7	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Total	17	7	4	26	11	13	2	....	63	7	..	1	..	1	3	..	..	1	13	5	8
E.—Striking against or being struck by objects:																					
1. Striking against objects	....	....	....	....	....	....	....	....	6	....	....	....	....	....	....	1	....	....	2	....	1
2. Being struck by objects	1	4	....	2	....	1	1	....	20	....	....	....	....	....	13	..	1	....	2	....	....
Total	1	4	....	2	....	1	1	....	26	....	....	....	....	....	13	1	1	....	4	..	1
F.—Falling objects:																					
1. Collapse of structure	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
2. Breaking or loosening of straps, cables, etc.	1	....	....	3	....	2	1	....	8	....	....	1	....	....	1	....	....	....	1	1	....
3. Objects falling from elevations, loads, piles	....	8	....	2	2	....	....	....	22	1	..	1	....	....	4	..	3	....	7	3	....
4. Objects falling in mines and quarries	....	....	....	63	26	32	5	....	....	....	....	....	....	....	....	....	....	....	....	....	....
5. Falling trees and limbs	2	54	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....
6. Others	1	1	....	1	....	....	....	1	5	....	....	....	....	....	....	1	....	....	2	..	1
Total	4	63	....	70	29	34	6	1	36	1	..	2	....	....	5	1	3	....	10	4	1
G.—Handling of objects:																					
1. Heavy objects, rolling, carrying, loading, etc.	1	11	....	....	....	....	....	....	2	....	....	....	....	....	....	....	....	....	....	....	....
2. Sharp objects	2	....	....	1	....	....	....	1	4	....	....	....	....	....	3	....	....	....	1	....	....
Total	3	11	....	1	....	....	....	1	6	....	....	....	....	....	3	....	....	....	1	....	....
H.—Tools	2	2	....	....	....	....	....	....	2	....	....	1	....	....	....	....	....	....	....	....	....
I.—Moving trains, vehicles, etc.:																					
1. Derailments, collisions	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
2. Being struck or run over by, or crushed by, or between cars and engines	5	2	....	1	1	....	....	....	5	....	1	....	....	....	....	2	....	....	1	....	1
3. Falling from or in cars or engines	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	1	....	....
4. Mine and quarry cars	....	....	....	32	9	21	2	....	....	....	....	....	....	....	....	....	....	....	....	....	....
5. Automobiles and other power vehicles and implements	11	12	....	2	....	1	1	....	10	1	....	....	....	....	....	....	....	....	6	1	....
6. Animal drawn vehicles and implements	12	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	....	....	....	....
7. Water craft	1	11	39	....	....	....	....	....	21	....	....	....	....	....	....	....	....	....	....	....	....
8. Air craft	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Total	29	25	39	35	10	22	3	....	38	1	1	....	....	....	1	..	2	....	8	1	1

CANADA IN 1943, BY INDUSTRIES AND CAUSES

Chemical and allied products	Shipbuilding	Miscellaneous products	**Construction**	Buildings and structures	Railway	Highway and bridge	Miscellaneous	**Electricity, Gas and Water Production and Supply**	**Transportation and Public Utilities**	Steam railways	Street and electric railways	Water transportation	Air transportation	Local & highway transportation	Storage	Telegraphs and Telephones	Express	Unclassified	**Trade**	Wholesale	Retail	**Finance**	**Service**	Public administration	Recreational	Laundering, dyeing and cleaning	Custom and repair	Personal, domestic and business	Professional	**Unclassified**	**Total**
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	3
....	....	....	1	....	....	....	1	....	1	....	....	....	....	....	1	....	....	....	1	....	1	....	....	....	....	....	....	....	....	....	12
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	1	....	....	....	8
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	6
....	....	....	1	....	....	....	1	....	1	....	....	....	....	1	....	....	....	....	1	....	1	....	1	....	....	....	1	....	....	....	29
....	....	1	1	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	11
....	....	....	2	1	....	....	1	....	1	1	....	....	....	....	....	....	....	....	3	1	2	....	1	....	....	....	....	1	....	....	10
....	6	....	7	4	....	1	2	....	8	4	....	3	....	....	1	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	33
....	6	....	9	5	....	1	3	....	9	5	....	3	....	....	1	....	....	....	4	2	2	....	1	....	....	....	....	1	....	....	43
1	....	....	3	2	....	....	1	....	12	8	....	4	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	26
10	....	....	2	....	....	2	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	1	1	....	....	....	....	....	....	31
2	2	....	9	6	....	2	1	9	1	....	1	....	....	....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	38
3	3	....	....	....	....	....	....	....	9	2	....	6	..	1	....	....	....	....	4	1	3	....	8	1	..	2	4	1	....	....	45
....	....	2	3	3	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	6	3	....	....	....	3	....	....	23
1	....	....	1	....	....	1	..	1	5	2	....	3	....	....	....	....	....	....	3	1	2	....	7	4	..	1	....	1	1	....	33
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	7
17	5	2	18	11	....	5	2	10	27	12	1	13	..	1	....	....	....	....	7	2	5	1	23	10	..	3	4	5	1	....	203
....	2	....	1	1	....	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	8
....	2	2	3	2	....	....	....	....	3	....	....	3	....	....	....	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	33
....	4	2	3	3	....	....	....	....	4	1	....	3	....	....	....	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	41
....	....	....	2	1	....	....	1	1	2	1	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	6
....	4	....	3	1	....	....	2	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	15
1	1	1	4	2	....	1	1	....	4	2	....	1	....	1	....	....	....	....	1	..	1	....	1	1	..	....	....	....	....	....	42
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	63
1	....	....	1	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	58
....	1	....	3	2	....	....	1	....	1	....	....	1	....	....	....	....	....	....	....	....	....	....	2	1	....	....	1	....	....	....	14
2	6	1	13	6	....	2	5	1	7	3	....	3	....	....	1	....	....	....	1	..	1	....	3	2	....	....	1	....	....	....	198
....	2	....	1	....	1	....	....	....	2	1	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	17
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	7
....	2	....	1	....	1	....	....	....	2	1	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	24
....	1	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	7
....	....	....	....	....	....	....	....	....	28	27	1	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	29
....	....	....	6	3	....	3	....	....	84	74	....	....	....	10	....	....	....	....	7	3	4	....	4	4	....	....	....	....	....	....	114
....	....	....	....	....	....	....	....	....	18	17	1	....	....	....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	20
....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	32
1	1	....	32	6	....	21	5	2	28	1	1	....	....	23	..	1	1	1	20	3	17	....	12	9	1	....	2	....	....	....	129
....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	15
....	21	....	1	....	....	....	1	1	32	....	....	32	....	....	....	....	....	....	....	....	....	....	2	1	1	....	....	....	....	....	108
....	....	....	....	....	....	....	....	....	42	....	....	....	42	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	42
1	22	....	39	9	....	21	6	3	233	120	3	32	42	33	..	1	1	1	28	7	21	....	20	16	2	..	2	....	....	....	489

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN

Cause	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Structural materials	Manufacturing	Vegetable foods, drink and tobacco	Animal foods	Textiles and clothing	Leather, fur and products	Rubber products	Saw and planing mill products	Wood products	Pulp, paper and paper products	Printing and publishing	Iron, steel and products	Non-ferrous metal products	Non-metallic mineral products
J.—Animals:																					
1. Horses, n.e.s.	13	2	....	....	....	..	....	....	1	....	..	..	..	..	1	..	..	....	..	..	....
2. Other animals	3	....	....	....	....	..	....	....	....	....	..	..	..	..	....	..	..	....	..	..	....
Total	16	2	....	....	....	..	....	....	1	....	..	..	..	..	1	..	..	....	..	..	....
K.—Falls of persons:																					
1. From elevations	4	4	1	5	1	..	4	....	21	2	1	..	1	..	1	..	1	....	4	1	1
2. From ladders	1	21	....	1	1	..	....	....	5	1	..	..	..	..	....	..	....	....	3	..	1
3. Into pits, shafts, harbours, rivers, etc.	4	....	3	7	6	1	....	....	10	1	3	1	....	....	2	....	....	1	..	1	....
4. Into holds of vessels	....	1	....	....	....	..	....	....	2	....	..	..	..	..	....	..	....	....	..	..	....
5. On the level	1	1	....	....	....	..	....	....	6	....	..	..	1	..	....	..	....	....	2	..	....
6. From loads, etc.	6	....	....	....	....	..	....	....	3	....	..	..	..	..	2	..	1	....	..	..	....
7. Collapse of support	1	....	....	....	....	..	....	....	1	....	..	..	..	..	....	..	....	....	..	1	....
8. On sharp objects	....	....	....	....	....	..	....	....	....	....	..	..	..	..	....	..	....	....	..	..	....
9. Down stairs and inclines	....	....	....	....	....	..	....	....	1	....	..	..	..	..	....	..	....	....	1	..	....
10. Into tanks, vats, kilns, etc.	....	....	....	1	1	..	....	....	7	....	..	..	..	1	1	1	1	....	1	..	....
Total	17	27	4	14	9	1	4	....	56	4	4	1	2	1	6	1	3	1	11	3	2
L.—Other causes:																					
1. Infection, n.e.s.	....	....	....	....	....	..	....	....	....	....	..	..	..	..	....	..	....	....	..	..	....
2. Industrial disease, strain, etc.	1	3	....	43	40	2	1	....	27	....	..	..	..	1	....	..	....	....	22	..	3
3. Drownings n.e.s.	....	....	....	3	....	2	....	1	....	....	..	..	..	..	....	..	....	....	..	..	....
4. Shooting and violence	....	....	1	....	....	..	....	....	....	....	..	..	..	..	....	..	....	....	..	..	....
5. Cave-ins, land slides, ice jams, etc.	....	....	....	....	....	..	....	....	....	....	..	..	..	..	....	..	....	....	..	..	....
6. Lightning, frost, storms, sunstroke	7	1	....	1	1	..	....	....	....	....	..	..	..	..	....	..	....	....	..	..	....
7. No particulars	....	1	....	1	....	1	....	....	4	....	..	..	..	..	....	..	....	....	2	1	....
Total	8	5	1	48	41	5	1	1	31	....	..	..	..	1	....	..	..	....	24	1	3
Grand Total	99	147	49	207	104	82	17	4	298	17	5	7	3	3	39	5	16	2	77	16	17

CANADA IN 1943, BY INDUSTRIES AND CAUSES

Chemical and allied products	Shipbuilding	Miscellaneous products	**Construction**	Buildings and structures	Railway	Highway and bridge	Miscellaneous	**Electricity, Gas and Water Production and Supply**	**Transportation and Public Utilities**	Steam railways	Street and electric railways	Water transportation	Air transportation	Local & highway transportation	Storage	Telegraphs and Telephones	Express	Unclassified	**Trade**	Wholesale	Retail	**Finance**	**Service**	Public administration	Recreational	Laundering, dyeing and cleaning	Custom and repair	Personal, domestic and business	Professional	**Unclassified**	**Total**
....	....	....	....	....	....	..	..	..	....	....	....	..	..	..	..	..	..	..	....	..	..	....	1..	1..	..	..	....	....	....	..	17
....	....	....	....	....	....	..	..	..	....	....	....	..	..	..	..	..	..	..	....	..	..	....	....	....	..	..	....	....	....	..	3
....	....	....	....	....	....	..	..	..	....	....	....	..	..	..	..	..	..	..	....	..	..	....	1..	1..	..	..	....	....	....	..	20
1	8	....	25	23	....	1	1	1	5	2	....	1	..	..	1	1	..	..	1	..	1	....	5	....	..	..	....	5	....	..	72
....	....	....	5	5	....	..	..	..	3	....	1	..	..	..	2	..	..	..	1	1	..	....	1	....	..	..	....	1	....	..	38
....	1	....	14	2	....	8	4	1	15	1	....	13	..	..	..	..	..	1	2	..	2	....	5	1	1	..	....	3	....	..	61
....	2	....	....	....	....	..	..	..	1	....	....	1	..	..	..	..	..	..	....	..	..	....	....	....	..	..	....	....	....	..	4
....	1	2	....	....	....	..	..	..	1	1	....	..	..	..	..	..	..	..	2	..	2	....	4	....	..	..	2	2	....	..	15
....	....	....	1	....	....	1	..	..	1	....	....	1	..	..	..	..	..	..	....	..	..	....	1	....	..	..	....	1	....	..	5
....	....	....	....	....	....	..	..	..	....	....	....	..	..	..	..	..	..	..	....	..	..	....	1	....	..	..	1	....	....	..	1
....	....	....	....	....	....	..	..	..	....	....	....	..	..	..	..	..	..	..	2	..	2	....	1	1	..	..	....	....	....	..	4
1	1	....	1	....	....	..	1	....	3	1	1	..	..	..	1	..	..	..	1	1	..	....	1	1	..	..	....	....	....	..	14
2	13	2	46	30	....	10	6	2	29	5	2	16	..	..	4	1	..	1	.. 9	2	7	....	19	3	1	..	3	12	....	..	223
....	....	....	1	1	....	..	..	..	....	....	....	..	..	..	..	..	..	..	....	..	..	....	1	1	..	..	....	....	....	..	2
1	....	....	3	2	....	1	..	..	1	....	....	..	..	1	..	..	..	..	4	2	2	....	2	2	..	..	....	....	....	..	34
....	....	....	1	1	....	..	..	..	....	....	....	..	..	..	..	..	..	..	....	..	..	....	....	....	..	..	....	....	....	..	4
....	....	....	....	....	....	..	..	..	1	....	....	..	..	1	..	..	..	..	2	..	2	....	2	1	..	..	....	1	....	..	6
....	....	....	9	1	....	5	3	....	....	....	....	..	..	..	..	..	..	..	....	..	..	....	....	....	..	..	....	....	....	..	9
....	....	....	1	1	....	..	..	..	....	....	....	..	..	..	..	..	..	..	1	..	1	....	2	2	..	..	....	....	....	..	13
....	1	....	....	....	....	..	..	..	....	....	....	..	..	..	..	..	..	..	....	..	..	....	....	....	..	..	....	....	....	..	6
1	1	....	15	6	....	6	3	....	2	....	....	..	..	2	..	..	..	..	7	2	5	....	7	6	..	..	....	1	....	..	124
23	60	8	146	71	1	48	26	16	315	148	6	71	42	36	7	2	1	2	58	16	42	1	76	38	4	3	11	19	1	..	1,412

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES (a)

Industry	1943 (c)											1942 (b)									
	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture		4	1	4	52	5	7	19	7		99	5	12	4	30	27	5	4	16	4		107
Logging		4	4	29	35	3	1	7	64		147		2	6	46	40	4	7	6	59		170
Fishing and Trapping (a)	2	28			6			2	11		49		12	1	2	4	2			13		34
Mining, non-ferrous smelting and quarrying	1	39		25	51	1	4	38	48		207	1	30	4	35	60	3	2	20	44		199
Metalliferous mining				18	46	1			39		104				24	59	3			31		117
Coal mining		38					4	31	9		82		30	2				2	19	13		66
Non-metallic mineral mining and quarrying, n.e.s	1	1		7	1			7			17	1		1	7	1			1			11
Structural materials					4						4			1	4							5
Manufacturing		29	7	82	117	5	5	5	48		298	1	22	6	115	112	6	4	4	45		315
Vegetable foods, drink and tobacco				8	6	2		1			17				1	11	2					14
Animal foods		1			2	1			1		5		1	1	2	3	1	1	1	1		11
Textiles and clothing				3	4						7		1		10	2						13
Leather, fur and products				2	1						3				2	1						3
Rubber products				1	2						3					2						2
Saw and planing mill products		3	1	5	6	1	3	2	18		39	1	4	2	13	8	1		2	13		44
Wood products			1	2	1				1		5				2	4				2		8
Pulp, paper and paper products			1	7	5				3		16			1	12	6				3		22
Printing and publishing					2						2					1						1
Iron, steel and products		5	1	16	48	1			6		77		12	1	25	51	1	3	1	1		95
Non-ferrous metal products				13	3						16				5	5						10
Non-metallic mineral products				3	11		2	1			17				8	3	1			1		13
Chemical and allied products		1		4	17			1			23		1		22	10						33
Shipbuilding		19	3	17	2				19		60		3	1	11	3				24		42
Miscellaneous products				1	7						8				2	2						4
Construction		7	3	40	37	3	2	10	44		146		7	6	99	66	8	5	11	25		227
Buildings and structures		5	2	25	19	1	1	5	13		71		5	4	32	50	7	1	4	12		115
Railway								1			1				2	1				1		4
Highway and bridge		1	1	5	10	1	1	2	27		48		1	2	10	11	1	2	6	8		41
Miscellaneous		1		10	8	1		2	4		26		1		55	4		2	1	4		67

Electricity, Gas, and Water Production and Supply	1	1		6	6			1	1		16		2	2	5	8	1	2		1		21
Transportation and Public Utilities	2	27	16	86	102	20	13	11	36	2	315	1	28	14	95	101	18	11	9	38	3	318
Steam railways		10	10	31	52	16	11	8	10		148		10	6	42	61	16	5	4	13		157
Street and electric railways		1		2	2				1		6			1	1					1		4
Water transportation (a)	2	15	3	7	22				22		71		14	6	24	13			1	14		72
Air transportation (a)				37	2		1			2	42		3		16	2		1		3	3	28
Local and highway transportation		1	3	8	18	3		1	2		36	1	1	1	10	19	1	2	3	4		42
Storage					3	1	1	2			7					3		2				5
Telegraphs and telephones					1				1		2				2	2	1	1		1		7
Express					1						1					1				1		2
Unclassified				1	1						2								1			1
Trade		2	2	15	24	4	3	4	4		58		5	2	6	24	3		1	3		44
Wholesale			1	2	6	1	2	2	2		16		2	1	3	6			1	2		15
Retail		2	1	13	18	3	1	2	2		42		3	1	3	18	3			1		29
Finance				1							1				1							1
Service	2	2		14	34	13	2	4	5		76	1	3		25	27	4	8	8	8		84
Public administration		1		9	17	3	1	4	3		38	1	2		15	12	4	8	6	3		51
Recreational					2	1			1		4				2					1		3
Laundering, dyeing and cleaning					1	2					3				1	3						4
Custom and repair		1			6	2	1		1		11				2	1			1			4
Personal, domestic and business	2			4	8	5					19		1		5	10				3		19
Professional establishments				1							1					1			1	1		3
Unclassified																						
Total	8	143	33	302	464	54	37	101	268	2	1,412	9	123	45	459	469	54	43	75	240	3	1,510

(a) Includes accidents to seamen, fishermen and airmen on Canadian craft only; any such accidents occurring outside of Canada and assigned to province from which craft were operated. For quarterly reports of accidents see the LABOUR GAZETTE for May, August and November, 1943, and February, 1944.

(b) Revised figures for 1942.

(c) Preliminary figures.

TABLE III—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1943 BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1943 (g)	Per cent of total	Total fatalities in 1941 (e)	Per cent of total (e)	Number gainfully employed, latest Census
Agriculture	**4**	**4**	**4**	**4**	**11**	**14**	**12**	**16**	**8**	**15**	**6**	**1**	**99**	**7·01**	**107**	**7·04**	(a) **1,122,918**
Logging	**17**	**14**	**14**	**5**	**16**	**26**	**6**	**8**	**7**	**6**	**18**	**10**	**147**	**10·41**	**170**	**11·18**	(a) **86,508**
Fishing and Trapping	**1**	**1**	**3**	**24**	**3**	**2**	**3**	**3**	**1**	**3**	**1**	**4**	**49**	**3·47**	**34**	**2·24**	(d) **61,367**
Mining, Non-ferrous Smelting and Quarrying	**25**	**9**	**21**	**13**	**21**	**20**	**17**	**13**	**13**	**29**	**12**	**14**	**207**	**14·66**	**199**	**13·09**	(c) **112,043**
Metalliferous mining	13	6	15	7	7	14	7	6	7	14	6	2	104	7·37	117	7·70	64,185
Coal mining	11	3	6	5	11	4	7	6	5	13	3	8	82	5·81	66	4·34	26,205
Non-metallic mineral mining and quarrying, n.e.s.	1	...	...	1	3	1	3	1	...	2	1	4	17	1·20	11	·72	12,029
Structural materials	...	...	...	...	...	1	...	...	1	...	2	...	4	·28	5	·33	9,624
Manufacturing	**21**	**19**	**33**	**29**	**30**	**32**	**40**	**29**	**14**	**15**	**16**	**20**	**298**	**21·11**	**315**	**20·72**	(b) **961,178**
Vegetable foods, drink and tobacco	1	1	1	1	2	2	...	5	...	1	...	3	17	1·21	14	·92	96,562
Animal foods		1	...	...	1	1	...	1	...	...	1	...	5	·35	11	·72	44,761
Textiles and clothing	...	...	...	1	1	1	2	1	1	...	...	...	7	·50	13	·86	156,892
Leather, fur and products	...	...	...	...	...	...	...	...	1	2	...	...	3	·21	3	·20	37,370
Rubber products	1	...	...	...	...	...	...	...	1	...	...	1	3	·21	2	·13	17,191
Saw and planing mill products	3	3	5	8	2	3	3	3	2	3	2	2	39	2·76	44	2·90	58,342
Wood products	...	...	1	1	1	...	1	...	...	...	...	1	5	·36	8	·52	29,237
Pulp, paper and paper products	...	1	2	3	2	2	...	...	2	...	4	...	16	1·13	22	1·45	52,522
Printing and publishing	...	1	...	...	...	...	...	...	...	...	1	...	2	·14	1	·07	39,866
Iron, steel and products	9	5	16	5	4	5	8	6	4	3	5	7	77	5·46	95	6·25	253,701
Non-ferrous metal products	...	...	2	3	3	...	3	2	1	...	1	1	16	1·13	10	·65	73,450
Non-metallic mineral products	3	1	1	1	3	2	...	2	1	1	...	2	17	1·20	13	·86	28,829
Chemical and allied products	1	...	1	2	5	5	2	2	1	1	...	3	23	1·63	33	2·17	54,014
Shipbuilding	3	3	4	4	4	10	21	6	...	3	2	...	60	4·25	42	2·76	.....
Miscellaneous products	...	3	...	...	2	1	...	1	...	1	...	...	8	·57	4	·26	18,441
Construction	**10**	**19**	**16**	**7**	**11**	**16**	**14**	**18**	**10**	**13**	**7**	**5**	**146**	**10·34**	**227**	**14·93**	(a) **235,346**
Buildings and structures	3	10	11	5	4	8	9	7	4	5	1	4	71	5·03	115	7·56	180,000
Railway	...	...	...	...	1	...	...	...	...	...	...	...	1	·07	4	·26	.....
Highway and bridge	3	6	4	1	2	5	4	7	5	5	5	1	48	3·40	41	2·70	.....
Miscellaneous	4	3	1	1	4	3	1	4	1	3	1	...	26	1·84	67	4·41	.....
Electricity, Gas, and Water Production and Supply	**1**	**2**	**3**	**2**	...	**1**	...	**2**	**2**	**2**	...	**1**	**16**	**1·13**	**21**	**1·38**	(f) **19,764**
Transportation and Public Utilities	**37**	**34**	**27**	**20**	**30**	**25**	**39**	**17**	**23**	**21**	**20**	**22**	**315**	**22·31**	**318**	**20·92**	.....
Steam railways	11	10	13	10	16	10	26	9	11	7	10	15	148	10·48	157	10·33	(e) 157,740
Street and electric railways	2	...	...	...	...	1	1	...	2	...	...	...	6	·42	4	·26	(c) 16,051
Water transportation	18	3	1	1	6	10	11	1	2	8	6	4	71	5·03	72	4·74	(a) 29,500
Air transportation	1	15	9	7	3	3	...	2	1	...	1	...	42	2·97	28	1·84	.....
Local and highway transportation	3	6	1	1	5	1	...	4	3	6	3	3	36	2·55	42	2·76	(a) 52,500
Storage	2	...	...	1	...	...	1	1	2	...	...	...	7	·50	5	·33	(a) 9,000
Telegraphs and telephones	...	...	1	...	...	...	...	...	1	...	...	...	2	·14	7	·46	(c) 27,904
Express	...	...	...	...	...	...	...	...	1	...	...	...	1	·07	2	·13	(c) 5,296
Unclassified	...	...	2	...	...	...	...	...	...	...	...	...	2	·14	1	·07	.....
Trade	**5**	**4**	**6**	**4**	**3**	**6**	**3**	**5**	**5**	**5**	**9**	**3**	**58**	**4·11**	**44**	**2·90**	(a) **191,519**
Wholesale	1	...	2	...	...	1	1	3	1	2	4	1	16	1·13	15	·99	153,266
Retail	4	4	4	4	3	5	2	2	4	3	5	2	42	2·98	29	1·91	38,253
Finance	...	...	...	...	...	...	...	...	**1**	...	...	...	**1**	**·07**	**1**	**·07**	(a) **96,874**
Service	**7**	**6**	**9**	**7**	**3**	**10**	**6**	**3**	**8**	**6**	**7**	**4**	**76**	**5·38**	**84**	**5·53**	(a) **821,742**
Public administration	5	4	5	3	1	2	4	1	5	2	4	2	38	2·69	51	3·36	148,998
Recreational	...	...	...	1	1	1	...	...	...	1	...	...	4	·28	3	·20	19,157
Laundering, dyeing and cleaning	...	...	...	2	...	...	...	...	...	...	...	1	3	·21	4	·26	.....
Custom and repair	1	...	1	...	1	4	1	2	...	1	...	...	11	·78	4	·26	.....
Personal, domestic and business	1	2	3	1	...	3	1	...	3	2	3	...	19	1·35	19	1·25	381,511
Professional	...	...	...	...	...	...	...	...	...	...	...	1	1	·07	3	·20	272,076
Unclassified	...	...	...	...	...	...	...	...	...	...	...	...	.....	.....	.....	.....	(a) **77,264**
Total	**128**	**112**	**136**	**115**	**128**	**152**	**149**	**114**	**92**	**115**	**96**	**84**	**1412**	**100·00**	**1,528**	**100·00**	.....

(a) Decennial census of 1941. (b) Annual census of industry 1941. (c) Annual census of industry 1942. (d) Fishermen only, annual census of industry 1942. (e) Revised figures for 1942. (f) Electricity employees only annual census of industry 1942. (g) Preliminary figures.

Five explosives plant workers lost their lives when burned in an explosion on a cordite range in the kneader section of the plant, at Nobel, Ontario, on June 29. At Glace Bay, N.S., on October 2, five coal miners were killed when they fell from a lift down a 500 foot shaft. When trapped in a mine, following an explosion which occurred while an electric cutter was being used, four coal miners lost their lives, near Lethbridge, Alberta, on August 9. Four members of an oil tanker crew died of burns following an explosion and fire on a gasoline laden vessel, while en route from Lake Huron, Ontario, on July 26.

On February 10, three construction labourers were burned to death in a fire that destroyed a dormitory building at Arvida, Quebec. An oiler, a tractor operator and a cookee engaged on highway construction, lost their lives when buried in a snow slide at Skeena, B.C., on February 12. Three fishermen were killed in an explosion on a tug, on April 30, near Port Burwell, Ontario. An explosion of coal gas in the basement of a bakery plant resulted in the deaths of three employees at Montreal, on August 26. Three seamen were drowned near Canso, N.S., on October 7, when a schooner was wrecked on a reef in a storm.

Fatalities by Causes

The classification of accidents according to causes shows that the largest number, 489, came under the category "moving trains, vehicles, etc." This includes all accidents due to cars or engines, including mine and quarry cars, and to automobiles and other power vehicles and horse-drawn vehicles, as well as accidents caused by moving implements (both those impelled by power and those drawn by horses), by moving watercraft and by aircraft (civil aviation). The largest number of accidents in this category, 129, appears under the heading "automobiles and other power vehicles and implements", with 114 classified under the heading "being struck or run over by, or crushed by or between cars and engines," (84 of these being engaged in steam railways); 108 were in connection with watercraft (11 of these being in logging, 39 in fishing and trapping, and 32 in water transportation); 42 appear under aircraft; 32 were caused by mine and quarry cars; 29 were due to derailments and collisions (27 of which were in steam railways); 20 were caused by persons falling from or in cars or engines, and 15 by animal drawn vehicles and implements.

Next in order were "falls of persons", causing 223 fatalities as follows: 72 from elevation, 61 into pits, shafts, harbours, rivers, etc., 38 from ladders, 15 falls on the level, 14 into tanks, vats, kilns, etc., 9 from loads, etc., 5 due to collapse of support, 4 into holds of vessels, 4 down stairs and inclines and 1 on sharp objects.

Fatalities numbering 203 were caused by "dangerous substances", classified as follows: 45 were due to hot and inflammable substances and flames, 38 to electric current, 33 to gas fumes, poison, etc., 31 to explosive substances, 26 to steam escapes, boiler explosions, compressed air, 23 to conflagrations, and 7 to mine explosions from gas, coal dust, etc.

"Falling objects" caused 198 fatalities, of which 63 occurred in mines and quarries, 58 were due to trees and limbs, 42 to objects falling from elevations, loads, piles, 15 to breaking or loosening of straps, cables, etc., 6 to collapse of structure, and 14 to other falling objects.

Hoisting apparatus caused 43 fatalities, 41 fatalities were caused by striking against or being struck by objects, 29 by prime movers, 24 by handling of objects, 20 by animals (17 of which were due to horses), 11 by working machines, and 7 by tools.

The category "other causes" includes 124 fatalities of which 84 were due to industrial disease, strain, etc., 13 to lightning, frost, storms, sunstroke, 9 to cave-ins, land slides, ice jams, etc., 6 to shooting and violence, 4 to drownings not elsewhere specified, 2 to infection not elsewhere specified, and 6 concerning which no particulars were available.

Fatalities by Provinces

The classification of accidents according to provinces shows that the largest number, 464, occurred in Ontario. There were 302 in Quebec, 268 in British Columbia, 143 in Nova Scotia, 101 in Alberta, 54 in Manitoba, 37 in Saskatchewan, 8 in Prince Edward Island, and 2 in Yukon and Northwest Territories. In Ontario the fatalities occurred by industries as follows: manufacturing, 117; transportation and public utilities, 102; agriculture, 52; mining, non-ferrous smelting and quarrying, 51; construction, 37; logging, 35; service, 34; trade, 24; fishing and trapping, 6; and electricity, gas, and water production and supply, 6. In Quebec, the largest number, 86, was in transportation and public utilities, with 82 in manufacturing, 40 in construction, 29 in logging, 25 in mining, non-ferrous smelting and quarrying, 15 in trade, 14 in service, 6 in electricity, gas, and water production and supply, and 1 in finance. In British Columbia there were 64 fatalities in logging, 48 in mining, non-ferrous smelting and quarrying, 48 in manufacturing, 44 in construction, 36 in

transportation and public utilities, 11 in fishing and trapping, 7 in agriculture, 5 in service, 4 in trade, and 1 in electricity, gas, and water production and supply. In Nova Scotia and Alberta there were respectively 39 and 38 fatalities in mining, non-ferrous smelting and quarrying, and no other industry experienced as many fatalities in these provinces. Transportation and public utilities registered the largest number in Manitoba, New Brunswick and Saskatchewan, there being respectively 20, 16 and 13 in this industry.

Fatalities by Industries

The total number of fatalities recorded for the year was 1,412, being classified under the various groups of industries as follows: transportation and public utilities 315 or 22·31 per cent of the total; manufacturing, 298 or 21·11 per cent; mining, non-ferrous smelting and quarrying, 207 or 14·66 per cent; logging, 147 or 10·41 per cent; construction, 146 or 10·34 per cent; agriculture, 99 or 7·01 per cent; service, 76 or 5·38 per cent; trade, 58 or 4·11 per cent; fishing and trapping, 49 or 3·47 per cent; electricity, gas, and water production and supply, 16 or 1·38 per cent; finance, 1 or ·07 per cent.

The fatalities by months indicate that the greatest number, 152, occurred in June, while the lowest total, 84, was recorded in December. The table gives the total number of persons gainfully employed in most of the industries, the latest census figures available being given in each case. For agriculture, logging, construction, trade, finance, service, etc., the figures were those of the decennial census of 1941, for manufacturing, from the annual census of industry for 1941, for mining, fishing, electricity, steam railways, street and electric railways, telegraphs and telephones, and express, from the annual census of industry for 1942.

While the latest figures available as to numbers employed are not in any instance those for the year under review, they are included, however, for general comparative purposes.

Fatal and Non-Fatal Accidents in Canada

Reported by Provincial Workmen's Compensation Boards

THE Labour Departments' records of industrial accidents include only fatal accidents and fatalities arising out of employment; including those due to industrial diseases, etc. The only information of a comprehensive nature as to non-fatal accidents is from the Workmen's Compensation Boards in the various provinces, except that in manufacturing, mining, steam and electric railway operations, additional information is available from various governmental departments and commissions.

The annual reports of the several Workmen's Compensation Boards are reviewed from time to time in the LABOUR GAZETTE, information being given as to accidents, amounts paid in compensation, etc. The annual reports of the Provincial Workmen's Compensation Boards for 1942 were summarized in the following issues: Nova Scotia, New Brunswick, Manitoba and Saskatchewan, August, 1943, pages 1198-1200; Ontario and British Columbia, September, 1943, page 1322; and Alberta and Quebec, elsewhere in this issue on pages 386 and 410.

In none of the provinces does the Board have jurisdiction over accidents in all industries, so that the accidents recorded are those in certain industries only. Most of the Boards deal with accidents in logging, mining, manufacturing, construction, transportation and public utilities, excluding agriculture, trapping, finance, domestic service, etc., but include to some extent, fishing, trade and government service.

The accompanying table summarizes the figures as to non-fatal accidents recorded by the several Workmen's Compensation Boards for 1937, 1938, 1939, 1940, 1941, 1942 and also include some preliminary figures for 1943. It may be observed that the Department of Labour's figures show more fatal industrial accidents as occurring during each year than the total number of fatal accidents which were included by the Provincial Workmen's Compensation Boards for that year. This difference is largely accounted for by the fact that the Provincial Boards do not record accidents in all industries. In addition, however, the Boards' records only show accidents to employees, while the records of the Department of Labour register accidents to all persons occupied in industry, including employers and workmen carrying on their own business, of whom there are many, particularly in trucking, trade, etc., as well as in agriculture.

INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA, 1937, 1938, 1939, 1940, 1941, 1942 and 1943, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Province	Medical aid only *(a)*	Temporary disability	Permanent disability	Fatal	Total
1937					
Nova Scotia	3,168	8,179	546	60	11,953
New Brunswick	3,304	7,863	332	22	11,521
Quebec					70,081
Ontario	34,318	26,427	1,049	248	62,042
Manitoba	4,781	4,120	232	20	9,153
Saskatchewan	1,840	2,362	81	13	4,296
Alberta	6,174	4,993	103	43	11,313
British Columbia	14,457	16,431	594	181	31,663
Total					212,022
1938					
Nova Scotia	3,120	7,586	637	65	11,408
New Brunswick	2,573	5,005	240	16	7,834
Quebec					58,335
Ontario	29,559	21,501	936	276	52,272
Manitoba	5,089	4,004	205	33	9,331
Saskatchewan	2,077	2,326	88	17	4,508
Alberta	5,510	6,255	112	51	11,928
British Columbia	12,566	14,028	754	139	27,487
Total					183,105
1939					
Nova Scotia	3,482	7,715	582	44	11,823
New Brunswick	2,577	5,264	263	22	8,126
Quebec					53,651
Ontario	30,672	21,203	1,020	215	53,110
Manitoba	5,128	4,044	196	33	9,401
Saskatchewan	2,466	2,670	107	17	5,260
Alberta	5,211	6,483	101	37	11,832
British Columbia	11,994	14,915	735	132	27,776
Total					180,979
1940					
Nova Scotia	4,599	8,846	454	49	13,948
New Brunswick	3,386	7,257	275	22	10,940
Quebec					65,704
Ontario	43,346	27,245	1,432	269	72,292
Manitoba	5,900	5,055	208	39	11,202
Saskatchewan	2,919	3,210	97	23	6,249
Alberta	6,132	7,590	211	49	14,982
British Columbia	19,732	17,842	748	165	38,487
Total					233,804
1941					
Nova Scotia	5,894	9,335	511	64	15,804
New Brunswick	3,713	7,270	275	37	11,295
Quebec					82,568
Ontario	63,977	35,999	1,951	363	102,290
Manitoba	7,294	5,789	249	46	13,378
Saskatchewan	3,238	3,459	105	21	6,823
Alberta	5,266	11,455	110	97	16,928
British Columbia	24,651	20,889	785	171	46,496
Total					295,582
1942					
Nova Scotia	7,601	9,530	570	77	17,778
New Brunswick	3,930	7,356	215	34	11,535
Quebec					96,888
Ontario *(c)*	73,289	45,201	2,081	367	120,938
Manitoba	7,546	5,929	265	45	13,785
Saskatchewan	3,114	3,516	108	28	6,766
Alberta *(c)*	5,266	11,455	110	97	16,928
British Columbia	35,904	28,476	901	194	65,475
Total					350,093
1943 *(b)*					
Nova Scotia	7,115	8,988	160	99	16,362
New Brunswick				28	12,683
Quebec *(c)*					90,564
Ontario					
Manitoba	7,588	5,956	269	48	13,861
Saskatchewan	2,924	3,120	130	18	6,192
Alberta					
British Columbia	34,919	32,521	979	216	68,635
Total					

(a) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for this compensation. The period varies in the several provinces; figures not reported by some boards.
(b) Preliminary figures.
(c) Subject to further revision.

Co-operation in Canada in 1942

Annual Report of National Executive of Co-operative Union of Canada

THE co-operative Union of Canada in its 1942 annual report, announces a considerable growth in the volume of business transacted by its affiliated societies. The aggregate trade of the retail societies, in 1942, reached a new high. There was, however, a slight falling off in membership reported; 202,320 as compared with 205,533 in 1941.

The Canadian Co-operative Union was founded in 1909 as an educational body similar in its purposes to the Co-operative Union of Great Britain. The Union publishes a monthly magazine, "The Canadian Co-operator" in the December 1943 issue of which appears the 1942 report. Because of wartime restrictions on labour and motor travel the United Board, or governing body of the Union, deemed it inadvisable to hold a congress meeting in 1942. However, it was decided to prepare and issue an annual report to provide as complete a return as possible with respect to the financial position and operating experience of the affiliated societies.

For the year under review reports were received from 200 societies as compared with 125 for 1941. Twenty-eight societies failed to report compared with 82 for the previous year.

Statistical Review

The aggregate sales for 1942 of the retail societies reporting amounted to $12,574,482.49. Increased sales were shown by 157 societies, aggregating $2,332,194.40 and twenty societies reported decreases totalling $109,641.07. There was thus a net increase in sales by the retail societies of $2,222,553.33. This represents a percentage gain in retail sales of 49·01. In addition, two dairy societies reported aggregate sales of $516,684.95. One dairy society reported an increase of $4,830.06 and the other a decrease of $1,670.79.

The four provincial wholesale societies affiliated with the Union—Alberta, British Columbia, Manitoba and Saskatchewan all showed trade increases, as did also the Canadian Live Stock Co-operative (Maritimes). The Consumers' Co-operative Refineries likewise showed a substantial increase in sales. In all, the wholesale societies, together with the refineries transacted a total business amounting to $10,805,113.72. The total distributive turnover, wholesale and retail, therefore amounted to $23,379,596.21, as compared with $19,909,641 in the previous year. Such volume is exclusive of the turnover of two large grain marketing associations—Manitoba Pool Elevators, Limited, and Saskatchewan Co-operative Wheat Producers, Limited—both of which are members of the Union, which are not reported and also of the marketing transactions of Saskatchewan Co-operative Livestock Producers, Limited, $12,020,146.47 and Canadian Livestock Co-operative (Maritimes) $929,182.75.

The share capital of the reporting retail societies amounted to $1,085,939.59, an increase of $200,998.50 during 1942. The combined investments in share and loan capital were $1,570,129.12, an increase of $301,621.94. The aggregate net surplus of the retail societies for 1942 was $831,627.59, an increase of $308,185.81.

One hundred and forty-seven retail societies, fifty more than for the previous year, reported the declaration of purchase dividends.

Membership

The aggregate membership of 181 retail societies that reported was 45,301 or 13,039 more than was reported by 110 societies in the previous year.

Including those of the marketing organizations, 152,205, the dairy societies, 383, the co-operative residence, 92, and the educational organizations 4,339, the total individual membership of the reporting affiliated societies was 202,320.

In commenting on the progress made by the co-operative movement in Canada the report states that concrete steps have been taken during the year towards the organization and adequate financing of provincial sections of the Union. While Congress had had to be postponed, a limited Interprovincial meeting of representatives of leading co-operatives, affiliated and non-affiliated from five provinces had been convened in Regina in June, 1942. There the need for a strong Canadian co-operative movement embracing all types of co-operatives had been discussed and an organizing committee had been set up to direct and supervise this work. It was also the considered opinion that all the influence of Canadian co-operators should be exercised in favour of the International Co-operative Alliance being given representation on any committee or other body appointed to solve post-war international problems.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

VOLUME XLIV] APRIL, 1944 [NUMBER 4

Notes of Current Interest

Canadian delegation to I.L.O. Conference

At the International Labour Conference held in Philadelphia commencing April 20, Canada was represented by the following delegation:

GOVERNMENT

Hon. Humphrey Mitchell (given standing, as Minister of Labour, as a special government delegate).

Delegates.—Paul Martin, K.C., M.P., Parliamentary Assistant to the Minister of Labour; Brooke Claxton, K.C., M.P., Parliamentary Assistant to the President of the Privy Council.

Alternate Delegates.—Arthur MacNamara, Deputy Minister of Labour, and Vincent C. MacDonald, K.C., Assistant Deputy Minister of Labour.

Technical Advisers.—Hon. L. D. Currie, Minister of Labour for Nova Scotia; Hon. James C. McLenaghan, Minister of Labour for Manitoba; Hon. Charles Daley, Minister of Labour for Ontario; J. O'Connell-Maher, Associate Deputy Minister of Labour for Quebec; Mrs. Cora Casselman M.P.; Alfred Charpentier President, Canadian and Catholic Confederation of Labour, Quebec, P.Q.; Walter S. Woods, Associate Deputy Minister, Department of Pensions and National Health, Ottawa; H. C. Goldenberg, Director-General, Economics and Statistics, Department of Munitions and Supply, Ottawa; Allan M. Mitchell, Director of Employment Service, Department of Labour, Ottawa; Alfred Rive, First Secretary, Department of External Affairs, Ottawa; Eric Stangroom, Unemployment Insurance Commission, Ottawa; Antonio Garneau, President of the Health Insurance Commission of Quebec; J. P. Despres, Secretary of the Superior Labour Council of Quebec City; Louis Fine, Chief Conciliation Officer, Department of Labour of Ontario.

Secretary.—John Mainwaring, Assistant Editor, LABOUR GAZETTE, Department of Labour.

EMPLOYERS

Delegate.—W. C. Coulter, President of Coulter Copper and Brass Co. Ltd., Toronto, former president of the Canadian Manufacturers' Association.

Technical Advisers.—Prof. J. C. Cameron, Queen's University, Kingston, Ont.; J. R. Kimpton, Assistant Manager, Dept. of Personnel, Canadian Pacific Railway, Montreal, P.Q.; H. W. Macdonnell, Legal Secretary, Canadian Manufacturers' Association, Toronto, Ont.; Ralph Presgrave, Vice-President, J. D. Woods and Gordon, Ltd., Toronto, Ont.; Allan C. Ross, Ross-Meagher, Ltd., and Ontario Vice-President of Canadian Construction Association, Ottawa.

EMPLOYEES

Delegate.—Percy R. Bengough, President of the Trades and Labour Congress of Canada, Ottawa.

Technical Advisers.—Wm. L. Best, C.B.E., Secretary of Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, Ottawa; George Burt, Regional Director,

United Automobile Workers of America, Windsor, Ont.; Robert Carling, M.P.P., International Board Member, International Union of Mine, Mill & Smelter Workers, Sudbury, Ont.; Norman S. Dowd, Executive Secretary, Canadian Congress of Labour, Ottawa; Ernest Ingles, Vice-President, International Brotherhood of Electrical Workers, London, Ont.; Edward Larose, General Representative, United Brotherhood of Carpenters and Joiners of America, Montreal, P.Q.

Agenda of Conference

On the agenda of the Conference were proposals dealing with reconstruction policy on which it was intended that draft Conventions and Recommendations would be submitted to the assembled member countries for consideration and possible adoption. These proposals had to do with the following subjects:

The organization of employment in the transition from war to peace;

Social security: principles and problems arising out of the war;

Recommendations to the United Nations for present and post-war social policy.

Also to be studied were items relating to the future policy, program, and status of the I.L.O.; minimum standards of social policy in dependent territories; and reports on the application of conventions adopted at sessions of the Conference held in previous years.

The LABOUR GAZETTE will publish in a forthcoming issue an account of the proceedings of the Conference with special reference to the participation of the Canadian delegation.

Resignation of Chairman of National War Labour Board

The resignation of the Hon. Mr. Justice C. P. McTague as Chairman of the National War Labour Board was announced in the House of Commons on March 16 by the Prime Minister, Rt. Hon. W. L. Mackenzie King.

The Prime Minister read to the House Mr. Justice McTague's letter of resignation, and his own reply, in which he expressed his thanks for the services rendered by Mr. McTague in part as follows :

"I should like to take this opportunity to express anew the appreciation felt by the Government of the signal service you have rendered to Canada's war effort in your capacity as Chairman of the National War Labour Board throughout a very difficult year in the life of the Board; also of the services you had previously rendered over a period of two and one-half years on the War Contracts Depreciation Board.

"I should like to add a word of warm personal appreciation of the uniformly helpful and cordial relations which we have enjoyed during the whole of the period you have served as Chairman of the Board, and of your readiness throughout that time to be of such assistance to the Government as lay within your power.

"In the light of the strenuous nature of your duties I can well understand your present feelings of fatigue. I hope that being relieved of some of the pressure under which you have been working, you may speedily regain the resiliency of mind and spirit which in the past you have greatly enjoyed."

Mr. Justice Archibald Chairman National War Labour Board

Mr. Justice Maynard B. Archibald, of the Supreme Court of Nova Scotia, was on March 20 appointed Chairman of the National War Labour Board, replacing the Hon. Mr. Justice C. P. McTague. Order in Council P.C. 1986, providing for the appointment, was tabled in the House of Commons by the Hon. Humphrey Mitchell.

Mr. Justice Archibald has acted on a number of occasions on commissions and boards set up by the Department of Labour to deal with problems of industrial relations.

New federal departments of Veterans' Affairs, Social Security and Reconstruction

The establishment of a federal Department of Reconstruction "with authority to formulate and co-ordinate reconstruction plans and carry out such plans during a certain number of years following the cessation of hostilities" is to be considered by the House of Commons shortly, the Prime Minister, Rt. Hon. W. L. Mackenzie King, having made a motion to that effect in the House on March 20.

Provision is also to be made for the splitting-up of the Department of Pensions and National Health into two new departments, according to similar motions by the Prime Minister. The first of these will be a Department of Veterans Affairs, which will have jurisdiction over "all matters not by law assigned to any other department relating to the care, treatment, training or re-establishment of members and former members of the armed forces and other persons and all such other matters as may from time to time be assigned."

The other will be a Department of Social Welfare, which is to assume responsibility for "matters relating to the social security and welfare of the people of Canada," as well as "that part of the Department of Pensions and National Health not to be included in the Department of Veterans' Affairs."

Employment and industrial statistics

The lastest statistics available reflecting industrial conditions in Canada are printed in the table below.

Continued curtailment in employment at the beginning of February was recorded by the Dominion Bureau of Statistics index as compared with the previous month. Comparative figures at certain dates are 183·2 for February 1; 185·7 for January 1; 190·5 for December 1, 1943; 181·2 for February 1, 1943; and 106·5 for February 1, 1939. A decline at February 1 has been recorded in five of the last six years. It was reported that previously employment had usually though not always, shown partial recovery at February 1, from the

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1944 March	1944 February	1944 January	1943 March	1943 February	1943 January
Employment Index (1)		183·2	**185·7**	**181·5**	**181·2**	**183·7**
Unemployment percentage (trade union members) (2)			0·8	1·5	1·5	1·2
Index numbers, aggregate weekly payrolls (3)		148·1	140·4	143·2	139·3	13·7
Per capita weekly earnings $		31·75	29·69	30·72	29·96	27·92
Prices, wholesale Index (1)		**102·7**	**102·5**	**98·5**	**97·5**	**97·1**
Cost of Living Index (4)	**119·0**	**118·9**	**119·0**	**117·2**	**116·9**	**117·1**
Retail sales unadjusted index (4)		139.4	132·6	151·4	131·0	128·9
Retail sales adjusted index (5) (4)		172·5	166·2	167·8	168·5	155·8
Wholesale sales (4)		166.2	156·0	173·4	146·3	139·9
Common stocks index (4)	†80·6	82·0	81·5	79·1	78·7	76·3
Preferred stocks index (4)			118·2	106·4	105·5	102·7
Bond yields, Dominion index (4)	†97·3	97·3	97·6	97·6	98·5	98·8
Physical Volume of Business Index (5) (4)		**241·6**	**247·0**	**231·7**	**227·3**	**225·8**
INDUSTRIAL PRODUCTION (4)		279·5	275·4	269·1	267·8	254·6
Mineral Production (4)		255·5	249·7	245·3	218·3	223·5
Manufacturing (4)		304·5	303·5	294·1	290·8	279·0
Construction (4)		113·3	69·6	90·8	140·7	95·0
Electric power (4)		153·8	156·3	146·5	141·8	142·5
DISTRIBUTION (4)		163·1	188·0	154·3	143·3	166·3
Carloadings			154·7	143·7	139·7	130·5
Tons carried, freight (4)			188·0	202·3	183·2	158·6
Trade, external, excluding gold. $		367,637,669	372,358,627	352,685,771	283,890,776	305,833,776
Imports, excluding gold $		138,370,412	126,368,990	146,112,853	114,419,107	127,298,503
Exports, excluding gold $		227,168,331	242,011,434	205,170,379	167,699,403	177,324,031
Bank debits to individual accounts $		4,208,032,496	4,512,473,921	4,011,883,239	3,711,843,123	3,899,628,359
Bank notes in circulation (6) $		781,300,000	793,700,000	656,200,000		632,800,000
Bank deposits in savings $		2,123,821,161	2,026,213,155	1,889,542,539	1,795,469,353	1,722,570,861
Bank loans, commercial, etc. $		955,393,436	1,037,238,934	936,142,073	978,807,622	1,036,223,858
Railway—						
Car loadings, revenue freight cars (7)	277,771	268,493	268,818	253,747	246,934	226,109
Canadian National Railways operating revenues $			28,901,300	32,017,900	26,612,100	25,477,300
operating expenses $			24,898,263	25,188,969	22,510,001	22,065,063
Canadian Pacific Railway, traffic earnings $		23,792,692	23,935,635	24,021,211	20,333,526	18,927,920
Canadian Pacific Railway, operating expenses, all lines. $		20,753,040	21,097,122	20,403,792	17,514,158	16,687,265
Steam railways, freight in ton-miles			5,349,341,000	5,083,342,000	4,445,653,000	4,062,902,000
Building permits $		5,259,283	4,663,016	5,025,102	2,420,466	3,544,329
Contracts awarded (8) $		16,229,500	8,782,400	11,100,600	19,019,000	11,984,000
Mineral production—						
Pig iron tons		141,878	132,128	160,101	157,467	116,327
Steel ingots and castings tons		229,852	242,186	270,962	245,588	207,800
Ferro-alloys tons		14,720	16,495	18,611	17,811	18,838
Gold ounces		256,803	257,793	347,683	327,404	334,510
Coal tons			1,620,669	1,665,853	1,558,832	1,559,304
Timber scaled in British Columbia bd. ft.		172,575,901		163,848,119	122,742,641	
Flour production bbls.			2,041,193	2,193,029	1,990,732	1,963,042
Footwear production pairs			2,699,677	3,185,049	2,825,933	2,612,258
Output of central electric stations k.w.h.		3,298,017,000	3,528,908,000	3,337,886,000	2,959,268,000	3,226,644,000
Sales of insurance $			56,259,000	46,015,000	39,801,000	39,945,000
Newsprint production tons			242,660	246,860	221,810	233,540

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended March 30, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figures for four weeks ended March 25, 1944, and corresponding previous periods. (8) MacLean's Building Review.

declines of the year-end. The average change in employment between January 1 and February 1 during the period 1921 to 1943 has been a slight gain. For the 14,311 firms reporting to the Bureau a total working force of 1,843,389 at February 1, was recorded, a decline of 1·4 per cent as compared with the previous month.

A substantial increase was shown in the total payroll of the reporting firms however, the weekly figure being $58,531,994 or 5·5 per cent greater than at January 1. The per capita average at $31.75 per week at February 1, was the highest since the record was commenced.

Advance was recorded in the manufacturing group as compared with the previous month but this was entirely in the non-durable goods division mainly in textile and rubber factories while a further decline was recorded in plants producing heavy goods in non-ferrous, as well as in iron and steel industries. Employment was lower in transportation, construction and in trade but higher in logging, mining, and services.

Productive operations as indicated by the index of the physical volume of business showed decline in February from the level of the previous month. The index for February was 241·6 and for January 247·0 while for February1943 it was 227·3. Increased activity was indicated as compared with the previous month for manufacturing mineral production and construction while decline was indicated in the production of electric power and in the distribution of goods. Comparing the first two months of 1944 with the corresponding period of 1943 the general index indicated an advance of 7·8 per cent in the volume of business, owing mainly to the expansion in production in war industries. Four of the five main factors in the business index were at a higher level in this comparison, mineral production being 9·5 per cent greater and manufacturing 6·7 per cent greater while a decline of 19·3 per cent was recorded in the construction industry.

George B. Henwood, new Chairman, Western Labour Board

Under Order in Council, P.C. 1902, dated March 17, 1944, Mr. George B. Henwood, K.C., of Edmonton, was appointed Chairman of the Western Labour Board. Mr. Henwood succeeded the Honourable Mr. Justice George B. O'Connor, who resigned earlier in the month in order to accept the chairmanship of the Wartime Labour Relations Board at Ottawa (see elsewhere in this issue, p. 477).

Wartime salaries Order amended

An Order in Council of March 3 (P.C. 79/1385) makes two changes in the Wartime Salaries Order (L.G., 1942, p.283). This order controls the remuneration of persons "above the rank of foreman or comparable rank." For the purpose of the order, any person receiving less than $175 per month was considered to be not above that rank, and therefore within the jurisdiction of the Wage Control Order; but the figure has now been changed from $175 to $195.

A further change in the Salaries Order provides for the incorporation of the cost of living bonus into the rate of salary for salaried officials. This provision, which parallels a similar clause in the recently revised Wage Control Order (L.G., Dec., 1943, p.1602), is as follows:—

> A cost-of-living bonus pursuant to the terms and provisions either of paragraph 2(a) or of paragraph 4 of this Order shall not be paid to a salaried official in respect of any payroll period commencing on or after February 15, 1944. Where, however, a cost-of-living bonus has in fact been paid to a salaried official in respect of the last payroll period commencing prior to February 15, 1944, the amount (or rate) of such cost-of-living bonus may be incorporated into the rate of salary and be paid as salary for any payroll period commencing on or after February 15, 1944.

Change in title of Canada's vocational training program

A new official title, "Canadian Vocational Training," has recently been given to Canada's War Emergency Training Program. The new name was unanimously recomended by members of the Vocational Training Advisory Council, which represents provincial governments, trade unions, and employers' groups. It will more accurately describe the nature of the program, which has been changing and is expected to change still further during the next year in order to meet the post-war situation. Meanwhile the program already in operation, which consists of vocational training for war workers, members of the armed forces and discharged servicemen, will continue unchanged. Assistance to university students, classes for agriculture workers, and long-term apprentice training—provided for in the Vocational Training Co-operation Act, under which the program operates—will also be continued. More extensive plans, including various types of post-war rehabilitation training, are now being considered by the Training Branch of the Department of Labour.

Physical training, which has been an important aspect of the program since the Youth Training Act was passed in 1937, will be taken

over by the Department of Pensions and National Health.

"A large part of the training program," states the Minister of Labour, "has been carried out in schools and shops offered at no cost by municipal and provincial governments. Without this co-operation—which has been deeply appreciated by the Dominion Government—it would have been impossible to get the War Emergency Training Program under way in such a short time. We expect that similar arrangements will be carried out in the post-war period, to meet what problems then exist." The change in Title was made by order in council.

A description of recent activities under the program, together with a statistical statement of the number of persons, male and female, receiving the various types of training offered, appears elsewhere in this issue, on page 497.

Studies of reconstruction problems

The report of the Advisory Committee on Reconstruction was summarized in the February LABOUR GAZETTE (p. 150). At that time reference was made to the reports of six subcommittees to the Advisory Committee. These reports, which supplement the recommendations of the main committee and constitute detailed studies of various specific problems of reconstruction have now been printed, and are available from the King's Printer, Ottawa, at a cost of 10 cents each.

The reports have the following titles: I. Agricultural Policy; II. Conservation and Development of Natural Resources; III. Publicly Financed Construction Projects; IV. Housing and Community Planning; V. Post-War Employment Opportunities; VI. Post-War Problems of Women.

Report V. on Post-War Employment Opportunities, is summarized on page 446 of this issue.

Cost of living advances fractionally

The Dominion Bureau of Statistics cost-of-living index advanced from 118·9 for February 1, 1944 to 119·0 for March 1. The food group index moved up 0·2 points while the miscellaneous items index declined 0·1. The rise in the food index from 130·9 for February to 131·1 for March was due to increases for fresh vegetables which overbalanced minor declines for eggs, oranges, lemons, and cheese. Miscellaneous items fell from 109·1 to 109·0 following a reduction in aspirin prices. Other group indexes remained unchanged, rentals at 111·9, fuel and light at 113·0, clothing at 121·3, and homefurnishings and services at 118·4. After adjustment to the base August, 1939, as 100 the index was 118·1 at March 1.

Prof. Finkelman chairman Ontario Labour Relations Board

Hon. Chas. Daley, Minister of Labour for Ontario, announced early in April the appointment of Mr. Jacob Finkelman as chairman of the new Labour Relations Board for Ontario. Mr. Finkelman has been Registrar of the Ontario Labour Court, which will continue to function until the cases now before it have been disposed of. He was formerly Professor of Industrial Law at the University of Toronto. The other members of the new Board are: (1) Workers' representatives: Russell Harvey, of Toronto, member of the International Photo-Engravers' Union (AFL); E. J. Hopcraft of Toronto, member of the International Brotherhood of Maintenance of Way Employees; H. J. Padgett of Toronto, District Organizer with the United Steel Workers of America (CIO); (2) Employers' representatives: W. J. Corbett, Personnel Manager of Hayes Steel Co., Merritton; C. E. Shumaker, Personnel Manager, Goodyear Tire and Rubber Co., New Toronto; R. W. Teagle of Teagle and Son, Toronto.

Study industrial relations legislation in Manitoba

Labour - Government - Management Relations with reference to the Governmental Position Therein is the title of a report prepared for the Government of Manitoba by Professor W. F. Lougheed, Acting Head of the Department of Commerce of the University of Manitoba. The author was asked to review and summarize the methods adopted in certain countries to improve relations between employers and employed, giving some attention to the history of governmental intervention in this field in Britain and the United States.

The report of some 170 pages contains chapters on the legislation in Great Britain, Australia, Canada, Sweden and New Zealand. A brief introductory statement indicates the present provincial position in relation to the problem having regard to the division of legislative powers between the Dominion and the provinces under the British North America Act and the exercise by the Dominion of war-time emergency powers in controlling wages and regulating manpower and industrial relations. A final chapter brings together the more important points in the legislation in the different countries. The author's task was descriptive and no recommendations are made, but there is interesting discussion of the principles involved in trade union organization and collective bargaining, and in the measures adopted to encourage collective bargaining and to prevent or settle industrial disputes.

New safety code for construction workers in Ontario

Horse-Sense Scaffolds and Platforms is the title of a booklet published in February by the Construction Safety Associations of Ontario. It supplements the Code of Safety Regulations for the Construction industry drawn up earlier by the Associations.

The booklet is written in a humorous and forceful style with safety slogans and cartoons scattered through the text. Its message is that "construction accidents can be reduced and even prevented almost completely" by the development of effective accident-prevention programs. It appeals to workers to use safe practices and to employers to provide proper materials and safety instruction for workers. Twelve general rules for erecting safe scaffolds are given with diagrams showing good and bad types of wood. The lessons are driven home by means of a series of photographs of different types of well-constructed scaffolds and another series illustrating violations of all the safety rules. The photographs were taken by inspectors of the Associations in the course of their work.

Recommended practice of industrial lighting

Recommended Practice of Industrial Lighting is the title of a booklet recently published by the Department of Labour in co-operation with the Canadian Engineering Standards Association.* It is a reprint of a publication prepared by the Illuminating Engineering Society in the United States and issued under the title *American Recommended Practice of Industrial Lighting.* The standards have been approved by the American Standards Association and the Canadian Engineering Standards Association and endorsed by the Canadian Region of the Illuminating Engineering Society. The publication was also reprinted by the Division of Labour Standards of the United States Department of Labour under the title *Industrial Hygiene and Plant Efficiency through Good Lighting.* (L.G., 1943, p. 1072).

"Inadequate illumination" states the Deputy Minister of Labour in the preface to the Canadian edition, "results in fatigue, ill health, accidents, spoilage of material and poor production records". The many advantages of good illumination are pointed out in the pamphlet. They include greater accuracy of workmanship, better utilization of floor-space, more easily-maintained plant cleanliness, less eye strain and improved morale. In the long run these mean increased production and decreased costs.

Detailed minimum standards for both natural and artificial lighting are laid down for various types of factories. For tasks involving discrimination of extremely fine detail under conditions of poor contrast illumination above 100 footcandles is recommended. For similar work where there is a fair degree of contrast illumination levels should be between 50 and 100 footcandles. The manufacture of shoes requires from 10 to 50 footcandles depending on the operation. Canneries and meat packing establishments need 20 footcandles and leather manufacturing from 5 to 30. Office work calls for illumination varying from 25 to 50 footcandles but higher intensities are recommended for operators of business machines.

Attention is also drawn to factors affecting the quality of the lighting. These include the diffusion and direction of light, colour of surroundings, contrasts, glare and shadows. The importance of adequate maintenance of lighting equipment and safe electrical wiring is stressed. The pamphlet is illustrated with photographs of modern lighting systems in different types of factories.

Safeguarding women at work

An illustrated pamphlet of this title, issued by the Industrial Accident Prevention Associations of Ontario for the use of employers, gives specific methods of hair, eye and hand protection supplemented by photographs. Safe clothing, proper respirators and protective creams are described. Emphasis is laid on morale and health as important in safety, and also on the psychological factors involved in making women wear safe clothing and protective equipment.

Bursaries for secondary schools in New Zealand

The New Zealand Secondary Schools Bursaries Regulations of December 15 last, provide for a comprehensive scheme of bursaries to be tenable at any secondary school, combined school, technical high school or district high school approved for the purpose by the University of New Zealand.

The applicant must be under 18, must show that he would be obliged to live away from home in order to attend the nearest school giving the necessary courses, and must have attained a prescribed standard. A bursary-holder may not be employed during the school term except with the consent of the Director of Education.

The maximum amount which may be paid is 40 pounds sterling annually for two years.

* Department of Labour, Canada, *Recommended Practice of Industrial Lighting,* December, 1943. CESA Standard Z92-1943. Price 25 cents.

In addition to the cash payment, the grant of a bursary includes the right to free tuition.

The Director may cancel any bursary if the holder fails to attend school regularly, if he is guilty of any grave misconduct, if he fails to make satisfactory progress in his studies, or if after the end of the first year of the bursary, he still has not met university entrance requirements. However, when non-compliance results from illness or other circumstances beyond his control, the bursary need not be forfeited. The Director may reduce the value of the bursary if he feels that altered circumstances no longer necessitate financial assistance.

State sponsored course in labour relations

Following consultation between a committee of the New York State legislature and representatives of labour and industry and officials of Cornell University in February arrangements were completed for the establishment of a State-sponsored and controlled school of industrial and labour relations. A bill to provide formal ratification of the agreement was passed almost unanimously by the State Assembly and Senate on March 8, 1944. The Act states that:—

The school shall have for its objects and purposes the teaching and instruction of students concerning:—

(1) the history and development of industrial practices of employers and employees;

(2) the history and principles of sound industrial and labour relations;

(3) the rights and obligations of employers and of employees;

(4) the history and development of laws relating to industry and to labour; and

(5) all other phases of industrial, labour and public relations of employers and employees tending to promote unity and the welfare of the people of the state.

The school is the first of its kind in the United States. New York press reports indicate that it will not commence instructional work for another year, owing to the difficulty of obtaining a faculty of experienced and non-prejudiced instructors and professors.

Prevention of lead poisoning in industry

A pamphlet of the Division of Industrial Hygiene of the New York State Department of Labour describes the process of lead absorption and poisoning which may occur through inhalation, ingestion, or skin penetration. The method of diagnosis using occupational and clinical histories and the laboratory is indicated. Prevention is considered under the headings of reducing lead exposure, personal hygiene for lead workers, and adequate medical care.

The most effective means of reducing lead exposure is through good housekeeping which includes the daily washing or vacuum cleaning of all places where lead may accumulate by persons provided with suitable respiratory protection; special storage rooms for stocks of lead; confining lead working to limited parts of the plant where control measures can be concentrated. If lead processes are entirely enclosed and mechanized and wet processes used where possible, lead exposure will be lessened. All processes generating lead dust or fumes should be provided with properly designed local exhaust ventilation. Periodic air analysis should be a routine procedure.

Personal hygiene requires respiratory equipment where the worker is unavoidably exposed to high concentrations. Lockers, protective clothing and adequate washing facilities are also necessary.

The plant medical office should be thoroughly conversant with the industrial processes and should share responsibility for seeing that proper safe practices are employed. Periodic physical examinations should be given frequently to every lead worker as well as a pre-employment examination. The plant physician has an unusual opportunity for developing an educational program so that the workers can co-operate in preventing lead poisoning.

American safety standards

Standards and safety codes to protect the health and safety of industrial workers issued in 1943 by the American Standards Association deal with the permissible concentration in the air of certain toxic substances, the use of abrasive wheels, with hoisting apparatus, safety shoes and dust explosions.

The maximum concentrations considered allowable in all places of employment where the following substances are used are:—

(1) xylene—0·868 milligrams per litre of air (at 25C and 760 mm pressure);

(2) toluene—0·752 milligrams per litre of air (at 25C and 760 mm pressure) for exposures not exceeding 8 hours a day;

(3) metallic arsenic and arsenic trioxide—1·5 milligrams per 10 cubic metres of air (emergency standard);

(4) chromic acid or chromates—1 milligram per 10 cubic metres of air for exposures not exceeding 8 hours a day;

(5) mercury—1 milligram per 10 cubic metres of air;

(6) lead and its inorganic compounds—1·5 milligrams per 10 cubic metres of air.

Samples truly representative of the actual working conditions at the particular location must be taken for testing. They should be taken at the breathing level with special attention to locations near the source of these harmful vapours and in sufficient number to show up differences in concentrations during the working period.

Established for the use, care and protection of abrasive wheels are general operating rules, maximum safe operating speeds, specifications for protective hoods, flanges, chucks, and revolving cup guards, and rules for the proper storage, handling and mounting of wheels.

The standard relating to jacks applies to the construction and use of portable, manually-operated jacks and includes operating rules, design and construction. Similar rules are laid down for the safety of overhead, gantry and locomotive cranes, derricks, hoists, slings and chains.

Specifications are given for various types of protective footwear including safety-toe shoes, conductive shoes to dissipate static electricity accumulated in the body, non-sparking shoes and foundry shoes. The right type of shoes must be selected for the job.

The National Fire Codes for the Prevention of Dust Explosions have been approved as American Standards by the Association. They contain general precautions pertaining to construction, equipment and housekeeping, as well as detailed provision for each specific type of industry where the dust hazard prevails.

Enforcement of U.S. child labour law

The Children's Bureau of the United States Department of Labour has recently secured convictions against a number of employers for violating the child-labour provisions of the Fair Labour Standards Act. The Act fixes a minimum age of 16 for employment in industries engaged in inter-state commerce but permits 14- and 15-year-olds to work outside of school hours in certain non-manufacturing occupations. A minimum age of 18 is specified for occupations declared by the Chief of the Children's Bureau to be hazardous.

A seafood-packing establishment was fined $360 and placed on probation for two years when convicted of employing 26 children under 16 in heading shrimp. Twenty-two of the children were under 14, eleven under 12 and one was only eight. A fine of $1,000 was imposed on a furniture manufacturer who was employing 11 young persons under 18 in the operation of power-driven woodworking machines, a hazardous occupation. A company manufacturing industrial carbon products was fined $2,000 for employing 26 children under 16 in manufacturing occupations. Another company was found to be employing 15 children under 16 years of age in cutting spinach at hours when the State law required the children to be in school. The previous year a court order had been issued restraining this company from such violations of the Act. Each of the three defendants in the case was fined $50 for criminal contempt of the Court's order.

Building trades apprentices in Britain

A comprehensive scheme has been drafted by the Building Apprenticeship and Training Council, a body sponsored by the British Government to advise concerning the recruitment, education and training of young persons in the building industry. It is expected that the industry will be able to absorb all available apprentices for some years after the war.

The council recommends that all Joint Apprenticeship Committees, established under the National Apprenticeship Scheme for the Building Industry of 1943, should co-operate with the local and public authorities, the education authorities, and the Ministry of Labour and National Service operating in the district.

The apprenticeship agreement should be an enforceable contract at law. The apprentice, the guardian, the employer and one other, normally one acting on behalf of an Apprenticeship Committee, should all be parties to the agreement. Power should be given to the fourth party to supervise the training and to cancel the apprenticeship if the obligations of any party are not met.

Priority in selection should be given to boys from the Junior Technical Schools for Building in England or Wales, or from pre-apprenticeship Building Courses in Scotland. There should be compulsory technical education for apprentices under 18 years of age on one day or two evenings a week, with the employer making provision for the payment of school fees. The length of apprenticeship should be five years at least for those entering between 15 and 16 years of age with scaling down of this period according to the pre-apprenticeship training of those who enter at a higher age.

The Board of Education and the Scottish Education Department, the Council recommend, should encourage the further expansion of pre-employment education in building, and adequate instructors should be trained for this work.

Social Security and Reconstruction

Revised Proposals for Health Insurance in Canada

House of Commons Committee Considers New Plan of Contributions

NEW proposals in regard to the draft bill on health insurance at present being studied by the House of Commons Special Committee on Social Security were laid before the Committee on March 1 by the Hon. Ian Mackenzie, Minister of Pensions and National Health. The most important of the revisions suggested would change the basis on which the people of Canada participating in the health insurance plan would contribute to its cost. According to this proposal each adult would pay a basic rate of $12 a year, together with an income levy based on ability to pay.

Development of Plan

The original draft bill on health insurance for Canada was drawn up by the Advisory Committee on Health Insurance, under the chairmanship of Dr. J. J. Heagerty, Director of Public Health Services, and was presented to the House of Commons Committee on Social Security in March, 1943. The object of the bill was to make available for everyone, regardless of income, complete medical care, including the services of a doctor, consultant, specialist, surgeon, hospitalization, medicines and drugs, and dental and nursing services. This would be financed partly out of taxation and partly by the collection of health insurance contributions from the people of Canada (L.G., April, 1943, p. 433.). The scheme would be administered by the provinces, with the Dominion lending financial assistance.

During the 1943 session of Parliament the Committee on Social Security studied the draft bill and listened to briefs and proposals on the subject of health insurance from a large number of interested organizations, including various medical, dental, hospital and nursing bodies, and representatives of labour and agriculture. A total of 117 witnesses were heard. In July the Committee issued a report (L.G., August, 1943, p. 1082), approving the "general principles of health insurance" set forth in the bill, but indicating the need of further study and of discussions with the provinces. The Committee was reconstituted for the 1944 session of Parliament, and is continuing its studies. The Minister of Pensions and National Health has indicated that a Dominion-provincial conference is to be held before the health insurance proposals are submitted to Parliament for legislative enactment.

Methods of Meeting Cost of Plan

It is estimated that the annual cost of health insurance in Canada will be approximately $250,000,000, or about $21.60 per capita. Various proposals have been made as to the manner in which this amount is to be collected.

The plan laid down in the first draft bill was that each province participating would establish a health insurance fund to which contributions would be made by employers, employees, assessed persons,(1) the Provincial Government and the Dominion Government. If a wage earner was unable to pay his full contribution (estimated at 3 per cent of his income) his employer would contribute the difference. If an assessed person was unable to pay his full contribution the province would contribute the difference. It was estimated that it would be necessary for each adult to contribute $26 for himself and his adult dependents. It was considered that this amount, together with the Dominion's contribution, would be sufficient to provide medical care for all, including children under 16 years of age for whom no direct payment would be made by contributors.

The Hon. Mr. Mackenzie declared that various weaknesses in this plan of contributions had been revealed, some of which had to do with difficulties in the way of administration. These were due partly to the fact that, with a contribution as high as $26, adjustments would be required for the majority of contributors (the Census indicates that about 62 per cent of the wage earners in 1941 earned less than $950 per year).

(1) "Assessed persons" were defined as persons with an income from a source other than wages or who were indigent.

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anticipated that certain difficulties would arise out of requiring contributions from employers.[2]

As a means of overcoming these weaknesses, the following new proposals, drawn up by a special inter-departmental committee, were suggested to the Committee by the Minister. Under the revised scheme:—

1. Every person would contribute to the health insurance fund of his province as follows:—

(*a*) An annual flat contribution of $12.

(If the person has dependents over 16 he is responsible for their contributions also; but the province may, if it so wishes, make abatements in the contribution of persons of low income.)

This annual flat contribution would be collected by the province.

(*b*) An amount based on the income of the person on the following basis:—

(i) For a single person, 3 per cent of his income over $660 per year provided that such contribution in no case shall exceed $30.

(ii) For a married person, 5 per cent his income over $1,200 per year provided that such contribution in no case shall exceed $50.

This contribution would be collected by the Dominion along with income tax.

2. The Dominion's contribution would comprise the difference between the per capita amount in the provincial health insurance fund for the provision of benefits and the estimated cost of providing benefits.

The Dominion would make a grant to each province on a per capita basis.

The following tables show the amounts that would be payable in contributions under the revised health insurance scheme by persons of various income levels:—

Single persons would pay the basic fee of $12 regardless of income, plus the following levies:—

Income	Income Levy	Total
$ 660 and under	.....	$12 00[3]
700	$ 1 20	13 20
800	4 20	16 20
900	7 20	19 20
1,000	10 20	22 20
1,100	13 20	25 20
1,200	16 20	28 20
1,300	19 20	31 20
1,400	22 20	34 20
1,500	25 20	37 20
1,600	28 20	40 20
1,660 and up	30 00	42 00

Married persons or those with one adult dependent pay basic fee of $24, plus following levies:—

$1,200 and under	.....	$24 00[3]
1,300	$ 5 00	29 00
1,400	10 00	34 00
1,500	15 00	39 00
1,600	20 00	44 00
1,700	25 00	49 00
1,800	30 00	54 00
1,900	35 00	59 00
2,000	40 00	64 00
2,100	45 00	69 00
2,200 and up	50 00	74 00

An alternate plan of a basic payment of $12 and the balance from the national revenue is among other proposals being discussed by the Committee.

Comparing the two draft bills, the Minister commented:—

"It is to be noted that, whereas in the original draft bill submitted to the Special Committee on Social Security provision was made for contribution from employers, employees, assessed persons, the Dominion and the provinces, the present draft bill provides for contribution by the people, by the Dominion and by the provinces, the contribution of the last named being confined to payment of the cost of administration and to compensation for abatements of contributions in the case of persons unable to contribute the $12 a year for themselves and their adult dependents.

Comparison with Other Plans

Touching on the development of the principles of health insurance in other countries the Minister made the following observations before the committee:—

"Health insurance was originally confined to employees; and in early health insurance plans the contributors were the employees and the employer. Later, the contributors became tripartite, including employee, employer and the state.

[2] In this connection the Minister declared: "In a health insurance plan which envisages complete coverage it would appear inadvisable to require a special contribution from employers, and in any event, the proposed employer's contribution, being limited to that portion of the employee's contribution, not within his financial capacity to pay, would, on the basis of the estimates presented, produce a comparatively small share of the cost and would on the whole fall on the small employer rather than the large corporations; the substantial portion of the employer's contribution presumed to come from farmers using unpaid labour with living allowances would likely meet with serious opposition and would be doubtful of collection in large part; and the provinces facing the greatest difficulty in financing health insurance would benefit least from an employer's contribution of the kind recommended in the draft Provincial Bill. It is also of importance that an employer's contribution of the type proposed adds directly to the costs of production and for this reason tends to discourage employment to some degree and to handicap Canada in international competition."

[3] Less an abatement allowed under provincial regulations because of inability to pay.

"In national health insurance plans, as in the present bill, the tendency is to finance the plan by contributions from all citizens and the state. This is the case in New Zealand, Norway and Sweden. In addition to contributions of citizens and state, Denmark and Finland require a contribution from the employer. It is considered by those best informed in the field of economics that contributions by the employer impose a burden upon industry by increasing the cost of production of goods, thereby making competition with similar industries in other countries more difficult. Contribution by the employer lends itself to low wages, a low standard of working conditions, poor health, poor physique and consequent dissatisfaction on the part both of the employer and the employee. Contributions by the state are a necessity, otherwise insurance measures fail for lack of financial support.

"It has been suggested that a completely free or non-contributory system should be adopted, but it is considered that such a system encourages the pauper mentality and may create a delusion that the public purse is bottomless thereby encouraging extravagance and maladministration. It is more consistent with the dignity and independence of man that he should purchase the necessities of life with his own money. Under a contributory system of health insurance, benefit becomes a right and not a charity. Moreover, the beneficiaries who are contributors feel a sense of responsibility in regard to the cost of services and administrative procedures."

The Minister outlined various other changes and additions that have been made in the original plan, and revealed that the draft bill now submitted is the seventh draft health insurance bill that has been drawn up.

In conclusion he outlined the anticipated benefits of the legislation as follows:—

"The new draft Bill makes provision for health insurance for everyone irrespective of income thereby bringing adequate medical care within the reach of all. It will protect families against the hazard of illness and offer protection to motherhood and childhood. It will encourage the eradication of tuberculosis and the venereal diseases and will help to reduce mental illness, the incidence of heart disease, arterial disease, kidney diseases, diabetes, cancer and diseases of middle life. It will help to extend public health services throughout the country—federal, provincial and local. It will enable the medical and other professions to attack the cause of sickness and death vigorously and effectively. I, therefore, submit it to you, Mr. Chairman, Mrs. Casselman and gentlemen, with confidence in the knowledge that it will provide Canada with an advanced form of preventive public health services and medical care that cannot but have a lasting effect in improving the health of the people of Canada."

Great Britain's Plan for a National Health Service

Scheme Would Provide Complete Medical Attention for All—Grouped Practice and Health Centres to be Encouraged

IN view of the consideration that is currently being given in this country to the subject of health insurance, subsequent to the Government's announcement of its intention to introduce such a scheme in Canada, the following summary of Great Britain's plan for a national health service is herewith presented. An outline of this plan was recently published by the British Ministry of Health (in collaboration with the Department of Health for Scotland) in the form of an official White Paper, which, while not giving the details of legislation such as will eventually be introduced, sets forth in a general way the Government's views on the subject and the proposals which it wishes to have "freely examined and discussed" prior to the introduction of actual legislation.

In stating the Government's intention of establishing "a comprehensive health service for everybody," the Paper declares that the Government wants to insure

> that in future every man and woman and child can rely on getting all the advice and treatment and care which they may need in matters of personal health; that what they get shall be the best medical and other facilities available; that their getting these shall not depend on whether they can pay for them, or on any other factor irrelevant to the real need—the real need being to bring the country's full resources to bear upon reducing ill-health and promoting good health in all its citizens.

A national health insurance scheme is at present in existence in Great Britain, and has been since 1912. Its coverage, however, is limited to employed persons earning under £420 a year (approximately $1,900) without including their wives, children and other dependents. For persons not covered by this scheme and who are in extreme need, assistance

is available under the older Poor Law; and for some particular groups there are other facilities. But for something like half the population, the service of a personal or family doctor "depends on what private arrangements any particular person can manage to make."

The extension of health protection to the entire population will involve putting the care of personal health "on a new footing" and making it available as a "publicly sponsored service." The Paper declares:—

> Just as people are accustomed to look to public organization for essential facilities like a clean and safe water supply or good highways, accepting these as things which the community combines to provide for the benefit of the individual without distinction of section or group, so they should now be able to look for proper facilities for the care of their personal health to a publicly organized service available to all who want to use it—a service for which all would be paying as taxpayers and ratepayers and contributors to some national scheme of social insurance.

The reference to "some national scheme of social insurance" indicates that the plan for a national health service is merely one aspect of the unified program of social security which is eventually to be introduced in Great Britain along the lines of the Report of Sir William Beveridge.

Scope of Benefits to be Provided

The service is intended to cover "all necessary forms of health care". It is admitted, however, that for a certain time there will be difficulty in providing certain of the benefits. For instance there are not yet enough dentists to provide complete coverage of the population (the same situations exists in Canada); and so it is planned to give priority to the needs of children and young people and of expectant and nursing mothers. Similar difficulty is anticipated in regard to eye treatment. The general aim, however, is to provide:—

> a comprehensive service covering every branch of medical and allied activity, from the care of minor ailments to major medicine and surgery; to include the care of mental as well as physical health, and all specialist services, e.g. for tuberculosis, cancer, infectious diseases, maternity, fracture and orthopaedic treatment, and others; to include all normal general services, e.g. the family doctor, midwife and nurse, the care of the teeth and of the eyes, the day-to-day care of the child; and to include all necessary drugs and medicines and a wide range of appliances.

The benefits proposed in the Canadian plan are of a similar broad scope.

Relationship between Doctor and Patient

The Government considers that the "front line of the service" for everyone in a national health scheme is the personal or family doctor, available for consultation on all problems of health and sickness.

> The aim of the service will be to provide every person, or better still every family, with a personal or family practitioner who will be able to become familiar with the circumstances of those in his care—in the home and at work. It is to be hoped that doctor and patient will not wait always till the latter falls ill and urgently requires treatment. The doctor must try, in short, to become the general adviser in all matters concerned with health (no less than with disease) on which a doctor is so well qualified to advise. This means a changed outlook in much of present medical practice a change that has long been wanted and advocated by most doctors themselves and for which they more than anyone have desired the opportunity.

People will be free to "choose for themselves the doctor from whom they wish to seek their medical advice and treatment, and to change to another doctor if they so wish"; and doctors also are to have freedom in their choice of patient.

Recognizing that "the practice of medicine is an individual and personal art, impatient of regimentation", the Paper recommends a further freedom for the doctors: that they "remain free to direct their clinical knowledge and personal skill for the benefit of their patients in the way which they feel to be best."

Grouped Practice

In this connection, however, the Paper envisages a tendency away from the traditional method of practice, whereby a doctor works as an individual, towards the more modern method of grouped practice and teamwork.

> "The days when a doctor armed only with his stethoscope and his drugs could offer a fairly complete medical service are gone. He cannot now be all-sufficient. For efficient work he must have at his disposal modern facilities for diagnosis and treatment, and often these cannot be provided by a private individual or installed in a private surgery. He must also have easy and convenient access to consultant and specialist opinion, whether at hospital or elsewhere, and he must have opportunities of real collaboration with consultants. Facilities such as these are inadequate at the present time. There must also be close collaboration amongst local general practitioners themselves, for their different interests and experience can be of value to each other.*

The tendency, the Paper continues, will be towards a bigger element of grouped practice and teamwork—"in which the individual doctor retains his personal link with the patient, but has at his side the pooled ability of a group of colleagues as well as consultant and hospital services behind him. . . . The

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* Quoted in the Paper from a Report of the Medical Planning Commission (organized by the British Medical Association).

Government fully agree that 'grouped' practices, to which numerous privately arranged partnerships are pointing the way, must have a high place in the planning of the new service, and they are designing the service with this constantly in view."

The advantages of the group system can be most fully realized, the Government considers, in the idea of the "Health Centre." Such centres consist of specially designed and equipped premises where a group of doctors can collaborate and share up-to-date resources.

> Broadly, the design should provide for individual consulting rooms, for reception and waiting rooms, for simple laboratory work, for nursing and secretarial staff, telephone services and other accessories, as well as—in varying degree according to circumstances—recovery and rest rooms, dark rooms, facilities for minor surgery, and other ancillaries. The object will be to provide the doctors with first-class premises and equipment and assistance and so give them the best facilities for meeting their patients' needs. The doctors will thus be freed from the necessity to provide these things at their own cost. They will join in something like the partnership groups already often privately formed, and there will be new scope for the young doctor, fresh from hospital training, to take his share in the Centre as an assistant to the practitioners engaged there, and then, later on, to be eligible for full participation.

The Government believes, however, that the conception of grouped practices cannot represent the whole shape of the future service; and that separate practice will continue to exist.

> Grouped practices are more likely to be found suitable in densely populated and highly built-up areas and it is there particularly (though not exclusively) that they should first be tried. It will then be possible to watch the development, with the medical profession, and to decide in the light of experience how far and how fast a change over to the new form of practice can and should be made.

Method of Payment of Doctors

With the advent of the new health service, patients will receive treatment free of charge, with the doctors receiving their remuneration from the public funds. The method of remuneration is, the paper points out, "a highly controversial question, on which opinions are sharply divided." Some doctors hold that "if they became the salaried servants, whether of the state or of local authorities, they would lose their professional freedom and be fettered in the exercise of their individual skill;" these doctors advocate a system of payment on a capitation basis, whereby the doctor's remuneration would depend on the number of patients whose care he undertakes. Other doctors "would welcome a salaried service, believing that it would relieve them from business anxieties and enable them to devote themselves more freely to the practice of their profession."

The Government has "approached the question solely from the point of view of what is needed to make the new service efficient." It considers that doctors in individual practices would receive their remuneration for the most part on a capitation basis; although in some cases, such as doctors working in sparsely populated areas, payment could be on a salaried or similar basis if the doctor so desired. In regard to group practice, however, "it seems fundamental that inside a Centre the grouped doctors should not be in financial competition for patients;" and that "all the practical advantages of the Centre—the use of nursing and secretarial staff, record-keeping, equipment, the availability of young assistant doctors in particular should be, under a system of a salaried team, at the disposal of the group in whatever way they like collectively to arrange."

Administration

In planning the introduction of legislation on health matters, the British Government is not limited in its powers, as is the Federal Government in Canada. (In presenting the Canadian draft bill on health insurance to the House of Commons Committee on Social Security last year, the Minister of Pensions and National Health expressed the opinion that due to limitations in the Canadian constitution it would be necessary to turn over administration of health insurance to the provinces, with the Dominion providing financial assistance.—L.G., 1943, p. 434.)

For the administration of the British plan, the Paper envisages a combination of central and local responsibility, "to ensure that both general national requirements and varying local requirements are met."

Central responsibility to Parliament and the people will lie with the Minister of Health. The Minister will be assisted by a consultative organization representing medical, hospital and other professional interests, which will advise him on such technical questions as are referred to it or which it wishes to bring to his attention, and which will also assist him in drawing up regulations. There will also be a central executive body, composed in the main of members of the medical profession. This will be the "employer" body with which the general practitioner enters into contract in the new service and from which he receives his remuneration; and it will also concern itself with the distribution and welfare of doctors and assistants.

Local organization will be on an area basis; with areas of suitable size and resources for

the operation of a full hospital and specialist service within its boundaries to be mapped out by the Minister in consultation with local interests. For each of these areas a "joint authority" is to be constituted from the various local government organizations within the district, to be assisted by a local technical advisory body.

Inaugurating the Health Service

In bringing the new health service into existence, the Paper states, the first step will be for each local joint authority to work out a detailed plan for its area, determining what is needed for the people within the area. The plan will use, adapt, and where necessary supplement existing resources.

> The plan must ensure that the various special treatments are concentrated in centres competent and convenient to provide them, and not dispersed haphazard in uneconomic and overlapping units; that proper linking of services is secured by relating the work of special and general hospitals; that arrangements are at hand for the transfer of patients to the hospitals best suited to their medical needs; and that the skill of the consultant staffs of the various hospitals taking part can be used to the maximum advantage of the area as a whole.
>
> It will be the aim of the authority to make its area (which will have been determined with this in view) as self-sufficient as possible in hospital and consultant services. But where it is obviously more sensible, as in some of the rarer services, the plan will provide for certain services by agreed arrangements outside the area.

The plan will then be submitted to the Minister, who will consider it from the outlook of the country as a whole and the effect of local plans one upon another. Having received his approval, with or without amendments, the plan becomes operative; but may be modified from time to time, according to requirements, by the same procedure.

Financial Provisions

The total annual cost of the service, to come out of public funds, is estimated at about £148,000,000 ($656,000,000). Of this about 36 per cent would be provided by local taxation, about the same amount from central taxation, and the remainder would be set aside out of contributions under the broad social insurance scheme proposed in the Beveridge Report. The per capita cost works out at about $15.86.

Throughout the Paper, emphasis is laid on the evolutionary nature of the scheme—wherever possible existing facilities are to be employed, and extended. Doctors and patients are stated to be at liberty to participate in the scheme or not, as they see fit; but the service is to be so designed that it will be looked upon as the normal method by which people get all the advice and help they want. No one, the Paper adds, must "have reason to believe that he can obtain more skilled treatment by obtaining it privately than by seeking it within the new service."

Employment Opportunities in Post-war Canada

Recommendations of Committee as to Job Placement and Training Facilities

RECOMMENDATIONS on general economic policy to promote full employment and production in post-war Canada, made to the Government by the Advisory Committee on Reconstruction, were summarized in the February issue of the LABOUR GAZETTE (p. 150). The Report of the Committee was supplemented by various other studies, including the reports of six subcommittees appointed to examine special aspects of the post-war situation. One of these documents, the Report of the Subcommittee on Post-war Employment Opportunities[1] is herewith summarized in brief.

This subcommittee, whose first chairman was Mr. Tom Moore (later succeeded by Mr. Mr. Percy N. Bengough), proceeded on the assumption that, in line with the program proposed by the main committee, full employment is the basic objective for Canada during the post-war period. Its concern was with the facilities required to ensure the best use of the employment opportunities that will be available. Its studies were thus concentrated on information and placement functions, including the role of the employment service, and on training provisions of all types.

These functions, the subcommittee's report states, will be of urgent importance in the immediate post-war period when, "apart altogether from men demobilized from the armed forces, upwards of a million civilian workers will make some form of occupational transference"; but the problems have longer-range aspects also, which are "coloured by the determinatioin to do a better job of making

[1] Advisory Committee on Reconstruction: Post-war Employment Opportunities, King's Printer, Ottawa, 25 cents.

the fullest use of our human resources than we have in the past." The proposals of the committee are thus particularly directed towards meeting the needs of the difficult transition period, but they also indicate the type of job placement and training services considered necessary for Canada's future welfare.

Employment Service

The first of the problems, that of placing people in jobs, has as its major requirement "the development of machinery operating throughout the Dominion of Canada, by means of which unemployed individuals in any part of the country may be made aware of appropriate employment opportunities in any other part of the country."

The basis of this machinery is already in existence, in the Dominion Employment Service, with its network of local employment offices across the country. The service is at present bearing the brunt of a large part of the work of National Selective Service, including the administration of the various manpower mobilization orders. Valuable experience has been gained under heavy war pressures, and "the employment offices should be much better equipped than ever before to play their basic part in the redirection of workers who have to find new jobs in the peacetime economy." However, the committee considers that to fit it for its role in post-war adjustment a number of modifications and improvements of the Employment Service will be necessary.

Exclusive Jurisdiction

The committee declares that it is essential for efficiency that the vast program of job placement be co-ordinated through one nation-wide organization. At the present time, the report points out, there is no authority to prevent provinces from operating dual employment services or from granting privileges to private fee-charging agencies. It is felt that "exclusive jurisdiction should be secured for the Dominion Employment Service; if necessary by appropriate amendment to the British North America Act."

Functions

"It is necessary", the report continues, "to strengthen, and in some directions to add to the specific functions of the Exchanges." Five types of service, some of which are already in effect, are listed as follows:

1. *Placement.*—The fundamental function of offices of the Employment Service is to bring workers and jobs together, and to fit workers to jobs.

2. *Information services.*—Statistical information on demand and supply conditions must be available as a basis for broad planning to meet present and future labour requirements of industry and agriculture. Such information will be required so that "the magnitude and the direction of necessary labour transfers can be reasonably anticipated." An inventory of manpower (with a proper recording of skill, qualifications, past experience, fitness for work, etc.), and an inventory of jobs (including not merely registration but appropriate descriptions of jobs available) should also be maintained.

Placement and the gathering of essential information "are the basic functions which must be performed whatever else is done by an Employment Service." The report comments:

> Each one is capable of a great deal of elaboration; it may be done efficiently and systematically, or indifferently with no specialization or constructive service at all. But over and above these, there are other potential functions, whose development makes all the difference between the Exchange as a routine office for the registration of the unemployed and the notification of rather inferior jobs, and a national key service, which is the focus for all the constructive measures which make for the really organized labour market.

The remaining suggested functions are as follows:

3. *Training Courses and Classes.*—The Employment Service should keep informed upon the needs for skilled workers in various industries and occupations. Existing training plans should be kept constantly under appraisal, so that officials of the Service will have adequate information available for those who use the Service.

4. *Vocational Counselling.*—The committee considers that owing to the individual nature of vocational guidance "it is probably too much to hope" for nation-wide counselling organized through the Employment Service. It urges, however, that the utmost provision should be made for advice on the relation of types of education and training to particular jobs, counsel on vocational aptitudes and inclinations in general, and information on occupational and labour market opportunities; and that the necessary personnel, time and facilities be provided in local offices.

5. *Liaison Work with Various Groups in the Community.*—The Employment Service, in the subcommittee's opinion, should become the means of liaison with all kinds of groups who are concerned with placement work, including:

> Wage-earners and other workers who are the chief beneficiaries if it functions efficiently; with industry, not only as a source of employment but a source of needed technical information; with schools; with the federal and provincial training program, on very close

terms of co-operation indeed if training is to be properly tied in with placement, as it must with special agencies such as the Re-establishment Branch for demobilized members of the forces; and with public-spirited citizens in every community.

"This will not be achieved overnight or through one single line of attack", the committee comments.

The presently existing regional and local advisory employment committees are considered to represent a step in the right direction, and further development of these committees is recommended. The interest of the joint production councils or employee-management committees in various war industries should also be sought, as a means of bringing to the Service information on post-war employment and training plans; and in addition, co-operation should be maintained with government departments charged with the responsibility for demobilization.

"The above recommendations", the report declares, "presuppose in all branches of the Employment Service a professionally trained administrative personnel in sufficient numbers to cope with the intricate problems of an effective service."

Education and Job Training

The committee underlines the importance of maintaining an adequate supply of trained workers by pointing out that the further employment of unskilled workers depends on there being a sufficient number of technicians and skilled men. Thus a shortage of skilled workers would hamper Canada's chances of realizing full employment.

The report emphasizes that the proper context in which to consider purely vocational or technical training is the educational system of the country as a whole.

Less than one per cent of the country's youth receive any university education, the report states, and of those who do, only a limited number receive specialized preparation for professions and related occupations. Some 17-20 per cent go to high school, it is estimated, and another 5-6 per cent to technical schools. Of the remainder, a large group add to their elementary school education or their vocational training through business colleges, correspondence schools, part-time classes, regular apprenticeship, skills picked up unsystematically "on the job"; and more recently, through the classes and courses of the Youth Training Program, which has now been greatly extended to include all kinds of industrial training under the War Emergency Training Act, but which has not necessarily served to complete a logical system for the recruitment of Canadian industry.

The committee concludes that:

> the facilities for technical education and other instruction of a vocational type are varied and uneven, and not co-ordinated into logical relation with other secondary educational facilities (to say nothing of their inadequate links with industries, the Employment Service, etc.).

The committee considers that technical and vocational education should be accorded equal status with high school or academic education. Among the contributory factors to the present inferior position accorded the technical education, the committee deplores "the widely prevalent practice of employers of using matriculation as the criterion of a completed secondary education and of relating it to wage scales, promotions, etc.," and suggests that this is a matter for the re-education of the public. Secondary education would be so planned as to accord equal value to technical and scholastic aptitudes, and should also recognize the signal necessity of catering for a majority of pupils who will not go on to university. Industrial employment would become more attractive in comparison with "white-collar" occupations than it at present appears to the youth choosing a career, if it offered greater security and regularity.

It is recommended that more facilities be provided in schools to permit educational and vocational guidance.

> The needs of the future will be such that courses of study in the schools should be dovetailed to the needs of industry, including the construction trades, rather than to courses tending to lead to an academic education. Test periods could also be provided for students in their school holidays, which would give them a chanace to discover their aptitudes and encourage interest in industrial skill as a means of future employment.

"In general there should be more uniformity in the standards of technical education throughout Canada," the report maintains. Standards for a particular level of skill in various trades should be determined, and recognized by schools in the various provinces. Federal aid to provinces in regard to technical education should be combined with federal participation in the raising of standards.

Apprenticeship

In urging a greater development of apprenticeship in Canada, the committee points out that "present apprenticeship facilities are limited and uneven in character and vary considerably from province to province." The

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[1] A recent order in council, authorizing the federal Department of Labour to assist provinces in setting up apprenticeship programs, was issued subsequent to the submission to the Government of the Report on Employment Opportunities. (L.G., Feb., 1944, p. 206.)

informal conditions of apprenticeship in this country have

> encouraged a considerable number of young men to work in construction trades without going through the burdensome requirements of formal apprenticeship. Working a few years as handymen, these men picked up knowledge in one or the other construction trades and then succeeded in getting recognition as skilled men by entering locals of trade unions. It is known that some locals of trade unions are less stringent in the examination of skill than other locals of the same trade union.

The depression of the thirties, causing unemployment even among skilled workers, discouraged youths from undertaking training. A further bad effect has resulted from war demands, which have caused dilution of the skilled labour force by necessitating that skilled construction work be performed by semi-skilled men and youths. A form of "senior apprenticeship" for training these persons up to acceptable standards is recommended for the post-war period.

Dominion-Provincial Training Programs

The report outlines the types of training at present being given under the Dominion-provincial war emergency program, including pre-employment training, part-time training, plant training, training of supervisors, and training of foremen. The experience gained in these types of training, in such matters as course organizations, job analysis, foremanship and co-operation between training authorities and employers generally, should be of tremendous value if adapted and utilized in the post-war organization of apprenticeship and other training, it is considered. Wartime training schemes of the pre-employment type, however, are considered to give at present only the "minimum of initial skill to enable trainees to undertake specific industrial operations," and should be supplemented by the provision of "more adequate vocational guidance service," and by being co-ordinated with "properly regulated training and apprenticeship systems."

Training and Unemployment Insurance

"For many categories of workers the proper requisite in the event of unemployment is not maintenance in idleness, or even employment on works projects, but training", the report states. "Attendance at courses of instruction is already written into the Canadian Unemployment Insurance Act as one of the statutory conditions for the receipt of benefit; it would obviously be even more relevant for workers who have exhausted their benefit rights, or who for other reasons apply for unemployment assistance.

"In any case, training should be brought into operation for all unskilled workers, particularly if they are still young, as soon as they show lengthy unemployment records (if they do not apply for training voluntarily); for an improvement in what they have to offer an employer is their only hope, in normal times, of getting better paid or more regular work. . . . .

"Special vocational instruction and placement arrangements are already being organized for war casualties. There is no reason why similar provisions for physically handicapped civilian workers should not be extended on a national basis; and this will in fact be specifically desirable in the advent of a disability pensions scheme."

Demobilization Perspective

"Fortunately", the report states, "Canada starts off with certain assets in this field. The enhanced range of pre-employment classes, accelerated teaching for skilled men in the armed services, supervisory training schemes, spare-time vocational education courses, can be examined for adaptation to post-war use. The rehabilitation machinery (under P.C. 7633) provides a strong framework for men who wish to extend their training or education after demobilization. Above all, the Vocational Training Co-ordination Act provides a basis and an opportunity for a co-operative program of courses and projects on a national scale, if its facilities get the response they deserve." But the pressure on technical schools of all kinds has been very heavy as a result of war needs. They are in danger of being strained beyond the limit of their resources at the end of the war in attempting to provide training for demobilized members of the armed forces and for former war workers who will need new skills, the committee anticipates. Post-war development should be further considered, because a full program "would also extend to the training needs for new and specifically post-war projects, such as housing programs, conservation measures, rural rehabilitation through the development of small industries, and other matters."

Manpower

Compliance with Mobilization Regulations

Survey Required of All Employers of Male Employees—Other Manpower Orders

AN order requiring all employers of male employees to make an examination of the documents of their employees, and forward advice on those who fail to produce documents showing good standing under Mobilization Regulations, was issued on January 28. This examination must be completed by May 1, 1944. "Employer" includes industrial and commercial employers, farm operators, and also His Majesty in the right of Canada or of any province.

A booklet, "Employers' Guide", has been sent to industrial and commercial employers. A return post card has gone to farm operators. Obligation to make the examination rests on each and every employer of male persons. Penalties are provided for failure to carry out this examination, and for male employees failing to assist by refusal to produce documents (L.G., Jan., 1944, p. 10).

Compliance of Applicants for Unemployment Insurance Benefit with Mobilization Regulations

In future male applicants for unemployment insurance benefit will be required to present proof that they have complied with National Selective Service Mobilization Regulations, Hon. Humphrey Mitchell, Minister of Labour, announced recently.

By an Order in Council passed on March 30 (P.C. 2222) every male applicant will have to produce satisfactory evidence, such as a birth or marriage certificate that he is not a "designated man" under the military call-up—or, if he be a designated man, he must present the necessary documents to show that he has complied with Mobilization Regulations.

The provisions of the Order are an extension of the present nationwide check-up, described above, on all civilian men of military age who are subject to the regulations. Similar proof of compliance has for some time been required of men seeking employment through an office of National Selective Service.

Terms of Employment of Alternative Service Workers Amended

Provisions made for the employment of conscientious objectors and others required to perform "alternative service" under Part IIA of National Selective Service Regulations are amended by a recent Order in Council (P.C. 1977, March 20, 1944). The Order relates to the conditions under which leave of absence may be granted to alternative service workers, and to the amount payable out of workers' wages as an allowance for the maintenance of dependents of the employee or for hospital, dental or medical services rendered the employee. (The amount of remuneration that alternative service workers may receive is limited under Part IIA of the Regulations. Employers, however, must pay the going rate of wages for the job. If the wage rate exceeds the amount of money the workers are entitled to receive, the excess amount is paid to the Red Cross Society.)

Payment of Prisoners and Internees

An Order in Council of March 16 (P.C. 1780) deals with the payment of daily cash awards to prisoners of war and internees employed on works projects within the camp area. It provides that the allowance of such workers shall be raised from twenty to fifty cents (payable in "token money", good for the purchase of articles stocked in the camp canteen). Hours of work are increased from four to eight per day. This is the same amount as is paid to prisoners employed on works projects carried on outside the camp area and administered by the Department of Labour under authority of Order in Council P.C. 2326, dated 10 May, 1943 (L.G., June, 1943, p. 741).

Revision of Mobilization Regulations

Postponements for Essential Workers—Call-up of Married Men Not Supporting Wife or Children

AN Order in Council of March 4, 1944 (P.C. 1355) revises and consolidates the National Selective Service Mobilization Regulations. The last previous consolidation of the Regulations was made by P.C. 10924 of December 1, 1942, at the time that the military call-up was transferred from the Department of National War Services to the Department of Labour. In addition to including amendments made to the Regulations from time to time since December 1, 1942, previously announced, the present revision makes some changes, both in policy and procedure.

The age classes in which men are subject to call for military training have not been altered. However, in future a married man not supporting his wife or children or not making a reasonable contribution to their support, becomes liable to call in the same manner as single men. Since all married men born in the year 1913 or later are already designated for military service, the new provision applies only to certain married men born in any of the years 1906 to 1912, inclusive.

The Director of National Selective Service, Mr. Arthur MacNamara, explained that it was not the intention to call up a married man simply because his wife is in employment even where she maintains herself or contributes to the maintenance of their household. Rather will determination to call a man be made on the basis of husband and wife being separated, when the husband does not provide support, although, Mr. MacNamara added, even where husbands of working wives must live away from home, the husbands will not be called up where husband and wife are not separated.

Postponements for Essential Workers

A provision that postponement of military training may now be given until further notice, will assist essential industries and reduce the work of the Mobilization Boards. Previously, only coal miners and farm workers could secure unlimited postponement, with the result that Boards periodically had to review all other postponements, even though it could be foreseen that the circumstances would warrant an indefinite postponement.

The section of the Regulations making this provision is as follows:—

> Sec. 9.(8) Where a man is engaged in an essential industry, coal or base metal mining, fishing, lumbering, seafaring or railroad transportation, on a public utility or in an occupation which the Minister has declared to be a seasonal occupation or one essential to the prosecution of the war or in the national interest, the Board may grant him a postponement order for a limited or unlimited time and in so doing shall take into account the supply of labour available, the importance of the particular applicant's position in the industry or occupation and the importance of the industry or occupation to the national economy and the prosecution of the war.

The Regulations continue also to provide for the deferment of persons employed in agriculture.

Other Provisions

Up to this time a man found medically unfit, but who after remedial treatment would probably be medically fit for service, was offered treatment on his promise to join the Forces after being treated. Now a man must agree to join up first before being given remedial medical treatment.

No special provision existed in the older Regulations to deal with the cases of certain men either in remote areas, or where medical examination is not feasible. Authority is now given to grant postponement without medical examination to seamen serving in the Merchant Marine. Also, Indians and others living in remote areas may now be postponed, if reasons exist, without first undergoing medical examination. Conscientious objectors may be dealt with in future, without first being medically examined.

The new Regulations, for the first time, give the military authorities power to hold a man who has been convicted in court of failure to report for military training under the regulations. Such a man may now be held either in police or military custody. Previously, the man had to be served with a formal notice in addition to being convicted in court, and a court order that he report for military service, after his civil trial, or even after a prison term, did not have automatic effect: this situation is now reversed.

Amendments to the Wartime Wages Control Order, 1943

Statement of the Prime Minister—Explanation of the Changes

ON March 13, 1944, the Right Hon. W. L. Mackenzie King, the Prime Minister, tabled in the House of Commons copies of Order in Council P.C. 1727, enacted on the same day. This Order in Council makes effective changes in the Wartime Wages Control Order, 1943 (as enacted by P.C. 9384 of December 9, 1943). The changes are as follows:—

(*a*) The revised Order reinstates the provision for the three-man National War Labour Board, with one member representative of the point of view of labour and another of that of employers.

(*b*) The order of December 9, 1943, had placed upon the employer or employee, charged with certain offences under the regulations, the onus of proving that his alleged action was not in contravention of the order. This provision has now been revoked. In future prosecutions under the order the usual court rules as to evidence and proof will apply.

(*c*) In December last the National Board was instructed to review decisions of the nine Regional War Labour Boards, and was given authority to revise these decisions where it thought fit. While this authority is continued in the present amendments (being explained as necessary to secure uniformity and consistent administration across Canada) it is now made subject to the provision that the National Board shall not vary decisions of a Regional Board without giving notice to interested parties, who will have the right to make representations to the Board before changes are made.

(*d*) The Boards retain authority to direct wage increases in cases where special circumstances exist. Under the provisions in the order now changed, a Board could not grant an increase if it were found that such proposed increase was not consistent with the ability of the employer to meet the cost without increasing the price of his product or services. This restriction has been removed, although in dealing with applications for wage increases, Boards are required to take evidence on the employer's representations where he says he cannot afford to pay more.

(*e*) A new feature, in reference to upward revision of wage rates, is that the National Board may now authorize increases in wage rates to the extent that any cost-of-living bonus and wage increase already granted since August, 1939, have not yielded the employees as much as the full standard cost-of-living bonus, subject to the Board considering such action fair and reasonable. (For this purpose bonus is to be computed on the same basis as provided in earlier orders.)

(*f*) Where it has been customary to fix the wage rates of railway employees in international railway train service in Canada in relation to rates paid outside Canada to similar employees, the National Board may adjust such rates to maintain the relationship with the outside rates. This maintains an established practice of long standing, which had been included in earlier orders.

When tabling the amending order, P.C. 1727, in the House of Commons, the Prime Minister spoke as follows:—

"Mr. Speaker, I wish to make a statement to the house with respect to amendments to the Wartime Wages Control Order, P.C. 9384, of December 9, 1943.

"On February 10, I informed hon. members that it was the intention of the government, after receiving representation from the leading labour organizations, and considering all other representations, to make amendments to the Wartime Wages Control Order, (P.C. 9384 of December 9, 1943). I now table a copy of Order in Council P.C. 1727 which embodies the amendments. It was enacted to-day.

"The amendments seek to meet the criticisms of the original order, as far as is consistent with the maintenance of the government's policy of preventing inflation."

* * * *

Here the Prime Minister referred briefly to some of the more important changes now made. Then, continuing:

"I would not be frank with hon. members or with labour if I did not say that in making these amendments to the order, the government recognizes the risks involved in relation to the whole stabilization policy.

"No part of the community has more to gain from continuing success in the battle against inflation than labour, or more to lose by failure to prevent inflation. The government realizes that the fight against inflation can be won only

if all groups in the community are prepared to give their active support and co-operation to the price ceiling policy.

"If the government's policy of price stabilization is to be effectively maintained, it is clear that employers and labour organizations must co-operate in supporting this policy by limiting applications for wage increases to what should be a relatively small number of cases where special circumstances apply.

"The government is not prepared to adopt a policy of paying subsidies to employers to meet the higher costs resulting from increased wage rates. An attempt to follow this course would soon break down because of the administrative difficulties involved. Similarly, the granting of price increases to offset increased wage rates, if the cases involved were to reach any considerable number, would confront the Wartime Prices and Trade Board with an impossible task, and would destroy the price ceiling.

"In December last, when I announced the principles underlying the Wartime Wages Control Order, I said:

> The policy of the government is that all practical measures will be taken to keep the cost of living at present levels.

"I went on to say:

> If the cost of living rises more than three per cent and remains at that level for two consecutive months, the government will review the whole program of price control and wage control and take appropriate action.

"The government will endeavour to keep the cost of living from rising more than the three per cent mentioned. We shall stand by the pledge that if the cost of living exceeds the level of October, 1943, by more than three per cent and remains at such higher figure for two consecutive months, the government will review the whole program. I must emphasize however, that if, under the amended order, the cases of wage adjustments which result in increases in the cost of goods and services should prove to be too numerous, the margin of three per cent would soon be exhausted. The government would then be be faced with the unfortunate task of having to review, and to consider the practicability of continuing, the whole stabilization policy.

"Let me repeat: the government is determined to do all it can to hold down the cost of living, and to safeguard the public against an inflationary rise in prices. In this it cannot, however, succeed without the support of every group in the community."

Text of Order in Council amending the Wartime Wages Control Order 1943

P.C. 1727

AT THE GOVERNMENT HOUSE
AT OTTAWA

MONDAY, the 13th day of March, 1944.

PRESENT:

HIS EXCELLENCY
THE GOVERNOR GENERAL IN COUNCIL:

His Excellency the Governor General in Council, on the recommendation of the Minister of Labour (concurred in by the Minister of Finance) and under and by virtue of the powers conferred by the War Measures Act and otherwise, is pleased to amend The Wartime Wages Control Order, 1943 (P.C. 9384 of December 9, 1943) and it is hereby amended as follows:—

1. Subsections (1), (2), (5) and (6) of Section 2 are rescinded and the following substituted therefor:

"(1) There shall be a National War Labour Board (hereinafter referred to as the National Board) consisting of Mr. Justice C. P. McTague, Toronto, Ontario; Mr. Leon Lalande, Montreal, Quebec; and Mr. J. A. Bell, Toronto, Ontario."

"(2) Mr. Justice C. P. McTague shall be the Chairman of the National Board."

"(5) A majority of the members of the National Board shall constitute a quorum."

"(6) A decision of the majority of the members of the National Board present and constituting a quorum shall be a decision of the Board and in the event of a tie the Chairman shall have a casting vote."

2. Section 10 is rescinded and the following substituted therefor:

"10. (1) In order to provide for uniformity in the administration of this Order throughout Canada and to avoid dissatisfaction which would otherwise result from the issue of inconsistent directions by Regional Boards, the National Board shall arrange for the review of every decision or direction of each Regional Board, and if in the opinion of the National Board any such decision or direction is not in accordance with the purposes or provisions of this Order, the National Board may of its own initiative, after giving notice to the parties concerned and giving them an opportunity to submit further representations, vary or revoke any such decision or direction and in doing so shall advise the Regional Board of its reasons therefor.

(2) Whereon a review under the powers conferred by this section the National Board varies or revokes any decision or direction of a Regional Board, the decision or direction of the National Board shall be effective only from the date of the making thereof."

3. Section 20 is rescinded and the following substituted therefor:

"20. (1) The National Board may

(*a*) authorize or direct an employer to increase a single wage rate or the rates within a range established by him under this Order for an occupational classification of his employees only if

and to the extent that the National Board finds that such increased rate or range is necessary to rectify a gross inequality or gross injustice;

(*b*) notwithstanding anything contained in paragraph (*a*) of this subsection, where it considers it fair and reasonable to do so, authorize or direct an employer to increase a single rate, or the rates within a range, established under this Order, if the increase does not have the effect of increasing the weekly single rate, or the weekly rates in the range, payable by the employer to employees in that occupational classification in August, 1939, or where the employer commenced payment of wages to employees in such classification in a month subsequent to August, 1939, in such subsequent month, by more than the amount of the appropriate maximum cost-of-living bonus;

(*c*) authorize or direct an employer

(i) to alter a term of employment, which may have the effect of increasing, directly or indirectly, a single rate or the rates within a range established under this Order for an occupational classification of his employees; or

(ii) to establish a single rate or range for a new occupational classification of his employees in respect of which section seventeen of this Order is applicable; or

(iii) to establish a range of rates for an occupational classification for which such employer pays only a single rate established under this Order; or

(iv) to change a time rate or range of rates established under this Order into a rate or range of rates established under this Order on another basis of calculation, or to change a rate or range of rates established under this Order on another basis of calculation into a time rate or range of rates established under this Order; or

(v) to establish a single rate or range of rates calculated on any other basis to be paid in conjunction with a time rate or range of rates established under this Order,

in such manner or at such rate or range as in the opinion of the National Board is fair and reasonable and is consistent with and will give effect to the purposes of this Order, having regard to all the circumstances deemed by it, in its discretion, to be material.

(2) In considering any application to authorize or direct an increase in wage rates under this section, the National Board shall take into account the probable effect of such increase in wage rates on the cost of living and on the cost of production or operation of the business or industry in which the increased rates are to be paid, and shall require any employer who alleges that the proposed increase in wage rates will be beyond his ability to pay without increasing the price of his products or services rendered by him) to present evidence in writing demonstrating the basis of such statements and setting out the amount of the increase in the price of his products or services for authorization of which it will be necessary for him to apply if the proposed increase in wage rates is made. No decision of the National Board under this section shall be construed as imposing an obligation on or implying a commitment on the part of any other agency of government.

(3) For the purposes of this section

(*a*) the appropriate maximum cost-of-living bonus means

(i) where the employer was paying wages to employees in the classification in August, 1939:

(*a*) for all adult male employees and all other employees employed at weekly rates of $25 or more, the amount of $4.60;

(*b*) for male employees under 21 years of age and female employees, employed at weekly rates of less than $25; the amount equal to 18·4 per cent of the weekly single rate or of the highest weekly rate in the range for the classification in August, 1939;

(ii) where the employer commenced payment of wages to employees in an occupational classification in a month between August, 1939, and October, 1943:

(*a*) for all adult male employees and all other employees employed at weekly rates of $25 or more, an amount equal to 25c for each point to the nearest 1/10 point which the official index of the cost of living (adjusted to the base of 100·0 points for August, 1939) increased between the month in which the employer commenced payment and October, 1943;

(*b*) for male employees under 21 years of age and female employees employed at weekly rates of less than $25 a week, an amount equal to 1 per cent of the single weekly rate, or of the highest weekly rate in the range, paid by the employer to employees in the classification, in the month in which he commenced payment, for each point to the nearest 1/10 point which the official index of the cost of living (adjusted to the basis of 100·0 points for the month of August, 1939) increased between the month in which the employer commenced such payment and October, 1943.

(*b*) "weekly rate" means, in respect of a time rate, such wage rate applied to the period of a week of normal working hours, and in respect of an incentive rate the average earnings of an employee in a week in respect of normal working hours."

4. Section 22 is rescinded and the following substituted therefor:—

"22. (1) If the National Board finds that the rate or range of rates payable by an employer for an occupational classification of his employees engaged in international railway train service was, at November 15, 1941, pursuant

to a collective agreement or to a recognized practice of long standing, based upon a rate or range of rates payable to similar employees of that employer outside of Canada, and if the National Board also finds that the rate or range of rates outside of Canada upon which the said rate or range of rates was based has been changed by a collective agreement, established practice or competent authority, the National Board may in its sole discretion authorize or direct the payment of a new rate or range of rates for that occupational classification in respect of any of such employees engaged in international railway train service based in a corresponding manner upon the corresponding new rate or range of rates payable outside of Canada.

(2) Any rate or range of rates established under subsection 1 of this section shall not be taken into account by the National Board in considering any other application for changes in wage rates.

(3) No authorization or direction may be made under this section by a Regional Board."

5. Section 33 is rescinded and the following substituted therefor:—

"33. Every employer, or officer or agent thereof, who

(*a*) causes a lockout of any of his employees, to deter or prevent any of his employees from making an application to a War Labour Board constituted under this Order, or who

(*b*) contravenes or omits to comply with any of the provisions of this Order or of any direction or Order made under the authority of this Order by a War Labour Board constituted under this Order,

shall be guilty of an offence and liable upon summary conviction to a fine of not less than $100 and not more than $5,000; and each payment of wages to an employee in contravention of any provision of this Order or of any direction or order made under the authority of this Order shall constitute a separate offence under this section."

6. Subsections (1) and (2) of section 35 are rescinded and the following substituted as subsection (1):—

"35. (1) Every employee who strikes or takes part in any strike

(*a*) to obtain an increase in a single rate or range established under this Order, or pursuant to any direction of a War Labour Board constituted under this Order, or

(*b*) to obtain the alteration of a term of employment which would, directly or indirectly, increase any such rate or range, or

(*c*) for the purpose of obtaining any direction from or of influencing the decision of a War Labour Board constituted under this Order or in protest against or to obtain any alteration in such direction.

shall be guilty of an offence and liable upon summary conviction to a fine of not more than Twenty Dollars for each day or part of a day he is on strike."

7. Subsection (3) of section 35 is renumbered as subsection (2).

8. Section 36 is rescinded and the following substituted therefor:

"36. Any person who incites, encourages or aids any employer to do or to omit to do any act or thing in contravention of this Order or any employee to go on or to continue on strike in contravention of this Order shall be guilty of an offence and liable upon summary conviction to a fine of not more than Three Hundred Dollars."

9. Section 38 is rescinded and the following substituted therefor:

"38. Any document purporting to contain or to be a copy of any bylaw, direction or order of the National Board, or of any Regional Board, and purporting to be signed by the Chairman or Vice-Chairman of any such Board or by the Chief Executive Officer or Secretary of the National Board, or Chief Executive Officer of a Regional Board, shall in any proceedings under this Order be evidence of the bylaw, direction or order therein contained or of which it purports to be a copy."

A. D. P. HEENEY,
Clerk of the Privy Council.

Women In Industry

Canadian Women in War Industries

TWO years' operation of National Selective Service indicates impressively the major role which the women of Canada have taken in the war production program. In reviewing the story of their achievement it is necessary to outline the background which led up to this great influx of women into numerous industries and pursuits hitherto held solely by men.

During the first two years of the war, there was a plentiful supply of women workers but by March, 1942, it was apparent that great efforts would be required to secure a sufficient number of women for future expanding demands.

Initial Planning for Womanpower

Plans were made to put the situation clearly before Canadian women and to enlist their whole-hearted co-operation in carrying their full share of the responsibility for production and services essential for war and at home.

In May, 1942, a wide publicity campaign was undertaken utilizing the facilities of magazines, newspapers and radio. The editorial staffs and personnel of these agencies gave generous support in featuring the appeal.

Organized Women Confer

In August, 1942, at the invitation of the Minister of Labour, representatives of Canada's nationally organized groups of women met in Ottawa to confer with Mrs. Rex Eaton, Associate Director of National Selective Service (Employment of Women) to advise and discuss the best methods for acquainting the women with the urgent need for them to engage in war work.

The response to this publicity of the press, radio and organized women, was immediate. By letter, wire and personal appeal, they offered their services, signifying their willingness and desire to work.

Compulsory Registration of Certain Age Groups

The emphasis at this time was upon the war industries. Canadian women, up to the outbreak of war were not industrially inclined. The total number of women so engaged, prior to this period was 144,000. War industries require younger women who could be readily adapted to this new type of work. In order that the Local Employment Offices would have on file a list of these younger women who were available for work, the compulsory registration of all Canadian women between the ages of 20-24 years inclusive was taken in September, 1942. Effective use has been made of this registration by means of follow-up interviews when each available young woman was informed of urgent needs and asked if at all possible to accept essential work.

Control of employment regulations came into effect in September, 1942, making it compulsory for women (excepting graduate nurses, teachers, and domestic workers) to seek work only by permission of National Selective Service. By this means, the officers of the Employment and Selective Service Offices have been in touch with those seeking work and are able to influence the applicant to accept essential work.

Effects of Publicity and Controls

The impetus given by the publicity, the interest aroused by the registration, and the effective interviewing of women at the Employment and Selective Service Offices secured for war industry a sufficient number of women workers to meet the constantly expanding needs for the next succeeding months.

The number of women employed in war industries as at June 2, 1941 was 40,000. By January 30, 1943, the number had increased to 216,000 and to 235,000 at September 30, 1943. (Latest figures now being compiled indicate that this total has been substantially increased.)

Other Demands for Women Workers Affect Supply

In the meantime, in all centres across Canada, employment of women in other work than war industries became more essential with each passing month.

As more and more men joined the fighting forces, or transferred to heavy work or were directed to high priority jobs, women were expected to move into the places thus vacated.

Transfer of Women

It then became necessary to ask women to come from outside points to work in war industries to meet the needs of highly industrialized areas. Large numbers responded and were transferred from the Maritimes and Prairie regions to Ontario and Quebec. Women officials of the Local Employment and Selective Service Office carried out these transfers according to instructions covering provision for the welfare of women so transferred. The minimum age of workers, medical examination, supervision while travelling, clothes, pocket money, introduction to job, conditions of employment and housing are set out in directives and clearance orders and the conditions must be met before transfers are made.

Introduction of Part-time Workers

Early in 1943, the strain on the resources of womanpower became apparent through reports of shortages in industries and occupations of high priority. With the opening of seasonal work in agriculture and food processing and increased activity in all services, the situation became serious. Six months previously, the Employment and Selective Service Office had been asked to prepare for such a situation by conferring with employers on the possible use of women who could work for part-time.

In June, and until the end of 1943, short and intensive recruiting campaigns for women to accept part or full-time employment, were conducted in areas of shortage—Halifax, Toronto, Ottawa, Hamilton, Peterborough, Welland and St. Catharines, at a time when the requirements of the employer were firmly established and women could be immediately referred to work. Again, the Women's Organizations played an important part. The Local Councils of Women, composed of affiliated women's organizations, sponsored these campaigns and worked in close co-operation with National Selective Service and the employers. Thousands of new women workers accepted employment on full-time or part-time basis.

The net result of all these efforts is that there has been a steady increase in the number of women gainfully employed until at October 1, 1943, over a million Canadian women or 26 per cent of the total number of women between 14 and 64 years of age inclusive are engaged in remunerative work. Of this total, as already indicated 235,000 are in war industries.

Throughout the whole of this program of recruitment of women, a major role has been taken by the Employment and Selective Service Offices, formerly known as Employment and Claims Offices of the Unemployment Insurance Commission.

A sufficient number of offices were opened to provide adequate coverage and in all centres additional provision was made for the reception, interviewing and placement of women. In larger cities, the Women's Divisions of Local Offices are located in separate premises and with few exceptions women supervisors and officers conduct the affairs of the Women's Divisions.

In the months of November and December, 1943, the net unfilled labour demand decreased considerably. At no time, however, has the demand been altogether overtaken. During the months of January and February of 1944, the situation had not changed appreciably except that in Toronto and Montreal, there have been acute shortages in war industries which are gradually being overtaken.

Training Women for War Industries

The recruitment and training of over a quarter of a million women for new work in war industries represents a large scale enterprise reflecting credit upon both women and management.

Under the Federal War Emergency Training Program of the Federal Department of Labour, co-operating with Provincial authorities on an equally shareable cost basis, 26,499 women had been enrolled in training schools up to January 31, 1944. Industry also commenced training under the Government Program and 14,169 women had enrolled up to January 31, 1944. There was also enrolment of 1,837 in part-time training.

Protection of Women in Industry

Existing Provincial legislation, provided protection to women workers through the provisions of the Factory Acts and other beneficial legislation.

At the invitation of the Federal Minister of Labour, representatives of nine Provincial Departments of Labour attended a special conference in Ottawa during the early part of 1943, for the purpose of discussing the welfare and protection of workers in industry. At this discussion, special emphasis was placed on conditions in industry affecting women workers and a complete review of the situation was made. Assurance was given by the Provinces that immediate inspection would be made of any circumstances drawn to their attention by the officers of National Selective Service. The approval of the Provinces was given to any efforts made by National Selective Service to encourage management to establish adequate personnel and welfare departments,

recreational facilities, suitable housing or other like facilities which would improve the welfare conditions for the thousands of women entering industry under the pressure of war emergency.

The Provinces and National Selective Service have worked harmoniously by reason of this understanding with the result that new war industries have made excellent provisions and many of the longer established industries have improved their facilities.

Women on Farms

In addition to the women employed in industry, Canada has approximately 760,000 (14—64 years) women who are wives and daughters of farmers. These farm women have assumed farm tasks not ordinarily undertaken by Canadian women and have been in large part responsible for the increased agricultural production during the time of manpower shortages.

With the aim of encouraging more women to help on farms, the Dominion Government entered into an agreement with the various provinces in May, 1943, whereby financial assistance was offered toward the setting up of camps for farm workers. In Ontario and British Columbia, thousands of women volunteered to work on farms during seasonal peaks. A total of 1,818 girl students enlisted for farm work during the summer holidays and farm service camps were operated by the National Council of the Y.W.C.A. to supervise the comfort and feeding of these girls.

Thousands of women have assisted in canneries and food processing plants when, except for their efforts, the food produce would not have been conserved.

Teachers

In order to ensure that important field of teaching should not be neglected, it became necessary in June, 1943, to refuse permission to teachers presently employed in teaching to accept any other type of employment, except with special permission, while at the same time allowing them to change their positions within the profession.

Nurses

A compulsory registration of graduate nurses was taken in March, 1943. It was shown that the reserves of nursing personnel were largely in the group of married women, who could work part- or full-time in their own communities but that the largest number was available for emergencies only. More than 52,000 graduate nurses were registered.

Day Care of Workers' Children

As forecast in the Prime Minister's speech of April, 1942, care for children of mothers in industry was early recognized as the responsibility of the Department of Labour. Married women were already in industry and it was apparent that many more would enter employment with the increasing demands of war.

An agreement was, therefore, drawn up to provide for:

1. Day Care of children, 2—6 years old.
2. Supervision outside of school hours for children over six years.
3. Foster home care for children under two.

All plans were promoted on a 50-50 cost basis between the Dominion and Provincial Governments.

Three provinces have signed the agreement, Ontario, Quebec and Alberta. Twenty-seven day nurseries have now been approved of which 24 are now in operation. Six of these are in Montreal, 14 in Toronto, 2 in Hamilton and one each in Brantford, Galt, Guelph, Oshawa and St. Catharines. Accommodation is provided for over 1,100 children.

In Ontario, the Day Care of School Children outside of school hours has provision for 2,100 children with 25 school centres in Toronto, 1 in York County, 5 in East York, 1 at Lakeview Beach and 3 in Hamilton. All buildings are opened before regular school hours and there is provision for supervised recreation. Children receive a hot meal at noon which has been planned for every unit by a qualified nutritionist. Recreational Facilities and supervision extend until 6 or 6.30 p.m., when working mothers return home.

National Selective Service Offices in all cities cooperate closely with the Local Committees which are supervising this day care of children. In each Local Employment Office there is a counselling service where mothers applying for work may be advised of the facilities available for their children. Employment officials in Toronto notify the local day nurseries of all applications from working mothers.

Standards of care in these day nurseries and day care centres are maintained on a high level, all supervisors and assistants being fully trained in the care of children and every member of the staff carefully chosen. Close cooperation is maintained with the Local Board of Health and regular health inspection is made with clinical treatment where necessary.

It is the aim of these day nureseries and child care centres to give all children in their care the best opportunities for physical and mental development.

Industrial Relations

During this two-year period of Selective Service, a marked change is evident in certain industries, in the attitude of management towards labour. This is particularly noticeable in the provision of better working facilities and greater attention to the health and welfare of workers.

In order to check on present working conditions and facilities for women workers engaged in War Industries, a representative of National Selective Service visited several plants in the vicinity of Toronto.

None of the plans included in these surveys indicate that there is any noticeably large movement of women out of war work. When women quit work the main reasons given are:

Tiredness, due to several years of work, which threatens their health. Many such workers express the hope of returning after a rest period.

Illness in the home, or personal illness.

Home responsibilities.

Following are the observations of the National Selective Service representative after visiting four specimen industries in the Toronto area:

General Engineering Company (Canada) Limited

At the plant of General Engineering, Scarboro, engaged in fuse filling, with 3,722 workers, women outnumber the men. The division is: women 2,290, men 1,432.

Working Conditions

The entire plant is divided into two main sections each of which is again subdivided into numerous small sections. One section is known as the "dirty area," the other the "clean area." Curiously enough at the "dirty side" the cafeteria, records, executive departments, and certain offices are to be found. The name, however, does not mean that such departments are housed in unclean surroundings. "Dirty area" indicates any part of the grounds or buildings where explosives are not stored and where special precautions are not required. The "clean area" as interpreted by the rigid requirements of the fuse filling plant means something different from ordinary every-day standards. The difference begins in what is called the "change houses" set at the junction between "dirty" area and "clean" area. These houses have large built-in rooms staggered at intervals all along the side of the plant, each one accommodating a certain number of women. Similar rooms are provided for men.

Stringent Safety Rules

Women workers are obliged to conform to the plant safety rules which direct that no silk underwear, silk stockings or silken accessories may be worn inside the plant. They are therefore instructed to come in cotton underwear. In the "change house" the employees strip to a brassiere and a pair of shorts. The cotton socks or stockings may have to be removed for inspection in order that the women change house inspectors, who are on duty continuously, may see that no contraband is hidden in them. Contraband includes such articles as chewing gum, chocolate, matches, metal, money, brooches, ear rings, rings, watches, which must all be left in personal lockers or at the Guard House. Nothing may be carried over, no chewing gum used on "clean area."

Having obeyed these rules, the worker passes to the barrier separating the "dirty area" from the "clean area," pauses for inspection before the women guards and then crosses the barrier to her own locker on the "clean area" where the plant uniforms are kept. This uniform consists of white cotton trousers and coat, white cotton bandana which fits completely over the hair, since loose hairs might set up friction; and shoes which have no metal in them but are pegged with wood. The "change house" is fitted with wash rooms where the girls must wash before going on duty. Hands and nails must be exceptionally clean, free from grit. The doors of the "change house" open on to long corridors called the "cleanways" which surround and run through the working premises of the plant. These corridors have a rubberized flooring with rounded sides, so that there are no corners to catch the dust, and are washed down twice a day in order to prevent any accumulation of explosive dust from the feet of the workers.

Workers are instructed to proceed towards their different rooms in a quiet orderly file, to keep in double file and on the right side of corridors, without running, in order to avoid collision at any point with explosive materials which may be proceeding through the tunnels. The individual buildings or workshops give an impression of the orderly cleanliness of a hospital or operating room. The soundproof rubberized floors, light buff walls and modern soft built-in lights, the raised polished benches with their green plastic tops, the comfortable high protective backed seats of the workers, all are designed for working comfort, convenience and efficiency. Each set of operations is carried on by small groups of women. All

rooms running along the great corridor are easily cut off from other rooms if at any time there should be danger from an accident or fire. There is no outside light entering these rooms, since a ray from the sun might catch on a brass instrument and ignite the powder, but all are air-conditioned.

Nature of Work

The fuse parts and primers arrive at the Filling Department complete, assembled as if ready to fit into the shells. All operations commence with the breakdown of these. The complete fuse comes to groups of workers who break it down into its component parts and from there each individual part is placed in small boxes and passed along to the deft hands of other women workers, who fill the various rings, circles and compartments with charges of powder. At one point what appears to be an exceedingly small amount of powder run into a groove is put under a pressure of 15 tons and as these tiny devices proceed along the filling lines there is imparted a mental picture of the manner in which the time device in a shell works, from the smallest ignition of powder in the fuse head to the next size then to the larger, and finally out to explode the entire shell. Each separate operation is inspected and tested at intervals all along the line to make sure that the various charges are firmly pressed in and clamped down, since failure to get sufficient pressure on any one of the contacts might result in a premature explosion with danger and probable loss of life to make a "dud" shell, equally dangerous to the safety of men in battle.

The last operation of all is the re-assembling and finally the inspection of all parts, from whence they go on to other inspection rooms to be passed by representatives of the Crown, after which they are ready for packing and shipment to the shell plants.

Hours of Work and Holidays

The hours of work consist of three shifts of 8 hours for one set of operations, and two shifts of 9½ hours for another set. There is a ten minute rest period morning and afternoon. One full hour is allotted for lunch, but one-half of this must be taken up in the change-over from working clothes as no employee may leave the "clean area" for the "dirty area" in work clothes. They have to change into street clothes before leaving for meals and change again before going back into "clean area."

Every employee, after working for one year, is entitled to one week's holiday with pay.

Free Transportation

All employees are given free transportation to the plant from central points in Toronto, numerous plant busses being on hand on the hours specified for workers to entrain. These junctions connect with all routes from which workers travel from any part of the city of Toronto.

Health Precautions

The health of workers at the plant, a matter of primary importance, is supervised by a staff of doctors and nurses who interchange so that medical attention is available on all shifts, day and night. The plant has its own hospital, dispensary and waiting and rest rooms. Every new employee must pass a medical inspection before being admitted to the plant. Owing to the nature of the work carried out in General Engineering, i.e., the assembling, packing and filling of fuses and detonators for shells, careful precautions have to be taken in the arrangement and cleanliness of the plant and in the deportment of workers and staff, while on duty. (Naturally the nature of the work precludes any boisterous behaviour.)

The general health of workers is looked after by the sick benefit group which for payment of $1.13 a month pays a sick or injured worker (women) ten dollars a week for periods up to 13 weeks for any one illness or injury. Men receive fifteen dollars a week for a month's payment of $1.75. The benefits start on the first day in case of accident or illness. The hospitalization plan, costing fifty cents a month, gives 21 days hospital care during any one year, or if the insured is married, includes the family for one dollar. If the husband is in the Armed Forces, this rate is reduced to seventy-five cents.

Nutritional Facilities

The cafeteria, built with a high roof, is well lighted and well ventilated and has seating accommodation for over 600 at a time. It is run on a 24-hour schedule for the convenience of all shifts and the menu includes vegetables, meat, dessert and a beverage, complete for twenty-five to thirty-five cents. A twenty-five-cent breakfast of ham and eggs, an omelette or bacon and eggs, with toast, tea or coffee, is available for the early morning shift, or workers coming off night duty.

Adjoining the spacious cafeteria is a comfortable lounge room where easy chairs, magazines, radio and various table games are available for recreation between shifts and at the noon hour. Here stationery can be obtained by the workers.

Recreation

Because of the exacting nature of the working conditions at this plant, the management has provided special recreational facilities to offset fatigue and strain. Therefore, unusual diversionary features are included in order that the women workers may have opportunities to relax.

For both men and women, the emphasis is placed on health and fitness, through recreation and good food. An exceptionally wide range of activities is covered in the Recreation Club—skating rinks in the winter, health and beauty gym classes for the women, golf lessons. Membership in the Recreation Club is one dollar per year, for which the members enjoy access to a list of recreational facilities including tennis, theatrical groups, saddle club, dancing classes, craft group, Red Cross, gym classes, bridge clubs, amateur shows, shuffle board, bowling, hockey, soft ball. Showers and lockers are provided. In addition, members are entitled to reduced charges on certain activities and on sweaters for sports wear and sports equipment which they wish to purchase for personal use. Recreational Club members get a reduction of twenty-five cents on membership tickets in the Y.W.C.A. and free tickets to some of the most popular radio programs. Employees also enjoy a Hobby Club which includes many interested in the arts and crafts. Last year's exhibition of the Hobby Club held in the plant cafeteria, indicated considerable talent in oil painting, weaving, sculpture, photography, etching, designing, philately, wood carving, needlecraft of many varieties, beaten metal work, etc. Among the many prizes awarded, Ross Davis won several for his collection of toys and doll furniture, which he made especially for the Government Wartime Day Nurseries.

Toy Shop.—Under the leadership of skilled craftsmen, assisted by amateurs, a toy shop is run, where any interested employee, man or woman, may contribute spare time towards painting, fixing and making over damaged toys or creating new ones.

The company considers that the encouragement of these hobbies, with friendly competition among exhibitors and interchange of ideas, is reflected in the quality of their war work and contributes to the general morale.

Music and Dancing.—Dancing and other forms of entertainment are featured at this plant and well-known bands play for dances in the cafeteria. The Glee Club and Theatre Groups have discovered some outstanding ability among plant employees—a former Metropolitan opera singer, several concert singers, a talented group of negro women singers, fine tenor voices, and some theatrical talent from members of the Guard House.

It is not unusual for the Recreation Club to sponsor a dance in the banquet hall of the Royal York for the benefit of their friends in the Armed Forces.

New Workers.—In order to alleviate the loneliness of new workers who have come from out-of-town points, the Personnel Department sponsors a Sunday evening entertainment arranged by the girls of the Victory Club at East Toronto Y.W.C.A.

Victory Gardens.—This war industry, set in the heart of the country, free from city traffic and smoke, resembles a village community with its many interests and activities centred around the plant. One of the most unusual of these is the victory gardens begun last year. With forty acres of land available, twenty-seven gardens were taken up by two hundred and fifty people of whom over one-half were women. Seeds were bought and sold for the benefit of employees, in the cafeteria. Each lot is 20 feet by 60 feet and workers may have two lots to farm if they wish. Last year's experiment in victory gardening at the plant was such a success that membership in the victory gardens this year is expected to far exceed the figure for 1943. At the close of last year, enthusiastic victory gardeners held a fall fair and display of their products in the plant cafeteria.

Personnel Department

A large Personnel Department operates in both "clean area" and "dirty area". Some members of the well-equipped staff are on duty day and night. At intervals, one or more of these officials visit the working areas to see if any women are in need of advice or help. Women coming and going on night shifts receive supervision and attention, where necessary, from the personnel staff. The pleasant interviewing offices have private rooms where employees may call and discuss their problems by appointment, either direct or through their foreman. These are situated in both the "clean area" and the "dirty area", and are easily accessible.

In addition to acting as interpreters of the service, rules and policies of the Company, the staff of the Personnel Department perform the following functions:—

Check absentees for the various departments.

Help mothers to plan for the care of their children.

Explain and assist in matters of mothers' allowances and dependents' allowances, including wage reports and affidavits.

Assist in family or domestic problems through advice and suggestions.

Help to plan for holidays and camps.

Give information regarding recreation facilities in the community as well as the company.

Assist new employees particularly to understand whether medical care is available in their own community for them and their families.

Discuss educational opportunities in Toronto.

Assist in looking for satisfactory living quarters.

Provide change of address cards and cooperate with workers who have to change their names or marital status, toward understanding the provisions of the Dominion Government in this respect.

A branch Bank is situated on the grounds for the convenience of employees.

Unions

Unions operating in this plant are The Chemical Workers of Canada, Local No. 1, affiliated with the Canadian Congress of Labour, and the Munition Workers Union (Shop Committee).

Activities and Awards

A "Good Housekeeping" contest is publicized in the plant publication, "Fusilier", which awards a shield each month to each shop or department in the plant judged to have achieved the highest standard of cleanliness, neatness and safety. In addition to the shield, certificates of merit are given to the shop or department showing the greatest improvement during the month and also a pair of tickets to any theatre show or hockey game, the latter a gift to the superintendent or to any person who is primarily responsible for the excellent record of "Good Housekeeping". In addition to "Good Housekeeping" awards, all employees qualify for coloured chevrons worn on the uniform sleeve, to denote perfect attendance records. The bars for the first nine months are in blue, one for three months' perfect attendance, two bars for two three-month periods, and three bars for three three-month periods. Four months of perfect attendance gains a red bar and one year of perfect attendance records a broad red bar. A coloured "diamond" seen on the uniform sleeve signifies the number of years of service, one year red, two years green, three years blue.

Suggestion Box

Plant awards are also made by the management for worthwhile suggestions. The Suggestion Box is open to all employees. Recent issues of the "Fusilier" carry a list of employees, many of them women, who have submitted worthwhile ideas. Some suggestions have made for greater efficiency in certain shops, cut down on production time and produced better work.

The plant is proud of its group of coloured workers, working on inspection, assembling and filling benches in good comradeship with white workers. Several of them have received special mention through the plant for efficiency, and one young woman superintends and oversees certain operations in her particular work room, to the entire approval of her fellow workers, all of whom are white.

Included in the membership of the plant are the girls who drive the station wagons between Scarboro and downtown Toronto. Delivering important messages, meeting trains, carrying Government and other important officials, these women drivers put in a full and busy day. Several of them are married; one is a woman from Alberta, whose husband is serving overseas and whose five brothers and a sister are all in the Armed Forces.

E. L. & A. Robinson (Canada) Limited

A plant which ranks in importance with many war industries having "A" priority rating is the E. L. & A. Robinson (Canada) Limited, of Leaside, manufacturers of food containers, many of which are essential for the shipment of food stuffs overseas.

The most important production is thermoplastic containers for foodstuffs, particularly dried eggs and protective wrappers for other goods being shipped to Allied Countries.

One hundred and seventy women are employed, fifty of whom work on part-time but there is work for a larger number if they could be obtained. Full-time employees work for a five-day week of 45 hours and Saturday morning is counted as overtime and paid at time and a half rate. The work day is nine hours, with one hour for lunch.

The Employment Manager is also in charge of Personnel and Welfare.

The plant has an excellent cafeteria where workers may obtain a full-course meal for twenty-five cents, with soup and other extras at five cents a serving. A rest room is provided and adequate wash rooms and locker space. For recreation there is a social club, membership being ten cents a week which entitles members to dances and free entrance to certain shows, also to any of the organized social activities. There is an employee's benefit fund operating which, for ten cents a week, pays out seven dollars a week in case of sickness. Fifty cents a month covers hospitalization and the subscribers receive

twenty-one days hospital care during the first year. The workers maintain their own Community Chest to which all employees subscribe. This chest builds up a fund for the assistance of any worker needing emergency assistance or from which to apply donations to special charities. The selection of the fund is made entirely through the votes of the employees, working in committee with the head of the Personnel Department.

This modern plant, pleasantly situated and well lit, is one which will have a place for women in its post-war plans, for it is anticipated that not only will women employed on to-day's operations have an opportunity to hold their jobs when the war ceases, but that the needs of peacetime will enable the plant to increase production and thus offer further opportunities for a greater number of women workers.

Research Enterprises, Limited

Employing 100 women out of a total working force of 1,000 employees in 1942, Research Enterprises, Limited, today employs 2,850 women who comprise approximately 40 per cent of the total number of 7,400 workers at this plant. In addition, the plant employs 190 women on part time.

Women are doing the greater part of the fine precision work in the grinding, polishing, inspecting and assembling of prisms and sights for binoculars and fine instruments and radio parts for the Armed Services. The educational standing of these women varies from Grade 8 to a university degree. Girls entering this plant have every opportunity for advancement, providing they are able to avail themselves of the instructions. Here are some of the courses offered by the Training Department for further education: mathematics, machine shop practice, blueprint reading, home economics, chemistry, psychology, fine instruments, and a list of general subjects.

Working Conditions, Medical Care and Nutrition

A helpful booklet handed to all women employees on their induction into the plant states the importance of wise eating for energy, steady nerves and general well-being, the necessity for care in clothing and in covering the hair when working at or near machines. It also contains stimulating advise regarding appearance and grooming.

Working conditions for women at this plant are well organized as regards provision of medical care, plant lighting, carefully measured distance for comfort and working ease between seating accommodation and bench, and insistence upon safety regulations. The Training Department within the plant and the co-operative supervisors are open to suggestions and ideas which might make for greater efficiency and speed up of the job.

Every employee gets a rest period of ten minutes during the morning and afternoon. The working day is 9½ hours with half an hour for lunch. Those who have worked a full year are entitled to one week's holidays with pay.

There is a cafeteria owned by the company but operated by outside interests, whose meals and preparation have to conform to the standards desired by the management. Here, full course luncheons may be obtained for twenty-five to thirty cents and in addition canteens with soft drinks and tea or coffee are operated on each floor.

Music

In many parts of the plant, particularly where machines are operated, the worker enjoys music at various periods throughout the day. Waltz music, bands, and popular songs seem to be the favourites.

Medical Care

First aid stations are situated on every floor and there is a fully equipped hospital with several doctors and graduate nurses in continual attendance. In addition to inside hospital care, all employees are encouraged to take membership in the Blue Cross Hospital Plan which provides 21 days of hospitalization during the first year, for a payment of fifty cents per month. Employees also have a mutual benefit club.

The plant has its own blood donors' clinic installed on the grounds. This adjoins the hospital and has been exceptionally well supported by the women employees as well as the men.

Union

The union operating in this plant is a local of the United Steel Workers of America; affiliated with the Canadian Congress of Labour.

Personnel Work

The plant has a Personnel Department where a trained staff are on hand to assist women employees to adjust themselves when home problems or personal worries threaten interference with their work. Representatives are on hand at all shifts, day and night.

Particular attention is paid to prospective mothers who may need assistance. Every endeavour is made to insure that they have medical advice and if unmarried or without

nearby relatives or friends, they are, with their own consent, linked up with suitable social agencies who will undertake to assist them. Care is taken that such women stop work before their physical welfare is endangered.

Since the problem of shopping for home needs is one which affects the attitude of many married women workers, the Personnel Department at this plant endeavours to advise workers, but no special provision is made for shopping facilities.

The Company offers assistance to employees needing help with their income tax, explanation of Unemployment Insurance, cost-of-living bonus, etc. Upon obtaining permission from the foreman, employees may discuss these problems with the pay office staff.

Absenteeism does not appear to be a great problem at this plant and due to the many provisions made for comfort and care of the workers, the percentage of those applying for work is satisfactory.

Recreation

There is a popular recreation club organized within the plant where sports, dances and hobbies of all kinds are encouraged. Interests range from a camera club, collecting tropical fish, basket ball, dressmaking, skating, hiking, swimming, riding, and many other indoor and outdoor sports. There are no facilities for recreation at the plant but arrangements are made with the Y.W.C.A. and many outside sporting centres to accommodate company workers.

Plant Magazine

A plant magazine is published entitled "Vision". It deals with plant activities, social and personal notices, praises production efforts and devotes some space to sporting notes and recreational news, and suggestions for safety.

Goodyear Tire and Rubber Company

At the plant of the Goodyear Rubber Co., Lakeshore Road, Toronto, over 1,000 women workers are engaged in building rubber tanks for fighting planes and constructing life rafts. Women work for a six day week in three 8-hour shifts and have become skilled in the many intricate small operations involved in finishing the fabricated hard rubber tanks before they are ready to ship out to the plant assembly line. Fitting the very small closures and zippers in the interior of these tanks, the inspection and passing of such delicate operations, is all work for which the small hands of women are peculiarly adapted. The present output, with limited staff, is 90 tanks a day. The objective of the Company is to have sufficient women working to enable them to turn out at least 150 a day.

Goodyear workers have a large cafeteria run by the Company for their benefit, where a full-course meal can be obtained for 25 cents. This includes meat, two vegetables, dessert, tea, coffee, or milk. On every floor there is a canteen service where hot or cold drinks and chocolate bars or similar light refreshment can be obtained. Wash room facilities and lockers are ample and well arranged and there is an up-to-date hospital staff with several nurses and doctors, some of whom are on duty at all hours of the day and night. Women's wash rooms, with lockers, are under the care of a matron on each floor. There is no woman Personnel Manager.

In this plant the employees work to music which comes on at intervals of every fifteen minutes or so throughout the day. This is distributed to the different floors through loud speakers. There is a "juke box" in a space off the cafeteria for dancing in the lunch hour. There are rest rooms and built in bowling alleys, with billiard tables for the men.

The plant runs a relief and mutual benefit association to which seventy per cent of the women employees subscribe, and a hospitalization plan with a membership of ninety per cent of all employees. Workers pay forty cents per month for hospitalization and are entitled to hospital care for 21 days during the first year. Under group insurance benefits, employees can draw up to fifty dollars a month for sickness.

The Goodyear Recreation Club, open to all employees, conducts variety shows, periodic dances, outdoor hikes and organized games.

Union

The Union operating in this plant is the United Rubber Workers of America (Local 232) which is affiliated with the Canadian Congress of Labour.

Women Munition Workers in South Africa

SOUTH African experience with the employment of women in a Government ordnance factory was the subject of a paper recently published by the Director General of Supplies.* Comments by officials of other undertakings also show that women are successfully filling a wide variety of jobs in the manufacture of aerial bombs, mine workshops, the Mint and in works operated by the South African Railways and Harbours Administration. All agreed that the employment of women on repetitive work had made possible a substantial increase in production with very slight additions to the skilled labour force. Some considered that women could be employed on more skilled work with a little extra training.

Women were admitted to the engineering industry after consultation with the trade unions concerned and after regulations had been made to govern their employment. The regulations fix rates of pay and stipulate that no woman may work more than 48 hours a week without the permission of the Controller of Industrial Manpower. In addition, they require employers to secure the Controller's permission before hiring women emergency workers and state that their employment is to be terminated when the engineering industry ceases to be a controlled industry.

The entry of women into the Government ordnance factory enabled it to double the number of machine tools while increasing the number of skilled workers by only 14 per cent, and to operate 24 instead of 12 hours a day. To reduce training to a minimum, operations were simplified and the women employed only on repetitive work. It was found more satisfactory to operate a plant training school than to rely on general schools. Two months training was considered sufficient but instructors supervised women in the shop during the transitional period after graduation.

Women's Trade Union

A women's trade union had been formed in the industry. In the ordnance factory women shop stewards were elected to the shop committee. The manager comments:—

> The usefulness of the committee is beyond question, and the contribution of the women members is of special significance in view of the proportion of women in the factory.

Because few of the women had had industrial experience and many had family responsibilities, welfare work was important and a welfare officer was on duty on each shift. These officers were responsible to the management and not expected to concern themselves with production or discipline in the shop. Their duties included weekly reports on accidents, absences and discipline.

The accident rate was reported to be considerably higher among the women. Uniforms and caps were provided free and welfare officers could suspend any woman violating the safety clothing rules. First-aid equipment was under the supervision of the welfare officers assisted by production staff with training in this field.

Hours of Work

The women were employed on three eight-hour shifts for six days a week. Sundays were used for maintenance work and eliminating bottle-necks. One man was required to set up the machines of six or seven women. Skilled men worked 12-hour shifts. Government regulations fix a minimum week for men of 54 hours and a maximum of 60. Permission had been obtained to exceed this limit in the case of men who supervised women on the Saturday afternoon or Sunday night shifts.

All workers were allowed 30 minutes for lunch. Plans for a canteen had not been completed at the time of the report but tea, pies, fruit, etc. were sold in the plant. Women workers were granted two ten-minute breaks a day when tea was served. Men on 12-hour shifts were given four rest pauses.

In assessing the value of women workers in the Government ordnance factory, the manager pointed out that "the effective costs of trained diluted labour . . . . amount at least to the minimum rate laid down for skilled artisans". The high turnover and absence rates of women workers and the expense of training and supervising them add to the cost. The absence rate was 6 per cent for women and 4·1 for men. Over 2 per cent of the women's absences were due to domestic reasons. The turnover rate for women was 34 per cent per annum and for men, 25 per cent. Women workers spoiled more material than men but not so much as to cause concern. Further, a factory dependent on specialized dilution labour was considered to lack flexibility in changing its production program. Nevertheless, in his opinion, the employment of women was justified by the great increase in production made possible by dilution.

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*D. B. Reay *The Employment of Women on Repetition Work in Skilled War Industries* Director General of Supplies, Union of South Africa, 1943.

5553—3½

Decisions of National War Labour Board

RECENTLY the National War Labour Board has issued decisions in the following cases:

Union Tractor and Harvester Company, Limited (Calgary, Alta.).

Brotherhood of Railroad Trainmen on behalf of Dining Car Employees and Canadian Pacific Railway Company.

Powdrell and Alexander of Canada, Limited (Cornwall, Ont.), and United Textile Workers of America, Local No. 11.

Dominion Coal Company, Limited, Acadia Coal Company, Limited, and Old Sydney Collieries Limited, and United Mine Workers of America, District No. 26.

A. R. Williams Machinery Company of Vancouver, Limited.

Donnell and Mudge Limited (Toronto, Ont.), and Donnell and Mudge Employees' Association.

Metallic Roofing Company Limited (Toronto, Ont.), and U.A.W.-C.I.O.

Electro Metallurgical Company of Canada Limited, and United Electrical, Radio and Machine Workers of America, Local No. 523.

Welland Chemical Works, Limited, and United Gas, Coke and Chemical Workers of America, C.I.O., Local No. 165.

Canadian Car and Foundry Company, Limited (Malleable Division at Brantford, Ontario), and United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.), Local No. 397.

Messrs. Milne and Middleton, Limited (Vancouver, B.C.).

Aluminum Company of Canada, Limited, and Aluminum Goods, Limited (Toronto, Ont.) and their Employees' Council.

Aluminum Company of Canada, Limited (Toronto, Ont.) and their Employees' Council.

J. Walter Thompson Company, Limited (Toronto, Ont.)

Otis-Fensom Elevator Company, Limited (Hamilton, Ont.).

Abitibi Power and Paper Company Limited, and International Union of Operating Engineers.

Hudson's Bay Company (Winnipeg, Man.).

Canadian Car and Foundry Company, Limited (Aircraft Division at Fort William, Ont.) and Lodge 719, International Association of Machinists.

Joseph Stokes Rubber Company, Limited, Welland, and United Electrical, Radio and Machine Workers of America, Local 523.

Saskatchewan Co-operative Livestock Producers Limited (Saskatoon, Sask.).

Pacific Pine Company, Limited (New Westminster, B.C.).

Swift Canadian Company, Limited (St. Boniface, Man.) and United Packinghouse Workers of America, Local 219.

Credit Foncier Franco-Canadian (Vancouver, B.C.).

Mersey Paper Company, Limited (Liverpool, N.S.) and International Brotherhood of Paper Makers, International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Electrical Workers.

California Fruit Growers Exchange (Regina, Sask.).

Re: Union Tractor & Harvester Co. Ltd. (Calgary, Alberta)

Reasons for Decision

The application was for permission to inaugurate a group life insurance plan. The Regional Board for Alberta refused to give approval because the plan is non-contributory, and granted leave to appeal.

The schedule of benefits provided by the plan is as follows:

Classes of Employees	*Amount of Insurance*
General Employees	
with less than 2 years service....	$1,000
with 2 years or more service.....	1,500
Department Managers, Foremen, Salesmen	
with less than 2 years service....	1,500
with 2 years or more service.....	2,000
Executives	
with less than 2 years service....	2,000
with 2 years or more service.....	2,500

The total yearly premium will be about ·6 per cent of the company's yearly payroll. The Company has no other employee-welfare plans.

The plan proposed is confined within reasonable limitations and is not one which in our view can be said to be inconsistent with the prime purpose of P.C. 9384. namely the stabilization of wages.

The appeal will be allowed, but it should be noted that we have no jurisdiction with respect to officials who fall under the Wartime Salaries Order (P.C. 1549). March 6, 1944.

Re: The Brotherhood of Railroad Trainmen on behalf of Dining Car Employees and Canadian Pacific Railway Company

Reasons for Decision

This is an application for increased wages and changes in overtime conditions.

The matter was brought forward under P.C. 5963 and we are of opinion that no case was made out by comparison with wages paid either in railway operation or hotel operation to justify granting the increases asked.

The question of overtime is much more difficult. Over a long period of collective bargaining the generally accepted basis seems to have been one of assignment rather than hours. In other words, various assignments are advertised and are bid in by the employees according to seniority. At the present time there are some 32 assignments of which 12 carry time in transit in excess of 240 hours monthly and 20 less than 240 hours monthly.

The request of the employees is for time and one-half after 208 hours monthly. This is of course based on the prevailing industrial practice of the 8 hour day at 26 working days monthly. To adopt the request would be to imply that any assignment would connote a minimum of 208 hours which is not the case since there are some 11 assignments of less than 208 hours monthly. Besides we do not think that war time is the proper time to overthrow the whole foundation upon which the collective bargaining process has been built up. Neither are we overlooking that in each assignment there are a number of rest days monthly, and that in many assignments rest periods are allowed in transit.

However, on account of unusually heavy traffic conditions prevailing at the present time, some of the crews are very definitely overworked. We had cases cited to us where the hours put in ran as high as 18 hours in a day. In theory it seems to have been taken for granted by the railway that these men were entitled to some 9 hours' rest at night besides what shorter periods might be obtainable in the daytime according to conditions. The difficulty is that passenger demands, the number of meals served and the extra burden of cleaning up on some of the runs is as a steady process cutting into the night rest period as well as tending to eliminate any casual daytime rest.

In the Oshawa Railway Case we laid it down that merely because there was an increase in the volume of work that did not justify any adjustment in wages. Of course that observation was limited to an increase in volume in the regular working hours. It was not intended to apply to cases like this where the increase involved extra working hours.

It seems to have been taken for granted that, for the purpose of estimating overtime on an hourly basis, 240 hours has been taken as the month's work. All these employees are paid by the month. We feel that we cannot fairly initiate a rule which will result in a general increase in the dining car service in order to rectify a condition of temporary hardship which accrues to some of the employees. Nevertheless we feel also that some compensation must be found for those who are obliged to give up some or a large part of the normal period of rest.

Accordingly, on those assignments in which the time in transit exceeds 24 hours, if an employee is not relieved from duty for at least 9 hours between the serving of dinner and breakfast, any time between the actual time of release from duty and 9 hours shall be paid for as overtime at the rate of time and one-half on the minute basis to the nearest 15 minutes. For the purpose of calculating overtime rate the working month is to be considered one of 240 hours.

Just how the above directive may be complicated by other conditions of work tentatively agreed to we are not sure. If there is any such complication which the parties cannot agree to solve the matter may be spoken to. Since the method directed is new in the sense that no sufficient prior records have likely been kept, it cannot be made retroactive. It should become effective March 15, 1944 and reviewable on the application of either of the parties on or after September 15, 1[illegible].

March 8, 1944.

Re: Powdrell & Alexander of Canada, Limited (Cornwall, Ontario) and United Textile Workers of America, Local No. 11

Reasons for Decision

This is a joint appeal from the Ontario Regional Board involving payment of a night shift premium.

The Company, supported by the Union, applied for permission to pay a 10 per cent premium to permanent night-shift workers. Rather than adopt a percentage basis, the Regional Board authorized payment of a 5-cent hourly premium.

The argument for the appeal is that the flat premium upsets established wage differentials. That may be so, but as a rule premium

for night work is not related to skill or job classifications. It is compensation to the worker for the disadvantages of having to work at night. (See Ford Motor decision, LABOUR GAZETTE, 1943, pp. 585, 1342.)

We are of opinion that in this case the decision of the Regional Board must be sustained and the appeal will be dismissed.

The Company's brief requests that we set the effective date for the inauguration of the bonus, a matter which was apparently not dealt with by the Regional Board. We see no reason why the bonus should not be paid retroactively to the date of application, namely, October 26, 1943.

March 9, 1944.

Re: Dominion Coal Company Limited, Acadia Coal Company Limited and Old Sydney Collieries Limited and United Mine Workers of America, District No. 26

Supplementary Reasons for Decision

The above case was disposed of by reasons for decision dated December 3, 1943, with the reservation that certain specific adjustments asked would be dealt with at a later date on the report of a referee. Mr. W. H. Ley was appointed as referee to investigate the matter on the ground and we now have the benefit of Mr. Ley's report.

The first of the matters to be dealt with is that of equalization of basic wage rates of employees of the Electrical Department of Dominion Coal Company Limited to the level of basic wage rates paid employees of the Company's main machine shop at Glace Bay. From Mr. Ley's description of the type of work and skill required we are of the opinion that the rates should be equalized. Keeping in mind that this is a matter being dealt with under P.C. 5963 this would make the rates in the Electrical Department before cost-of-living bonus and recent increase of $1 per day as follows:

	Per Hr.
Charge Hand	79·7
Journeyman I	74·6
Journeyman II	66·8
Helper	55·6

The above rates are for employees of the Electrical Department and do not apply to colliery electricians. The increase is to be effective from February 1, 1944.

The second matter is that of equalization of basic wage rates of Allan and Albion Colliery Shops of Acadia Coal Company to the level of basic wage rates paid employees of main shops of Dominion Coal Company Limited at Glace Bay. It appears that there is a recognized differential between rates paid in colliery shops of the Dominion Coal Company and the main shops at Glace Bay. The Acadia Shops in question here are more nearly comparable to the colliery shops than to the main shop. Accordingly, this application must be denied.

The third matter is that of increase of basic wage rates of trimmers and shippers, North Sydney Pier of Old Sydney Collieries Limited, to 60 cents per hour. This application presents certain difficulties. Shippers presently receive slightly less than trimmers. To give effect to the Union's proposition would wipe out the differential and cause further dissatisfaction. Furthermore, to place the men on this pier in an exactly comparable situation with those at the Louisburg Pier would mean that trimmers would have to be put on a contract rate which due to lesser volume of coal shipped, would result in lesser earnings. In the circumstances we feel the matter is better left alone. Accordingly, the application will be denied.

March 8, 1944.

Re: A. R. Williams Machinery Company of Vancouver Limited

Reasons for Decision

This is an appeal from a decision dated October 21, 1943 of the Regional Board for British Columbia refusing permission to pay a special bonus out of certain net commissions earned by the Company under the terms of an agreement for the sale of machinery and equipment owned by The Consolidated Mining & Smelting Company of Canada at Anyox, B.C.

The appellant Company is asking for authority to distribute 20 per cent of the amount earned among certain of its employees and officials on the basis of 12 per cent of their 1939 salaries. The Regional Board thought there was no provision in the Wages Control Order (P.C. 5963) for the approval of an application of this kind.

The question for determination is whether, prior to wage control, i.e. prior to November 15, 1941, there was on the part of the Company a bona fide agreement to pay the bonus. The appeal is supported by the sworn statement of six employees who declare that on October 28, 1939, the Company's manager advised a meeting of the staff of the Com-

pany's intention to have them share in the proceeds of the enterprise, which had a special character when viewed against the background of the Company's ordinary operations. The evidence of the Company's general manager is that he gave the staff a "distinct understanding and promise". We accept these statements and find that there was an agreement prior to the effective date.

The percentage of the earnings assigned to the staff was not determined until sometime in 1943. It is said that it was only then that the total net earnings were ascertainable and that statement also we are prepared to accept, as well as the percentage arrived at.

(Reference to Montreal Tramways Company: L.G., 1943, pp. 747, 750.).

The appeal should be allowed to the extent of our jurisdiction which does not cover salaried officials.

March 8, 1944.

Re: Donnell and Mudge Limited, New Toronto, Ontario, and Donnell and Mudge Limited Employees' Association

Reasons for Decision

(*Oral Decision*)

In this case the Regional War Labour Board seems to have acted upon the premise that there had been a general increase in wages subsequent to November 15, 1941. The evidence in the matter and the data we have been able to collect seem to establish quite the contrary, so we feel that the Regional Board in this case proceeded upon a wrong basis in deciding the case. While the evidence is not as clear cut as it might be, considering the over-all picture we are inclined to the view that the case comes reasonably under the proviso of section 34, sub-section 3, of P.C. 5963, so that the appeal will be allowed and the cost of living bonus set at the maximum, to be effective November 1, 1943.

March 9, 1944.

Re: Metallic Roofing Company Limited, Toronto, Ontario and U.A.W.—C.I.O

Reasons for Decision

(*Oral Decision*)

We feel that we can dispose of this matter now, without reserving judgment on it.

On the first question, that of vacations with pay, the views and policy of this Board on that subject are to be found in three main decisions, (1) in the case of Division 4, (2) in the case of the Brotherhood of Maintenance of Way Employees of the railways, and (3) in the Ford Motor Car Company case. Consistent with the views expressed in these cases as to the desirability of wartime vacations, we feel that this appeal should be allowed. There will be vacations with pay in the year 1944. It is our custom to point out that Directive Bulletin D. B. No. 17 is generally the base upon which the terms for vacations with pay are placed. We leave it to the parties to endeavour to work out a vacation with pay plan, using that bulletin as the basis, and fitting it to the particular circumstances of the industry, pointing out to both that they should keep an eye on devising terms along such lines as will interfere the least with production.

On the question of double time for Sundays and holidays, this does not at this particular time, according to the evidence, make a great deal of financial difference, but there is a principle involved. It appears that this company before the effective date of the wage freezing order, November 15, 1941, had been paying double time for work performed on Sundays and holidays, and had in fact made some application to the Regional Board at one time for permission to do so. We do not think that a condition of work which prevailed before November 15, 1941, can be changed unilaterally, and therefore we allow the appeal in respect to that matter.

The same principle applies in connection with overtime. Prior to November 15, 1941, the working week was forty-four hours, and evidently that was changed unilaterally. We feel that we cannot uphold that matter and therefore we allow the appeal, so that time and a half will become payable for hours worked after forty-four in one week.

On the question of the cost of living bonus the appeal will be denied. The union has not even attempted to make out a case in connection with section 34 (3) of the pertinent order in council P.C. 5963. We only have jurisdiction to adjust a cost of living bonus upward where it is established that an inequity exists within an industry. No case having been made out on that subject the appeal is denied.

As to the labourer's rate, that has been dealt with by the Regional Board. It does not appear to be a very important matter to us, but we think that the terms of the direc-

tion of the Regional Board should be changed so that the fifty cents an hour labour rate is the minimum instead of the maximum.

On the question of pay for sick leave the appeal will be denied. It will be found that question was dealt with by us in the case of Division 4 and the reasons given there apply in this case.

The effective date will be July 23, 1943.

March 9, 1944.

Re: Electro Metallurgical Company of Canada Limited and United Electrical, Radio & Machine Workers of America, Local No. 523

Reasons for Decision

(Oral Decision)

In this case the union is appealing to have the authorization which was given by the Ontario Regional War Labour Board converted into a direction. The report of the Regional Board sets out as the basis of the decision, that they thought it was proper to grant an authorization and leave it to the parties to negotiate whether that authorization would be implemented, or not. In other words it seems to be definitely implied that the Regional Board was not prepared to make any direction.

Reference has been made to some of the cases in which this Board has authorized, in fact directed, off-shift premiums, the Ford Company case, the Dominion Tar & Chemical Company and the John Inglis case. Those are all companies which operate on a non-continuous process basis, that is, it is not necessary in the nature of the industry to keep the plant continuously in operation. In this case it seems to be quite clear that it is a continuous process industry, and besides that rather cogent evidence is offered to show that the rates on shift work are higher than they are on day work, for substantially the same class of work. That indicates that consideration was given in connection with the setting up of rates to the fact that there should be higher payment. To direct the company to introduce an off-shift premium under the circumstances would, we think, go in the direction of authorizing a second premium to one evidently existing.

We note that reference is made to two decisions of the Regional Board in the case of Canadian Carborundum Company and Norton Abrasive Company, where evidently the Regional Board did authorize off-shift premiums and, as far as we can ascertain from the material before us, did not direct them. It may be that in these cases the companies may have made the application, or there may have been a joint application, and consideration possibly was not given to the proposition that they were continuous process industries.

Under all the circumstances that surround this case we are all of the opinion that the appeal must be dismissed.

Since rendering the above we have dealt with the appeal of the Welland Chemical Company and feel that in order that consistency should obtain in the two cases, the authorization given to this company for off-shift premiums should be set aside.

March 15, 1944.

Re: Welland Chemical Works, Limited and United Gas, Coke and Chemical Workers of America, C.I.O., Local No. 165

Reasons for Decision

(Oral Decision)

This appeal is concerned with two or three matters of principle. In the first place it is to be noted that the Regional Board did not give a direction, but merely an authorization in the case. The Company, which evidently is not a Crown company, but one which is operated for the benefit of the Crown, evidently on account of its relationship with the government, brings the appeal in order to have the situation made definite, rather than having it dependent on a mere authorization, and we will proceed to deal with it on that basis. On this particular subject we are of the view that in any case which is of a controversial nature the Boards should give directions. Merely to give an authorization, under circumstances of this kind, is only to prolong the difficulty between the employer and his employees, or the union that represents them. Therefore we feel that we should state our disapproval of the method which the Ontario Regional Board employed in this particular case.

On the question of off-shift differentials we are all of the opinion that the appeal must be allowed and the authorization cancelled out. The reasons for this are substantially the same as those given in the case of the Electro Metallurgical Company which immediately preceded this one.

On the question of the authorization with respect to the pay of female employees, we are all of the opinion that the terms of the

authorization as given by the Ontario Regional Board are fair. To quote it:—

"When female employees perform work usually done by male employees and obtain equal production with male employees the Board authorizes you to pay the said female employees the rates prevailing for males."

This question of pay for female employees is one that has evidently caused quite a good deal of difficulty with industry during the war period. Now, it is to be noted that Order in Council P.C. 8253, Order in Council P.C. 5963 and the recent Order in Council P.C. 9384 contain no reference whatever as to any differentials between employees because of their sex. All of these Orders in Council deal with wage rates without reference to the sex of the employee. The Orders in Council do, with respect to the cost of living bonus particularly refer to sex, and that only emphasizes the intention, as we see it from the Orders in Council, that there was to be no distinction between rates for males and females. That, of course, is subject to the observation that before a female employee would be entitled to the same pay as a male, equal results would have to be produced.

Unions have used the slogan for some time now "Equal pay for equal work". Perhaps that slogan is a little indefinite in a way, in that we think there should be read into it that where the work produced by a female gets the same result having the cost factor in mind as that done by a male then the pay should be equal.

We realize, of course, that the authorization still leaves the question of classifying the female employees in the plant in order to comply with it, to the company, and we are not suggesting, at all, that females in the plant as such should necessarily obtain, or have, the same wages as the males. It is a question of the efficiency of the female employee in each case.

In none of the Orders in Council has the Government dealt directly with the matter. We think that perhaps it is time for some declaration to be made by ourselves in connection with it. Accordingly on this branch of the appeal the appeal will be dismissed and the authorization will be changed to a direction.

March 15, 1944.

Re: Canadian Car & Foundry Company, Limited (Malleable Division at Brantford, Ontario), and United Automobile, Aircraft & Agricultural Implement Workers of America (U.A.W.-C.I.O.), Local No. 397

Reasons for Decision

On August 26, 1943, the parties signed an agreement providing that:

"Hourly-rated production employees covered by this agreement and working on other shifts than the day shift, will receive a five cent per hour bonus."

According to the agreement, the day shift works from 7 a.m. to 5 p.m. and the regular hours for all night shift workers are 9 hours starting at the closing hour of the day shift.

Upon application for approval of the premium for night work,, the Regional Board by final decision dated January 18, 1944, declined to inaugurate night work premiums in the Brantford industrial area. By leave of the Ontario Board, the Union now brings this appeal from the decision.

Following our recent decision (dated February 24, 1944) in the Slingsby Manufacturing Company case for the Brantford area, we shall allow the appeal. The premium shall be payable retroactively to the effective date of the collective agreement, July 1, 1943, but shall not be added to the base rate for the purpose of computing any overtime rate.

March 14, 1944.

Re: Messrs. Milne & Middleton, Ltd. (Vancouver, B.C.)

Reasons for Decision

This is an appeal from a decision of the British Columbia Regional Board on an application made after December 9, 1943 (the effective date of the Wartime Wages Control Order, 1943, P.C. 9384) for permission to increase a cost of living bonus from 7·4 to the full 18·4 points.

Section 34 (3) of P.C. 5963 gave war labour boards the power to adjust cost of living bonuses; there was no other source of jurisdiction. On December 9, 1943, the Executive by P.C. 9384 (section 1) enacted the Wartime Wages Control Order, 1943, and revoked the Wartime Wages Control Order established by Order in Council P.C. 5963 except that any application received by a war labour board prior to December 9, 1943, is to be dealt with under the terms of P.C. 5963 (see section 5 of P.C. 9384). Of necessity therefore, the law governing this application can be found only in the new order.

Under the prevailing enactment, there is no power to make the type of adjustment asked

for. "Previous authorized" bonuses are to be merged with "previous authorized" basic rates to produce "established" rates which can be increased by authorization or direction of a war labour board, but only if the provisions of section 20 (*a*) of the new order are met. By turning to the definition of the expression "previous authorized bonus" (section 13 (1) (i)), it becomes clear that no bonus adjustment can take place under the current Order. The cost of living bonus has seen its day.

The view taken by the Regional Board was the correct one and we must dismiss the appeal.

March 14, 1944.

Re: Aluminum Company of Canada, Limited, and Aluminum Goods, Limited (Toronto, Ontario) and their Employees' Council

Reasons for Decision

An appeal from the Ontario Regional Board on a matter touching vacations with pay.

There was a joint application for authorization to allow two weeks' paid vacation after a qualifying period of five years' employment. The approval of the Regional Board was subject to a seven-year period.

The Regional Board proceeded upon a quite proper comparison with the Aluminum Works at Kingston, in respect both of vacations with pay and four paid statutory holidays. Having thus exercised its discretion, we shall not interfere.

The appeal is dismissed.

March 14, 1944.

Re: Aluminum Company of Canada, Limited (Toronto, Ontario), and their Employees' Council

Reasons for Decision

This is an appeal from a decision of the Ontario Regional Board dated August 26, 1943, upon a joint application for certain wage increases which were authorized from July 1, 1943. The only question in the appeal is that of the effective date.

The application was made June 26, 1943, following a job evaluation made in answer to a request for a revision of some specified rates presented to the Company by the Council on February 26, 1943. It was agreed then by the Company that any increase, justified by the findings of the evaluation, should date back to the request.

Apart from special circumstances, the date of application determines the effective date of a Board's finding and direction, and an employer's willingness to pay beyond does not improve the case for retroactivity.

Here, however, we have a case where, we take it, the rate for certain classifications was out of line with the Company's general wage set-up in the plant; this was presumably established before the Regional Board who rectified the situation. If the process required to demonstrate the inequality consumed some four months, we can hardly agree that the workers concerned should have to bear the consequence of passage of time.

We think the appeal should be allowed.

March 14, 1944.

Re: J. Walter Thompson Company, Limited (Toronto, Ontario)

Reasons for Decision

By leave of the Ontario Regional Board, this appeal is of their decision dated December 4, 1943, declining approval of the inauguration by the Company of the Ontario Hospital Association plan on a non-contributory basis.

The Regional Board adheres to its rigid rule requiring a minimum 30 per cent contribution by employees to the cost of all such welfare plans.

In a case where the total amount cost for 46 employees is $486, a requirement of the kind is arbitrary and pointless. We fail to perceive what relation it can have to the general purpose of the Wages Control Order.

The appeal is allowed.

March 14, 1944.

Re: Otis-Fensom Elevator Company, Limited (Hamilton, Ontario)

Reasons for Decision

The Company appeals from a decision of the Ontario Regional Board declining approval of a revised vacation with pay plan for hourly-rated employees.

The previous plan provided a one-week vacation after three years and a two-weeks vacation after ten years of continuous employment. The proposed schedule effective for the calendar year 1944 is as follows:

2	months	continuous	service—	1	day	vacation
4	"	"	"	—2	days	"
6	"	"	"	—3	"	"
8	"	"	"	—4	"	"
10	"	"	"	—5	"	"
12	"	"	"	—1	week	"
10	years	"	"	—2	weeks	"

with all qualifying periods to be computed immediately prior to May 1 in any year.

The reduction of the qualifying period for one week's vacation from three years to one year is in line with this Board's general policy and should have been authorized. But to reduce the minimum one-year period of qualification is a tendency away from the purpose of paid vacations in wartime. There may be compelling conditions in some industries which justify it; but such conditions are not shown to exist here. Apart from this, the other provisions of the plan outlined in the application dated November 6, 1943, are approved.

The appeal is allowed subject to the reservation indicated.

March 14, 1944.

Re: Abitibi Power and Paper Company Limited and International Union of Operating Engineers

Reasons for Decision

This is an appeal from a decision of the Ontario Regional War Labour Board dated August 27, 1943, by which the Board authorized maximum basic rates for engineers as follows:—

	Per Hour
Engineers, 2nd Class—water tenders..	90c.
Engineers running engines.....	85c.
Engineers classed as firemen.....	75c.

It is to be noted that the decision appealed from is an authorization, not a direction. The company is, of course, not obliged to implement a mere authorization. Nevertheless it brings this appeal because it feels it is entitled to a direction rather than a mere authorization in the circumstances. The case is a controversial one. When the Regional Board makes a mere authorization in such circumstances it only serves to keep the contest alive instead of terminating it. As a practice it should be discouraged. In controversial cases it is the duty of a Board to issue a direction and not simply send the issue back to the parties to continue their differences of opinion.

Evidently the authorized 90-cent rate for water tenders is based on a rate at the Great Lakes Paper Company at Fort William. The 90-cent rate at that mill came as the result of a joint application by the company and the union. The mere fact that employer and employee agree on a rate does not relieve a Board of its obligation to make a comparison of rates under Section 25 before authorizing the rate applied before. There is no sacrosanct quality in a joint application to take it out of the principle laid down in the Order in Council. What has happened here quite evidently is that the Regional Board established a new rate without comparison in the area and now proceeds to bring up other rates by comparison. That is the very sort of thing that P.C. 5963 was intended to discourage. To inaugurate a new high rate in May, 1943, and use it as the norm of comparison to increase other rates is not a method authorized by P.C. 5963, which sought to establish an anchorage at November 15, 1941.

The matter must be dealt with under the terms of P.C. 5963 by the comparative method. At Abitibi's Mission mill the rate for engineer water tenders is 84 cents, but at its Port Arthur mill the rate is 86 cents, as it is also at the Provincial Paper Company, which is allied with Abitibi. The Regional Board would have been quite within its rights to direct an 86 cent rate on the basis of such a comparison. On the same basis of comparison, engineers, classed as firemen, would be entitled to 72 cents an hour, and, on the basis of comparison with Provincial Paper Company, engineers running engines would be entitled to 79 cents an hour.

Accordingly, we feel we should allow the appeal, set the authorization aside and direct the company to pay 86 cents, 79 cents and 72 cents per hour to the classes concerned, effective June 15, 1943.

March 16, 1944.

Re: Hudson's Bay Company (Winnipeg, Manitoba)

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Manitoba involving an interpretation of P.C. 9384, the Wartime Wages Control Order, 1943.

The Company appellant began adding a supplement to its employees' wages as early as November 1, 1940, to compensate them for the increase in the cost of living. On October 24, 1941, the Wartime Wages and Cost of Living Bonus Order (Order in Council, P.C. 8253) was passed; it introduced the mandatory bonus. The Company then adjusted its bonus payments to the rise in the cost of living index from August, 1939, and has since paid the full bonus. On application to the Regional Board it asked that what it was paying by way

of cost-of-living bonus in excess of 95 cents weekly be ruled a "voluntary bonus".

By virtue of section 12 (*aa*) of P.C. 8253 and section 33 (1) of its successor P.C. 5963 the bonus in this case has ceased to have anything of a voluntary character. The full $4.60 is an "authorized bonus" in the sense of P.C. 9384, section 13 (1) (*i*). It must now be merged into the basic rate in accordance with the rules laid down in Schedule A of P.C. 9384. It is true, as appellant points out, that this will increase payments for overtime; that is the effect of the new wage control order.

We agree with the Regional Board and the appeal is dismissed.

March 16, 1944.

Re: Canadian Car & Foundry Company Limited (Aircraft Division at Fort William, Ontario), and Lodge 719, International Association of Machinists

Reasons for Decision

The Union appeals from a decision of the Ontario Regional Board dated December 18, 1943. Leave not having been obtained below, the appeal will be treated as an application for leave to appeal. The appellant is within the sixty-day period contemplated by our by-law No. 11 (4) (ii).

The Company and the Union were in contractual relationship under the terms of an agreement dated January 16, 1943, effective for one year from November 8, 1942. Following the negotiations for renewal, a number of matters were jointly submitted to the Regional Board for approval. There was denial of authorization of the following four items:

(1) Overtime at double time after 4 hours (instead of 8 hours) of overtime worked at regular time and one half rate;

(2) all Sunday work by boiler room employees (otherwise on 7th assigned day rule) to be paid at time and one half overtime rate and for time worked on holidays at double time;

(3) all lead hands (including particularly Progress Department lead hands) to receive an hourly rate not less than that provided for Class "A" production workers, regardless of nature of work performed by workers under their supervision;

(4) increase of premium for time worked on the third shift (12.01 a.m. to 8 a.m.) from 5 cents to 8 cents.

As to the overtime rate in item one, we do not find the condition sufficiently established in aircraft production to justify the proposed new clause under section 29 of P.C. 5963. Also we think that it is not opportune in wartime to increase penalty overtime rates. (See R.C.A.-Victor case: L.G., 1943, p. 1493.)

There appears to be some confusion with regard to the boiler room rate for Sunday and holiday work. The application to the Regional Board was couched in terms which are inconsistent with those in which the matter is presented to us. The general rule in continuous operations is to pay employees an overtime rate for work performed on their seventh assigned day. It would seem here that the boiler room employees were receiving better than that under the expiring agreement and the Regional Board is said to have in effect withdrawn a previous approval. We think the difficulty was caused by the wording of the original application and under those circumstances, rather than interfere, we would suggest a fresh application to the Regional Board.

We are in agreement with the Regional Board on the minimum rate for leadhands. The proper basis for a leadhand's remuneration is the remuneration of the workers being led.

With respect to the extra 3 cent premium to workers on the graveyard shift, we can find no comparative basis warranting approval and we must there again sustain the decision under appeal.

The appeal must, therefore, be dismissed.

March 16, 1944.

Re: Joseph Stokes Rubber Company Limited, Welland, Ont., and United Electrical, Radio and Machine Workers of America, Local 523

Reasons for Decision

(*Oral Decision*)

Well it seems to us, gentlemen, that this application was misconceived in its presentation to the Regional Board.

Evidently the Regional Board dealt with it on the basis of section 34, and being of the view that a general increase was granted in July, 1941, they deemed themselves not competent to go behind that date.

Then, evidently, no case was presented under the proviso of section 34 (3) which is the proviso which does give power to the Boards to increase cost of living bonus. There was no evidence before the Board which would justify giving any relief under the proviso.

We think for these, and the reasons already indicated during the discussion we have no alternative but to dismiss the appeal.

March 15, 1944.

Re: Saskatchewan Co-operative Livestock Producers Ltd. (Saskatoon, Sask.)

Reasons for Decision

In this matter, the Regional Board for Saskatchewan have exercised their discretion in dealing with an application for approval of a schedule of retroactive increases for salaried personnel. We do not think that we should, on an appeal, interfere with a decision of this kind, unless there is evidence of fundamental error. We cannot see here how we could reasonably substitute our views for those of the Regional Board and consequently the appeal must be dismissed.

We might, however, note by way of observation that the schedule approved was related to the salary of a senior official who, quite properly, was held to be under the Wartime Salaries Order, P.C. 1549. An increase approved under that Order may conceivably make possible a reconsideration by the Regional Board.

March 28, 1944.

Re: Pacific Pine Company, Limited (New Westminster, B.C.)

Reasons for Decision

This is an appeal from a decision of the British Columbia Regional Board refusing to approve increases for three monthly-rated classifications. This decision is based upon consideration of a local factual situation, familiar to the Regional Board. On a number of occasions we have said that in such a case we refrain from exercising *de novo* a discretion belonging in the first place to the Regional Board.

The appeal is dismissed.

March 28, 1944.

Re: Swift Canadian Company Limited (St. Boniface, Manitoba) and United Packinghouse Workers of America, Local 219

Reasons for Decision

This is a joint appeal by the Union and the employer from a decision of the Manitoba Regional War Labour Board dated February 2, 1944, by leave granted by that Board.

What is involved is the application of a direction previously made under the Wartime Wages Control Order, P.C. 5963, in respect of the inauguration of 5-cent hourly premium for time worked between 6.30 p.m. and 6.30 a.m. The Regional Board refused to extend the premium to non-production workers: shift engineers, firemen, temperature men, live stock receivers and other maintenance classifications. It also ruled that the premium should not be paid to any worker receiving an overtime rate.

It must be observed that we are dealing here solely with the restrictions made by the Regional Board; the principle involved in the introduction of the premium in the meat packing industry is not in issue in this appeal. Nor was it in issue in the Burns & Company case (L.G., Feb., 1944, p. 164).

Special compensation for the peculiar inconvenience attending night work is the general principle justifying payment of the premium. That is not to say that time worked on off-shift should necessarily be paid at a higher rate than time worked during the usual day hours. Each case must be examined under its own circumstances. It may be that established rates have taken night work into account or the process may be a continuous one or seniority privileges collectively bargained for may be involved. To give an example, we refer to our recent decision in the Electro Metallurgical Company case, dated March 15, 1944.

But once the premium has been introduced in a plant, as was done in this case, we fail to see, in the absence of a special reason, why the underlying purpose of the premium (compensation for inconvenience) is not equally applicable to non-production workers. We are, therefore, of the opinion that in this case the restriction should be removed.

On the other matter, there appears to have been some confusion. Although the object of an overtime rate is distinct from that of a night work bonus, the premiums are not incompatible, in the sense that they can be paid to a worker who is entitled to both of them. But, the night work premium should never be computed at the overtime rate, that is, it must remain constant and not become 7½ cents in this case when the worker is earning overtime.

With the reservation indicated, the appeal will be allowed.

March 28, 1944.

Re: Credit Foncier Franco-Canadien (Vancouver, B.C.)

Reasons for Decision

An appeal from the British Columbia Regional Board in a matter to be considered under P.C. 9384, the Wartime Wages Control Order, 1943.

Although the application was in terms for a basic wage increase from $90 to $100 per month for a janitor, it was shown in the material submitted by the applicant Company that the employee concerned had assumed the duties of the retired head janitor whose monthly wage had been $108. In effect, therefore, it was an application under section 20 (1) (c) (iii) of P.C. 9384 as amended, for the establishment of a range of rates—$100-$108, for an occupational classification for which a single rate had previously been paid; and it was so treated by the Regional Board.

On such an application War Labour Boards have a wide discretion, which in final analysis is limited only by the overriding provision contained in the last paragraph of section 20 (1), namely, that it must be exercised consistently with the expressed purpose of the Order. The purposes are found in section 14.

The Regional Board refused to authorize the establishment of a range for the classification of head janitor and, after investigation, directed the appellant to pay the employee the previous rate of $108.

On this appeal, brought by leave of the Regional Board, it is impossible for us to say that the decision was wrong, unless we are prepared to find that there was an error on a question of fact and hold that the new head janitor did not possess the skill and ability of his predecessor. The Regional Board in their discretion have decided against the appellant on that point, and we shall not interfere with their decision, so that the appeal will be dismissed.

However, perhaps this would be an appropriate occasion to say that under the governing legislation Regional Boards are not intended to take on the functions of minimum wage boards.

March 29, 1944.

Re: Mersey Paper Company, Limited (Liverpool, Nova Scotia) and International Brotherhood of Paper Makers, International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Electrical Workers

Reasons for Decision

This is an application for leave and an appeal by the Unions from a decision of the Regional War Labour Board for Nova Scotia dated November 15, 1943, denying a general wage increase to bring the rates up to level of those paid in the Ontario mills. The base labour rate in the appellant's mill is 45 cents, exclusive of the cost of living bonus; in Ontario that rate is 56 cents.

At the time of the Regional Board's decision, the 45 cent rate prevailed in most of the Quebec and in the New Brunswick mills and it was upon a comparison with those provinces and the rate paid in other Nova Scotia mills that a decision was made refusing the application. Meanwhile, the Quebec and New Brunswick rate has been raised to 50 cents and we think that the proper course is, rather than send the case back for reconsideration by the Regional Board, to allow the appeal and to direct payment of a 5 cent hourly increase to all classifications covered by the application, except in those instances where the increase asked for is less than 5 cents.

There will be a finding and direction accordingly effective with the first payroll period commencing on or after October 20, 1943.

March 30, 1944.

Re: California Fruit Growers Exchange (Regina, Sask.)

Reasons for Decision

This is an appeal from a decision of the Regional Board for Saskatchewan. The application was for approval of a 10 per cent increase in salary for employees of the appellant's Regina office to compensate them for the extension of the work week from 40 to 44 hours. It was denied on the ground that no case had been made out for an increase under the comparative formula of section 25 of P.C. 5963. Leave to appeal was granted by the Regional Board.

The 4 hour extension in the work week is to be compensated at pro-rata straight time rates and we rather view this case as falling under section 29 of P.C. 5963. Under that section, we think the application should have been approved; we refer to our decision in the McKinnon Industries case (L.G., 1943, p. 1345).

The appeal is allowed with effect from August 16, 1943. March 30, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Proceedings under the National Labour Relations Board, the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the LABOUR GAZETTE publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Proceedings of Wartime Labour Relations Board

AN outline of the background of the Wartime Labour Relations Order together with a summary and the complete text of the Order was contained in the February issue of the LABOUR GAZETTE (p. 135-143).

On March 16, the Wartime Labour Relations Board (National) was appointed under P.C. 1895, and on March 20, with the approval of P.C. 1982, the Wartime Labour Relations Regulations were brought into force. During the month the Board met for three days, March 27, 28 and 29. It first established a procedure whereby it might discharge its duties under the Wartime Labour Relations Regulations, P.C. 1003, and then considered applications made to it for certification under the Regulations.

The Board consists of ten members: the Chairman, the Vice-Chairman, four members selected as representative of the point of view of employees, and four as representative of the point of view of employers. The Honourable Mr. Justice G. B. O'Connor of Edmonton, Alberta, a Justice of the Supreme Court of Alberta is Chairman, and the Vice-Chairman is the Honourable Mr. Justice J. N. Francoeur of Quebec City, a Justice of the Court of King's Bench for the Province of Quebec.

The four members representing the employees' viewpoint are: A. R. Mosher, Canadian Congress of Labour, Ottawa, Ont., F. Molineux, Brotherhood of Painters, Decorators, and Paperhangers of America,

Hamilton, Ont., W. L. Best, C.B.E., Brotherhood of Locomotive Firemen and Enginemen, Ottawa, Ont., and R. Harmegnies, The National Federation of Aluminum Workers, St. Joseph d'Alma, Que.

The four members representing the employers' viewpoint are: H. Taylor, Canadian National Carbon Co., Ltd., Toronto, Ont., W. H. Browne, The Moore Corporation Ltd., Toronto, Ont., A. Deschamps, Contractor, Montreal, Que., and A. J. Hills, Canadian National Railways, Montreal, Quebec.

At the initial meeting of the Board on March 27, the chairman and members were welcomed by the Hon. Humphrey Mitchell, Minister of Labour.

In inaugurating the Board, the Minister said: "The Wartime Labour Relations are an adventure in co-operation. They seek not only to reconcile inevitable conflicting interests and forces but also the conflicting spheres of governmental jurisdiction occasioned by the war. I firmly believe they will reduce these conflicts by providing an orderly procedure for collective bargaining.

"The task which you have assumed is one which is being attempted for the first time in Canada on a national scale and you are, therefore, pioneers in developing what I hope will prove to be a most satisfactory and enduring measure of co-operation in labour relations, a co-operation which is so vital to our war effort, and our national well-being."

Mr. Arthur MacNamara, Deputy Minister of Labour, in addressing the Board members, pledged the assistance of the branches of the Department to the Board in connection with its work.

Mr. Justice G. B. O'Connor, chairman, expressed appreciation of the encouragement given by the Minister, and voiced the earnest desire of the members of the Board to assist as intermediaries in bringing about harmony as between employers and employees in Canadian industry.

The Board appointed Mr. M. M. Maclean, Director of Industrial Relations, Department of Labour, as Chief Executive Officer, and Mr. Bernard Wilson, Industrial Relations Officer of the Department, as Acting Secretary.

Nineteen applications for certification were received during the month. Fifteen of these were considered by the Board, and referred to the Chief Executive Officer for preliminary investigation. They are as follows:—

Application affecting Canadian Brotherhood of Railway Employees and Other Transport Workers, and the Provincial Transport Company, Montreal.

Application affecting the Canadian Brotherhood of Railway Employees and Other Transport Workers, and Montreal Tramways Company, Montreal.

Application affecting Brotherhood of Railroad Trainmen, and Canadian National Railways and Canadian Pacific Railway Company (Conductors).

Application affecting National Syndicate of Electric Power Employees of Shipshaw, and the Aluminum Power Company, Shipshaw, P.Q.

Application affecting the Employees' Welfare Board of the Hudson Bay Mining and Smelting Company, Ltd., and the Hudson Bay Mining and Smelting Company, Ltd., Flin Flon, Man.

Application affecting the United Gas, Coke and Chemical Workers of America and St. Clair Processing Corporation, Ltd. (Polymer Corp.), Sarnia, Ont.

Application affecting the Canadian Brotherhood of Railway Employees and Other Transport Workers, and the Canadian Pacific Railway Company (Ticket Sellers, Union Station, City Office and Royal York).

Application affecting the Brotherhood of Railroad Trainmen, and the Canada Car and Foundry Company (Turcott and Dominion Plants), Turcott, P.Q.

Application affecting the United Steelworkers of America, and the Lawrence Manufacturing Co., Vancouver, B.C.

Application affecting the United Steelworkers of America, and the Western Steel Products Corporation, Limited, Vancouver, B.C.

Application affecting the Canadian Air Line Pilots Association, and Canadian Pacific Air Lines, Limited, Winnipeg, Man.

Application affecting the United Steelworkers of America, and Lighting Materials Co., Winnipeg, Man.

Application affecting the Amalgamated Shipwrights, Joiners, Boatbuilders and Caulkers, Local No. 2 and various shipyards, Vancouver. B.C.

Application affecting the Catholic Syndicates of Joliette, Quebec, and Joliette Steel, Ltd., Joliette, P.Q.

Application affecting United Steelworkers of America, Local 2765 and the National Machinery Company, Vancouver, B.C.

An Order in Council passed on March 30 (P.C. 2301), provides that the authority of the Wartime Labour Relations Board will not over-ride that of the Ontario Labour Court to continue with the cases which were before it on the date the Wartime Labour Relations Regulations came into force, i.e., March 20, 1944. The Order also provides that any trade union or employees' organization given cer-

tification by the Ontario Labour Court will be similarly recognized under the Labour Relations Regulations.

The Regulations apply, primarily, to persons employed in work that ordinarily comes under federal jurisdiction — including undertakings considered essential to the efficient prosecution of the war. They may be extended by enabling provincial legislation to include employees whose relations with their employers are ordinarily regulated by provincial legislation.

Recent Proceedings Under the Industrial Disputes Investigation Act

With the bringing into effect on March 20, 1944, of the Wartime Labour Relations Regulations, the Industrial Disputes Investigation Act, except as to matters pending, was declared to be of no effect. The Industrial Disputes Investigation Act is therefore considered to be in effect and applying only to such cases in which applications for the establishment of Boards of Conciliation and Investigation had been received prior to the effective date of the new Regulations.

SIX applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received during the month of March. Two Boards submitted their reports. Three Boards were established, and the constitution of two boards was completed during the month. Four disputes were referred to Industrial Disputes Inquiry Commissioners and two to Industrial Relations Officers. Reports were received from Commissioners in four cases while the settlement of seven disputes was reported. Four applications were withdrawn during the month and three applications rejected. The Board was re-convened in one case.

During the month of March two Boards of Conciliation and Investigation submitted their reports in connection with the following disputes:—

(1) Between the Johnson Wire Works Company, Limited, Montreal, Quebec, and its employees, members of Lodge 1758, International Association of Machinists.

(2) Between the Horseshoe Lake Mining Company, Ormiston, Sask., and its employees, members of Local 2, Sodium Sulphate Workers Union (C.C.L.).

Applications Received

During the month of March six applications* for the establishment of Boards of Conciliation and Investigation, under the provisions of the Industrial Disputes Investigation Act, were received in the Department of Labour as follows:—

(1) From employees of the Port Arthur Shipbuilding Company, Limited (Aircraft Division), Current River, Port Arthur, Ont., members of Lodge 1677, International Association of Machinists. The dispute arose over the adjustment of the existing agreement, and was said to affect 300 employees. The application not being in order was returned for revision. In the meantime, Mr. Robert Haddow, representative of the International Association of Machinists, advised the Department that there was a possibility the matter might be settled by direct negotiations if a Conciliation Officer were assigned to the case. On March 13, Mr. Bernard Wilson, Industrial Relations Officer, Ottawa, was instructed to proceed to Port Arthur in an endeavour to bring about settlement of the dispute. Mr. Wilson was successful in having the interested parties sign an agreement which provided for separate applications being made to the Regional War Labour Board in connection with the standard work week and the payment of double time on Sundays and holidays. On all other points, the completed agreement was to serve as a basis for a joint application to the Regional War Labour Board. In view of the settlement of the dispute, the applicants advised the Department that the application for a Board would not be resubmitted.

(2) From employees of the Sudbury-Copper Cliff Suburban Electric Railway Company, Sudbury, Ont., members of Division 269, Canadian Brotherhood of Railway Employees and other Transport Workers. The dispute, which concerns the inclusion of check-off and union shop provisions in a proposed collective agreement, was said to affect 30 employees. On March 20, Mr. Bernard Wilson, Industrial Relations Officer, Ottawa, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

(3) From employees of Canada Packers Limited, Edmonton, Alta., members of Local 243, United Packinghouse Workers of America. The dispute which developed out of the re-

* By P.C. 9384, the National and Regional War Labour Boards are specially charged with the duty of adjudicating wage demands. Therefore all applications other operating employees 50 to 71 cents per Investigation in which wages are the sole cause of the dispute are removed from the ambit of the Industrial Disputes Investigation Act and the application are referred to their respective War Labour Board.

quest of the union for recognition as the bargaining agency of the employees concerned, was said to affect 655 employees. On March 11, Mr. F. E. Harrison, Western Representative of the Department of Labour, Vancouver, B.C., was authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute. The Commissioner was successful in having the interested parties agree to the taking of a representation vote of the employees of the company on April 14 to ascertain the organization through which the employees wish to bargain with their employer.

(4) From employees of the Canadian Brake Shoe and Foundry Company, Limited, Sherbrooke, P.Q., members of Local 2525, United Steelworkers of America. The dispute arose over the question of union recognition and the negotiation of a collective labour agreement. The applicant union stated that the dispute affected 150 employees. Mr. Bernard Rose, K.C., Montreal, P.Q., was authorized on March 15, as Industrial Disputes Inquiry Commissioner to investigate the dispute. Prior to the Commissioner entering the situation Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q., in arranging a settlement of another matter, secured agreement of the parties to the taking of a representation vote, to determine the agency the employees desired to represent them in negotiations with the employing company. The vote indicated that the applicant union did not represent a majority of the employees concerned, and as a result the Commissioner recommended that the application of Local 2525, United Steelworkers of America for the establishment of a Board be denied. The Commisisoner's recommendation was concurred in and the interested parties were advised that a Board would not be established.

(5) From employees of Vivian Diesel and Munitions, Limited (Plant 2), Vancouver, B.C., members of Local 2952, United Steelworkers of America. The dispute, which was said to affect 140 employees, concerns the negotiation of a collective labour agreement. On March 22, Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

(6) From certain workpeople employed on the Lachine Canal employees of the Government of Canada, Department of Transport, members of Local 3104, United Steelworkers of America. The dispute arose over a request of the union for wage increases and improved working conditions. The applicant union was advised that the application could not be entertained in view of the recent proclamation of the Wartime Labour Relations Regulations, P.C. 1003, making the Industrial Disputes Investigation Act inoperative except as to matters pending when the regulations became effective.

Boards Established

Halifax Shipyards, Limited, Halifax, N.S. —On March 1, a Board of Conciliation and Investigation was established to deal with a dispute between the Halifax Shipyards, Limited, Halifax, N.S., and its employees, members of Local 1, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.) (L.G., March, 1944, p. 287). Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., who was authorized on February 17, as Industrial Disputes Inquiry Commissioner, reported that he had been unable to arrange an amicable settlement, and recommended that a Board of Conciliation and Investigation be established. The Board was fully constituted on March 18, the personnel being as follows: Honourable Mr. Justice John S. Smiley, Halifax, N.S., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Messrs. Charles B. Smith, Halifax, N.S., and D. W. Morrison, Glace Bay, N.S., appointed on the nomination of the employer and employees respectively.

Direct-Winters Transport, Windsor, Ont. —A Board of Conciliation and Investigation was established on February 29, by the Minister of Labour under the provisions of Section 65 of the Industrial Disputes Investigation Act, to deal with a dispute between Direct-Winters Transport, Windsor, Ontario, and its employees, members of Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. On January 3, 1944, a strike occurred of about 19 city pick-up drivers and warehousemen employed by Direct-Winters Transport at Windsor, Ont., and was terminated on the understanding that a Board of Conciliation and Investigation would be established to deal with the dispute. (L.G. Feb., 1944, p. 185 and March, 1944, p. 310). The Board was fully constituted on March 9, the personnel of which is as follows: Honourable Mr. Justice J. G. Gillanders, Supreme Court of Ontario, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Messrs. J. L. Cohen, K.C., Toronto, Ont., and Gordon P. Dickson, Windsor, Ont., appointed on the nomination of the employees and employer respectively.

Dominion Forge and Stamping Company, Windsor, Ont.—On March 23, a Board of Conciliation and Investigation was established to deal with a dispute between the Dominion Forge and Stamping Company, Windsor, Ont., and its employees, members of Local 195, United Automobile Workers of America (C.I.O.) (L.G., March, 1944, p. 287). Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute, reported that he was unable to bring about a satisfactory settlement and recommended that a Board of Conciliation and Investigation be established. The company, through its counsel, having advised the Department that it did not propose to make a nomination of a person for appointment to the Board, the Minister of Labour, in accordance with Section 9 (*b*) of the Industrial Disputes Investigation Act, appointed Mr. John J. Robinette, Toronto, Ont., a member of the Board in the absence of a recommendation from the employing company. At the end of the month the applicant employees nomination of a person for appointment to the Board was awaited.

Board Reconvened

United Shipyards Limited, Montreal, P.Q.—The Board of Conciliation and Investigation which dealt with the dispute between United Shipyards, Limited, Montreal, P.Q., and its employees, members of Local 12, Boilermakers and Iron Shipbuilders Union of Canada (C.C.L.) (L.G., Nov. 1943, p. 1503) was reconvened on March 24. Following the report of the Board, the company conceded the right of the applicant union to bargain collectively for the boilermakers and iron shipbuilders and certain miscellaneous trades. Negotiations had been proceeding with a view to the signing of a collective labour agreement but these negotiations broke down over the question of union membership and the applicant union requested that the Board of Conciliation and Investigation be reconvened under Section 28 of the Industrial Disputes Investigation Act for the purpose of dealing with this remaining matter at issue between the parties.

Dispute Referred to Industrial Relations Officer

Dairy Pool Co-operative Association, Limited, Prince Albert, Sask.—An application for the establishment of a Board of Conciliation and Investigation was received on February 18, 1944, from employees of the Dairy Pool Co-operative Association, Limited, Prince Albert, Sask., members of Local 241, United Packinghouse Workers of America (L.G., March, 1944, p. 287). On March 6, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Man., was instructed to proceed to Prince Albert with a view to arranging a settlement of the dispute. Previous to the receipt of these instructions from the Department, Mr. Johnstone received a communication from the representative of the applicant union to the effect that he was proceeding to Prince Albert and anticipated effecting a settlement of the dispute.

Other Reports of Industrial Disputes Inquiry Commissioners

Aluminum Company of Canada (Kingston), Kingston, Ont.—On February 23, 1944, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., was authorized as Industrial Disputes Commissioner to investigate a dispute between the Aluminum Company of Canada (Kingston Works), Kingston, Ont., and its employees members of Local 54, International Association of Machinists and Local 43, International Union of Aluminum Workers (L.G., March, 1944, p. 288.). The representatives of the applicant unions informed the Commissioner that they were prepared to present their evidence but they first desired to explore the advisability of placing the dispute before the Wartime Labour Relations Board (National) and requested that the application for a Board of Conciliation and Investigation be held in abeyance. On March 12, the report of the Commissioner was received, in which he recommended that the application for the establishment of a Board of Conciliation and Investigation be held in abeyance. The recommendation of the Commissioner was concurred in and the interested parties advised that the application for a Board was being held in abeyance.

Anglo-Canadian Pulp and Paper Mills Limited, Louise Basin, P.Q.—A report was received on March 8 from Mr. Bernard Rose, K.C., who had been authorized as Industrial Disputes Inquiry Commissioner to investigate the dispute between the Anglo-Canadian Pulp and Paper Mills, Limited (Shipbuilding Division), Louise Basin, P.Q., and certain of its employees, members of the Quebec Professional Union of Construction Workers (L.G., March, 1944, p. 287.). The Commissioner recommended that the application for the establishment of a Board of Conciliation and Investigation be denied in view of the fact that the applicant union failed to produce proof that it represented a majority of the employees affected. In his report, the commissioner stated that a letter had been addressed to him

by the applicant union in which it was requested that the application for a Board be withdrawn under reserve of its rights and without prejudice in the making of a new application. The recommendation of the Commissioner was concurred in and the interested parties advised that a Board would not be established.

Settlements

West Coast Shipbuilders, Limited, Vancouver, B.C.—On March 24, the Department was supplied with a draft agreement in settlement of the dispute between West Coast Shipbuilders, Limited, Vancouver, B.C., and its employees, members of eight various trade unions (L.G., March, 1944, p. 288). Honourable Mr. Justice S. E. Richards, who was authorized as Industrial Disputes Inquiry Commissioner to endeavour to arrange a settlement of the dispute, reported that three of the unions, affiliates of the Trades and Labour Congress of Canada, did not sign the contract as they object to the lack of a provision for a closed shop. However, these unions stated they would continue without an agreement and would not cause the company any embarrassment for the present.

Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont.—The Department was advised on March 20, by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., who had been requested to endeavour to obtain an agreement without recourse to strike vote procedure in the dispute between Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont., and its employees, members of Local 232, United Rubber Workers of America (L.G., Jan. 1944, p. 51) that he was successful in having the interested parties reach a settlement. The agreement provides for a check-off of union dues, such check-off when authorized by the individual cannot be withdrawn within a period of twelve months.

Anglo-American Telegraph Company, Montreal, P.Q.—On March 12, copies of an agreement, which had been negotiated in settlement of the dispute between the Anglo-American Telegraph Company, Montreal, P.Q., and its employees, members of Local 11, American Communications Association (C.I.O.) (L.G., Nov. 1943, p. 1497) were received in the Department. The agreement was signed by both parties with the understanding that the matter of wages, which the company refused to discuss, would be taken up with the secretary of the National War Labour Board. In view of this situation, the representatives of the applicant union has requested that the matter of the completion of the membership of the Board of Conciliation and Investigation established in this matter be held in abeyance pending the decision of the National War Labour Board.

Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ont.—Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., who was requested to endeavour to have the parties reach an agreement without recourse to strike vote procedure, in the dispute between the Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ont., and its employees, members of Local 189, United Rubber Workers of America (L.G., March, 1944, p. 288) advised the Department that he was successful in having the company and union reach a settlement.

The agreement provides for a check-off of union dues when authorized by the individual but such authorization is effective for twelve months.

P. D. Bates Company, Limited, Ridgetown, Ont.—Copies of an agreement in settlement of a dispute between P. D. Bates Company, Limited, Ridgetown, Ont., and its employees, members of the Federation of Industrial Workers (C.C.L.) (L.G., Dec., 1943, p. 1648) were forwarded to Department on March 20. The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

Knechtels, Limited, Hanover, Ont.—The Department has been supplied with copies of an agreement terminating a dispute between Knechtels, Limited, Hanover, Ont., and its employees, members of Local 3, National Union of Furniture Workers (C.C.L.) (L.G., Dec., 1943, p. 1649). The representatives of the applicant union requested that the application for the establishment of a Board of Conciliation and Investigation to deal with this dispute be withdrawn. The interested parties were advised that the application for the establishment of a Board was withdrawn. The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements" appearing elsewhere in this issue.

Applications Withdrawn

Canadian Pacific Railway Company.—On March 6, at the request of the representative of the applicant union, the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Canadian Pacific Railway Company, and its employees, members of the Brotherhood of Sleeping Car Porters (L.G., Oct., 1943, p. 1356) was withdrawn on the understanding that this

withdrawal does not prejudice the right of the applicant employees to re-apply for a Board should they desire to do so.

General Engineering Company (Canada), Limited, Scarboro, Ont.—The Department was notified on March 21, by the applicant union, that the Organization wished to withdraw the application for the establishment of a Board of Conciliation and Investigation to deal with a dispute between General Engineering Company (Canada), Limited, Scarboro, Ont., and its employees, members of Local 1, Chemical Workers of Canada (L.G., Jan., 1944, p. 47). The interested parties were advised that the application for the establishment of a Board had been withdrawn.

Report of Board in Dispute between the Johnson Wire Works, Limited, Montreal, P.Q., and its employees

On March 14, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Johnson Wire Works Company, Limited, Montreal, P.Q., and its employees, members of Lodge 1758, International Association of Machinists (LABOUR GAZETTE, March, 1944 p. 288).

The employer's representative on the Board, while signing the Board report, added a rider having reference to certain classes of employees of the company which he considered should not be covered in any agreement which may result following the recommendation of the Board.

The personnel of the Board was as follows: Honourable Mr. Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. D. A. Paterson, and Paul Fournier, both of Montreal, P.Q. appointed on the nomination of the employer and employees respectively.

The texts of the report of the Board and the rider follow:

Report of Board

Re: Industrial Disputes Investigation Act and re Dispute between Johnson Wire Works, Limited, Montreal, P.Q., and Employees, members of Lodge 1758, International Association of Machinists.

To the Honourable the Minister of Labour of Canada

The Board was established by Order of the Minister, on January 20, 1944. The Chairman was appointed on February 4, 1944. On February 14, 1944, the Chairman was informed that Mr. Paul Fournier had resigned as a member of the Board and had been replaced by Mr. A. George Smith. The Board met on March 2 and 3 in Montreal, at the Court House, in Room 12, kindly placed at our disposal by Deputy Sheriff Belanger.

Messrs. Charles Johnson and Henry Johnson with Mr. Hugh O'Donnell, K.C., appeared for the Company. Messrs. Adrien Villeneuve, Grand Lodge Representative, International Association of Machinists; G. McKie, President; Antoine Caron, Financial Secretary; and Philippe Dickie, Recording Secretary of Lodge 1758, appeared for the Employees.

The question at issue is the recognition of Lodge 1758 as the Employees' Agent to negotiate with the Company collectively. In the Employees' Application, dated December 17, 1943, and sworn to on December 19, 1943, the dispute is stated as follows:

"The Management of Johnson Wire Works does not want to negotiate the Contract submitted by the Union. The Management submitted one covering the weavers and machinists only. This is not satisfactory to the Union, as the majority of the workers of the shop are members of the Union, and the Union has the right to bargain collectively for them.

Outline of efforts made by parties concerned to adjust the dispute: On October 13, 1943, an Agreement was sent to the Management with a request that an interview be granted to the Negotiating Committee for the purpose of negotiating the agreement. On November 17, 1943, we received a counterproposal from the Management in the form of an agreement covering the weavers and the machinists. On November 20, 1943, the Committee met the Company Representation at which meeting no agreement was reached on the number of workers the contract would cover. Another meeting called on December 11, was cancelled by the Management for the following reason:

'December 10, 1943.

Dear Mr. Villeneuve:—

We feel that nothing can be accomplished by meeting on Saturday, owing to the fact that the new wage control order has not yet been received. Until the provisions of this new order are examined and applied to our case, further discussion would be futile.

We will, therefore, consider the meeting previously arranged for to-morrow afternoon as cancelled.

Yours truly,

THE JOHNSON WIRE WORKS, LIMITED,

(Sgd.) CHAS. JOHNSON.

We feel that the new Law will not curtail the right of workers to be organized but will make it mandatory for the Management to

deal with the organization the workers belong to, for this reason; we feel justified to request that the machinery established by the Department of Labour be set in motion to iron out this matter, which is now two months old."

The Company carries on the highly specialized industry of wire weaving and at the present time employs 153 persons. It is an old established concern and has been in the Johnson family for four generations.

At the outset of our investigation the Company conceded that the Lodge controlled the majority of the Employees in three departments of the plant. It doubted the majority control of the Lodge in one other department. But the Company declared its willingness to enter into negotiations and to conclude a collective agreement with the Lodge, should the latter prove conclusively that it has the right to speak and act for the majority of the Company's employees. Mr. Villeneuve presented a Brief (annexed) in which the point of view of the Employees was expressed.

At the next sitting of the Board, Mr. Villeneuve furnished the Board with sufficient documentary evidence to establish without question the majority control of the Lodge in the doubtful department. The membership evidence was checked against a list of employees which the Company gave the Board. At the conclusion of the hearing not only was the Board satisfied that the Employees had proved this case, but the Company was also satisfied of it and announced its intentions of resuming the negotiations with its employees without even waiting for the unanimous Report of the Board.

Our task, therefore, has been made very easy by the exemplary good will, reasonableness and co-operation of both parties who came before the Board not as enemies prepared to fight to the bitter end for their claims but as disagreeing friends who know that there must be a common ground where they can meet and settle their difficulty. We cannot commend too much such an attitude and we thank both the Company and the Employees for it, expressing the hope that the good example may be followed often for the greater benefit of industry, labour and the country.

Conclusions and Recommendations

As the result of our investigation we find that the majority of the employees of the Company are members of Lodge 1756 of the International Union of Machinists and that the Lodge, therefore, is entitled to speak, act, deal, negotiate and bargain for the employees collectively.

We recommend that the Lodge be recognized as the bargaining agent of the Employees for the conclusion of a Collective Labour Agreement with the Company.

Respectfully submitted.

Montreal, March 6, 1944.

(Sgd.) J. Oscar Boulanger,
Chairman.

(Sgd.) A. G. Smith,
Member.

(Sgd.) D. A. Patterson,
Member.

Rider

Montreal, March 13, 1944.

Re: *Industrial Disputes Investigation Act and* re *Dispute between the Johnson Wire Works Co. Ltd., and its employees, members of Lodge 1758 of the International Association of Machinists.*

The Honourable Humphrey Mitchell,
Minister of Labour,
Department of Labour,
Ottawa, Ont.

Sir,

I have signed the Report of the Board of Conciliation appointed herein because the members of the Board were practically in complete agreement on the matters at issue and as to the recommendation which should be made under the circumstances.

However, I find it necessary to submit a rider to the Report and this action of mine is rendered necessary because of the Employer-Company and its desire to be absolutely fair in its dealings with all categories or sections of its employees.

Within the plant there are five very small Departments employing in all some 30 to 35 men. Those Departments are known as:—

Die Department
Dandy Department
Seaming Department
Finishing Department, and
Carpentry and General Department.

The employees therein are almost completely opposed, at the present time, to being controlled by a labour association of which they are not members. As a consequence, the Employer-Company, in order to meet their susceptibilities, respectfully insists that they must be excluded from the scope of any agreement which may result between the Company and the union following upon the recommendation of the Report.

It is pointed out that not only are the men not members of the union but the nature of the work done by them differs materially from the general operations of the plant.

It is believed that the representatives of the Lodge are in agreement with what is herein proposed, Mr. Johnson of the Company and they having discussed the matter previously to the sittings of the Board.

I have the honour to be, Sir,
Your obedient servant,
(Sgd.) D. A. PATTERSON,
Member.

Report of Board in Dispute between Horseshoe Lake Mining Company, Ormiston, Sask., and its Employees

On March 19, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Horseshoe Lake Mining Company, Ormiston, Sask., and its employees, members of Local 2, Sodium Sulphate Workers' Union (C.C.L.) (L.G., March 1944, p. 287).

The personnel of the Board was as follows: His Honour Judge J. H. McFadden, Arcola, Sask., Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Mr. D. S. MacDonald, Regina, Sask., and Professor John E. L. Graham, Winnipeg, Manitoba, appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Professor Graham. Mr. MacDonald submitted a minority report.

The texts of the report of the Board and the minority report follow:

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between Horseshoe Lake Mining Company, Ormiston, Saskatchewan, and its employees, members of the Sodium Sulphate Workers Union No. 2 (C.C.L.)

The Honourable
The Minister of Labour,
Ottawa, Canada.

SIR.—The Board of Conciliation and Investigation established by you and to which the above dispute has been referred hereby submits its report.

The Board convened at Ormiston, Saskatchewan, on February 28, 1944, all members being present.

The employees (applicants) were represented by: Norman Robert Riches, Moose Jaw, Saskatchewan, Representative of United Steel Workers of America; Everett Lennox, Ormiston, Saskatchewan, President of employees union aforesaid; and Charles Gordon Medley, Ormiston, Saskatchewan, secretary-treasurer of employees union aforesaid.

The employer was represented by: Alfred William Watson, Ormiston, Saskatchewan, its superintendent, and by consent of both parties and of Board, R. W. Hugg, K.C., of Regina, Saskatchewan, appeared as Counsel for the employer.

The nature and cause of the dispute, as set out in the employees application for the establishment of the Board, and which reads as follows: "The Company refuses to meet the negotiating committee of the Union for the purpose of negotiating a collective bargaining agreement to cover wages, hours of work and conditions of employment" was then referred to and discussed for the purpose of ascertaining whether or not under Section 23, (2) of the Act some other matter or matters involved in, or incidental to, those appearing in the application, such as hours of work or conditions of employment, were to be considered by the Board and it was agreed by both parties that the only matter for the consideration of the Board was as to whether or not the employer should recognize the employees union and meet its negotiating committee for the purpose of negotiating a collective bargaining agreement to cover wages, hours of work and conditions of employment.

The dispute, insofar as the within inquiry is concerned, having narrowed down as aforesaid, the inquiry was thrown open for informal discussion between all parties concerned with the view that a settlement of the dispute might be brought about. The Board brought to the attention of those present Order in Council No. 2685 wherein are embodied certain recommended principles for the avoidance of labour unrest during the war and expressed the hope that an amicable settlement of the dispute might be reached. Mr. Hugg, on behalf of the employer, put his principal's case as follows:

> "The representatives who have made complaint have not been certified to the Company as bargaining representatives. The new labour code has now been issued and while it is not yet in effect such code provides for certification of bargaining representatives by a wartime labour relations Board. (Sec. 8).
>
> The code further provides that when bargaining representatives have been certified the parties shall negotiate in good faith and make every effort to conclude a collective agreement. (Sec. 10).

The Company will be bound by such code when same comes into effect and will not object to this Board making a recommendation that when collective bargaining representatives have been certified the Company enter into negotiations with such representatives."

Mr. Riches, on behalf of the employees (applicants) stated that he could not accede to Mr. Hugg's suggestion and took the stand that the inquiry must be dealt with under the Industrial Disputes Investigation Act.

The parties having failed to reach an agreement the Board proceeded to hear evidence. Such evidence and the comparing by the Board of the union's membership with the Company's list of employees established to the entire satisfaction of all members of the Board the facts as set out in paragraphs 1, 2, 3 and 4, immediately following, namely:

1. That the employer company has in its employ a total of 44 persons including its Superintendent and others engaged in supervisory capacities.
2. That 33 of such 44 employees are members in good standing of the said Sodium Sulphate Workers Union No. 2 (C.C.L.)
3. That 27 of the said 33 became members of the said Union in May, 1943; 2 in November, 1943, and 1 in December, 1943.
4. That the forms of application for membership in the said Union which the 33 employees completed and which applications were accepted by the Union contained a provision whereby the applicants authorized the Union to represent them in any negotiations concerning wages and working conditions with their employers.

All members of the Board, having intimated to the parties that they had for the time being arrived at the above conclusions and that in all likelihood such would also be among their final conclusions, it was agreed by all concerned that the inquiry adjourn until the following day at which time it continue at the Hotel Saskatchewan, Regina, Saskatchewan. In the meantime, at the Board's suggestion, Mr. Hugg agreed to further communicate with his principal and ascertain whether or not in view of the Board's conclusions as aforesaid it would not recognize the Union for the purposes already stated.

On February 29, 1944, the Board, all members being present, continued its inquiry at Regina, the employees being represented by Mr. Riches and the employer by Mr. Hugg. Mr. Hugg reported that he had communicated with one of the executive officials of his principal and was advised that the Company feels that the government's policy is crystallized in the labour policy of the government as already outlined by him, Mr. Hugg, and feels that that is the way negotiations should be carried on. Consequently, it became evident that the parties were unable to arrive at a settlement of their dispute.

The Board, having come to the definite conclusion that the said Union does represent the substantial majority as aforesaid of the company's employees, is of opinion that the employer should now recognize the said Union for the purposes as aforesaid stated. The right of employees to organize themselves into trade unions and the recommended principle that employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers or the representatives of employers' associations concerning rates of pay, hours of labour and other working conditions with a view to the conclusion of a collective agreement (and which to the Board seems a fair and just principle) are specifically set out in Order in Council No. 2685 already referred to. That right, it seems to us, carries with it the implication that when a Union or its representatives speak for a clear majority of the employees of any particular employer, as we find to be the case herein, the employer at all times, and more particularly in time of war and to assist in the successful prosecution thereof, should recognize and negotiate with the officers of the Union or with other representatives chosen for that purpose, otherwise the employees' action in banding themselves together into properly constituted associations would be futile and but an idle gesture. The aforesaid implication appears to have been put in definite terms in P.C. 1003, Wartime Labour Relations Regulations (Labour Code) to which reference has already been made. It is clear, however, that, under Section 48 (1) of such Regulations, the Industrial Disputes Investigation Act continues to be applicable to the within inquiry and due to such specific provision in such Regulations, and on the merits of the case, the Board feels that the stand taken by the employer is not well taken. In fact, the Board feels that the making of the said Wartime Labour Relations Regulations providing for a majority to represent all employees and further providing that pending applications, such as this, under the Industrial Distputes Investigation Act, are to continue under such Act, should but induce the employer herein to meet the negotiating committee of the said Union for the purposes aforesaid. The said Wartime Labour Relations Regulations having specifically excepted from the operation of its provisions all applications, this being one, pending under the Industrial Disputes Investigation Act, this inquiry must, we think, be dealt with under such Act, and no attempt should be made to have the merits of the case determined under such Regulations, where such Regulations, by specific provision, have excluded all cases pending under the Industrial Disputes Investigation Act.

The Board finds that the cause of the dispute herein is the employer's unwillingness to recognize the said employees' Union and for the reasons as above set out the Board recommends that the said Sodium Sulphate Workers Union No. 2 (C.C.L.) be recognized by the said employer as a collective bargaining agency on behalf of the said employees, and that the employer forthwith enter into negotiations with the negotiating committee of that Union with a view to the concluding of a collective bargaining agreement between said employer and employees.

Dated this 10th day of March, A.D. 1944.

(Sgd.) J. H. McFadden,
Member and chairman of the Board

(Sgd.) John E. L. Graham,
Member of the Board

Minority Report

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between Horseshoe Lake Mining Company, Ormiston, Saskatchewan, and its employees, members of the Sodium Sulphate Workers Union No. 2 (C.C.L.).

The Honourable
The Minister of Labour,
Ottawa, Canada.

Sir:

I do concur with the majority report of the Board in that the said Union does represent the substantial majority of the Company's employees and should represent the employees in any negotiations with the employers.

I could agree with the majority report of the Board that the employer enter into negotiations with the employees under the Industrial Disputes Act if it were not for the imminent passage of the Wartime Labour Relations Regulations.

I consider that it is not beyond the authority of this Board as given in Section 24 of the Act to recommend that negotiations between employer and employees be carried out under the Wartime Labour Relations Regulations and I so recommend believing that better relations between the employer and employees will exist under the new regulations and the right settlement of the problems should then be less difficult to attain.

Dated this 11th day of March, A.D. 1944.

(Sgd.) D. S. MacDonald,
Member of the Board.

Conciliation Work of the Industrial Relations Branch During March, 1944

DURING the month of March officers of the Industrial Relations Branch were called upon to handle 70 industrial disputes or controversial situations involving 20,364 workpeople employed in 114 different establishments. Of these, 49 were new disputes which originated during the month while 21 were situations which had been unterminated as at February 29 and received further attention in March.

The disputes and situations referred to were dealt with under the provisions of the Conciliation and Labour Act and were in addition to those described on previous pages, which received attention under the Industrial Disputes Investigation Act.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Sydney, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Summaries of some of the disputes in which mediation took place, together with the union representation votes conducted during March, will be given in next month's issue. A statistical analysis of the situations handled is given below.

Classified by industries, the disputes occurred as follows:—

MINING:	
Coal mining	11
Metal mining	1
Non-metallic (other than coal)	1
MANUFACTURING:	
Animal food products	4
Metal products	19
Textile, clothing products, etc.	1
Pulp & Paper products	2
Wood products	1
Shipbuilding	9
Non-metallic minerals, chemicals, etc.	2
Fur and leather products	2

CONSTRUCTION:	
Buildings and structures	2
TRANSPORTATION:	
Steam railways	2
Water	3
Local and highway	4
Air	1
Miscellaneous	1
TRADE	1
SERVICE:	
Public administration	2
Business and personal	1

Classified as to type of situation, the disputes were broken down as follows:—

NATURE OF DISPUTE:	
Strikes or lockouts	12
Threatened strikes	12
Controversies	30
Controversies involving services of Commissioners	4
Arbitrations	2
Requests for votes by joint consent	10
PREDOMINANT CAUSE OR OBJECT:	
Increases in wages	9
Decrease in wages	1
Other causes affecting wages or working conditions	9
Recognition of union	22
Employment of union members only	3
Discharge of workers for union membership or activity	9
Union jurisdiction	3
To secure or maintain union conditions	1
PREDOMINANT CAUSE OR OBJECT—*Con.*	
Discharge of workers, other than in connection with union questions	7
Employment of particular persons	1
Unclassified	5
DISPOSITION:	
Strike terminated by mediation or other Departmental action	9
Threatened strike averted by mediation	8
Controversy averted by mediation	11
Election or vote conducted	7
Industrial Disputes Inquiry Commissioner appointed	4
Agreement signed following mediation	3
Referred to National War Labour Board or Regional War Labour Boards	3
Referred to Wartime Labour Relations Board	4
Referred to Provincial authorities	3
Other disposition	5
Unterminated	11
Dispute lapsed	2
RESULTS:	
In favour of employees	13
In favour of employer	11
Compromise or partially successful	9
Indefinite or unterminated	30
Not known	7
METHOD OF SETTLEMENT:	
Conciliation or mediation	38
Direct negotiation	4
Arbitrations	1
Technical services	8
Investigation only	11
Settlement pending	11

Canadian Railway Board of Adjustment No. 1

Summary of Decisions

REPORTS have been received covering the following cases heard by the Canadian Railway Board of Adjustment No. 1. Summaries of earlier decisions appeared in the LABOUR GAZETTE, 1942, pp. 666 and 1130, and in the issue for February, 1944, p. 189. The eighth report of the proceedings of the Board covering the period from October 1, 1939, to September 30, 1942 was recently issued as Bulletin No. 15.

The Board was established under a voluntary agreement concluded in 1918, between the several railway companies and certain of the railway organizations. It has power to determine all differences arising between the railway companies and the members of any of the six railway brotherhoods "including the interpretation of wage schedules or agreements having due regard to the rights of the several classes of employees and of the railways respectively."

The Board consists of six representatives of the railways and six representatives of labour, one from each of the following Railway Brotherhoods: The Brotherhood of Locomotive Engineers; the Brotherhood of Locomotive Firemen and Enginemen; the Order of Railway Conductors; the Brotherhood of Railroad Trainmen; the Order of Railroad Telegraphers; and the Brotherhood of Maintenance of Way Employees and Railway Shop Labourers.

Case No. 515.—Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.

Engineer and fireman, assigned to pool freight service were ordered to make a special service run to handle a passenger extra on a return trip to their home terminal. Claim was made for freight rates for the entire trip, which claim was denied by the Company and compensation allowed at passenger rates.

Briefs were presented to the Board by representatives of the employees and also of the company and in addition oral evidence was given.

The Decision of the Board sustained the contention of the employees.

Case No. 516.—Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.

Claims were submitted by two engineers and two firemen for "a minimum day" for light movement of locomotives to and from two stations, approximately 13 miles apart to turn locomotives, facilities for turning being temporarily lacking at the point of departure.

The "Joint Statement of Facts" covered in detail the involved local situation, together

with the contentions of the representatives of the employees and the Company. In addition to these, oral evidence was presented to the Board.

In its statement the Board expressed the opinion that the employees were entitled to "a minimum day" for light movement of locomotives between the stations mentioned in the Joint Statement, for the purpose of turning locomotives or motor coaches.

The claim of the employees was, therefore, sustained.

Case No. 517.—**Canadian National Railways (Atlantic Division) and the Order of Railway Conductors and the Brotherhood of Railway Trainmen.**

This case concerned the method of payment of conductor in charge of light engine moved between two stations 124 miles apart, and returning deadhead. The employees' representatives, in their written contention, claimed that because of certain technicalities in the instructions given the employee, the Company should have paid the employee for overtime rather than coupling deadheading with service and making payment on a continuous time basis. Argument was presented by the Company to refute this claim. In addition to presenting formal briefs, both the employees' and the Company's representatives gave additional oral and written evidence before the Board.

The Board in its Decision sustained the employee's claim.

Case No. 518.—**Canadian National Telegraphs (District 2) and the Order of Railroad Telegraphers.**

The point at issue was in connection with the appointment of a Plant Inspector at an important railway Divisional point.

Several applications were received for the position and in making the appointment the Company, for what it considered sufficient reasons, decided to disregard the factor of seniority and appointed an applicant who was ten years junior to one of the other applicants.

Both the representative of the Order of Railroad Telegraphers and the Company presented written and oral evidence in support of their respective cases.

The Board in its general statement declared that in view of all the circumstances in the case, it was of the opinion that the existing status of the two employees involved should not be disturbed and the contention of the employees was not sustained.

Case No. 519.—**Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.**

Claim of engineer and fireman for continuous trip on a run involving night stop-over en route.

The employees supported their claim by quoting from Article 31 Clause (*c*) of Engineers' and Firemen's schedule as follows: "when engineers and firemen are tied up between terminals, they shall be paid continuous time until engine arrives at arriving terminal". The Company claimed that the run was virtually two runs, inasmuch as it was essential for the crew to break the run at some intermediate point to book rest. Consequently, the rest period should not be included in the compensated time for service.

Representatives of both parties in the disagreement presented additional evidence to the Board.

The Board decided that the contention of the employees was sustained.

Strikes and Lockouts in Canada During March, 1944

DURING the month the number of strikes and lockouts in Canada, the number of workers involved and the time loss in man-working days decreased sharply as compared with the previous month and with March, 1943. Preliminary figures show 13 strikes in existence for March, 1944, involving 1,680 workers and causing a time loss of 3,080 days, as compared with 19 strikes for February, with 8,785 workers involved and a time loss of 39,868 days. For March, 1943, there were 27 strikes, involving 16,993 workers with a time loss of 30,822 days.

For the first three months of 1944 preliminary figures show a total of 54 strikes on record, involving 18,515 workers and causing a time loss of 66,356 man-working days, as compared with 85 strikes, with 39,159 workers involved and a time loss of 221,838 man days, for the same period last year.

Two strikes, involving 45 workers, were carried over from February and eleven commenced during March. Of these 13 strikes, all of which were terminated during the month, two were in favour of the workers, four in favour of the employers, four were compromise settlements and three were indefinite in result, work being resumed pending final settlement.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Information is available as to one dispute of this nature, namely: fur factory workers, Quebec, P.Q., one employer, May 12, 1943.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO MARCH, 1943-44

Date	Number of Strikes and Lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
*January, 1944	26†	26	8,140†	8,140	23,408
*February, 1944	17	19	8,740	8,785	39,868
*March, 1944	11	13	1,635	1,680	3,080
Cumulative totals	54		18,515		66,356
January, 1943	33†	33	19,860†	19,860	166,715
February, 1943	27	31	2,611	5,239	24,301
March, 1943	25	27	16,688	16,993	30,822
Cumulative totals	85		39,159		221,838

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss in caused, but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1944*

Industry, occupation, and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to March, 1944				
TRADE—				
Seed packers, Brandon, Man.	1	35	35	Commenced February 22, 1944; for increased wages, reduced hours and improved working conditions; terminated March 1; conciliation, provincial; compromise.
SERVICE—				
Business and Personal—				
Hotel employees, Edmonton, Alta.	1	10	100	Commenced October 1, 1943; for payment of wage increases for porters as approved by RWLB‡; lapsed by March 18 (employment conditions no longer affected); in favour of employer.
Strikes and Lockouts Commencing During March, 1944				
MINING—				
Coal miners, Kaydee, Alta.	1	53	500	Commenced March 1; for improved boarding house and working conditions; terminated March 11; negotiations; in favour of workers.
Coal miners, East Coulee, Alta.	1	115	115	Commenced March 10; misunderstanding *re* order given by mine manager (resulting in man-trip operator going home); terminated March 10; conciliation, federal; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1944*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During March, 1944—*Concluded*				
MINING—*Con.*				
Coal miners (stripping), Corbin, B.C.	1	92	450	Commenced March 10; for union recognition and wage adjustments; terminated March 15; conciliation, federal, and return of workers pending reference to WLB‡ *re* wages; (union agreement secured) compromise.
Coal miners, Stellarton, N.S.	1	138	167	Commenced March 11; against deductions from pay of 14 miners who quit work before end of Saturday afternoon shift; terminated March 14; return of workers; in favour of employer.
MANUFACTURING—				
Rubber and Its Products—				
Tire factory workers, Kitchener, Ont.	1	*(a)*80	160	Commenced March 9; alleged discrimination in deduction from pay of union representative for overstaying lunch period; terminated March 10; conciliation, provincial; compromise.
Textiles, Clothing, etc.—				
Cotton factory workers, Cornwall, Ont.	1	88	88	Commenced March 3; against change in time of payment of wages; terminated March 4; negotiations; compromise.
Garment factory workers, Hull, P.Q.	1	18	100	Commenced March 23; against change from piece work to hourly rates of pay; terminated March 31; conciliation, provincial; in favour of employer.
Metal Products—				
Steel mill workers (maintenance men), Sault Ste. Marie, Ont.	1	165	300	Commenced March 25; for time and one-half for work on Sunday irrespective of number of shifts worked during week; terminated March 26; return of workers pending reference to NWLB‡; indefinite.
Automotive parts factory workers, Point Edward, Ont.	1	475	800	Commenced March 27; for a signed union agreement; terminated March 28; conciliation, federal, and return of workers pending further negotiations; indefinite.
Shipbuilding—				
Shipyard workers, Weymouth, N.S.	1	161	200	Commenced March 16; for same wages when hours reduced from 10 to 8 per day, time and one-half after 8 hours and double time on Sundays; terminated March 17; conciliation, provincial, and return of workers pending decision of RWLB; indefinite.
Pipefitters, Montreal, P.Q.	1	250	65	Commenced March 17; against inconvenience in registering time in new temporary building; terminated March 17; negotiations; (extra time allowed) in favour of workers.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; WLB—Western Labour Board; NWLB—National War Labour Board.

(a) 400 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1943." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in January was 203 and 11 were still in effect from the previous month, making a total of 214 disputes in progress during the month, in which 89,600 workers were involved, and the time loss for the month was 232,000 working days. Of the 203 disputes beginning in January, 34 arose out of demands for increases in wages, 73 over other wage questions, 6 on questions as to working hours, 15 on questions respecting the employment of particular classes or persons and 75 on other questions as to working arrangements.

United States

The number of disputes beginning in February was 330, involving 115,000 workers, with a time loss of 470,000 man working days.

Collective Agreements in the United States

THE National Industrial Conference Board of New York has published the report of a study on *Collective Bargaining Developments and Representative Union Agreements* (Studies in Personal Policy, No. 60).

Some of the more important developments during the past ten years are outlined. The value of accurate information and of Government conciliation services in reaching satisfactory working agreements is being more generally recognized by both sides:—

> Much of the controversy and confusion of these years developed because, in many instances, neither side had sufficient knowledge of the situation. Frequently, employer and employee representatives with inadequate facts and figures struggled bravely but unsuccessfully to settle the difficulties. As a result, sheer emotion often held sway, and collective bargaining negotiations were deadlocked. . . . Little by little, both labour and management began to adopt a more scientific approach to the problems of industrial relations. Within their own ranks, several important unions and industrial concerns began to collect and correlate information essential to mature collective bargaining. . . . At the same time, the services of government mediation and conciliation agencies became more widely accepted.

Maintenance of membership and closed and union shop provisions are discussed in detail. Charts show: (1) the proportion of organized workers by industries covered by the various types of union clauses (closed shop, union shop, maintenance of membership, preferential hiring and sole bargaining agent); and (2) the proportion of workers, by size of company, covered by formal grievance plans operating through a union and those operating otherwise than through a union as well as the proportion not covered by any plan. About 45 per cent of the organized workers in the United States and Canada are covered by closed or union shop provisions and for about 65 per cent there is a formal grievance plan operating through a union.

The text is given of 19 representative union agreements, eight each from the American Federation of Labour and the Congress of Industrial Organizations and three from independent organizations. The occupational groups covered include electricians, freight handlers, shipyard workers, employees of public utilities, office workers, electrical workers, automobile workers, steel workers, rubber workers and cotton workers.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated. Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods, etc.

REGINA, SASK.—CERTAIN BAKERIES AND THE BAKERY AND CONFECTIONERY WORKERS INTERNATIONAL UNION, LOCAL 428.

Agreement to be in effect from November 20, 1943, to November 19, 1944, and thereafter from year to year, subject to notice. No discrimination on account of union activity. All employees to become union members within 90 days and to remain members while employed by the company. The union label to be furnished by the union when required.

Hours: 50 per week. Overtime at time and one half.

Vacation: one week with pay for those with over one and under three years' service; two weeks to those with at least three years' service. Minimum weekly wage rates; foremen $27.50, doughmen and ovenmen $25.50, bench hand and machine hand $23.50, shipper $18.90; apprentices $12 to $18.90; truck drivers, relief outside salesmen, special delivery men, male bread wrappers $18.90; stablemen $20 and outside route salesmen $20 ($18.90 for first 90 days); engineer $30, janitor $23; inside sales persons and female finishers, wrappers and packers $12 and $14, with $1 increase every six months to $18. A cost of living bonus to be paid. One apprentice allowed to four journeymen or fraction thereof. Provision is made for the settlement of disputes.

Manufacturing: Rubber and its Products

BOWMANVILLE, ONTARIO—THE GOODYEAR TIRE AND RUBBER COMPANY OF CANADA LIMITED AND THE UNITED RUBBER WORKERS OF AMERICA, LOCAL 189.

Agreement, reached with the assistance of an officer of the Department of Labour, to be in effect from March 18, 1944, to March 17, 1945, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency. Check-off: the company will deduct from wages and pay over to the union, union dues for any employee giving his written consent.

Hours: those on 8-hour shifts, 8 hours per day, 5 on Saturdays, a 45-hour week; those on 8½-hour shifts, a 51-hour week; those on 9-hour shifts, 9 hours per day, 5 on Saturdays, a 50-hour week; 10-hour shifts are applicable to the machine shop and are for five 10-hour shifts, a 50-hour week, at night. Overtime is payable at time and one half. Payment for work on legal holidays and vacations with pay are mentioned in the agreement as being covered by "general letters" which are not attached to the agreement. For work on legal holidays, regular wages to be paid in addition to the payment as provided in the "general letter". Wage rates are those approved or to be approved by the Regional War Labour Board. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Fur and Leather Products

LONDON, ONTARIO—C. S. HYMAN COMPANY, LIMITED, AND LEATHER WORKERS' ORGANIZING COMMITTEE, NO. 25.

Agreement reached following the application for a board under the Industrial Disputes Investigation Act and the taking of a representation vote. Agreement to be in effect from January 17, 1944, to June 30, 1945, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency. Employees may join or refrain from joining the union.

Hours: for day shift, 9 per day, 5 on Saturdays, a 50-hour week; for night shift, 9 per shift, 6 nights, a 54-hour week; for engine room staff 50 per week (shift work). Overtime: subject to the approval of the National or Regional War Labour Board, all overtime and all work on holidays and on Sundays (except when part of a regular shift) is payable at time and one half. A rest period of 10 minutes once a day is allowed. Vacation: one week's annual vacation with pay to employees with one year's service. The wage rates will form part of the agreement when approved by the National or Regional War Labour Board. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Textiles and Clothing

TORONTO, ONTARIO—TORONTO ASSOCIATION OF MERCHANTS TAILORS AND JOURNEYMEN TAILORS UNION OF AMERICA, LOCAL 132, DEPARTMENT OF AMALGAMATED CLOTHING WORKERS OF AMERICA.

Agreement to be in effect from October 1, 1943, to September 30, 1944. Employers agree to a

"preferential union shop" under which application will first be made to the union for additional workers.

Hours: 44 per week. Overtime is payable at time and one half; double time for work on holidays. Vacation: one week with pay to workers with one year's service. Wages: a scale of piece rates forms part of the agreement. Provision is made for the settlement of disputes.

Service: Public Administration

WINDSOR, ONTARIO—CITY OF WINDSOR AND CIVIC WORKERS' UNION, LOCAL 82.

Agreement to be in effect from December 31, 1943, and thereafter subject to 30 days' notice. The city recognizes the union. All employees except office staff and general superintendent must be union members.

Hours: 8 per day, 44 per week. Regular employees after one year's service to be paid for the legal holidays. Vacation: employees with one year's service to have two weeks vacation with pay; those with six months' service, one week. Sick leave: for employees with at least one year's service, one month's sick leave with pay allowed in a year. Seniority rights and grievance procedure are included in the agreement.

REGINA, SASK.—CITY OF REGINA AND CIVIC EMPLOYEES ASSOCIATION, LOCAL 21.

Agreement to be in effect from January 1, 1943, subject to 3 months notice. The city will deal with any committee of the association. Seniority rights and grievance procedure are provided for. Overtime: for those on a monthly basis, equivalent time off to be given or overtime pay on a *pro rata* basis; for those on an hourly basis, time and one half for the first 5 hours and double time thereafter. Vacation: for those with one year's service, three weeks with pay. Holidays: permanent and seasonal employees to be paid for all holidays which fall in the period of employment. Sick leave: 12 days per year allowed.

Light and Power Department

For outside electrical employees—Hours: 8 per day, 4 on Saturdays, a 44-hour week except those on shift work; double time for work on weekly day of rest or holidays. Hourly wage rates: linemen 72½ to 87½ cents, journeymen 92½ cents, journeymen with cable experience 97½ cents, mechanics and utility men 65 cents, groundmen 60 cents, street light attendants 70 cents, sub-station operators 76½ cents, meter testers and repairmen 65½ to 82½ cents, meter installers 63½ to 82½ cents, office staff, $105 to $195 per month.

For power house employees—Hours: 8 per day, 4 on Saturday, a 44-hour week; double time for work on weekly day of rest or holidays. Wages: operating engineers $180 to $200 per month, boiler room operators $160 and $170, other operating employees 50 to 71 cents per hour; maintenance employees: plant electricians $200 per month, mechanics and machinists 74 and 84 cents, electrician's assistant 71 cents, mechanics' and fitters' assistants 64 cents, office staff $175 and $200 per month.

Engineer's Department, Cleansing Division

Foremen are paid $125 to $180 per month. For general staff, hours are 9 per day, a 50-hour week for day work and a 54-hour week for night work. Hourly wage rates: chief maintenance man 70 cents, motor broom operator 70 cents, flusher operator 60 cents, truck drivers and utility men 55 cents, teamsters 52 cents, labourers 45 to 54 cents; incinerator firemen $130 and $135 per month, incinerator labourers 47 cents, truck helpers 45 cents with a 47-hour week; street cleaners 45 cents per hour with a 44-hour week.

Engineer's Department, Works Division

Wage for foreman, $120 to $180 per month. For general staff, a 44-hour week. Wages: steam rollerman $120 per month, motor patrol operators 60 and 62½ cents, tractor operators and air drill operator 55 cents, steam boilermen, asphalt rakers and cement finishers 60 cents, truck drivers 55 cents, material man at asphalt plant 50 cents. For sewage disposal works, a 44-hour week with $125 per month for plant operators and utility men and 50 cents per hour for teamsters. Skilled seasonal and casual labour 45 cents.

Parks Department

Hours: 8 per day. Wages: foreman $160 to $180 per month, mechanic $145, carpenter and utility man $135, truck driver $114, gardener $120, leadmen for parks, boulevards, nursery, cemetery $100 to $130, labourers 45 cents.

Waterworks Department

Hours: 8 per day, 44 per week. Wages: foreman $150 and $185, meter mechanics $130, mechanic and truck driver 55 cents, skilled labourer 52 to 60 cents, labourer 45 cents, supply department water attendants $110 and $130, pump attendant $105 and $130.

Service: Business and Personal

VANCOUVER, B.C. CERTAIN RESTAURANTS AND THE HOTEL AND RESTAURANT EMPLOYEES UNION, LOCAL 28.

Agreements made on various dates in 1943, to be in effect to June 1, 1944, and thereafter from year to year subject to notice. All employees must be union members and all help be hired through the union office. Upon authorization of his employees, the employer will deduct union dues and assessments from wages of such employees and pay same over to the union.

Hours: 8 per day, 48 per week. No shift to be split more than once and all split shifts to be worked within a spread of twelve hours. Overtime is payable at time and one half. Weekly wage rates for waiters and waitresses: counter (day work) $22.50 for split shift, $21 for straight shift; table (day work) $20 per split shift, $18.50 for straight shift, $2.20 for 4 hours; night shift (straight shifts only) $24, 4-hour shifts $2.20 per shift. Weekly wage rates for bus-boys and bus-girls, $17, 4 hour shift $2. Weekly wages for apprentices (3 months) $16 to $18. Weekly wages for kitchen staff (male and female): dinner cook and pastry cook $35 for split shift, $33 for straight shift; all other cooks and head pantry man $29 for split shift, $27 for straight shift, assistant pantryman $25 for split shift and $23 for straight shifts, vegetable men and cooks' helper $21 for split shift. $20 for straight shift; dishwashers $20 split shift, $18 for straight shift. Vacation: one week with pay to employees with one year's service. Provision is made for the settlement of disputes.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable to the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the extension of two new agreements and the amendment of six others, all of which are noted below. Requests for amendment of agreements for bakers and retail stores at Magog, and the fur industry at Quebec were published in the *Quebec Official Gazette*, March 11. Requests for the amendment of the agreements for retail stores at Quebec, paper box manufacturing (uncorrugated paper) throughout the province and barbers and hairdressers at Three Rivers were gazetted March 18. Requests for amendment of agreements for clockmakers at Montreal and the tanning industry for the province were gazetted March 25. A request for the extension of a new agreement for municipal employees at Joliette was published in the *Quebec Official Gazette* March 25.

In addition, Orders in Council were published in the *Quebec Official Gazette* during March approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (UNCORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated March 9, and gazetted March 11, amends the previous Orders in Council for this industry (L.G., April, 1939, p. 528, Sept., p. 950; May, 1940, p. 496; Dec., p. 1310; April, 1941, p. 473; June, p. 704; Dec., p. 1572; Jan., 1943, p. 88; July, p. 989, Dec., p. 1702).

Wages: The following minimum hourly rates of wages and operations are added: brightwood machine operators 46 cents in zone I, 43½ cents in zone II; brightwood machine feeders 25 cents in zone I, 23 cents in zone II; operators of corner reinforcing machines 46 cents in zone I, 43½ cents in zone II; feeders of corner-reinforcing machines 25 cents in zone I, 23 cents in zone II; circular saw operators 32 cents in zone I, 30 cents in zone II.

Other amendments do not affect the summary already given.

Manufacturing: Printing and Publishing

LITHOGRAPHING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated February 29, and gazetted March 4, makes obligatory the terms of a new agreement between certain lithographing firms and the Amalgamated Lithographers of America, Local 27, which is to be in effect from March 4, 1944, to December 31, 1944 and thereafter from year to year subject to notice. It applies throughout the province of Quebec.

The terms of this agreement are similar to the one previously in effect (L.G. Dec., 1940, p. 1310; May, 1942, p. 631; Feb., 1943, p. 219, April, p. 490, June, p. 813) with these exceptions:

The rates of 57 cents or more per hour have had added to them 7 cents per hour (i.e. $3.20 per week ÷ 44). Rates under 57 cents per hour have had added to them 12·8 per cent of the rates in effect at December 31, 1943. Under this provision, in the art, camera and plate making departments, as well as for journeymen-pressmen, the increase is 7 cents per hour; in the press department, feeders and feeder operators on four colour sheet-fed presses receive an increase of 11 cents. For feeders and operators in the press department the rates for male employees under 21 years and female employees, are one or two cents less in some cases than those for male employees of 21 years or over. For apprentices in the art and camera departments this difference is from one to 4 cents. For improvers in the plate making department the difference is from one to 4 cents in certain cases, whereas for helpers the differences are 2 or 3 cents.

PRINTING TRADES (NEWS AND JOB) QUEBEC.

An Order in Council dated March 18, and gazetted March 25, amends the previous Order in Council for this trade (L.G. Nov. 1943, p. 1530) but does not change the summary as previously given.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, MONTREAL.

An Order in Council, approved March 18, and gazetted March 25, amends the previous orders in Council for this agreement (L.G., Aug., 1941 p. 1013; April, 1942, p. 483; July, p. 857; July, 1943, p. 990) but does not affect the summary already given.

SHEET METAL MANUFACTURING INDUSTRY, MONTREAL.

An Order in Council, dated March 18, and gazetted March 25, amends the previous Orders in Council for this industry (L.G. Mar., 1943, p. 340, Oct., p. 1381; Jan., 1944, p. 70) but does not affect the summary as previously given.

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL.

An Order in Council, dated February 29, and gazetted March 4, extends the term of this agreement (L.G. Nov., 1941, p. 1424; June, 1942, p. 738, Nov., p. 1348; Jan., 1944, p. 70, Mar., p. 359) until April 1, 1944.

ALUMINUM INDUSTRY, LA TUQUE

An Order in Council, approved March 15, and published in the *Quebec Official Gazette*, March 18, makes obligatory the terms of an agreement between the Aluminum Company of Canada Limited, and L'Union internationale des Travailleurs de L'Aluminium, Local 23435 (The International Union of Aluminum Workers, local 23435). Agreement to be in effect from March 18, 1944, to September 16, 1944, and year to year subject to notice.

Hours: 8-hour day, a 48-hour week. Overtime shall be payable at time and one-half.

Hourly wage rates: Engineering and Maintenance: armature winder 78 to 93 cents, boiler operators, blacksmiths, bricklayers, 66 to 88 cents, carpenters 71 to 88 cents, electricians, machinists and millwrights 66 to 93 cents, tradesmen's helpers 56 to 63 cents, general labourers 53 to 56 cents, maintenance men (unskilled) 56 to 68 cents, operators in electrical department 68 to 83 cents, pot connectors 56 to 68 cents, painters 61 to 78 cents, plumbers 66 to 88 cents.

Hourly wage rates in plant operations: potroom operation and control—potmen 68 to 75 cents, cranemen 68 to 75 cents, controlmen 56 to 63 cents, minors 29 to 55 cents; remelting, shipping, distribution and pot lining cranemen 61 to 68 cents, crane hookers 56 to 61 cents, mixermen 56 to 68 cents, pourers 61 to 73 cents.

Hourly wage rates for services:—analyst (routine) 53 to 73 cents, chemist assistant 71 to 83 cents, laboratory assistant 38 to 57 cents, tester 56 to 73 cents, adult female rate (minimum) 40 to 46 cents.

Cost of living bonus has been incorporated with the rates of wages established. Vacation: one week's annual vacation with pay after one year's continuous service, two week's after ten years' service.

Construction: Buildings and Structures

PLUMBERS AND SHEET METAL WORKERS, THREE RIVERS.

An Order in Council, dated March 8, and gazetted March 11, affects the previous Orders in Council for these trades (L.G. March, 1940, p. 283; August 1941, p. 1011; May, 1942, p. 631). Following the Regional War Labour Board decision of August 3, 1943, every employer governed by the present decree shall pay to all their employees of the trades to which the said decree applies an additional 5 cents per hour over and above the basic wage rates actually paid to them.

Training for Industrial Work

THE British Ministry of Labour and National Service recently issued a manual describing the basic principles essential to successful training arrangements and explaining the help which the Ministry can give to employers in their training problems.

Setting up an organized training scheme involves the appointment of a general training supervisor to prepare a training plan. Instructors must be carefully selected for they must not only have technical skill but must also be able to gain the confidence of others and to impart knowledge. Learners must be allocated to the courses which best fit their capabilities, as far as the immediate labour needs of the factory permit. The pamphlet emphasizes that both out-of-date and new untried machines should be avoided in equipping the training department.

Job training, it is pointed out, includes general information connected with welfare and settling-in, knowledge of the job (tools, materials, technical terms, safety, quality requirements), and the correct movements to be used. Movement study implies elimination of all unnecessary movements, the smallest possible movements, the use of both hands conjointly, and the arrangement of materials and tools so that they can be picked up without conscious thought.

A training syllabus should be made to facilitate instruction and to preserve continuity if instructors change. When possible, operations should be presented to the learner in their exact working sequence. A few key points should be stressed until their observance becomes habitual. The manual favours such visual, learning aids as a "museum of faults." Progress records may be utilized during learning as a means of encouragement. Following up workers after they have gone into actual production is essential, and serves a double purpose as a gauge of the efficiency of the training scheme.

The manual suggests that arrangements may be made with the Ministry through the District Man Power Office for an instructor to visit a Government Training Centre in order to study methods of training at first hand. A member of the Ministry's technical staff can be procured by a firm for a short time to assist in setting up training arrangements. In addition, women demonstrators will visit plants to show the degree of skill which women can attain, or to aid in overcoming women's reluctance in doing certain kinds of work.

War Emergency Training

Progress of Enrolment—Reduction in Industrial Training—Training for Armed Forces—Rehabilitation Training

THE War Emergency Training Program provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the upgrading of persons already employed;

(3) Training in plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

From the beginning of the program up to February 29, 1944, the gross enrolment in all types of projects has been as follows:—

Training in Industry	206,966
Army	39,370
Navy	7,249
R.C.A.F.	62,927
Rehabilitation (discharged persons from the forces)	2,829
Students	5,254
	324,595

Industrial Training

Approval was given to two additional plant schools during the month of February, but the gross enrolment of trainees in the schools still operating showed a decrease from the previous month. This same reduction in enrolments was also manifest in the full-time pre-employment classes and in the part-time classes for employed persons. On the other hand, there have been an increasing number of requests from industry to participate in the training for foremen and supervisors and reports received from industry that have taken part in this program testify that many concrete and beneficial results have been obtained particularly where there has been an adequate follow-up of the initial training sessions.

Training for the Armed Forces

The enrolment of enlisted tradesmen during February showed a distinct decrease for the Navy, the Army and the Air Force, with the reduction more marked in the case of the last. This reduction was due to the deletion of technical training for ground tradesmen to which reference was made in a previous issue of the LABOUR GAZETTE. Except for one or two special categories no new trainees have been admitted to this type of training since the beginning of January. There was also a slight decrease in the enrolment in the Pre-Aircrew Educational Schools and it is anticipated that the enrolment in this type of school will be still further reduced during the next few months.

Rehabilitation Training

The number of discharged persons from the forces under training at the end of February was 744, an increase of over 100 during the month and constitutes an all-time high for this type of training. Up to the present less than 10 per cent of those enrolled are being trained in industrial establishments but it is expected that this percentage will be substantially increased during the next few months. The necessary steps have been taken to provide additional training facilities as the demand for this type of training increases.

During the last week of February the Vocational Training Advisory Council held its third meeting since its inauguration and was followed by a conference of the Regional Directors and other officials of War Emergency Training. One of the main topics of discussion was the provision of training for members discharged from the armed forces and special consideration was given to the training of women.

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF FEBRUARY, 1944 WITH TOTALS FROM APRIL 1, 1943, TO FEBRUARY 29, 1944

(Subject to Revision)

	Numbers in Training				Placed in Employment	
	From April 1/43 to Feb. 29/44	At First of February	Enrolled in February	At end of February	From April 1/43 to Feb. 29/44	(2) In February
DOMINION SUMMARY						
Pre-employment Classes Men	11,223	1,418	453	1,313	7,188	357
Women	5,810	438	257	411	4,707	248
Part-Time Classes (1) Men	8,611	1,539	175	1,446	.....	.....
Women	1,896	400	8	283	.....	.....
Total	27,540	3,795	893	3,453	11,895	605
NOVA SCOTIA						
Pre-employment Classes Men	351	39	3	38	271	4
Women	210	16	.....	15	164	.....
Total	561	55	3	53	435	4
NEW BRUNSWICK						
Pre-employment Classes Men	442	74	2	60	258	12
Women	172	13	.....	12	139	.....
Total	614	87	2	72	397	12
QUEBEC						
Pre-employment Classes Men	5,356	648	183	551	2,901	136
Women	549	38	.....	32	393	4
Part-time Classes (1) Men	1,232	349	5	255	.....	.....
Women	22	.....	.....	.....	.....	.....
Total	7,159	1,035	188	838	3,294	140
ONTARIO						
Pre-employment Classes Men	3,326	371	191	419	2,632	120
Women	3,452	283	88	265	2,862	95
Part-time Classes (1) Men	4,202	830	71	798	.....	.....
Women	1,431	373	8	266	.....	.....
Total	12,411	1,857	358	1,748	5,494	215
MANITOBA						
Pre-employment Classes Men	636	102	18	79	338	26
Women	55	18	37	30	25	25
Part-time Classes (1) Men	256	18	3	19	.....	.....
Women	.....	.....	.....	.....	.....	.....
Total	947	138	58	128	363	51
SASKATCHEWAN						
Pre-employment Classes Men	250	43	14	38	160	13
Women	374	4	58	4	323	58
Part-time Classes (1) Men	58	.....	.....	.....	.....	.....
Women	63	.....	.....	.....	.....	.....
Total	745	47	72	42	483	71
ALBERTA						
Pre-employment Classes Men	265	115	23	90	135	42
Women	457	46	71	35	339	65
Part-time Classes (1) Men	163	23	58	77	.....	.....
Women	2	.....	.....	.....	.....	.....
Total	887	184	152	202	474	107
BRITISH COLUMBIA						
Pre-employment Classes Men	597	26	19	38	493	4
Women	541	20	3	18	462	1
Part-time Classes (1) Men	2,700	319	38	297	.....	.....
Women	378	27	.....	17	.....	.....
Total	4,216	392	60	370	955	5

(1) Trainees in the Part-time Classes consist largely of employed persons who are being given training at the request of employers in War Production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to February 29, 1944, were not so reported until after February 1, 1944.

(3) The numbers shown as completed, but not reported placed, in the Province of Quebec. (490) includes all unplaced Trainees, who have completed their courses since the commencement of the War Emergency Training Program, in that Province.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF FEBRUARY, WITH TOTALS FROM APRIL 1, 1943

(Subject to Revision)

—	Number in Training				Completed Training	
	From April 1/43 to Feb 29/44	At First of February	Enrolled in February	At End of February	From April 1/43 to Feb. 29/44	In February
DOMINION SUMMARY						
R.C.A.F. Classes	30,895	6,465	959	5,502	23,506	1,760
Army Classes	12,613	2,503	564	2,361	9,377	635
Navy Classes	3,761	868	106	709	2,895	258
Total	47,269	9,836	1,629	8,572	35,778	2,653
NOVA SCOTIA						
R. C.A.F. Classes	394	.....	.....	.....	383	.....
Army Classes	673	114	8	96	538	26
Navy Classes	25	17	.....	17	2	.....
Total	1,092	131	8	113	923	26
NEW BRUNSWICK						
R.C.A.F. Classes	935	239	5	216	613	22
Army Classes	1,125	271	53	257	836	63
Navy Classes	1	.....	.....	.....	1	.....
Total	2,061	510	58	473	1,450	85
QUEBEC						
R.C.A.F. Classes	2,738	550	38	388	2,040	178
Army Classes	1,857	315	66	279	1,424	45
Navy Classes	228	20	18	22	116	14
Total	4,823	885	122	689	3,580	237
ONTARIO						
R.C.A.F. Classes	13,919	2,876	407	2,345	10,797	859
Army Classes	4,198	791	235	697	3,133	319
Navy Classes	3,119	739	88	609	2,450	213
Total	21,236	4,406	730	3,651	16,380	1,391
MANITOBA						
R.C.A.F. Classes	2,936	656	210	672	2,032	174
Army Classes	757	102	32	106	638	28
Total	3,693	758	242	778	2,670	202
SASKATCHEWAN						
R.C.A.F. Classes	3,223	678	1	587	2,618	90
Army Classes	701	286	53	309	392	30
Total	3,924	964	54	896	3,010	120
ALBERTA						
R.C.A.F. Classes	3,202	665	1	614	2,381	39
Army Classes	1,116	285	54	254	805	85
Navy Classes	267	57	.....	57	209	.....
Total	4,585	1,007	55	925	3,395	124
BRITISH COLUMBIA						
R.C.A.F. Classes	3,548	801	297	680	2,642	398
Army Classes	2,186	339	63	363	1,611	39
Navy Classes	121	35	.....	4	117	31
Total	5,855	1,175	360	1,047	4,370	468

TABLE 3—TRAINING IN INDUSTRY DURING THE MONTH OF FEBRUARY, 1944, WITH TOTALS FROM APRIL 1, 1943, TO FEBRUARY 29, 1944

(Subject to Revision)

		Numbers in Training				Completed Training		Transferred to Production before Training finished	
		From April 1/43 to Feb. 29/44	At First of February	Enrolled in February	At End of February	From April 1/43 to Feb. 29/44	In February	From April 1/43 to Feb. 29/44	In February
DOMINION SUMMARY									
Plant Schools	Men	7,988	578	339	441	5,499	341	961	66
	Women	10,610	775	864	836	7,381	656	1,176	53
Part-time Classes	Men	2,936	881	102	839	1,981	130	23	.....
	Women	1,298	397	11	364	858	43	6	.....
Total		22,832	2,631	1,316	2,480	15,719	1,170	2,166	119
NOVA SCOTIA									
Plant Schools	Men	185	4	.....	4	137	.....	32	.....
	Women	46	.....	.....	.....	43	.....	3	.....
Part-time Classes	Men	28	.....	.....	.....	28	.....	.....	.....
	Women	2	.....	.....	.....	2	.....	.....	.....
Total		261	4	.....	4	210	.....	35	.....
NEW BRUNSWICK									
Plant Schools	Men	63	15	.....	7	44	8	.....	.....
	Women	11	5	.....	4	6	.....	.....	.....
Total		74	20	.....	11	50	8	.....	.....
QUEBEC									
Plant Schools	Men	2,852	223	174	218	1,430	135	596	10
	Women	1,170	135	111	151	754	59	96	16
Part-time Classes	Men	699	271	63	285	358	37	23	.....
	Women	116	49	11	37	71	22	6	.....
Total		4,837	678	359	691	2,613	253	721	26
ONTARIO									
Plant Schools	Men	4,317	282	126	208	3,635	173	59	1
	Women	6,862	461	661	577	5,647	501	28	1
Part-time Classes	Men	1,957	524	33	487	1,415	69	.....	.....
	Women	1,159	348	.....	327	765	21	.....	.....
Total		14,295	1,615	820	1,599	11,462	764	87	2
MANITOBA									
Plant Schools	Men	27	.....	.....	.....	15	.....	9	.....
	Women	1,085	62	25	54	388	25	471	1
Part-time Classes	Men	28	.....	.....	.....	25	.....	.....	.....
	Women	6	.....	.....	.....	5	.....	.....	.....
Total		1,146	62	25	54	433	25	480	1
ALBERTA									
Plant Schools	Men	.....	.....	.....	.....	.....	.....	.....	.....
	Women	392	47	21	34	150	25	31	.....
Total		392	47	21	34	150	25	31	.....
BRITISH COLUMBIA									
Plant Schools	Men	544	54	39	4	238	25	265	55
	Women	1,044	65	46	16	393	46	547	35
Part-time Classes	Men	224	86	6	67	155	24	.....	.....
	Women	15	.....	.....	.....	15	.....	.....	.....
Total		1,827	205	91	87	801	95	812	90

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1943, TO FEBRUARY 29, 1944

(Subject to Revision)

—		Numbers in Training				Placed in Employment	
		From April 1/43 to Feb. 29/44	At First of February	Enrolled in February	At End of February	From April 1/43 to Feb. 29/44	(1) In January February
DOMINION SUMMARY							
In Schools	Men	1,592	511	192	579	656	64
	Women	151	83	42	106	16	7
In Industry	Men	78	39	29	56	15	9
	Women	5	1	4	3	1	1
Total		1,826	634	267	744	688	81
NOVA SCOTIA							
In Schools	Men	36	9	1	9	21	.....
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	1	1	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		37	10	1	9	21	.....
NEW BRUNSWICK							
In Schools	Men	44	12	3	14	14	1
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	1	1	.....	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		45	13	3	15	14	1
QUEBEC							
In Schools	Men	463	103	55	116	212	23
	Women	23	15	3	14	5	3
In Industry	Men	4	1	3	4	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		490	119	61	134	217	26
ONTARIO							
In Schools	Men	247	77	48	96	114	19
	Women	27	12	7	15	3	1
In Industry	Men	36	20	8	21	12	7
	Women	4	1	3	2	1	1
Total		314	110	66	134	130	28
MANITOBA							
In Schools	Men	173	67	21	75	43	4
	Women	29	18	6	18	4	2
In Industry	Men	5	1	4	5	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		207	86	31	98	47	6
SASKATCHEWAN							
In Schools	Men	148	55	12	61	69	5
	Women	13	9	3	12	1	.....
In Industry	Men	7	3	4	7	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		168	67	19	80	70	5
ALBERTA							
In Schools	Men	238	109	26	121	89	8
	Women	30	17	12	27	1	1
In Industry	Men	8	4	3	6	1	1
	Women	.....	.....	.....	.....	.....	.....
Total		276	130	41	154	91	10
BRITISH COLUMBIA							
In Schools	Men	243	79	26	87	94	4
	Women	29	12	11	20	2	.....
In Industry	Men	16	8	7	12	2	1
	Women	1	.....	1	1	.....	.....
Total		289	99	45	120	98	5

(1) Includes those graduates who, though actually placed prior to February 29, 1944, were not so reported until after February 1, 1944.

Activities of the Unemployment Insurance Commission

Statistical Analysis Covering Unemployment Insurance Benefit[1]—Compliance with Mobilization Regulations Necessary to Obtain Benefit—Veterans' Placement Adviser Appointed

THERE were 12,284 claims for unemployment insurance benefit registered in local offices of the Unemployment Insurance Commission during February. This is the largest monthly total to date and is an increase of 533 over the 11,751 claims received in January. During January and February, 1943, 4,637 and 4,822 claims were filed. It will thus be seen that the increase between January and February this year represents an expected seasonal rise, but the total number of claims recorded each month during the present winter greatly exceeds the monthly totals a year ago.

Of the 11,432 claims sent forward to insurance offices during February, 8,152 were considered entitled to benefit and 6,337 commenced receiving benefit payments. In all, 9,056 persons were paid one or more benefit cheques during February, representing a total of $301,393 for 158,455 days of compensated unemployment. This compares with a total of $129,722 paid to 4,079 persons for 69,082 days in February, 1943.

The average duration of the cases of compensated unemployment was 17·5 days this February, compared with 16·9 days in February, 1943. The average amount paid per beneficiary per compensated day of unemployment in February, 1944, was $33.28 and $1.90 respectively, as compared with $31.80 and $1.88 in February, 1943. (*See* tables 3 and 5.)

Compliance with N.S.S. Mobilization Regulations Essential for Benefit

It was announced early in April by Hon. Humphrey Mitchell, Minister of Labour, that in future male applicants for unemployment insurance benefit must present proof that they have complied with National Selective Service Mobilization Regulations.

Order in Council P.C. 2222, March 30, requires every male applicant for benefit to produce satisfactory evidence, such as birth or marriage certificate that he is not a "designated man" under the military call-up. If he is a designated man he must produce the necessary documents to show that he has complied with Mobilization Regulations.

The Order augments the present nationwide check-up on all civilian men of military age who are subject to the regulations. Similar proof of compliance has been required for some time of men seeking employment through an office of National Selective Service.

Veterans' Placement Adviser

The appointment of Brigadier J. E. Lyon to the position of Veterans' Placement Officer with the Unemployment Insurance Commission at Ottawa was announced toward the end of March. Brigadier Lyon will act as liaison officer with the Departments of Defence and Pensions and National Health. He will also formulate policies, design techniques and advise generally in connection with the return to employment of persons demobilized from the armed services,

Brigadier Lyon received his education in Ottawa schools and at the Royal Military College. He holds certificates as a Dominion and an Ontario land surveyer and served with the Canadian Engineers in France and Belgium in the first Great War. He was made a captain in the permanent force in 1921, and after a two-year course at the School of Military Engineering, Chatham, England, was made District Engineer Officer, M.D. No. 5 at Quebec City in 1925. In 1931-1932 he attended the Imperial Staff College at Camberley, England, and upon his return to Canada was appointed District Engineer Officer M.D. No. 3 at Kingston. From 1936 to September 1940, he was General Staff Officer, Surveys, Ottawa, following which he was appointed General Staff Officer, Operations. In December, 1941, he became Director of Military Operations and Intelligence.

In June, 1942, Brigadier Lyon was sent to Pacific command as Colonel General Staff, and was promoted to Brigadier two months later. He relinquished his duties at Pacific command in March, 1943, on account of ill-health, and in July accepted employment with Coast Construction Company of Vancouver on their contract to construct a new airport for the United States government at Edmonton. Shortly thereafter he was made Comptroller and Executive Officer for the Company, which position he relinquished to accept the appointment with the Unemployment Insurance Commission.

[1] Statistical breakdown, also the base for tables 3, 4 and 5 were supplied by Dominion Bureau of Statistics.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that at April 1, 1944, 138,366 employers with insured employees were registered, and 3,172,617 employees were issued with insurance books.

Registrations according to Regions and for Canada as a whole are shown in the following Table:—

TABLE 1—PROGRESS OF REGISTRATIONS AS AT APRIL 1, 1944

Region—	Employers' Establishments Registered	Insured Persons Registered
Maritimes	11,251	240,971
Quebec	36,860	989,672
Ontario	51,638	1,223,228
Prairies	25,422	424,935
Pacific	13,195	293,811
Total for Canada.	138,366	3,172,617

TABLE 2—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942, TO FEBRUARY, 1944

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562
January, 1944	11,751
February, 1944	12,284

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	43	40	3	37	26	5	31
Nova Scotia	388	316	72	441	351	33	153
New Brunswick	249	230	19	210	122	28	134
Quebec	5,415	4,606	809	5,255	3,467	819	3,038
Ontario	2,142	1,888	254	1,889	1,582	238	374
Manitoba	792	719	73	826	647	135	588
Saskatchewan	348	296	52	372	390	45	70
Alberta	2,054	1,970	84	1,508	764	105	824
British Columbia	853	798	55	894	803	68	220
Total, Canada, February, 1944	12,284	10,863	1,421	11,432	8,152	1,476	5,432
Total, Canada, January, 1944	11,751	10,516	1,235	10,765	8,334	995	3,873
Total, Canada, February, 1943	4,822	4,288	534	4,741	3,896	898	1,535

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT AND CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of February 1944	Cumulative Total April 1, 1943–Feb. 29, 1944
Insufficient contributions; and not in insurable employment	694	2,209
Not capable of work; and not available for work	16	136
Loss of work due to a labour dispute	20	109
Refused offer of work; and neglected opportunity to work	10	100
Discharged for misconduct	92	433
Voluntarily left employment without just cause	598	3,171
Other reasons (1)	46	114
Total	1,476	6,272

(1) These include: claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT; AMOUNT OF BENEFIT PAID, FEBRUARY, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days' Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	35	18	575	943
Nova Scotia	707	326	12,112	22,842
New Brunswick	97	71	1,333	2,464
Quebec	3,665	2,857	72,314	133,949
Ontario	1,491	985	22,222	44,996
Manitoba	852	592	15,242	28,993
Saskatchewan	649	479	10,332	19,315
Alberta	620	401	8,912	17,510
British Columbia	940	608	15,413	30,381
Total, Canada, February, 1944	9,056	6,337	158,455	301,393
Total, Canada, January, 1944	4,570	3,263	69,637	131,037
Total, Canada, February, 1943	4,079	2,827	69,082	129,722

Average duration of unemployment compensated	17·5 days
Average amount of benefit paid per person	$ 33.28
Average amount paid per compensated day of unemployment	$ 1.90

5553—6½

TABLE 6—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-TWO MONTHS ENDED FEBRUARY 29, 1944

	REVENUE							EXPENDITURE		
Month	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	nil	28,410,056 33
Total for the year ended December 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended December 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391,39	5,034,312 42	1,006,862 48	97,795 32	6,138,970 22	302,464 53	182,613 627 92
TOTAL	5,311,603 42	2,151,847 80	2,855,528 13	12,306 51	10,331,285 86	2,066,257 17	136,520 30	12,534,063 33	432,568 71	182,613,627 92
GRAND TOTAL	81,012,327 70	32,826,059 70	35,511,252 51	63,463 76	149,413,103 67	29,882,621 72	5,029,347 51	184,325,071 90	1,711,443 98	182,613,627 92

The column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Penalties	$ 1,614 78
Contributions in respect of services in the armed forces	60,340 21
Miscellaneous	1,508 77
	$ 63,463 76



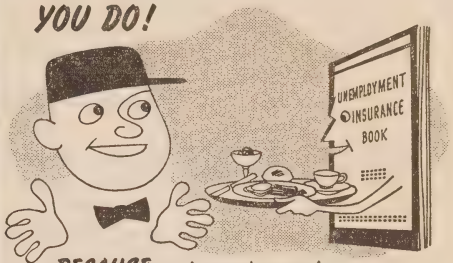
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WHAT HAPPENS TO ME WHILE I'M WAITING FOR ANOTHER JOB?



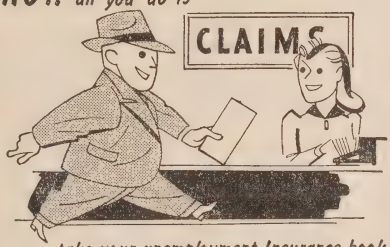
DO I EAT OR DON'T I??

YOU DO!



BECAUSE you've made enough unemployment insurance contributions to get cash benefit.

NO!! all you do is



..take your unemployment Insurance book to an Employment and Selective Service office and ask for the claims section.



AND THEN WHAT?

First, they'll register you for work and try to get you a suitable job.



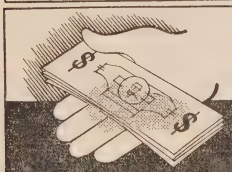
DO I HAVE TO TAKE ANY JOB?

No. The job has to be suitable and as like what you had as possible.



IF THERE'S NO SUCH JOB...

You're entitled to unemployment insurance benefit at the end of 9 waiting days.



HOW MUCH DO I GET?

★ For example: If you have a wife and have been paying 36¢ a week, you get $14.40 a week.

IF YOU ARE SINGLE...

you get 34 times the average weekly amount you have contributed...

IF YOU ARE MARRIED...

you get 40 times the average weekly amount you have contributed... ★



AND HOW LONG DO I GET IT?

If this is your first benefit, you draw for ½ the time you've paid in. So if you've paid for 30 months, you can draw for 6 months...if you need it.

If you've already drawn some benefit, the time is reduced.

PAR

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Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of February, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

Returns received from 14,311 co-operating firms indicated a continued curtailment in industrial activity at the beginning of February, their staffs aggregating 1,843,389 persons, as compared with 1,869,151 reported on January 1.

The index number of employment (based on the 1926 average as 100) was 183·1 as compared with 185·7 in the preceding month, and was 1·1 per cent higher than at February 1, 1943.

Information is also embodied in this article concerning payrolls, which is furnished each month by the co-operating firms. The per capita average weekly wage of $31.75 showed an increase from that of $29.69 at the beginning of January while at the beginning of February, 1943, the figure was $29.96.

Report on employment conditions for March.—A summary of employment conditions for the month of March has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, February, 1944.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from Employment and Selective Service Offices during the four weeks February 4 to March 2, 1944, showed slight declines in the average daily placements both when compared with the preceding five weeks ending February 3, and with the period January 29 to February 25, 1943. The most perceptible changes under the first comparison were losses in services, manufacturing, and forestry and logging though minor declines were shown in all other industrial groups except agriculture, and fishing hunting and trapping which remained unchanged. Under the second comparison, all industrial divisions except forestry and logging and trade, registered declines, the most marked being in manufacturing, construction and services.

Unemployment in trade unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

The statistical article summing up the information contained in these reports, formerly run monthly in the LABOUR GAZETTE, will in future appear quarterly. The last monthly article was published in the February issue.

Unemployment as reported by the Unemployment Insurance Commission.—In the article *Activities of the Unemployment Insurance Commission* appears each month a statement showing the number of claims made each month for unemployment insurance benefit.

During February, 1944, 12,284 persons made claim for benefit, as compared with 4,637 in January, 1943, and 4,822 in February, 1943.

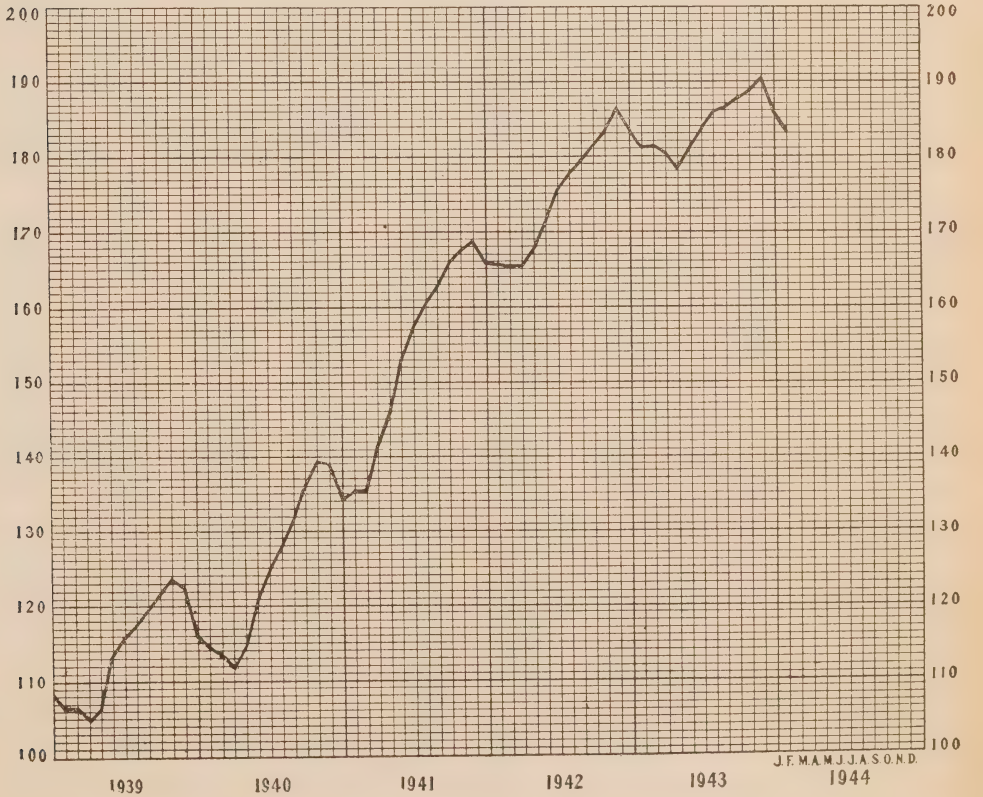
The Employment Situation at the Beginning of February, 1944, as Reported by Employers

THERE was continued curtailment in industrial activity at the beginning of February, repeating the situation indicated at midwinter in five of the last six years. Previously, employment had usually, though not invariably, shown partial recovery at February 1 from the year-end lay-offs; the average change in employment between January 1 and February 1 in the period, 1921-1943, has been a slight gain. The 14,311 firms furnishing data to the Dominion Bureau of Statistics at February 1, 1944, reported a combined working force of 1,843,389, as compared with 1,869,151 at January 1. This decline of 25,762 persons, or 1·4 per cent, reduced the index number of employment (1926=100), from 185·7 at January 1, to 183·1 at the date under review, when it was 1·1 per cent higher than the February 1, 1943, figure of 181·2. Since the reduction was contrary to the usual movement at February 1 in the experience of the period, 1929-37, used in calculating the factors of seasonal variation, the seasonally-adjusted index was also lowered, falling from its previous maximum of 192·9 at January 1, to 190·3 at the date under review.

The resumption of normal operations, interrupted in many establishments over the holiday season, brought about a substantial increase in the weekly payrolls reported at the beginning of February. These aggregated $58,531,994, as compared with $55,496,961 at January 1. The gain was 5·5 per cent. The per capita average, which had declined from $31.61 at December 1 to $29.69 at January 1, rose to $31.75 at the latest date, the highest in the record. The increase of $2.06 in the weekly earnings at February 1 as compared with January 1 approximated that of $2.04

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



indicated in the same comparison in 1943, when the February 1 average had been $29.96.

Improvement was indicated in manufacturing at the beginning of February, but the gain of 4,778 persons was the smallest at mid-winter in any year since 1933. The increases over January 1 took place wholly in the manufacture of non-durable goods, the largest being in textile and rubber factories. On the other hand, the production of heavy manufactured goods showed a further decline. Non-ferrous metal plants reported the most pronounced reductions, but the trend was also downward in the iron and steel and electrical apparatus industries.

The non-manufacturing divisions, on the whole, afforded less employment at the date under review, when the curtailment was mainly of a seasonal character. There were losses of 4,245 persons in transportation, 18,781 in construction and 12,704 in trade. Communications reported no general change, while logging, mining and services showed greater activity. The gains of 3,295 in logging and 1,536 in mining were contra-seasonal.

Payrolls

The salaries and wages distributed at February 1 by the co-operating employers totalled $58,531,994, exceeding by $3,035,033, or 5·5 per cent, the weekly payroll reported on or about January 1, when the disbursement had been affected by the observance of the year-end holidays. The weekly per capita average earnings advanced from $29.69 at January 1, to $31.75 at the first of February, as compared with $29.96 at February 1, 1943, and $27.65 at February 1, 1942.

The latest survey shows that, including the statistics for financial institutions, the number of persons in recorded employment was 1,908,265, as compared with 1,934,006 at January 1. The sums distributed in weekly salaries and wages among these persons amounted to $60,600,198, while those employed at January 1 received $57,573,526. The per capita average for the nine main industries, including finance, was $31.76, as compared with $29.77 at the beginning of January, and $30.00 at February 1, 1943.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision.)

—	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
			$			$
June 1, 1941	100·0	100·0	25·25	100·0	100·0	25·57
July 1	102·9	103·9	25·49	102·8	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	108·4	112·1	26·13	111·4	114·3	26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1943	120·1	131·7	27·92	130·7	142·5	28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·7	143·0	30·72	133·0	162·1	31·49
Apr. 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1944	121·5	140·4	29·69	134·8	156·5	30·18
Feb. 1	119·8	148·1	31·75	135·3	170·6	32·76

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at January 1, 1944, and February 1, 1943.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, there has been a general increase of 19·8 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these persons are higher by 48·1 per cent. Including finance, the gain in employment from June 1, 1941, to February 1, 1944, amounted to 19·3 per cent, and that in payrolls, to 46·9 per cent.

Between February 1, 1943, and February 1, 1944, there was an increase of 1·1 per cent in employment in the eight industries, accom-

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at February 1, 1944, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at February 1, 1944, January 1, 1944 and February 1, 1943. Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to Revision)

Geographical and Industrial Unit	Number of Employees Reported at Feb. 1, 1944	Aggregate Weekly Payrolls at Feb. 1, 1944	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Feb. 1, 1944	Jan. 1, 1944	Feb. 1, 1943	Feb. 1, 1944	Jan. 1, 1944	Feb. 1, 1943	Feb. 1, 1944	Jan 1, 1944	Feb. 1, 1943
(a) Provinces		$	$	$	$						
Maritime Provinces	**133,976**	**4,012,124**	**29·95**	**27·01**	**26·46**	**116·2**	**122·2**	**109·8**	**160·0**	**151·5**	**134·5**
Prince Edward Isl.	2,495	62,456	25·03	23·58	22·70	118·4	119·5	104·6	138·6	131·7	108·1
Nova Scotia	78,342	2,475,950	31·60	27·60	27·29	113·1	117·3	109·7	159·7	144·7	134·2
New Brunswick	53,139	1,473,718	27·73	26·31	25·36	121·5	130·8	111·3	161·5	164·1	136·3
Quebec	**586,195**	**17,564,005**	**29·96**	**28·14**	**28,33**	**126·2**	**128·0**	**126·3**	**158·1**	**150·5**	**151·7**
Ontario	**751,464**	**24,767,572**	**32·96**	**30·73**	**31·54**	**114·1**	**114·5**	**115·3**	**138·8**	**130·0**	**134·9**
Prairie Provinces	**196,694**	**6,106,674**	**31·05**	**30·39**	**29·77**	**113·1**	**116·5**	**105·0**	**134·0**	**135·3**	**120·6**
Manitoba	91,715	2,761,687	30·11	29·63	29·59	111·9	113·8	106·4	127·1	126·9	119·3
Saskatchewan	35,853	1,063,451	29·66	28·94	28·84	101·6	107·9	95·6	120·5	124·8	110·7
Alberta	69,126	2,281,536	33·01	32·17	30·54	121·8	126·2	108·9	152·1	153·6	126·7
British Columbia	**175,060**	**6,081,619**	**34·74**	**31·79**	**31·22**	**139·4**	**141·0**	**134·5**	**172·6**	**159·7**	**151·9**
CANADA	**1,843,389**	**58,531,994**	**31·75**	**29·69**	**29·96**	**119·8**	**121·5**	**118·5**	**148·1**	**140·4**	**139·3**
(b) Cities											
Montreal	293,593	9,236,742	31·46	29·52	29·85	135·3	135·5	129·3	167·3	157·2	155·4
Quebec City	39,103	1,117,019	28·57	25·00	25·16	165·7	169·5	157·8	228·8	204·8	193·3
Toronto	254,769	8,388,247	32·92	30·72	31·50	128·8	129·2	126·1	158·0	147·8	149·2
Ottawa	21,276	578,039	27·17	26·34	26·58	107·1	110·0	108·0	126·4	125·6	125·3
Hamilton	58,820	1,988,321	33·80	30·95	32·33	110·9	111·2	119·4	136·4	125·1	140·5
Windsor	40,440	1,798,815	44·48	37·73	42·06	129·2	130·1	137·2	150·9	129·0	152·0
Winnipeg	61,351	1,732,561	28·24	27·45	27·92	119·3	120·5	109·2	132·9	130·5	120·6
Vancouver	90,940	3,103,809	34·13	30·08	29·89	179·0	180·6	169·1	233·8	208·0	196·0
(c) Industries											
Manufacturing	1,188,145	38,927,919	32·76	30·18	30·65	135·3	134·8	132·2	170·6	156·5	157·0
Durable Goods[1]	667,834	23,938,057	35·84	32·50	26·99	156·4	157·1	151·1	200·1	182·3	180·7
Non-Durable Goods	503,075	14,340,618	28·51	26·80	33·31	116·3	114·5	115·2	140·0	129·6	132·5
Electric Light and Power	17,236	649,244	37·67	36·52	36·54	90·3	91·7	90·1	105·5	103·9	102·1
Logging	81,344	2,029,222	24·95	24·08	20·54	171·7	164·7	147·7	218·5	202·4	160·9
Mining	74,419	2,846,627	38·25	34·14	35·89	90·0	88·1	91·1	109·3	95·5	104·4
Communications	28,066	859,806	30·64	30·86	28·91	108·1	108·1	106·1	122·2	123·1	113·1
Transportation	144,253	5,190,540	35·98	35·79	36·18	115·1	118·4	106·4	130·1	133·2	121·4
Construction and Maintenance	114,618	3,420,726	29·84	28·70	28·89	65·2	75·8	90·1	85·3	95·5	114·4
Services	44,099	853,074	19·34	18·94	18·30	114·6	113·7	105·1	136·9	132·9	120·2
Trade	168,445	4,404,080	26·15	25·30	25·05	102·0	109·7	95·2	114·1	118·8	105·0
Eight Leading Industries	**1,843,389**	**58,531,994**	**31·75**	**29·69**	**29·96**	**119·8**	**121·5**	**118·5**	**148·1**	**140·4**	**139·3**
Finance	64,876	2,068,204	31·83	32·02	31·21	108·3	108·2	105·3	119·3	120·3	114·1
Total—Nine Leading Industries	**1,908,265**	**60,600,198**	**31·76**	**29·77**	**30·00**	**119·3**	**120·9**	**117·9**	**146·9**	**139·5**	**138·3**

[1] This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

panied by that of 6·2 per cent in the weekly payrolls. The explanation previously given for the much greater rise in the latter than in the former may again be stated: (1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work; (2) the payment of cost-of-living allowances to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their absorption into the basic wage rates as from February 15, 1944; (3) the progressive upgrading of employees as they gain experience in their work; and (4) the payment of higher wage-rates in a number of cases.

Mainly as a result of wartime conditions, the expansion in employment and payrolls in manufacturing in the period of observation has been much greater than that in the non-manufacturing industries, the index of employment in factories having risen by 35·3 per cent from June 1, 1941, since when the index of payrolls has advanced by 70·6 per cent. The weekly earnings of the typical individual engaged in factory work have increased by 28·1 per cent, while the all-industries' average has gained by 25·7 per cent. The factors given above as influencing the all-industries' trends operate with greater force in the case of manufacturing.

Even more pronounced than the expansion in the number of workers and the payrolls in manufacturing as a whole in recent months, is that which has taken place in plants producing durable goods, in which the index of employment has risen by 56·4 per cent, and that of payrolls by 100·1 per cent from June 1, 1941, to February 1, 1944. Despite considerable curtailment in the non-durable goods division, the index number of employment in this group was 16·3 per cent above that indicated at June 1, 1941, while the increases in the payrolls amounted to 40 per cent.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used. The degree of skill generally required of workers in the industry is obviously also an extremely important factor.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(AVERAGE CALENDAR YEAR 1926=100)

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Feb. 1, 1927.....	96·6	98·3	.....	.....	.....	95·3	98·3	96·4	.....	.....	.....	90·8
Feb. 1, 1928.....	102·0	97·0	.....	.....	.....	101·6	104·9	103·2	.....	.....	.....	93·5
Feb. 1, 1929.....	110·5	104·6	.....	.....	.....	105·9	117·0	113·1	.....	.....	.....	96·4
Feb. 1, 1930.....	111·6	112·1	.....	.....	.....	108·2	117·1	109·8	.....	.....	.....	99·9
Feb. 1, 1931.....	100·7	110·6	.....	.....	.....	98·8	101·7	101·0	.....	.....	.....	93·8
Feb. 1, 1932.....	89·7	99·9	.....	.....	.....	85·9	92·7	91·3	.....	.....	.....	77·5
Feb. 1, 1933.....	77·0	76·5	.....	.....	.....	75·7	78·9	80·4	.....	.....	.....	68·0
Feb. 1, 1934.....	91·4	101·3	.....	.....	.....	88·5	95·3	84·7	.....	.....	.....	84·1
Feb. 1, 1935.....	94·6	100·1	.....	.....	.....	89·5	100·2	89·2	.....	.....	.....	89·6
Feb. 1, 1936.....	98·4	102·2	.....	.....	.....	95·2	102·4	93·7	.....	.....	.....	94·1
Feb. 1, 1937.....	104·1	107·5	.....	.....	.....	106·7	108·4	91·4	.....	.....	.....	91·3
Feb. 1, 1938.....	110·4	112·3	76·0	116·4	109·6	114·5	116·2	91·7	91·1	89·0	94·4	96·4
Feb. 1, 1939.....	106·5	100·5	79·2	107·8	92·9	113·0	109·2	93·9	89·2	96·0	99·9	96·2
Feb. 1, 1940.....	114·4	118·4	85·1	124·9	112·5	116·0	120·2	100·8	96·2	98·0	109·6	100·0
Feb. 1, 1941.....	135·2	135·2	130·6	142·7	126·3	139·4	143·4	112·2	107·7	108·4	121·7	118·0
Feb. 1, 1942.....	165·4	178·8	115·1	202·4	153·4	176·7	173·3	126·8	123·3	109·9	143·2	140·5
Feb. 1, 1943.....	181·2	167·4	108·3	184·2	150·1	198·7	186·6	134·7	132·7	121·8	146·5	181·4
Jan. 1, 1944.....	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1, 1944.....	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Relative weight of employment by Provinces and Economic areas as at Feb. 1, 1944.	100·0	7·3	·1	4·3	2·9	31·8	40·7	10·7	5·0	2·0	3·7	9·5

NOTE.—The "Relative weight", as given just above, shows the proportion of employees in the indicated area to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Feb. 1 1944	Jan. 1 1944	Feb. 1 1943
Manufacturing	**64·5**	**227·3**	**226·4**	**222·1**
Animal products—edible	2·3	210·5	206·9	172·9
Fur and products	0·2	120·9	121·6	124·4
Leather and products	1·5	138·6	135·1	142·5
Boots and shoes	0·9	124·3	122·0	127·5
Lumber products	3·3	113·6	113·4	107·5
Rough and dressed lumber	1·7	86·6	87·1	88·7
Furniture	0·5	111·5	110·5	107·8
Other lumber products	1·1	217·4	215·0	178·0
Musical instruments	0·1	34·4	34·2	45·7
Plant products—edible	2·7	155·7	154·1	137·6
Pulp and paper products	4·5	132·8	133·0	125·8
Pulp and paper	1·9	117·0	117·7	113·6
Paper products	0·9	211·2	212·8	185·0
Printing and publishing	1·7	127·5	127·1	121·3
Rubber products	1·0	149·5	141·3	127·9
Textile products	7·4	157·7	153·5	165·3
Thread, yarn and cloth	2·7	159·0	156·5	170·8
Cotton yarn and cloth	1·3	114·0	112·9	125·0
Woollen yarn and cloth	0·7	171·7	169·3	197·5
Artificial silk and silk goods	0·6	578·4	561·0	558·8
Hosiery and knit goods	1·2	147·5	145·1	138·8
Garments and personal furnishings	2·6	157·5	150·9	170·7
Other textile products	0·9	170·5	165·1	174·6
Tobacco	0·7	153·1	144·1	174·8
Beverages	0·7	233·4	237·3	223·8
Chemicals and allied products	4·3	624·6	620·4	699·0
Clay, glass and stone products	0·9	137·8	137·5	133·7
Electric light and power	0·9	135·4	137·5	135·1
Electrical apparatus	2·5	327·4	329·0	284·0
Iron and steel products	25·6	345·5	345·9	335·7
Crude, rolled and forged products	1·8	248·2	252·1	255·0
Machinery (other than vehicles)	1·3	226·7	228·2	256·5
Agricultural implements	0·6	133·7	129·6	132·8
Land vehicles and aircraft	10·8	315·2	312·9	277·5
Automobiles and parts	2·4	302·9	304·1	317·7
Steel shipbuilding and repairing	4·3	1,546·4	1,567·5	1,497·2
Heating appliances	0·3	168·7	166·3	162·4
Iron and steel fabrication (n.e.s.)	1·1	297·2	297·9	329·2
Foundry and machine shop products	0·7	281·2	278·7	332·0
Other iron and steel products	1·1	405·5	409·5	463·4
Non-ferrous metal products	3·9	475·9	490·0	478·3
Non-metallic mineral products	0·9	212·6	212·6	202·5
Miscellaneous	1·1	368·2	364·3	392·6
Logging	**4·4**	**271·8**	**260·7**	**233·8**
Mining	**4·0**	**159·5**	**156·1**	**161·4**
Coal	1·5	101·7	98·1	93·5
Metallic ores	2·0	291·4	285·9	317·7
Non-metallic minerals (except coal)	0·5	151·0	152·7	149·0
Communications	**1·5**	**105·1**	**105·1**	**103·1**
Telegraphs	0·4	129·5	129·2	129·6
Telephones	1·1	98·4	98·5	95·8
Transportation	**7·8**	**114·2**	**117·5**	**105·5**
Street railways and cartage	2·4	178·1	178·8	164·9
Steam railways	4·5	104·2	105·4	97·4
Shipping and stevedoring	0·9	79·3	93·5	69·4
Construction and Maintenance	**6·2**	**90·9**	**105·8**	**125·7**
Building	2·3	100·0	113·8	180·3
Highway	1·9	87·2	119·3	98·1
Railway	2·0	85·0	85·2	95·8
Services	**2·4**	**195·9**	**194·3**	**179·7**
Hotels and restaurants	1·5	195·3	195·6	174·2
Personal (chiefly laundries)	0·9	197·0	191·9	189·3
Trade	**9·2**	**159·9**	**172·0**	**149·3**
Retail	6·9	168·1	184·8	156·9
Wholesale	2·3	138·9	139·1	129·3
All Industries	**100·0**	**183·2**	**185·7**	**181·2**

[1]The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions for March, 1944

The following summary of employment conditions for the month of March has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

DESPITE continuing lay-offs in war industry, the return of agricultural workers to the farms from their off-seasonal work in logging, food-processing, mining and other industries, was causing an up-turn in total labour demand.

In some centres the number of temporarily unemployed was substantial, but the majority of these were unfitted for current labour vacancies, whether through lack of the requisite skill or, as in the case of unskilled jobs in food processing, through lack of the necessary physique.

Maritime Region

Agriculture—While there was little agricultural activity, the farmers of the maritime provinces had begun to make inquiries as to the prospects of securing helpers, and to place their orders with the Employment and Selective Service offices. A shortage of farm labour was anticipated when the season gets under way, and efforts were continuing to insure the return of all agrarian workers on seasonal permits.

Logging—As the labour needs of agriculture increased, those of logging were on the decline. The long lumber cut was practically completed in most districts, and according to the Lumber Association it will exceed last year's total output. Preparations for the Spring drive were nearing conclusion, and inquiries were coming in as to the number of men who might be available for pulpwood cutting during the Summer. Logging in the Inverness neighbourhood was in full swing, and Halifax reported a continuing demand for fuelwood cutters and other loggers, who were not obtainable. Operations in the vicinity of Truro had been materially aided towards completion by an extension of the permits of agricultural workers from Prince Edward Island until April 13.

Farther north, in New Brunswisk, some operations in the Bathurst area had been terminated, and the Minto lumber operations were going forward satisfactorily. Men who had been employed on long lumber cutting were engaged in getting out raw pulp to fill recently made contracts, and will continue on this work until they are required for sawmill or agricultural duties.

Mining—There were no new developments in the mining field during the period. While an unchanging shortage of certified miners was recorded, full time operations were being carried on in all the coal mines of the region, and Minto reported an increase in shaft mining production over that of a year ago, attributed to the assistance of soldier miners.

Manufacturing—Several lay-offs of some proportions marked the period in the manufacturing field. Outstanding among these was the complete shutdown of the Clark Ruse Aircraft plants at Dartmouth and Moncton. During the month some 500 workers (25 per cent females) were laid off at the former factory, and about 300 (30 per cent females) at the latter. Branch offices of National Selective Service opened in the plants for the purpose, referred all possible skilled labour to other needy industries. Many of the girls were placed in Ontario industries, and male workers released were helping to alleviate the lack of skilled tradesmen and unskilled labour in the Halifax shipbuilding yards.

Throughout the region, the labour needs of shipbuilding were the most immediate. At Mahone Bay and Liverpool there was an urgent call for additional skilled workers and carpenters, and Hebbville's yards shared in this demand.

Construction—There was no great demand for construction workers in the maritime region, but the local employment offices were advertising any supply of available tradesmen.

Quebec Region

Agriculture—In the province of Quebec, the few agricultural vacancies occurring were hard to fill. The only activity was sugar making, and the farmers whose permits had expired were expected to fill the greater part of the demand for help in this respect. Some 300 permts were issued at Lévis for the temporary exodus of sugar-makers to the state of Maine, but these workers were to return in good time for their own agricultural duties.

Logging—Many of the smaller logging operations of the region were closed down, and the farmers employed in the bush were preparing to return home. However, in some districts the continuing fine weather has resulted in further recruiting of bushmen—Port Alfred required the services of 200 additional men, Val d'Or another 150, Rimouski 125 and Rouyn 200. It was estimated that as at the end of March, there were some 7,000 men in the bush, as compared with 49,000 at the peak of the season

in January. The managers of local employment offices were generally favourable to farmers continuing outside work until the end of April, so long as they could be recalled on short notice, if needed. This extension was designed to benefit the lumber operators.

The re-opening of the Maine border from March 15 to March 29 afforded an opportunity to United States operators to recruit in the neighbourhood of 1,000 bushmen. More than 800 were allowed labour exit permits,—for the most part farmers' sons and others who had been in the Canadian bush and were temporarily idle until the Spring sowing begins.

Mining—Little change in the mining labour situation was to be noted during the period, except in northern Quebec. In the Rouyn area the gold mines were working hard to increase production, and experienced miners were in demand. It was expected that still further numbers would be required when the agricultural workers left at the end of March. There was a boom developing in gold, copper, zinc, etc., with exploratory work going forward throughout the territory. Every available diamond drill outfit was in the field and if skilled diamond drillers were procurable, another 100 crews (roughly 1,000 men) were required.

Manufacturing—Continuing lay-offs in the manufacturing industry of the region were more than offset, generally speaking, by labour shortages in other essential production. In the Montreal area, staff reductions were effected without serious dislocation. The majority of the men released had been placed elsewhere, although the re-employment of women was not as successful, owing to their unwillingness to accept alternate jobs at lower wages. While the openings on hand in the Montreal district employment offices continue to decline, army call-ups had prevented the surplus of manpower from becoming a problem. Male help was easier to obtain than female, as large lay-offs of women were infrequent.

Lay-offs of a minor nature occurring at Drummondville had been counterbalanced by the heavy demand of the textile plants there, and other textile and clothing industries throughout the province were similarly in need of extra workers. At Jonquière and Shawinigan Falls men were required in considerable numbers for the aluminum industry. The shipbuilding yards of Lévis were asking for 165 skilled workers and the Quebec arsenal for women helpers. In the St. Jerome area, continued difficulty was being met in the increasing needs of the rubber factories, and efforts were being made to transfer to this work women who had been recently laid off at St. Janvier.

Construction—While some hundreds of construction workers were temporarily unemployed in the region, it was anticipated that projects commencing shortly should eliminate this condition. It was expected that work on the highway from St. Jerome to Mont Laurier would absorb all available local labour throughout the Summer months. At Rimouski the hiring of another 50 men on the Metis dam was taking care of the current labour surplus. Inactivity in the Jonquière neighbourhood would probably be relieved shortly by the construction of a small settlement at Shipshaw, with some 700 or 800 men employed.

Ontario Region

Agriculture—The exodus from industry to agriculture was light so far in all parts of Ontario. Should the present unfavourable weather continue, seasonal permits would probably be extended until work on the land could begin. There was, however, a greatly increased number of orders reported by all employment offices for agricultural assistance to be supplied when the Spring season actually opened. In the eastern part of the region, maple sugar-making was causing some demand on labour and in western Ontario, Chatham was facing the problem of securing beet workers for the sugar beet crop.

Logging—Weather conditions continued ideal for logging operations throughout the region, and the pulpwood sleigh haul was progressing satisfactorily. In the vicinity of Kapuskasing, cutters and loggers were still needed, although the demand was not nearly as pressing as earlier.

In the Ottawa valley, operations at Arnprior and Pembroke were practically completed, but Renfrew reported a shortage of labour for Summer bushwork. Farther west, Parry Sound's operators were closing down and Sudbury will be inactive until the Spring drive commences.

Sawmills—As the logging season ended, a number of bushmen were engaging in mill repairs, etc., preparatory to the opening of the sawmills. At North Bay one mill with a hot pond had started operations with 80 men, but all the other large mills, partly staffed with key men, were occupied with the overhauling of machinery and equipment prior to opening around May 1; approximately 1,200 men will be required for the industry.

Mining—The same shortage of men continued in the base metal mines. As agri-

cultural workers were leaving, the problem was becoming more serious, and there was a demand from all districts for miners, with the majority of operators calling for experienced men.

Manufacturing—The manpower problems of the manufacturing industry in Ontario were complicated by the need to replace agricultural workers in such factory centres as Chatham and Goderich, Paris and Woodstock. Prescott and Peterborough were also affected by this exodus to the farm. Heavy labour for the milling and packing plants was much in demand in the latter centre, and a considerable number of female workers were also required for the textile factories. London, faced with the loss of 500 agricultural workers, was concerned as to its war production schedules, and was calling for aid from outside areas.

Heavy labourers constituted the most urgent requirement in practically every part of the region. Women workers for the textile plants of the province were also difficult to obtain, and while the situation in Toronto in respect to women workers for the war plants was improving there continued to be a heavy demand for their services in almost every field of industry.

In Stratford the chief need was for key men in the aircraft industry, to replace those on deferment until May 31, but such workers were practically impossible to procure. At Brantford, where the demand for skilled and semi-skilled machinists and machine operators was increasingly heavy, one local foundry was experimenting with female machine moulders, with fair success.

Lay-offs in the region had been a minor matter as compared with the over-all scarcity of labour. The men leaving the D.I.L. plant at Parry Sound between March 10 and 31 were being readily placed with Toronto and Kitchener firms, and both the men and women released by the Imperial Leaf Tobacco factory at Delhi were all being absorbed locally.

Construction—Orders for all classes of construction tradesmen remained limited for the time being. One or two projects of some proportions were in prospect, but no actual work of any magnitude had begun.

Transportation—With the opening of the Spring season, transportation was increasing its demands for labour. Track workers and railway train crews were far short of the demand, and the North Bay office alone reported that some 800 men will be required by the three local railways between April 5 and May 15, for Summer work. Crews for the Ontario Car Ferry, in dry-dock since Christmas, will likely be sent from Montreal by the C.N.R., but firemen and deckhands were far short of the requirements of the Great Lakes boats.

Prairie Region

Agriculture—During the month there was a marked increase in the number of applications for agricultural workers recorded by the local employment offices of the prairies. Work on the land was not expected to commence until the middle of April, but even the return of farmers from their Winter employment in essential industries was not likely to satisfy the over-all demand for agricultural help for the coming season.

Logging—Although the prevailing mild weather had resulted in the closing down of many logging camps, operations in others were being accelerated in order to finish before the Spring thaw. In the Lakehead area, Fort William reported that a large number of bushworkers will shortly be leaving the camps, but the operators do not intend to release any wishing to remain, as they will need every available man for early Summer work. As yet, only very slight reductions were to be noted in their demands for bushmen. In the vicinity of Kenora many loggers were going out of the bush on account of the heavy snow, but the operators there hope to keep at least some of the camps open during the Spring and Summer.

In northern Manitoba, most camps around The Pas were still operating, but were ready to close down if the weather broke, and in the Flin Flon area there was the usual rush to clean up bush work in progress before the Spring thaw, with a consequently urgent call for more bushworkers.

Although logging operations in Alberta had been retarded by the unseasonably mild weather (most of the Edson camps were closing down, as roads were too soft for hauling) about 150 bush and sawmill workers were still called for in the Edmonton neighbourhood.

Mining—In the coal mining area, employment for lignite operations was practically at a standstill, as all fuel orders were filled and storage in any quantity was not feasible. However, sub-bituminous mines were still operating from two to four days a week.

Colder weather had enabled the Estevan mines to give somewhat steadier work to their crews: surplus workers were absorbed by packing plants and the railways. At Lethbridge the mines continued on a short-time basis, and some miners were released to agriculture. Medicine Hat maintained a

small protective staff on all coal properties, and production was restricted to local requirements. The situation in the Drumheller area was the most acute throughout the region's coal fields with a considerable number of miners unemployed. At Edson the situation remained unchanged, but it was probable that the steam coal mines would soon start working full time.

An increase in prospecting and development work in the base metal mines was causing a shortage of workers, aggravated by the exodus to agriculture. All mines in northern Ontario shared in this lack of labour, and unless men leaving the bush could be procured, very few others were obtainable.

Manufacturing—The over-all labour shortage in manufacturing persisted throughout the region. The packing plants and flour mills were in the greatest need, as the husky labourers in demand were not to be found, and many of those already employed will be leaving as their temporary farm permits expire. At Edmonton, all such permits were extended to April 15.

Estimated requirements for the Fort William aircraft plant still approximated 600 male and female workers. The housing of those from outside points presented a problem accentuated by the release of some 250 stevedores (local residents) from their Winter work to return to stevedoring. In other centres, aircraft plants were releasing, rather than hiring, employees. A lay-off of some 100 workers was in progress at one plant in Moose Jaw—20 to 25 were men under deferment, and the remainder married women. In Winnipeg all aircraft plants were dispensing with services on account of the work shortage. The local munitions plant required some 75 men before the middle of April, and had requested that labour from the aircraft plants be referred to them.

Construction—Little or no activity was recorded in the region's construction. Such projects as were under way, or contemplated with the return of the warm weather, could be easily manned insofar as skilled tradesmen and construction workers were concerned, and the only shortage may be that of unskilled labour in some areas.

Grain Elevators—Almost as pressing as the need of the region's packing plants was that of the grain elevators at the head of the Lakes. Men coming out of the bush were not suited to the confined, dusty work involved, and the release of farmers brought from the prairies for the Winter months was increasing the demand for workers.

Pacific Region

Agriculture—The imminent release of farm workers from other essential industries was naturally welcomed by agriculture in the Pacific region as solving its increasing need for workers. In the northern interior, farm labour requirements were not pressing, and no great demand for help was expected for some weeks to come, but farther south activity was evidenced. Chilliwack's orders for good dairymen were increasing, and its applicants were decreasing, but Kelowna as yet had been able to meet the enlarging demands where accommodation and wages were up to standard.

Vancouver reported that vacancies far exceeded applicants, and there was a general shortage of much-needed dairy workers, but according to Island Farms Limited on Vancouver Island the situation was much easier than for two years past.

Logging—Logging operations in the southern interior of British Columbia were temporarily handicapped by road conditions. Nelson and Trail reported that employment was fairly stable, and no marked change was likely before April 15 at earliest, but at Cranbrook the closing of the roads had resulted in a falling off in the demand for truck drivers and swampers. Farther north, the lack of experienced riggers and chokermen had slowed up the operations at Prince George and Prince Rupert, and a similar situation was reported by Vancouver and the local offices at Courtenay and Duncan.

Sawmills—The sawmills of the region were becoming more active for their most important production period. For the time being, they were in a better situation than earlier in March when a shortage of logs forced a number of mills with large staffs to close down temporarily. The northern interior of the Province was well supplied with sawmill labour, and farther south road conditions which had handicapped logging operations had also resulted in the temporary closing down of a number of mills.

On Vancouver Island, Victoria reported that the release of unskilled shipyard workers had eased the manpower stringency. All mills were operating full time, though with more labourers and mill hands needed. Duncan urgently required workers—white, East Indian and Chinese alike.

The dearth of logs was still affecting the sawmill industry at New Westminster, but not so seriously as was anticipated earlier, and manpower shortage was presently more pressing than the log shortage.

Mining—The labour outlook in the coal mining field was quite satisfactory for the

time being. With dealers' stock-piles at the peak, and warmer weather prevailing, the market for domestic fuels was fully supplied. In the Merritt district the mines were closing down at the end of the month, and the 80 men to be laid off would be transferred to other districts as far as possible. The occasional man was being laid off at the Nanaimo pits of Canadian Collieries. There seemed to be a possibility of additional reductions in the near future.

In the Fernie area, the Crow's Nest Pass mines were transferring miners from Michel to the Elk River Colliery, thereby facilitating the promotion of younger men who had passed their digger's examination, from underground workers to miners, and leaving openings for underground labour at Michel. The Elk River workings were experiencing difficulty in persuading miners to go on duty on Saturdays, and as a result three times the number of surface men as miners reported for duty.

The base metal mines of the region were making continuingly heavy demands on the supply of underground workers, but the call was limited to single men or those willing to be separated from their families. The entire base metal mining industry was feeling the effects of the departure of many agricultural workers, and vacancies were higher than for some months past. In this respect Trail was in the most serious position, as operations there were in process of releasing some 350 agricultural workers, and clearance orders had consequently been stepped up to secure sufficient labour to maintain production in this vital war industry. An adequate number of applicants was available to fill any vacancies suitable to women workers.

Manufacturing—Conditions in general were satisfactory in the manufacturing field, but there was a persisting demand for skilled machinists, moulders and auto mechanics. New Westminster and Vancouver were foremost in their calls for workers of these types, and both offices also reported that the lack of heavy labour in all industries was handicapping production and threatening the termination of some shifts too shorthanded to carry on. The forthcoming exit of farm workers would naturally increase this dearth of labourers.

The shipyards generally were gradually laying off workers, the majority of the deferred being placed elsewhere, subject to military training. In Victoria, lay-offs from all shipyards, up to the end of March, were approximately 300 men.

Pulp and paper operations in British Columbia, owing to climatic conditions and their geographical situations, were experiencing a consistent shortage of heavy labour and grinder room employees. This deficiency, too, was accentuated by the withdrawal of farm workers on temporary permits.

Construction—Little or no change had occurred in the construction field during the period. The only active projects of any magnitude—the National Defence work at Boundary Bay and Comox, and the power dam at Brilliant, were going forward according to schedule. Apart from this construction, some private building enterprise was the only activity for the time being.

New Textbook on Industrial Safety

INDUSTRIAL Safety is the title of a textbook prepared under the editorship of R. P. Blake for safety engineering classes and industrial safety officers. It is written by eight experts in the field, including safety engineers employed by the United States Department of Labour and Public Health Service and by leading private firms.

The editor asserts in the preface that "the present accident waste is almost wholly needless" and can be eliminated by "the application of informed safety-minded commonsense to the day-by-day work" of American industry. In the first chapter it is pointed out that a number of large firms and, in a few cases, whole industries have achieved outstanding reductions in accident rates by safety work. However, there are still a multitude of small establishments which need to be convinced of the value of accident-prevention campaigns and instructed in the fundamentals of industrial safety.

A brief history of safety work in American industry is given in the book. The cost, causes, investigation and prevention of accidents are discussed in detail and methods of appraising safety performance suggested. There are chapters on plant housekeeping, maintenance, ways of handling materials, prevention of falls, personal protective equipment, fire prevention and first aid. Considerable attention is given to the problems of guarding different types of machines. Methods of teaching safety to new employees are outlined and the special problems connected with the employment of women discussed. The control of industrial health hazards is dealt with in a final chapter.

The book contains specimens of accident-record forms, safety inventories, etc., diagrams of guards for machines and a number of safety cartoons. Bibliographies on safety and industrial health are also included.

R. P. Blake, ed., *Industrial Safety*, Prentice-Hall Inc., New York, 1943, 435p.

Applications for Employment; Vacancies and Placements February, 1944

THE volume of business transacted by the Employment and Selective Service Offices of the Unemployment Insurance Commission for the four-week period February 4 to March 2, 1944, as indicated by the average daily placements effected, showed slight declines both when compared with the previous five weeks and with the four weeks January 29 to February 25, last year. Under the first comparison, agriculture, and fishing, hunting and trapping remained unchanged but all other industrial divisions registered declines, the most pronounced being in services, manufacturing, and forestry and logging. When compared with the four weeks January 29 to February 25, 1943, except for an appreciable gain in forestry and logging and a moderate increase in trade, all industrial groups recorded losses, the most noteworthy being in manufacturing, construction and services.

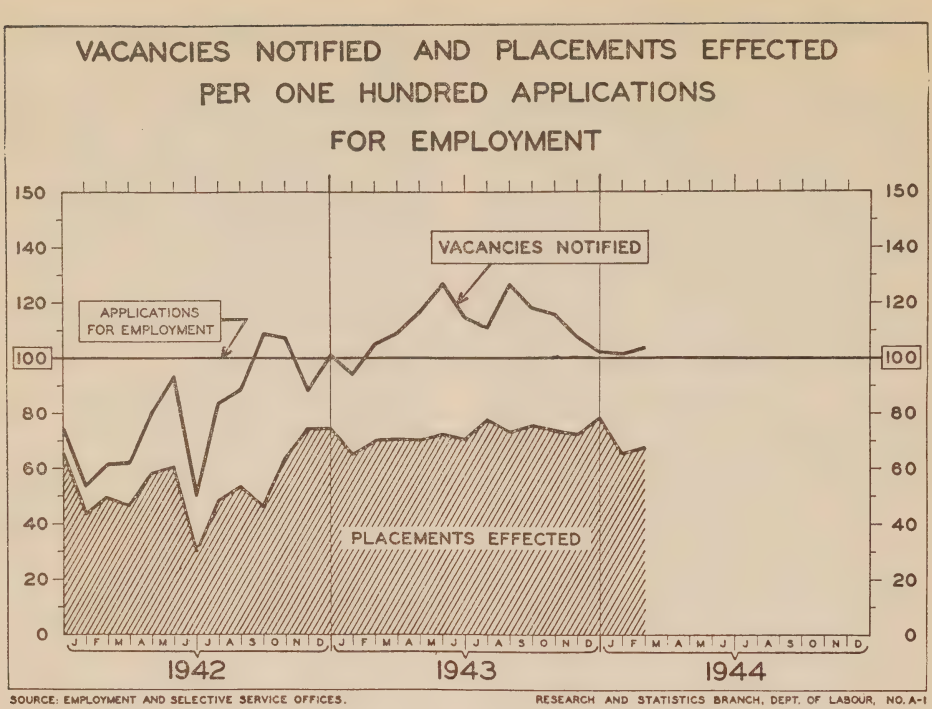
The accompanying charts show the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications took upward courses, the ratio of vacancies to each one hundred applications being 103·7 during the four weeks ending March 2, in contrast to 101·5 during the previous five-week period December 31, 1943, to February 3, 1944, and 105 during the four weeks January 29 to February 25, 1943. The ratio of placements to each one hundred applications during the period under review was 67·6 compared with 65·3 during the preceding five weeks and 69·9 during the four weeks ending February 25, a year ago.

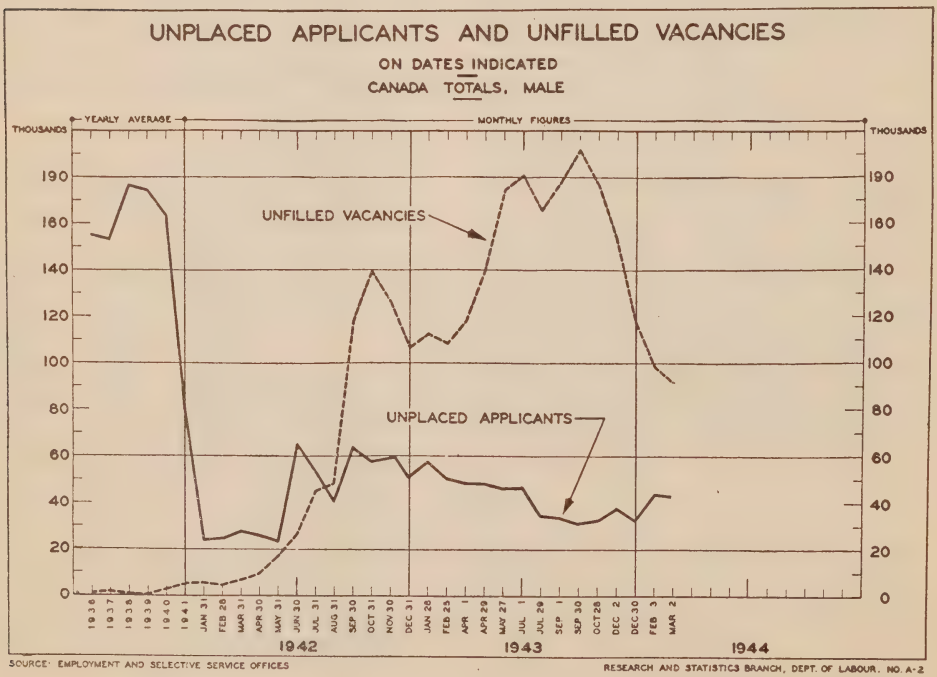
The average number of vacancies reported daily by employers to the offices throughout Canada during the four weeks ending March 2, was 7,645, as compared with 8,597 during the previous period of five weeks' duration and with 8,567 during the four weeks January 29 to February 25, 1943. The average number of applications for employment received daily by the offices during the period under review was 7,369, in comparison with 8,465 during the preceding period and 8,160 in the four weeks ending February 25, last year. The average number of placements made daily by the offices during the period February 4 to March 2, 1944, was 4,982, of which 4,826 were in regular employment and 156 in work of one week's duration or less, as compared with a total daily average of 5,527 during the previous five weeks. Placements during the four weeks ending February 25, 1943, averaged 5,702 daily, consisting of 5,515 in regular and 187 in casual employment.

During the four weeks ending March 2, the Employment and Selective Service Offices referred 168,850 persons to vacancies and effected a total of 119,563 placements. Of these the placements in regular employment were 115,820, of which 73,443 were of males and 42,377 of females, while placements in casual work totalled 3,743. The number of vacancies reported by employers was 115,020 for males and 68,464 for females, a total of 183,484, while applications for work numbered 176,857 of which 112,330 were from males and 64,527 from females. Reports for the five weeks December 31, 1943, to February 3, 1944, showed 249,311 positions available, 245,487 applications made and 160,281 placements effected, while during the four weeks January 29 to February 25, 1943, there were recorded 205,605 vacancies, 195,830 applications for work and 136,842 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year, from January, 1934, to date:—

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (9 weeks)	270,573	9,271	279,844


VACANCIES NOTIFIED AND PLACEMENTS EFFECTED
PER ONE HUNDRED APPLICATIONS
FOR EMPLOYMENT
VACANCIES NOTIFIED
APPLICATIONS FOR EMPLOYMENT
PLACEMENTS EFFECTED
150
140
120
100
80
60
40
20
0
J F M A M J J A S O N D
1942
1943
1944
SOURCE: EMPLOYMENT AND SELECTIVE SERVICE OFFICES.
RESEARCH AND STATISTICS BRANCH, DEPT. OF LABOUR, NO. A-1


UNPLACED APPLICANTS AND UNFILLED VACANCIES
ON DATES INDICATED
CANADA TOTALS, MALE
YEARLY AVERAGE
MONTHLY FIGURES
THOUSANDS
UNFILLED VACANCIES
UNPLACED APPLICANTS
190
180
160
140
120
100
80
60
40
20
0
1936
1937
1938
1939
1940
1941
JAN 31
FEB 28
MAR 31
APR 30
MAY 31
JUN 30
JUL 31
AUG 31
SEP 30
OCT 31
NOV 30
DEC 31
JAN 28
FEB 25
APR 1
APR 29
MAY 27
JUL 1
JUL 29
SEP 1
SEP 30
OCT 28
DEC 2
DEC 30
FEB 3
MAR 2
1942
1943
1944
SOURCE: EMPLOYMENT AND SELECTIVE SERVICE OFFICES
RESEARCH AND STATISTICS BRANCH, DEPT. OF LABOUR, NO. A-2

Nova Scotia and Prince Edward Island

During the four weeks ending March 2, 1944, the daily average of positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island was 280, compared with 311 in the preceding five weeks and 351 during the period ending February 25, 1943. The average number of placements registered daily was 188 during the four weeks under review, in comparison with 227 in the previous period and 247 during the four weeks ending February 25, last year. The reduction in placements from the period ending February 25, 1943, was greatest in construction, with more moderate decreases in services and logging. The only increases of importance were in public utilities operation and manufacturing while the changes in other groups were small. Industrial groups in which most of the placements were effected included: manufacturing, 1,930; services, 842; public utilities operation, 600; trade, 537; construction, 307 and mining, 152. There were 2,951 men and 1,392 women placed in regular employment.

New Brunswick

Orders received at Employment Offices in New Brunswick during the period under review, called for an average of 204 workers daily, compared with 209 during the five weeks ending February 3, and with 210 in the four weeks ending February 25, last year. There was a daily average of 140 placements compared with 165 in the preceding five weeks and 172 during the period ending February 25, 1943. A fairly large decrease in construction and a moderate loss in services accounted for the reduction reported in placements when compared with the four weeks ending February 25, last year. Improvement, however, was noted in logging, manufacturing and public utilities operation, although none of these gains was important. Placements by industries included: manufacturing, 961; logging, 663; services, 554; public utilities operation, 410; trade, 386; construction, 218 and mining, 115. Placements in regular employment numbered 2,404 of men and 908 of women.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the Province of Quebec during the period ending March 2, 1944, there being 2,473, compared with 2,545 in the preceding five weeks and 2,686 during the period ending February 25, 1943. Placements showed a higher average during the four weeks under review, 1,553 daily in contrast with 1,498 in the previous period and with 1,473 during the four weeks ending February 25, last year. The gain in placements over the period ending February 25, 1943, was mainly due to a substantial increase in logging, while improvement of small proportions was reported in trade and public utilities operation. Fairly large losses, however, were recorded in manufacturing and construction, with a moderate decline in services. Industrial divisions in which the majority of placements were effected included: manufacturing, 17,734; logging, 6,824; services, 4,721; trade, 2,686; public utilities operation, 2,182 and construction, 2,105. Regular placements numbered 24,909 of men and 12,163 of women.

Ontario

Opportunities for employment, at Employment Offices in Ontario during the four weeks under review, numbered 3,061 daily, compared with 3,727 in the previous five weeks and 3,320 during the period ending February 25, last year. Placements, likewise, showed decreases under both comparisons, the daily average being 1,925 during the period under review, as compared with 2,262 in the preceding five weeks and with 2,359 during the four weeks ending February 25, 1943. The most marked reduction in placements from the period ending February 25, last year, occurred in manufacturing, although fairly large decreases were registered in construction and services. Of the changes in all other industrial groups, the gains were offset by the losses. Placements by industrial divisions numbered: manufacturing, 22,999; services, 8,410; trade, 5,339; public utilities operation, 3,275; logging, 2,393; construction, 1,821 and mining, 935. There were 26,598 men and 18,394 women placed in regular employment.

Manitoba

Positions offered through Employment Offices during the period ending March 2, 1944, averaged 311 daily compared with 322 in the preceding five weeks, and with 380 during the period ending February 25, 1943. There was a daily average of 225 placements compared with 244 during the five weeks ending February 3, and 326 in the period ending February 25, last year. All industrial groups, except fishing and hunting, recorded declines in placements from the four weeks ending February 25, 1943. The largest reductions were reported in construction, public utilities operation, manufacturing, services and logging, while smaller losses occurred in mining and trade. Placements by industrial divisions included: manufacturing, 1,890; services, 1,482; trade, 950; public utilities operation, 456; construction, 165 and logging, 149. Placements in regular employment numbered 2,289 of men and 2,222 of women.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 4 TO MARCH 2, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**325**	**133**	**570**	**403**	**256**	**9**	**287**
Charlottetown	211	94	393	268	158	9	227
Summerside	114	39	177	135	98	.....	60
Nova Scotia	**6,403**	**5,897**	**5,513**	**5,472**	**4,087**	**155**	**2,233**
Amherst	131	155	144	127	107	.....	35
Bridgewater	201	118	130	136	170	.....	12
Dartmouth	102	181	108	98	84	.....	51
Digby	342	103	101	77	88	.....	47
Glace Bay	89	98	181	121	111	.....	142
Halifax	3,005	3,359	2,010	2,341	1,538	8	540
Inverness	6	0	20	6	8	.....	15
Kentville	162	197	141	107	112	2	94
Liverpool	135	235	118	113	106	.....	23
New Glasgow	579	446	532	528	397	43	347
New Waterford	30	149	71	57	48	.....	24
Pictou	233	51	228	215	227	.....	35
Shelburne	0	70	13	8	7	.....	9
Springhill	3	100	26	23	23	.....	7
Sydney	892	250	1,045	962	623	102	573
Sydney Mines	132	87	225	147	105	.....	160
Truro	188	131	247	248	178	.....	65
Yarmouth	173	167	173	158	155	.....	54
New Brunswick	**4,893**	**3,239**	**5,148**	**4,622**	**3,312**	**37**	**1,778**
Bathurst	309	112	446	391	283	.....	80
Campbellton	377	104	558	373	264	27	239
Edmundston	413	259	243	193	137	.....	167
Fredericton	179	129	242	237	167	.....	89
Minto	156	81	214	195	221	.....	5
Moncton	1,003	884	1,173	1,039	711	10	595
Newcastle	152	91	158	142	149	.....	45
Saint John	1,852	994	1,744	1,719	1,159	.....	432
St. Stephen	239	339	94	146	53	.....	14
Sussex	122	135	201	139	118	.....	89
Woodstock	91	111	75	48	50	.....	23
Quebec	**59,346**	**47,108**	**57,075**	**52,711**	**37,072**	**197**	**26,253**
Acton Vale	61	34	88	85	61	1	56
Asbestos	99	38	78	77	69	.....	62
Baie St. Paul	98	235	115	65	88	.....	39
Beauharnois	129	46	197	143	126	.....	52
Buckingham	99	32	198	108	167	.....	101
Campbell's Bay	51	214	54	48	57	.....	91
Causapscal	373	373	417	400	366	.....	105
Chandler	677	663	725	577	476	.....	161
Chicoutimi	1,176	399	1,659	1,287	1,265	.....	603
Coaticook	157	55	87	150	108	.....	21
Cowansville	93	77	96	84	71	.....	19
Dolbeau	144	25	200	151	153	.....	64
Drummondville	289	230	485	421	256	.....	587
East Angus	35	190	89	72	46	15	65
Farnham	204	96	161	142	122	.....	40
Granby	434	237	400	278	236	.....	113
Hull	467	547	901	393	305	8	470
Joliette	178	105	324	324	121	1	111
Jonquiere	152	22	344	153	101	.....	125
Lachine	911	480	712	787	645	3	228
Lachute	235	139	338	247	173	.....	108
La Malbaie	7	2	80	5	4	1	75
La Tuque	296	150	125	97	94	.....	94
Levis	2,123	597	2,089	1,915	1,867	.....	298
Longueuil	1,071	640	628	615	555	.....	165
Louiseville	151	38	260	167	159	.....	78
Magog	110	19	167	167	101	.....	125
Matane	636	342	524	416	370	.....	65
Megantic	371	46	409	344	336	.....	80
Mont Laurier	148	101	196	196	203	.....	26
Montmagny	161	12	265	166	183	.....	174
Montmorency	66	9	209	82	60	.....	76
Montreal	33,260	29,063	24,390	27,583	16,665	41	11,930
Nicolet	26	0	26	26	26	.....	0
Plessisville	90	55	106	149	61	.....	50
Pointe aux Trembles	544	437	462	477	354	.....	245
Port Alfred	232	199	167	91	57	.....	100
Quebec	2,887	2,112	3,631	2,818	1,746	.....	3,095
Richmond	67	107	76	45	44	.....	20
Rimouski	408	334	657	666	422	.....	119
Riviere du Loup	396	432	639	488	378	.....	318
Roberval	34	215	119	49	34	.....	122

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 4 TO MARCH 2, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Rouyn	1,002	1,287	1,783	1,469	1,294	.....	115
Ste. Agathe	112	371	222	89	72	.....	35
Ste. Anne de Bellevue	161	45	124	115	90	.....	34
St. Hyacinthe	494	218	473	443	392	1	89
St. Jean	406	281	662	551	361	.....	158
St. Jerome	410	202	431	354	289	.....	93
St. Joseph d'Alma	295	179	351	240	224	.....	273
St. Paul l'Ermite	238	126	323	298	199	.....	103
Ste. Therese	644	367	286	268	385	.....	75
Shawinigan Falls	537	170	1,680	818	762	.....	1,241
Sherbrooke	1,080	387	1,090	1,058	709	53	429
Sorel	353	356	764	636	548	.....	95
Thetford Mines	938	676	1,170	773	651	10	483
Three Rivers	757	532	2,048	582	521	63	1,091
Val d'Or	345	524	417	349	218	.....	90
Valleyfield	210	63	614	234	227	.....	418
Verdun	1,953	2,009	1,382	1,631	1,195	.....	667
Victoriaville	265	168	362	249	204	.....	288
Ontario	**73,463**	**61,846**	**64,361**	**66,641**	**44,992**	**1,219**	**20,892**
Arnprior	54	81	137	102	72	.....	44
Barrie	275	106	369	284	205	.....	73
Belleville	499	376	557	579	399	.....	149
Blind River	148	159	38	19	73	.....	14
Bracebridge	107	367	153	123	127	.....	46
Brampton	164	319	190	164	107	1	50
Brantford	1,017	945	924	991	729	13	160
Brockville	234	134	297	300	181	.....	113
Carleton Place	71	47	77	63	53	8	12
Chatham	534	212	669	622	417	9	242
Cobourg	83	40	91	78	67	.....	16
Collingwood	188	138	154	107	112	.....	158
Cornwall	608	185	760	682	528	12	383
Dunnville	88	50	90	73	56	.....	15
Fergus	154	110	77	97	79	.....	12
Fort Erie	167	173	142	93	73	.....	28
Fort Frances	176	542	315	213	214	.....	83
Fort William	1,177	4,114	756	816	999	3	232
Galt	770	963	421	543	391	.....	77
Gananoque	68	31	89	59	48	.....	34
Goderich	150	105	154	96	101	1	43
Guelph	503	323	548	629	386	.....	76
Hamilton	4,801	2,860	4,152	5,399	3,053	130	1,196
Hawkesbury	95	34	189	129	73	16	52
Ingersoll	277	206	204	215	165	4	33
Kapuskasing	133	823	379	379	378	.....	65
Kenora	388	428	171	179	124	.....	65
Kingston	910	553	992	1,056	689	3	322
Kirkland Lake	390	539	746	465	356	14	242
Kitchener-Waterloo	1,117	734	840	945	782	11	73
Leamington	126	51	183	141	107	.....	67
Lindsay	171	53	224	168	148	2	49
Listowel	101	58	101	71	62	.....	24
London	2,279	1,514	1,979	2,569	1,358	191	410
Midland	327	165	344	288	285	1	95
Napanee	112	123	115	81	77	.....	16
Newmarket	127	106	168	119	102	.....	16
New Toronto	1,457	1,322	1,031	845	601	2	195
Niagara Falls	514	293	577	603	427	4	176
North Bay	707	281	824	709	626	25	253
Orangeville	67	65	69	58	42	.....	16
Orillia	229	221	362	299	215	1	113
Oshawa	1,194	957	852	787	588	28	489
Ottawa	4,667	1,630	4,704	4,249	2,918	239	1,115
Owen Sound	295	203	303	294	183	5	91
Paris	42	63	36	36	30	.....	7
Parry Sound	88	45	423	277	55	.....	211
Pembroke	240	139	354	288	205	1	117
Perth	107	81	133	118	95	11	30
Peterborough	848	715	787	850	615	.....	210
Picton	93	36	111	72	59	5	47
Port Arthur	749	4,792	955	882	590	1	306
Port Colborne	302	177	268	211	228	8	46
Port Hope	85	53	100	82	46	.....	40
Prescott	102	138	162	111	94	.....	82
Renfrew	145	146	130	193	102	2	100
St. Catharines	1,172	564	1,941	2,098	921	.....	873
St. Thomas	428	261	408	489	315	26	126
Sarnia	707	370	1,138	605	456	.....	331

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
FEBRUARY 4 TO MARCH 2, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Sault Ste. Marie	451	864	719	580	515	3	154
Simcoe	237	148	232	227	172	3	37
Smith Falls	117	47	136	137	110	.....	17
Stratford	347	225	356	431	235	26	85
Sturgeon Falls	49	116	102	81	55	.....	27
Sudbury	1,796	905	1,575	1,002	1,014	35	500
Timmins	670	1,706	1,366	1,201	1,027	12	513
Toronto	27,420	19,646	18,658	22,194	13,250	270	7,504
Toronto Junction	3,030	3,186	2,453	2,363	1,717	.....	692
Trenton	270	224	324	313	239	.....	93
Walkerton	138	152	169	114	91	.....	55
Wallaceburg	139	68	179	166	224	.....	46
Welland	538	510	639	621	426	1	153
Weston	1,790	1,567	559	511	1,127	.....	104
Windsor	3,294	1,822	3,126	3,245	1,977	92	1,068
Woodstock	350	341	305	362	226	.....	85
Manitoba	**7,467**	**4,125**	**8,743**	**8,483**	**4,511**	**899**	**3,997**
Brandon	355	305	302	336	230	1	134
Dauphin	289	349	258	185	158	.....	82
Flin Flon	173	108	131	138	126	18	24
Portage la Prairie	157	133	197	134	113	.....	84
Selkirk	51	38	100	50	45	5	29
The Pas	37	75	115	62	61	.....	55
Winnipeg	6,405	3,117	7,640	7,578	3,778	875	3,589
Saskatchewan	**4,312**	**3,109**	**5,391**	**4,842**	**2,681**	**258**	**2,145**
Estevan	43	25	84	41	45	.....	32
Moose Jaw	439	296	540	533	301	9	213
North Battleford	109	92	211	121	83	.....	53
Prince Albert	604	751	579	565	441	9	194
Regina	1,569	897	2,028	1,869	786	153	832
Saskatoon	1,009	591	1,307	1,220	635	84	620
Swift Current	87	68	95	66	64	.....	43
Weyburn	161	115	130	99	77	1	36
Yorkton	291	274	417	328	249	2	122
Alberta	**7,933**	**3,765**	**8,454**	**7,417**	**4,947**	**480**	**2,987**
Blairmore	66	57	33	33	55	.....	2
Calgary	2,610	1,052	2,905	2,568	1,533	218	1,190
Drumheller	65	93	241	124	58	.....	24
Edmonton	4,066	1,858	4,296	3,708	2,574	240	1,346
Edson	297	205	90	90	165	.....	13
Lethbridge	354	237	420	421	206	22	243
Medicine Hat	259	126	275	287	218	.....	103
Red Deer	149	120	101	116	74	.....	47
Turner Valley	67	17	93	70	64	.....	19
British Columbia	**19,342**	**9,876**	**21,602**	**18,259**	**13,962**	**489**	**8,043**
Chilliwack	184	107	181	192	155	.....	89
Courtenay	296	222	163	133	258	.....	70
Cranbrook	328	333	154	151	144	.....	46
Dawson Creek	73	11	63	63	64	.....	8
Duncan	288	223	242	299	291	.....	111
Fernie	55	71	65	53	63	.....	27
Kamloops	281	133	271	204	186	.....	87
Kelowna	89	49	162	124	73	1	158
Nanaimo	296	92	386	311	262	.....	167
Nelson	355	289	344	254	273	.....	106
New Westminster	1,264	396	1,704	1,399	1,147	30	744
North Vancouver	209	131	307	157	103	.....	183
Penticton	92	15	152	100	87	2	112
Port Alberni	269	115	213	219	230	.....	92
Prince George	590	332	493	482	405	.....	82
Prince Rupert	564	332	677	675	592	.....	134
Princeton	161	129	86	60	70	3	29
Trail	156	138	250	157	131	7	140
Vancouver	11,801	5,688	13,310	11,367	8,026	360	4,780
Vernon	332	180	573	264	218	15	193
Victoria	1,496	720	1,624	1,481	1,045	71	650
Whitehorse	163	170	182	114	139	.....	35
Canada	**183,484**	**139,098**	**176,857**	**168,850**	**115,820**	**3,743**	**68,615**
Males	115,020	91,398	112,330	102,610	73,443	1,350	43,136
Females	68,464	47,700	64,527	66,240	42,377	2,393	25,479

Saskatchewan

Orders listed at Employment Offices in Saskatchewan during the four weeks under review, called for a daily average of 180 workers, compared with 182 in the previous period and 172 during the four weeks ending February 25, 1943. The average number of placements effected daily was 122 during the period under review, in comparison with 136 in the preceding five weeks and 143 during the period ending February 25, last year. With the exception of a moderate gain in logging and a nominal increase in manufacturing, all industrial groups showed declines, the highest of which was in services. Industrial divisions in which most of the placements were effected included: services, 970; manufacturing, 619; trade, 564; public utilities operation, 314; and logging, 282. Regular placements numbered 1,485 of men and 1,196 of women.

Alberta

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Alberta during the period ending March 2, 1944, was 331, as compared with 340 in the previous five weeks and 408 during the period ending February 25, 1943. Placements showed a daily average of 226, in comparison with 271 in the preceding period and with 305 during the four weeks ending February 25, last year. Placements in construction were considerably fewer than in the period ending February 25, 1943, while more moderate losses were reported in public utilities operation, services and manufacturing. Industrial divisions in which employment was found for more than 100 workers included: services, 1,670; manufacturing, 997; trade, 873; construction, 626; public utilities operation, 495; logging, 300; mining, 241; and agriculture, 154. There were 3,065 men and 1,882 women placed in regular employment.

British Columbia

Employment opportunities, as indicated by orders received at Offices in British Columbia during the four weeks ending March 2, 1944, showed a daily average of 806, compared with 960 in the preceding period and 1,039 during the four weeks ending February 25, 1943. During the period under review, the average number of placements recorded daily was 602, in contrast with 723 in the previous four weeks and 676 during the period ending February 25, last year. The decrease in placements when compared with February 25, 1943, was due to a fairly large decline in construction, while smaller losses in manufacturing and services offset in part the gains in logging and trade. Industries in which most of the placements were effected included: manufacturing, 4,504; services, 3,078; logging, 2,211; trade, 1,532; construction, 1,324; public utilities operation, 1,136; and mining, 397. During the period under review, there were 9,742 men and 4,220 women placed in regular employment.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

PERSONS from abroad engaged in war work in Canada are again given special consideration with respect to the payment of their 1944 income taxes. Regulations pertaining to the superannuation of civil servants in the Forces have been altered. Other Dominion Orders in Council passed recently are listed below.

Provincial regulations include provision for safer driving of public service vehicles in Alberta and for the operation of Alberta theatres without apprentices. Another form of dermatitis has been made compensatable in British Columbia. The minimum age for employment at the working face of a Nova Scotia coal mine, has been reduced from 18 to 17½ as a wartime emergency regulation. General Order 4 under the Quebec Minimum Wage Act has been renewed. In Saskatchewan, there are new regulations for preventing accidents in grain elevators, the minimum ages for employment in mines have been raised, the Industrial Standards and the Trade Schools Regulations have been revised, and orders exempting industries from the One Day's Rest in Seven Act have been consolidated.

Dominion

Income Tax Adjustments

Payment of income tax at rates prevailing in their respective countries, as authorized in 1942 and 1943 for persons from abroad engaged in essential war work in Canada (L.G., 1943, p. 390) are again permitted for the income tax year 1944 by an Order in Council (P.C. 53/9180) gazetted March 20. These rates may be paid if reasonable proof is furnished to the Department of National Revenue that the services of such persons may be lost due to Canadian tax rates being substantially higher. The difference between the amount payable under Canadian rates and the amount actually paid must be made up by the employer.

Public Service of Canada

By Order in Council (P.C. 32/1781) gazetted March 27 and effective January 1, 1944, any person appointed to a permanent position in the Civil Service, which is exempt from the Civil Service Act, who has enlisted for overseas service will not have to furnish further evidence regarding his health as normally required by the Civil Service Superannuation Act.

Another Order in Council (P.C. 26/1385) effective from September 7, 1939, amends a previous Order (L.G., 1943, p. 1172) regarding superannuation regulations. The amendment omits the provision that civil servants' period of leave for service in the Forces does not count as service in computing the thirty-five years for which contributions must be paid under the Superannuation Act. As formerly, contributions need not be paid during this period.

Other Orders

By an Order in Council gazetted April 3, the name of the War Emergency Training Program has been changed to Canadian Vocational Training.

The following recent Orders are summarized elsewhere in the LABOUR GAZETTE: P.C. 1727 amending the Wartime Wages Control Order; P.C. 79/1385 amending the Wartime Salaries Order; P.C. 1355, a revision of the National Selective Service Mobilization Regulations; P.C. 2222 *re* compliance of applicants for unemployment insurance benefit with Mobilization Regulations; P.C. 1780 dealing with the payment of prisoners of war and internees; P.C. 1977 amending the National Selective Service Civilian Regulations; P.C. 1982 bringing the Wartime Labour Relations Regulations into force; as well as other Orders relating to appointments to various labour boards.

Provincial

Alberta Public Service Vehicles Act

An Order in Council gazetted March 15 adds a new section to the general regulations under this Act (L.G., 1943, p. 1418) requiring the driver's seat to be protected by a rail or other contrivance, and to be so placed that the passengers will not crowd the driver.

Alberta Theatres Act

The regulations governing motion picture projectionists (L.G., 1942, p. 691) were amended by an Order in Council gazetted March 15. Theatres using more than one machine need no longer employ an apprentice as well as a licensed projectionist, regardless of the size of the theatre or the municipality. However, where the population exceeds 3,000 and the seating capacity is more than 500, two licensed projectionists must still be employed.

British Columbia Workmen's Compensation Act

A regulation gazetted March 23 adds dermatitis from any process involving contact with glue in wood-working plants to the industrial diseases for which compensation may be paid under this Act.

Nova Scotia Coal Mines Regulation (Wartime Emergency) Act

A regulation under this Act (L.G., 1943, p. 267), gazetted March 29, permits the employment of a person 17½ years old at the working face of a coal mine at cutting, shearing, mining, boring or loosening coal by hand, machinery or otherwise. He must be an apprentice serving under a mining apprenticeship training scheme approved by the Minister of Mines, and while employed he must be under the direction and close supervision of a person who has a first-class certificate of competency as a coal miner under the Coal Mines Regulation Act. Previously, 18 years was the minimum age for employment at the working face under the Coal Mines Regulation Act as amended.

Quebec Minimum Wage Act

Order 4 applying to all workers covered by the Minimum Wage Act and not governed by special orders (L.G., 1942, p. 586; 1943, p. 154) has been renewed to April 1, 1945 by an Order in Council gazetted March 11.

5553—7

Saskatchewan Factories Act

Regulations for the prevention of accidents in grain elevators were gazetted January 24 and are effective February 1, cancelling the previous regulations issued in 1929. The stipulation that no person under 16 may operate a manlift is repeated and certain changes are made regarding the construction and equipment of elevators in order to ensure greater safety. Two new rules are that no employee shall enter a grain bin unless rope is suspended in it, and that trap doors shall be kept closed when not in use.

Saskatchewan Industrial Standards Act

Regulations under this Act (L.G., 1938, p. 41), as it stands in the Revised Statutes of Saskatchewan, 1940, were gazetted on January 24. On March 7, they were re-published with slight corrections.

Saskatchewan Mines Regulation Act

A revision of the regulations under this Act, gazetted January 24, raises the minimum age at which a boy may be employed above ground from 14 to 16, and below ground from 16 to 18, in any mine except a coal mine. No person under the age of 18 may now operate an elevator, a power-driven crane, or a hoisting engine used in raising and lowering persons. Certain other changes are made regarding the technical operation of mines. The Coal Miners' Safety and Welfare Act fixes a minimum age of 16 for employment "in the workings" of a coal mine.

Saskatchewan One Day's Rest in Seven Act

Orders in Council exempting four industries from the Act have been consolidated into one order gazetted January 24, and effective from February 1, 1944. The Act applies only in cities. The exemptions are municipal fire departments, nursing, drug store employees serving a term of apprenticeship to become pharmacists, and railroad employees governed by union agreements.

Saskatchewan Trade Schools Regulation Act

A revision of the regulations under this Act (L.G., 1941, p. 33; 1940, p. 125) was gazetted on January 24. The only change is that a person under 16 must now submit to the Commissioner of Labour and Public Welfare proof that he has complied with the provisions of the School Attendance Act before he can be admitted to any course offered by a trade school. Previously, there was no express stipulation that such proof had to be furnished.

Recent Legal Decisions Affecting Labour

Alberta Court Quashes Convictions Under Wartime Wages Control Order

TWO convictions under the Wartime Wages Control Order (L. G., 1942, p. 778) were quashed by the Appellate Division of the Alberta Supreme Court on January 18. The convictions applied to a hotel company which had been found guilty of violating on two occasions a direction of the Alberta Regional War Labour Board.

The hotel company had hired a porter in March, 1943, at a wage rate of $17.50 a week. On May 21 the Regional Board issued an order fixing the rate for hotel porters at $25. The evidence showed that on or about August 18 and September 18, the company had paid the porter in question at the rate of $17.50. However, on November 6, before any charge was laid, the company had sent the porter a cheque to bring his wages for those dates up to the prescribed rate. The Magistrate did not consider that this altered the fact that the Company had violated the direction on August 18 and September 18.

The Appeal Court, on the other hand, held that

> . . . there can be no offence committed by a failure to do something on a particular day unless there is some lawful requirement that it should be done on that particular day.

There was nothing in the order requiring payment of the full rate on any particular day.

Nor was there any evidence to show that

> the first payment was such a payment as denied the right to the payment of any balance that might be found due.

The Court considered it only fair to point out as a reasonable explanation of the company's acts that for some months after the order was issued there were conferences and correspondence between the Hotel Keepers' Association and the Regional Board as to what class of work was covered by the word "porter." *Rex v. King Edward Hotel Company Limited* (1944), Western Weekly Reports, 382.

Damages Refused for Loss of Artificial Limb in Accident Covered by Quebec Workmen's Compensation Act

Setting aside a judgment of the Montreal Superior Court, the Appeal Side of the Court of King's Bench in Montreal on February 29 dismissed with costs the action of a worker to recover from his employer the cost of an artificial arm broken in the course of his employment. The Court held that the accident was one coming under the Quebec Workmen's Compensation Act and therefore the worker had no right of action against his employer.

While employed as a night watchman the worker had fallen from a ladder breaking his wooden arm and suffering injuries to his face and body. The Workmen's Compensation Commission compensated him for his injuries but not for the loss of the artificial limb. The worker then sued his employer for the cost of the arm and was awarded $100 by the Montreal Superior Court. In quashing this judgment, the Appeal Court pointed out that the accident in question was the fall from the ladder not the breaking of the artificial arm which was merely one of the consequences of the accident. Such an accident was clearly one covered by the Workmen's Compensation Act and therefore, under sec. 1056a of the Civil Code, the worker had no right of action except to the extent allowed by the Act. There was no exception in the Act allowing an action in the case under consideration. *Vincent & Company Inc. v. Sam Gallo*, Court of King's Bench (Appeal Side), February 29, 1944.

English Court Holds Worker not Reinstated When Given Wages but No Work if Work Available

On January 27 an appeal against the acquittal of a company charged with failing to comply with a direction of a National Service Officer was allowed by the Divisional Court in Great Britain. The National Service Officer had, under the Essential Work Order, ordered the company to reinstate a worker who had been dismissed for misconduct. The company had paid the worker wages but given him no work. The Appeal Court held that this did not constitute reinstatement and sent the case back to the Justices for a conviction to be entered against the company. The case was reported in the British *Ministry of Labour Gazette* for February.

The Essential Work Order prohibits employers in scheduled undertakings from dismissing workers except for serious misconduct without the permission of a National Service Officer. A worker dismissed for misconduct may ask the National Service Officer to refer the case to a local appeal board representing employers, workers and the general public. While National Service Officers are not obliged to follow the recommendations of appeal boards, they have power to order workers reinstated if they consider their dismissal unjustified (L.G., 1942, p. 933).

The worker in question was dismissed on December 11, 1942. The local appeal board found the dismissal unjustified and the National Service Officer ordered his reinstatement. When the employee presented himself at the factory on January 12, 1943, he found that the machine which he had previously operated had been taken over by another worker who had been upgraded for that purpose. No other work was given to him but he was paid the basic wage from January 12 until February 9 when he voluntarily left the company's employ. He was told on several occasions during this period that work might be available for him at a later date at another factory.

The lower Court considered that the worker had been reinstated when he received the same wage as before dismissal. The Divisional Court, however, held that the worker had not been reinstated in the full sense of the term as defined in a Scottish case:

> The natural and primary meaning of "to reinstate" as applied to a man who has been dismissed, *ex hypothesi* without justification, is to replace him in the position from which he was dismissed and to restore the *status quo ante* the dismissal.

Mr. Justice Humphreys pointed out the distinction between this case and *Hodge v. Ultra Electric Ltd.* (L.G., 1943, p. 866). In the latter case the company was held to have reinstated a worker as far as circumstances permitted when it provided her with wages and no work because no work was available. In the present case, however, there was no evidence to show that the company had made any effort to find work for the man. In fact it appeared that it had deliberately refused to give him work because it did not want him about the premises. His Lordship declared that if merely putting a man on the payroll constituted reinstatement, it could be argued that a man was reinstated if his employer offered him a pension for life equal to his wages on the condition that he did not come near the premises. *Jackson v. Fisher's Foils Limited,* Divisional Court, January 27, 1944.

Labour Standards in Vocational Training

In an article of this title the Chief of the Vocational Training Apprentice Section of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labour outlines the application of federal labour laws to persons undergoing vocational training.

Under the Public Contracts Act, which establishes employment standards for work done under government contracts of $10,000 or more for materials and supplies, a minimum wage ranging from 30c to 70c per hour must be paid with time and a half for all hours worked in the work-week beyond 8 a day or 40 in the week. The Fair Labor Standards Act secures for workers engaged in interstate commerce or in the production of goods for such commerce a minimum of 40c per hour and a 40-hour work-week with time and a half for overtime.

The procedure is that trainees are hired by the manufacturers and then referred to the schools for training. When the schools accepted this responsibility an agreement was reached between the U. S. Office of Education and the Wage and Hour and Public Contracts Division whereby labour standards which had to be met when training was given in the factory would be maintained in the schools. Thus trainees must be paid at least the applicable minimum rate under the Fair Labor Standards Act or the Public Contracts Act, whichever is higher, during the time they are actually engaged in production work within the scope of the Acts. The Administrator of the Divisions has interpreted this to mean that if the trainee performs any productive work for interstate commerce during a week, at least the applicable minimum hourly rate shall be paid for all hours of training or other work during the week, and time and a half for overtime hours of training or other work. Furthermore the rate must be in accordance with any collective agreement effective for the same class of work in the plant. The only exception to these requirements for payment of wages is in the case of training courses voluntarily attended, given outside regular working hours including no productive work and intended to train employees to a new skill.

There are also regulations applying to student-learners, that is persons attending vocational schools and doing part-time work in plants by way of related experience. In this case, too, the rates paid must conform to the policy laid down. In some instances, on the application of the school officials, rates lower than the applicable minimum may be permitted. Throughout the training period the certificate authorizing such employment ensures that the rates average at least 75 per cent of the ordinary minimum.

The authorities consider these conditions have proved beneficial. The schools are no longer open to the charge that through their vocational training programs they are aiding employers to exploit inexperienced workers to the detriment of wage standards. Wages give the trainees a feeling of responsibility to tide them over the more monotonous aspects of learning the job, as well as providing the means whereby they are enabled to continue their course. As the article stresses, the safeguards set up in accord with the Acts are intended to protect not only the employee but also the socially responsible employer from the unfair competition of other employers. Such abuses increase when jobs become scarce.

The restrictions which have been placed upon the training programs in the schools must therefore be considered as part of a larger policy by which the Federal Government is trying to secure a fair labour standard for the whole working population.

Prices

Prices, Retail and Wholesale, in Canada, March, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THERE was a gain of 0·1 to 119·0 (1935-39=100) in the Dominion Bureau of Statistics cost-of-living index between February 1 and March 1, 1944 (*see* Table I). Higher food prices were responsible and the food index moved up 0·2 points to 131·1, due mainly to gains for fresh vegetables. These outweighed declines for eggs, oranges, lemons and cheese. Lower prices for aspirin were responsible for a drop of 0·1 to 109·0 in the miscellaneous sub-group in March, while other sections were unchanged. Rentals remained at 111·9; fuel and light at 113·0; clothing at 121·3 and homefurnishing and services at 118·4.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculations of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home-furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insur-

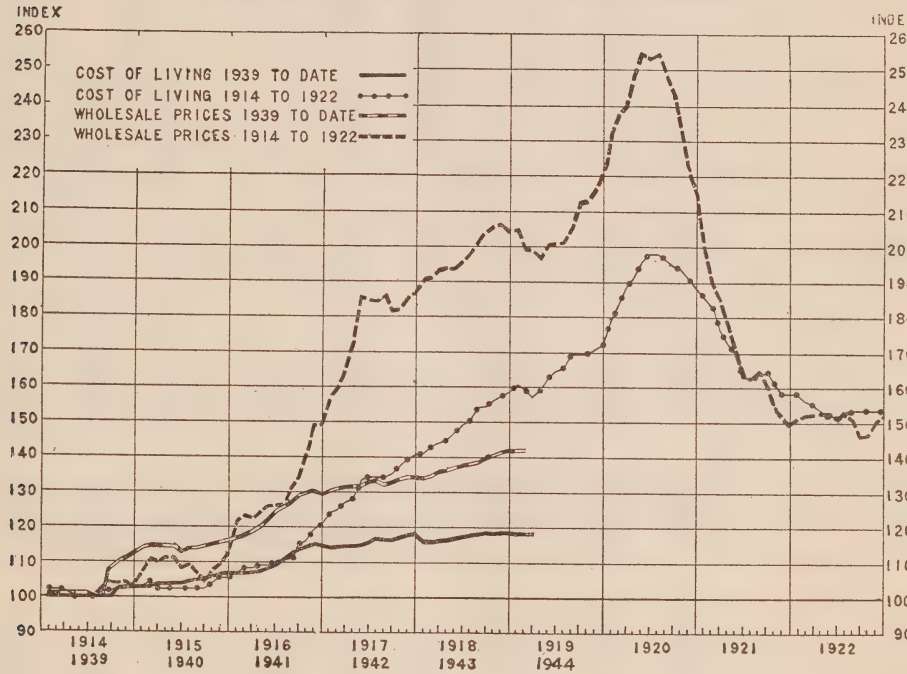
ance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title, *Price Control in Canada.*

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1944

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



Wholesale Prices, March, 1944

A further fractional increase in March carried the general wholesale index up 0·3 points to 103·0 (1926=100). (*See* Table V). The vegetable and iron and steel products groups were responsible for this advance. Increases for oranges, rye, onions, potatoes, and unmanufactured tobacco outweighed declines for bananas, lemons, and hay to produce a rise of 0·5 points in the vegetable products index which reached 95·7 in March. An increase in rolling mill products advanced the iron and steel group 1·1 points to 117·1. The animal products index declined fractionally from 107·8 to 107·7 with increases for hogs, lambs, and carcass beef overbalanced by decreases for fishery products, furs, steers, calves and lard. Although advances occurred for furniture, coke and certain inorganic chemicals they were insufficient to change indexes for groups concerned. All other component group indexes remained unchanged for March as follows: textiles 91·9, wood products 117·8, non-ferrous metals 79·7, non-metallic minerals 102·9, and chemicals 100·2.

The Canadian Farm Products index remained unchanged in March, a rise of 0·2 to 92·7 for field products being balanced by a drop of 0·4 to 123·7 for animal products.

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·2	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	**100·0**	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	**100·0**	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	**102·7**	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	**103·0**	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	**103·0**	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	**103·8**	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	**104·8**	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	**106·2**	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	**107·4**	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	**107·7**	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	**111·0**	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	**114·6**	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	**114·9**	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	**114·5**	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	**115·0**	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	**117·0**	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	**116·9**	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	**116·2**	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	**116·0**	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	**116·3**	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	**116·7**	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	**117·2**	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	**117·6**	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	**117·9**	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
August 2	**118·3**	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125·8
September 1	**118·5**	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	**118·4**	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
November 1	**118·5**	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	**118·4**	119·3	132·7	111·9	111·9	121·1	118·8	108·6	125·9
1944									
January 3	**118·1**	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	**118·0**	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	**118·1**	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100
‡ Commodities in the cost of living index excluding rents and services.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-MARCH, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL

PRICES FOR MARCH 1944

Commodities*	Per	Aug. 1939	Dec. 1941	Aug. 1942	Nov. 1942	Feb. 1943	May 1943	Aug. 1943	Nov. 1943	Jan. 1944	Feb. 1944	Mar. 1944	Price Mar. 1944
Beef, sirloin steak	lb.	100·0	120·7	138·7	135·8	137·3	143·0	145·5	144·1	143·0	143·0	143·0	39·9
Beef, round steak	lb.	100·0	125·7	147·3	145·6	147·3	154·9	158·2	155·7	154·4	154·4	154·9	36·7
Beef, rib roast	lb.	100·0	125·5	143·9	143·0	145·7	155·7	164·3	173·9	173·5	173·9	173·9	40·0
Beef, shoulder	lb.	100·0	132·7	159·7	157·2	161·0	172·3	178·6	181·1	180·5	180·5	180·5	28·7
Beef, stewing	lb.	100·0	136·7	165·1	165·1	169·8	180·2	184·1	181·7	180·2	180·2	181·0	22·8
Veal, forequarter	lb.	100·0	139·3	153·3	159·2	164·5	176·3	179·9	182·8	180·5	177·5	176·3	29·8
Lamb, leg roast	lb.	100·0	109·9	135·6	121·8	132·7	137·7	157·4	126·4	130·6	141·2	141·9	40·3
Pork, fresh loins	lb.	100·0	125·3	129·6	130·4	131·9	135·4	138·5	139·6	138·8	138·8	138·5	36·0
Pork, fresh, shoulder	lb.	100·0	127·0	133·7	134·7	137·8	144·4	145·4	148·5	147·4	146·9	147·4	28·9
Bacon, breakfast, sliced	lb.	100·0	132·3	134·5	136·3	138·5	139·1	140·0	140·6	140·3	140·6	140·6	45·7
Lard, pure	lb.	100·0	151·3	141·2	143·0	157·9	162·3	162·3	162·3	162·3	162·3	159·6	18·2
Shortening, vegetable	lb.	100·0	134·7	134·7	134·7	136·1	137·5	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, grade "A" fresh	doz.	100·0	156·4	131·6	183·2	146·7	134·2	162·5	181·6	161·2	140·5	137·2	41·7
Milk	qt.	100·0	111·0	111·0	112·8	94·5	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery, prints	lb.	100·0	140·5	142·1	146·2	146·2	145·8	141·8	144·0	145·8	146·2	146·2	39·9
Cheese, Canadian, mild	lb.	100·0	174·6	165·4	163·0	162·5	164·4	166·3	166·3	168·3	166·8	164·9	34·3
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	9·3
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	130·2	131·1	132·1	132·1	132·1	136·8	136·8	137·7	14·6
Peas, canned, 2's	tin	100·0	117·5	119·2	120·0	120·0	120·0	120·8	121·7	123·3	124·2	124·2	14·9
Corn, canned, 2's	tin	100·0	128·3	131·0	131·9	131·9	131·9	133·6	133·6	134·5	135·4	135·4	15·3
Beans, dry	lb.	100·0	129·4	129·4	127·5	127·5	127·5	129·4	129·4	131·4	131·4	131·4	6·7
Onions	lb.	100·0	108·2	128·6	98·0	110·2	132·7	159·2	146·9	146·9	149·0	153·1	7·5
Potatoes	15 lb.	100·0	89·9	174·7	121·3	131·1	154·3	169·2	136·3	137·8	140·5	143·6	47·1
Prunes, medium	lb.	100·0	115·8	120·2	121·9	124·6	123·7	125·4	126·3	129·8	130·7	123·7	14·1
Raisins, seedless, bulk	lb.	100·0	104·0	104·0	100·7	98·0	103·3	111·3	102·0	102·0	101·3	105·3	15·9
Oranges, medium size	doz.	100·0	132·5	124·9	156·3	129·7	141·3	143·7	147·8	140·3	138·2	137·9	40·4
Lemons, medium size	doz.	100·0	111·3	112·6	126·5	129·5	133·8	144·9	141·8	138·2	138·2	137·2	44·6
Jam, strawberry, 16 oz.	jar	100·0	111·3	112·6	113·8	114·5	115·1	†115·1	†115·1	114·5	115·1	115·7	19·0
Peaches, 20 oz.	tin	100·0	101·5	102·0	103·6	104·1	105·6	†109·6	109·6	108·1	108·1	107·1	21·1
Marmalade, orange, 16 oz.	jar	100·0	118·3	119·7	121·2	125·8	129·5	131·8	131·1	131·8	131·8	131·8	17·9
Corn syrup, 3½ lbs.	jar	100·0	138·0	139·7	140·7	142·7	154·7	154·7	154·3	154·0	154·7	155·3	46·6
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	131·7	133·3	133·3	133·3	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	141·4	142·0	130·5	130·5	130·8	131·1	131·1	131·1	131·1	44·3
Tea, black, ¼ lb.	pkg	100·0	145·2	148·3	148·3	131·3	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to March 1944 prices.
† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—																					
1—Charlottetown	42·6	37·6	39·9	30·6	24·7	....	38·0	36·1	....	44·7	19·2	20·1	41·7	9·0	41·3	34·7	7·3	4·6	6·0	9·9
Nova Scotia—																					
2—Halifax	41·3	37·6	39·9	30·9	23·8	22·5	40·5	35·9	28·9	44·8	19·5	19·9	45·0	11·0	44·5	....	8·0	4·6	6·1	9·9
3—New Glasgow	42·2	38·6	39·9	31·0	25·0	....	44·0	38·6	31·9	46·6	19·8	20·0	45·8	10·0	44·1	....	7·3	....	6·1	10·0
4—Sydney	45·5	40·6	35·7	31·1	23·7	....	....	38·5	31·7	45·1	18·9	19·9	46·1	12·0	44·4	37·2	7·3	4·4	5·8	9·8
5—Truro	42·7	37·8	37·5	31·2	21·5	....	41·0	36·7	29·4	45·0	20·3	20·8	44·7	10·0	43·8	....	6·7	4·9	6·0	10·1
New Brunswick—																					
6—Fredericton	41·5	37·5	45·2	29·4	20·7	29·7	40·2	36·8	31·3	46·4	19·2	19·7	43·4	10·0	43·1	....	7·3	4·8	6·3	9·5
7—Moncton	42·2	37·8	41·6	29·9	21·8	....	43·3	35·8	30·0	47·5	19·3	20·1	43·8	10·0	42·9	....	8·0	4·5	5·8	10·0
8—Saint John	42·4	39·2	39·7	30·9	23·9	30·0	40·0	39·2	30·9	44·7	19·1	19·7	44·5	11·0	42·9	36·0	7·3	4·3	5·9	9·7
Quebec—																					
9—Chicoutimi	38·0	34·3	37·0	28·0	21·5	30·0	38·3	31·7	29·2	49·0	19·8	21·0	45·0	10·0	39·9	35·7	6·7	4·5	....	10·0
10—Hull	38·9	36·0	38·9	27·6	21·1	31·0	40·0	32·1	27·7	46·4	17·9	19·2	42·6	10·0	38·4	32·3	5·3	3·8	5·5	9·5
11—Montreal	40·2	37·6	43·5	26·9	21·9	26·2	39·0	33·2	26·7	45·8	18·7	19·4	45·5	10·5	39·1	34·3	6·0	3·8	5·4	9·4
12—Quebec	37·8	34·3	35·9	26·0	19·4	30·0	39·1	30·8	26·9	42·6	17·9	19·5	44·6	10·0	39·6	34·4	5·5	3·7	5·8	9·7
13—St. Hyacinthe	34·0	33·5	34·3	25·7	21·4	32·3	35·6	28·4	25·2	46·8	17·9	19·6	43·1	9·0	39·4	31·7	5·3	4·1	6·0	9·9
14—St. Johns	....	....	....	....	....	....	....	....	....	46·5	19·1	19·7	42·7	9·0	38·2	32·0	5·3	4·1	5·5	9·7
15—Sherbrooke	41·4	39·0	38·2	29·1	21·9	34·1	39·3	33·1	25·9	38·7	18·5	19·6	44·8	9·0	37·9	35·0	5·3	4·2	6·0	9·8
16—Sorel	38·3	37·0	34·0	24·8	18·0	....	37·5	32·3	24·6	45·5	18·6	19·8	43·9	9·0	39·6	32·2	5·3	4·0	5·3	10·0
17—Thetford Mines	33·9	35·4	27·7	24·1	17·3	....	....	25·0	23·9	37·6	18·9	19·5	40·7	8·0	39·3	33·4	5·3	4·1	5·1	9·7
18—Three Rivers	38·1	34·2	36·5	25·3	20·0	....	33·0	28·7	26·0	46·2	18·5	19·6	43·4	9·0	38·7	35·0	6·0	4·0	5·5	9·7
Ontario.																					
19—Belleville	38·9	36·2	39·7	28·7	23·6	30·0	39·7	35·7	29·2	46·0	18·3	19·2	40·3	10·0	39·5	33·3	6·7	4·2	5·4	8·8
20—Brantford	40·3	37·2	41·7	29·4	20·8	31·0	40·7	37·9	28·9	46·2	17·3	19·5	39·9	10·0	39·3	34·3	6·7	4·2	5·4	9·1
21—Brockville	41·0	37·4	45·5	30·7	22·1	....	42·0	34·6	28·8	46·4	18·5	19·5	41·0	10·0	38·3	29·7	6·3	4·1	5·6	9·0
22—Chatham	40·0	37·3	41·1	29·8	21·4	30·7	42·0	37·9	33·1	46·4	17·9	19·4	39·8	10·0	38·4	....	5·3	4·1	5·1	8·9
23—Cornwall	40·0	37·4	41·0	27·9	19·6	30·3	43·2	36·3	27·3	45·7	18·8	19·5	39·3	10·0	39·5	30·3	6·0	4·2	5·8	9·2
24—Fort William	40·3	36·4	39·4	28·7	22·5	29·3	40·3	36·6	30·1	45·6	17·3	19·1	44·1	11·0	39·6	33·9	6·0	4·0	5·1	8·9
25—Galt	39·7	36·7	40·8	29·3	24·6	31·0	40·3	37·0	28·7	46·1	18·5	19·3	39·1	10·0	39·3	39·6	6·7	4·1	5·7	8·8
26—Guelph	39·8	38·0	37·8	29·8	25·7	31·4	42·4	38·9	29·4	46·2	18·2	19·3	38·9	10·0	39·6	34·7	6·0	4·1	5·7	9·0
27—Hamilton	40·4	37·5	42·4	29·7	24·9	31·9	42·6	39·2	30·8	46·3	18·1	19·1	41·4	11·0	40·3	38·7	6·0	4·2	5·6	8·8
28—Kingston	40·0	36·2	39·0	28·3	19·7	....	41·9	36·2	28·3	45·7	18·7	19·2	41·4	10·0	39·2	30·9	6·0	4·3	5·3	9·1
29—Kitchener	39·5	36·8	39·7	28·9	24·6	29·4	41·3	37·7	29·0	46·0	18·3	19·6	38·6	10·0	39·7	35·7	6·3	4·0	6·0	8·8
30—London	40·1	37·3	41·0	29·3	23·2	30·4	40·7	37·6	28·2	44·6	18·3	19·2	42·4	10·0	39·4	34·0	6·0	4·1	5·6	8·9
31—Niagara Falls	40·1	36·4	43·3	29·3	21·8	29·2	42·8	37·9	29·1	44·3	18·7	19·7	41·0	10·5	40·1	....	6·0	4·3	5·6	9·0
32—North Bay	41·0	38·0	44·6	30·6	20·6	....	42·7	38·7	31·6	46·7	18·0	19·5	45·2	11·0	39·6	33·7	6·7	4·3	6·3	9·6
33—Oshawa	39·9	37·2	43·7	29·4	24·4	32·7	42·5	38·4	28·8	46·2	18·7	19·5	41·0	10·0	39·9	34·0	6·0	4·1	5·6	8·9
34—Ottawa	40·9	37·9	44·9	30·1	22·8	31·0	40·8	35·8	29·9	48·6	18·2	19·1	43·4	10·0	39·1	31·9	6·7	3·9	5·7	8·9

COAL AND RENTALS IN CANADA, MARCH, 1944

Canned Vegetables														Sugar				Coal		Rent (b)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·8	15·2	15·4	6·5	9·2	39·5	13·2	16·0	44·9	59·9	39·0	22·6	36·7	50·1	8·6	8·1	53·6	37·9	.....	11·57	24·00–28·00 (c)	1
14·8	14·9	15·3	7·4	7·8	46·8	.....	16·7	46·5	48·1	37·6	20·7	36·3	50·5	8·5	8·2	50·2	38·0	.....	12·16	27·50–31·50	2
15·0	14·9	15·5	6·3	7·3	46·8	.....	16·2	46·8	50·5	37·7	....	38·3	51·6	8·2	8·2	52·3	38·0	.....	8·42	16·00–20·00	3
14·7	15·0	14·9	6·6	7·7	49·0	.....	15·3	46·1	56·7	40·0	....	35·8	50·0	8·6	8·3	50·1	37·8	.....	7·19	18·00–22·00 (c)	4
15·1	15·7	16·2	6·8	8·2	46·0	.....	15·7	47·1	51·1	40·5	22·2	37·4	49·5	8·7	8·5	51·5	38·0	.....	11·41	26·50–30·50	5
14·9	15·4	15·5	6·6	7·8	43·5	14·8	16·7	42·0	51·4	39·4	20·4	38·7	50·3	8·5	8·3	50·7	38·0	.....	12·09	21·00–25·00 (c)	6
15·3	14·8	15·5	6·7	7·8	43·3	13·7	15·0	44·4	51·6	40·2	20·7	38·4	50·2	9·0	8·8	54·2	38·0	.....	11·57	26·00–30·00 (c)	7
15·2	14·9	15·0	6·8	7·7	45·8	13·9	15·5	45·2	47·1	39·1	20·2	36·3	50·6	8·4	8·3	49·2	38·0	.....	12·70	20·50–24·50 (c)	8
14·8	15·0	15·2	6·8	9·7	51·8	16·7	....	47·6	59·4	40·5	....	40·0	49·8	8·5	8·1	50·5	39·8	18·36	.....	.....	
14·1	15·0	15·7	7·1	.....	48·0	13·7	15·3	40·0	41·1	38·0	....	36·7	47·3	8·3	8·0	44·9	38·9	17·09	.....	15·50–19·50	10
13·5	14·5	14·9	6·6	8·1	48·7	14·4	16·3	38·8	39·7	37·0	....	35·0	46·0	8·0	7·9	46·0	39·7	16·97	.....	23·00–27·00 (c)	11
14·0	14·0	14·8	6·7	7·8	45·8	15·1	16·6	41·1	47·8	37·3	20·0	35·5	48·0	8·1	7·9	42·7	39·8	16·64	.....	26·00–30·00 (c)	12
13·1	14·3	17·0	6·5	8·9	51·4	13·8	15·3	37·1	45·8	39·6	....	36·5	44·6	8·0	7·8	41·6	40·8	16·07	.....	16·00–20·00 (c)	13
13·1	15·4	15·0	6·2	9·0	47·7	.....	18·2	38·8	46·3	38·6	....	37·7	46·3	8·0	7·9	40·5	40·0	15·81	.....	.....	14
13·4	15·6	17·3	6·3	.....	47·7	.....	18·6	40·3	44·7	39·6	....	39·7	48·3	8·0	8·0	39·8	39·4	17·85	.....	20·00–24·00 (c)	15
15·0	14·8	17·9	7·1	9·3	50·9	15·0	17·8	43·7	50·0	40·0	....	36·7	48·7	7·9	7·7	45·8	39·4	.....	.....	.....	16
.....	13·8	.....	6·1	8·0	46·1	14·5	16·0	41·2	47·0	40·0	....	37·4	47·8	8·0	7·5	48·4	39·4	19·38	.....	14·00–18·00 (c)	17
14·3	14·9	14·9	5·9	9·8	48·1	14·2	17·3	38·3	50·0	38·8	18·7	37·2	49·0	8·5	8·0	47·3	40·6	16·32	.....	20·00–24·00 (c)	18
13·4	14·4	14·5	6·2	.....	49·4	14·4	15·5	39·8	43·1	....	....	33·8	46·0	8·6	8·4	44·6	39·1	16·00	.....	22·00–26·00	19
14·4	14·6	14·8	6·1	7·4	49·9	14·5	16·0	41·8	43·3	35·0	20·0	32·8	46·6	8·4	8·3	46·4	39·5	16·00	.....	22·00–26·00	20
14·2	14·6	14·7	6·4	.....	49·0	.....	14·4	39·3	47·2	....	....	34·9	48·7	8·3	8·1	41·4	38·2	16·00	.....	20·00–24·00	21
14·4	15·1	14·7	5·4	8·1	50·1	.....	15·0	33·3	40·1	36·0	....	33·3	45·8	8·7	8·5	40·2	38·4	16·00	.....	21·50–25·50	22
14·7	14·8	.....	7·1	.....	49·2	.....	....	35·7	39·5	....	....	36·3	....	8·2	8·2	45·8	38·6	16·50	.....	23·00–27·00 (c)	23
14·5	14·6	15·2	6·6	.....	44·5	14·2	18·5	39·4	45·9	38·1	20·0	36·2	44·6	8·5	8·5	42·2	38·1	16·80	.....	25·00–29·00	24
13·9	14·3	14·4	6·4	.....	48·4	13·7	13·9	42·7	45·8	....	....	34·6	46·2	8·5	8·3	44·0	39·5	16·00	.....	22·00–26·00	25
13·9	14·2	14·7	6·2	7·3	49·3	13·6	14·8	41·2	41·7	35·6	....	32·9	45·0	8·6	8·5	43·3	38·5	16·00	.....	22·00–26·00	26
13·9	14·4	14·8	6·2	7·0	50·2	13·7	14·9	44·0	45·2	35·5	....	34·0	45·9	8·2	8·1	41·3	39·3	15·50	.....	26·00–30·00	27
13·9	14·6	14·5	6·8	.....	49·5	14·0	14·5	37·9	42·7	37·3	....	35·0	45·4	8·1	7·9	43·8	38·7	16·00	.....	28·00–32·50	28
14·2	14·5	14·6	6·5	7·4	49·3	13·1	14·3	39·3	45·1	36·1	....	34·1	45·7	8·7	8·5	40·1	39·4	16·00	.....	26·00–30·50	29
14·0	14·9	15·1	6·1	7·5	49·9	13·2	14·4	39·6	41·6	36·7	....	33·6	43·7	8·6	8·4	44·7	39·4	16·50	.....	26·50–30·50	30
13·4	13·9	15·1	7·0	.....	49·6	.....	....	43·1	41·3	36·3	16·7	34·3	44·3	8·7	8·7	44·5	39·6	14·63	.....	25·00–29·00	31
14·3	14·5	14·9	6·5	.....	50·6	.....	15·7	43·1	48·0	38·3	21·3	36·8	46·3	9·0	8·9	51·6	39·3	17·25	.....	23·00–27·00	32
13·9	14·7	14·5	7·1	7·3	48·4	12·4	....	38·7	42·7	....	....	34·4	45·2	8·6	8·4	48·0	39·3	16·00	.....	23·00–27·00	33
14·2	14·7	14·8	6·8	7·3	48·9	13·7	16·0	37·4	43·6	37·7	....	36·3	49·5	8·3	8·1	43·8	39·0	16·75	.....	31·00–35·00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

LOCALITY	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Ontario—Con.																				
35—Owen Sound	39·4	36·9	40·2	28·0	23·3	....	42·0	36·5	28·1	45·4	18·2	19·2	40·5	10·0	40·0	31·3	6·0	4·0	5·4	9·4
36—Peterborough	40·3	37·8	42·3	28·9	22·9	33·0	41·8	39·1	30·0	46·7	18·6	19·1	40·1	10·0	39·3	36·2	6·0	4·2	5·5	8·7
37—Port Arthur	39·6	37·0	38·2	27·8	23·1	28·0	38·4	35·8	28·8	48·6	17·4	18·8	43·9	11·0	39·4	34·1	6·3	4·2	5·6	9·4
38—St. Catharines	40·3	36·9	43·1	29·7	22·8	29·3	42·3	40·0	30·4	46·2	18·5	19·0	39·8	10·5	40·1	....	6·0	4·2	5·5	9·0
39—St. Thomas	40·0	37·1	42·8	30·0	24·7	30·2	42·0	38·7	30·9	46·1	19·0	19·7	41·9	10·0	39·9	33·3	6·0	4·2	5·8	9·6
40—Sarnia	39·7	36·9	41·9	29·0	22·6	33·7	41·4	36·9	31·1	46·3	18·9	19·6	42·8	10·0	40·0	34·7	6·0	4·0	6·0	9·4
41—Sault Ste. Marie	39·9	37·0	38·4	28·6	23·3	....	39·1	36·6	28·7	44·2	18·1	19·3	44·0	11·0	39·9	35·5	6·7	4·0	6·0	9·2
42—Stratford	38·6	36·8	40·5	29·3	23·2	....	....	36·7	29·4	46·0	18·7	20·3	39·7	10·0	39·5	....	5·3	3·9	5·9	9·0
43—Sudbury	40·4	37·9	40·7	29·0	23·4	28·5	37·4	36·9	29·9	43·9	18·6	19·4	44·2	11·0	39·3	34·7	6·7	4·2	6·4	9·3
44—Timmins	39·5	36·6	40·4	29·1	22·9	29·7	41·0	37·9	30·6	44·8	19·2	19·5	45·4	12·0	40·0	34·3	6·7	4·4	5·8	9·5
45—Toronto	40·3	37·0	43·2	29·8	24·0	30·9	41·7	37·5	26·6	48·2	17·9	19·1	43·2	11·0	39·9	38·8	6·7	4·2	5·4	8·8
46—Welland	39·8	36·4	42·0	29·3	23·3	....	....	36·6	28·7	43·7	17·7	19·1	37·2	11·0	40·0	34·7	6·7	4·1	5·2	9·1
47—Windsor	39·7	36·7	41·3	29·4	25·1	31·0	42·0	38·4	30·7	45·3	18·5	19·2	42·9	11·0	39·4	36·0	6·0	4·2	5·3	8·8
48—Woodstock	40·0	37·2	39·3	28·3	23·3	....	39·0	36·8	27·2	44·8	18·3	19·0	38·9	10·0	39·5	32·0	6·0	3·8	5·9	8·8
Manitoba—																				
49—Brandon	39·2	34·5	40·4	27·5	21·5	....	40·7	35·2	27·2	45·5	17·2	21·3	39·7	10·0	37·9	....	7·1	3·9	5·7	9·1
50—Winnipeg	38·5	34·4	34·7	27·3	24·3	27·7	37·9	36·0	29·9	46·9	16·9	19·5	42·6	9·0	37·3	33·8	8·0	3·7	5·4	8·9
Saskatchewan—																				
51—Moose Jaw	38·8	34·0	38·0	27·3	20·5	....	40·6	34·3	27·0	45·1	16·3	20·4	37·0	11·0	37·3	....	7·2	3·8	5·7	8·7
52—Prince Albert	33·2	31·0	34·0	25·0	19·4	....	35·3	34·5	27·8	36·0	16·9	20·3	38·3	10·0	38·8	32·4	6·0	4·4	5·8	8·8
53—Regina	38·4	34·1	37·2	26·2	23·3	25·2	37·1	32·6	24·5	43·0	16·4	21·6	40·8	10·0	37·5	....	6·8	4·0	6·1	8·8
54—Saskatoon	38·0	33·8	36·6	27·5	21·2	28·2	38·7	34·3	27·1	44·7	16·3	20·1	40·3	10·0	37·3	....	7·2	3·7	5·3	8·9
Alberta—																				
55—Calgary	39·8	35·7	41·9	28·5	24·8	27·5	38·8	35·4	30·5	47·9	16·5	20·0	41·8	10·0	38·1	38·0	7·2	3·9	5·4	8·9
56—Drumheller	37·5	33·7	37·3	26·7	22·0	....	....	35·0	27·0	44·9	17·3	21·7	41·7	10·0	39·2	....	8·0	4·3	5·7	9·2
57—Edmonton	38·4	33·2	36·4	23·8	22·7	27·3	35·5	34·6	27·3	46·4	15·9	20·3	41·5	10·0	37·5	33·4	7·2	3·9	5·3	8·7
58—Lethbridge	39·2	34·2	39·0	29·0	21·5	24·7	39·5	34·7	27·3	44·3	16·8	21·2	41·6	10·0	38·1	....	8·0	4·1	....	8·8
British Columbia—																				
59—Nanaimo	43·1	39·0	45·7	30·8	26·3	....	43·0	38·3	32·6	50·3	18·7	20·6	38·3	12·0	43·1	....	9·0	4·4	....	9·3
60—New Westminster	41·8	37·3	43·8	29·7	24·9	29·0	41·3	38·0	29·4	46·9	17·9	20·1	38·6	10·0	41·0	34·2	8·0	4·2	6·0	9·4
61—Prince Rupert	42·0	37·5	42·5	28·7	23·7	33·3	41·3	41·0	30·0	49·3	19·1	20·9	44·1	15·0	41·5	....	10·0	5·0	....	9·6
62—Trail	42·8	39·2	41·3	30·6	28·3	28·5	42·8	39·4	31·4	48·6	18·1	22·5	36·0	13·0	39·9	33·3	9·0	4·2	6·0	9·3
63—Vancouver	43·1	38·6	42·4	29·7	26·4	30·8	41·3	36·8	29·8	48·2	16·6	19·3	38·7	10·0	40·9	34·4	9·6	4·2	5·8	9·1
64—Victoria	42·5	38·8	44·9	30·0	26·1	32·4	42·5	37·3	29·6	47·3	18·3	20·5	38·4	11·0	41·9	....	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, MARCH, 1944

Canned Vegetables													Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
Cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
13·7	15·0	15·0	6·4	7·3	49·7	13·7	13·5	40·1	43·5	....	....	34·8	44·4	8·5	8·4	48·7	38·9	16·50	.....	16·00–20·00	35
13·6	14·3	14·6	6·2	.....	47·8	14·4	15·3	39·0	41·7	....	....	34·6	45·0	8·5	8·5	44·3	38·9	16·75	.....	24·00–28·00	36
14·1	14·9	14·9	6·5	.....	45·8	13·7	17·6	39·7	48·6	39·2	19·3	35·6	43·3	8·5	8·4	42·0	38·1	16·50	.....	23·00–27·00	37
13·8	14·8	14·8	6·9	7·3	50·8	14·0	15·5	40·6	44·1	33·7	19·4	32·4	45·3	8·5	8·3	43·5	39·0	15·75	.....	27·00–31·00	38
14·1	15·2	15·5	6·5	7·4	49·8	16·3	14·7	45·0	45·6	34·5	21·3	33·9	45·8	8·7	8·6	43·7	39·5	16·00	.....	21·00–25·00	39
14·9	14·8	15·0	6·9	.....	50·0	.....	16·3	40·3	42·7	....	....	34·3	46·7	8·8	8·8	43·9	39·4	16·50	.....	23·00–27·50	40
14·6	15·7	15·0	6·5	5·8	50·4	13·7	....	37·0	42·0	38·3	....	34·7	44·4	8·4	8·4	41·8	39·2	17·00	.....	23·00–27·00	41
15·0	14·9	15·0	6·0	.....	49·0	.....	14·8	41·7	44·3	....	....	35·0	46·8	8·8	8·7	43·6	38·6	16·00	.....	21·00–25·00	42
14·5	14·7	14·8	6·1	.....	49·4	.....	17·0	39·2	45·1	38·4	21·3	35·6	48·1	8·8	8·5	44·7	38·4	17·75	.....	27·00–31·00	43
15·0	14·8	15·3	6·1	8·0	52·9	.....	18·3	40·8	45·4	38·8	....	35·9	49·6	8·9	8·8	39·3	39·0	19·50	.....	22·50–26·00	44
13·5	14·1	14·0	6·1	7·5	49·0	13·5	14·1	39·6	41·8	35·7	....	32·2	44·7	8·2	8·0	44·4	38·6	15·50	.....	32·50–36·50	45
14·1	14·1	15·1	7·1	.....	49·8	.....	....	41·6	43·5	....	....	32·3	....	8·3	8·3	41·2	39·0	15·50	.....	.....	46
13·9	14·8	14·7	6·0	7·3	50·8	14·4	14·5	35·7	37·4	....	....	34·2	45·4	8·2	8·1	38·8	39·0	16·00	.....	25·00–29·00	47
14·4	15·1	14·6	6·3	7·3	49·1	13·0	17·7	40·3	43·3	....	....	33·3	45·4	8·6	8·5	45·3	39·0	16·00	.....	22·00–26·00	48
15·5	15·0	15·6	7·1	.....	35·8	14·4	15·4	40·5	41·8	38·6	21·3	40·0	43·2	9·1	9·0	44·5	38·1	.....	8·45	21·00–25·00	49
15·5	15·7	15·8	7·0	6·4	38·0	14·2	16·5	38·1	40·0	39·2	21·3	38·3	43·9	9·1	8·9	37·6	38·0	.....	13·10	26·00–30·00	50
16·7	15·5	15·7	6·2	.....	40·1	13·7	15·4	36·6	44·7	40·3	22·5	38·1	44·9	9·3	9·3	41·8	38·8	.....	10·45	21·00–25·50	51
16·0	16·7	16·9	7·4	6·2	27·2	15·2	16·0	38·6	39·4	40·1	22·6	40·0	47·6	9·9	9·6	39·3	37·8	.....	10·65	19·50–23·50	52
16·3	16·1	15·2	6·6	6·3	39·1	15·0	16·1	37·1	38·7	40·7	21·6	38·6	48·0	9·2	9·6	42·6	38·0	.....	11·65	27·50–31·50	53
17·4	16·6	16·2	7·2	.....	38·4	15·0	16·6	39·5	44·2	39·7	23·8	39·4	46·9	9·5	9·6	43·6	37·8	.....	10·25	22·00–26·00	54
14·9	14·6	14·9	7·4	6·4	45·1	14·8	16·3	35·9	45·0	37·2	20·7	34·6	45·8	9·0	9·2	41·5	37·4	.....	8·40	26·00–30·00	55
16·7	15·7	16·4	7·7	6·6	50·8	13·9	16·4	40·3	46·4	40·1	23·0	37·0	48·1	9·5	9·6	42·5	38·0	.....	.....	20·00–24·00	56
15·3	15·0	15·8	7·1	.....	36·3	14·5	17·1	38·9	38·2	38·2	22·3	36·1	44·9	9·2	9·3	43·3	37·9	.....	5·55	24·50–28·50	57
16·0	14·1	.....	7·1	.....	43·0	.....	.....	36·3	39·0	37·7	20·9	38·3	44·4	9·3	9·4	45·0	37·5	.....	5·00	22·00–26·00	58
15·7	15·1	15·0	8·0	6·4	48·9	.....	16·7	41·5	38·1	35·0	21·3	33·2	43·6	8·7	8·5	41·7	38·3	.....	.....	17·00–21·00	59
14·9	14·4	15·0	7·3	6·0	44·1	12·1	14·2	35·2	38·0	36·3	21·4	33·9	43·7	7·9	7·8	36·7	38·2	.....	13·00	20·50–24·50	60
16·2	15·5	16·2	8·4	7·0	61·6	.....	17·6	46·3	42·0	38·0	22·7	36·3	44·7	8·9	8·7	44·4	38·9	.....	13·80	20·00–24·00	61
15·1	15·6	17·2	8·7	5·3	45·8	.....	15·7	36·3	47·6	35·0	23·7	36·6	49·6	8·9	8·9	39·5	37·9	.....	10·90	23·00–27·00	62
14·9	14·6	14·7	7·1	6·2	45·6	11·4	16·2	39·1	37·3	33·3	20·9	31·7	42·6	8·0	8·0	38·3	37·9	.....	13·00	23·50–27·50	63
15·2	15·1	15·3	7·3	6·7	47·1	15·0	15·4	37·3	38·0	37·3	21·9	33·7	42·2	8·9	8·4	41·9	38·3	.....	13·25	21·00–25·00	64

(b) The basis of these figures is the record of rents collected in the 1941 Census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V. INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

(Average Prices in 1926=100)

Commodities	*Commodities	1913	1918	1920	1922	Dec. 1926	Dec. 1929	Dec. 1933	Dec. 1939	Dec. 1941	Dec. 1942	Nov. 1943	Dec. 1943	Jan. 1944	Feb. 1944	Mar. 1944
*All commodities	510	64·0	127·4	155·9	97·3	97·9	96·0	69·0	81·7	93·6	97·0	102·4	102·5	102·5	102·7	103·0
Classified according to chief component material:																
I. Vegetable products	113	58·1	127·9	167·0	86·2	95·0	93·9	60·4	72·0	80·2	86·0	94·7	94·8	95·1	95·2	95·7
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	100·0	109·8	63·7	80·3	98·8	105·0	109·7	109·6	108·3	107·8	107·7
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	96·2	89·6	71·7	81·9	94·9	92·0	91·9	91·9	91·9	91·9	91·9
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	99·0	93·2	64·4	85·3	99·2	102·8	115·9	115·9	115·9	117·8	117·8
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	99·3	93·4	86·7	102·1	112·9	115·3	116·0	116·0	116·0	116·0	117·1
VI. Non-Ferrous Metals and their products	17	98·4	141·9	135·5	97·3	95·7	96·5	66·5	75·3	77·6	79·7	79·7	79·7	79·7	79·7	79·7
VII. Non-Metallic Minerals and Products	81	56·8	82·3	112·2	107·0	103·1	93·4	85·8	86·5	99·3	100·4	100·5	102·3	102·9	102·9	102·9
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	99·3	95·1	80·8	85·1	104·1	100·8	100·3	100·1	100·1	100·2	100·2
Classified according to purpose—																
I. Consumers' Goods	207	62·0	102·7	136·1	96·9	97·3	95·3	73·3	81·2	95·3	97·1	97·4	97·7	97·8	97·7	98·0
Foods, Beverages and Tobacco	114	61·8	119·0	150·8	90·2	99·0	103·3	67·4	79·1	94·6	101·6	103·3	103·2	102·5	102·3	102·6
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	96·1	90·0	77·3	82·6	95·8	94·1	93·4	94·1	94·7	94·7	94·9
II. Producers' Goods	366	67·7	133·3	164·8	98·8	97·8	95·9	64·3	78·1	85·7	90·0	98·9	99·5	99·6	100·0	100·2
Producers' Equipment	24	55·1	81·9	108·6	104·1	110·4	96·2	87·2	96·6	108·6	110·5	114·4	117·5	118·9	118·9	119·1
Producers' materials	342	69·1	139·0	171·0	98·2	96·4	95·9	61·8	76·0	83·2	87·7	97·2	97·5	97·5	97·9	98·1
Building and Construction Materials	111	67·0	100·7	144·0	108·7	97·8	97·9	80·6	94·2	112·9	116·7	126·4	126·7	126·7	126·8	127·3
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	96·1	95·5	58·6	72·9	78·2	82·8	92·2	92·5	92·6	93·0	93·1
Classified according to origin:																
I. Farm—																
A. Field	154	59·2	134·7	176·4	91·2	95·2	91·5	60·3	70·0	79·0	82·5	90·5	90·5	90·7	90·7	91·1
B. Animal	88	70·1	129·0	146·0	95·9	99·8	106·7	65·3	82·3	96·8	100·7	102·3	102·2	101·4	101·3	101·2
Farm (Canadian)	63	64·1	132·6	160·6	88·0	97·7	104·5	53·6	69·0	74·6	87·1	104·2	104·6	104·0	104·3	104·3
II. Marine	16	65·9	111·7	114·1	91·7	103·7	107·0	66·8	80·3	108·2	120·2	138·0	138·0	138·0	135·3	134·1
III. Forest	58	60·1	89·7	151·3	106·8	99·0	93·1	64·7	85·0	98·8	102·3	115·2	115·2	115·2	117·0	117·0
IV. Mineral	194	67·9	115·2	134·6	106·4	100·2	92·3	82·2	87·8	97·7	99·0	99·3	100·2	100·5	100·5	100·8
All raw (or partly manufactured)	213	63·8	120·8	154·1	94·7	98·2	98·9	58·9	74·4	85·6	92·6	104·0	104·3	104·1	104·6	104·8
All manufactured (fully or chiefly)	297	64·8	127·7	156·5	100·4	97·5	93·2	72·0	81·2	92·2	92·6	93·8	93·1	93·8	93·7	93·8

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* For 1943.

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	.....	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	.....	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	.....	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	.....	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	.....	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	.....	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	.....	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	.....	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	.....	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1103	1150	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	.....	.....	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	.....	.....	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1242	1176	1416	1109
1943	100·0	118·4	103·1	123·5	162·8	199	218·2	203	.....	.....	1372	1267	1513	.....
1943—January	97·1	117·1	101·9	120·6	162·1	199	215·2	201	1668	1211	1349	(d)	1462	.....
February	97·5	116·9	102·5	120·9	162·1	199	216·8	201	1675	1220	1363	.....	1472	.....
March	98·6	117·2	103·4	122·8	162·2	199	217·2	201	1679	1226	1377	1266	1475	(e) 1011
April	99·0	117·6	103·7	124·1	162·8	198	217·9	203	1675	1232	1382	.....	1508	.....
May	99·3	118·1	104·1	125·1	163·3	199	218·1	203	1688	1248	1384	.....	1522	.....
June	99·6	118·5	103·8	124·8	163·1	198	218·2	203	1695	1250	1399	1289	1528	1000
July	100·1	118·8	103·2	123·9	164·0	200	217·9	204	1703	1248	1404	.....	1522	.....
August	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	1395	.....	1522	.....
September	101·1	119·4	103·1	123·9	162·9	198	219·5	204	1725	1259	1398	1278	1520	996
October	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	1392	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1742	1256	1391	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	1266	1566	1001
1944—January	102·5	119·0	103·3	124·1	164·0	199	.....	.....	1767	1264	1391	.....	1566	.....
February	102·7	118·9	103·6	123·7	164·6	200	.....	.....	.....	.....	1385	.....	.....	.....
March	103·0	119·0	.....	.....	.....	200	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

Price Movements in Canada and Other Countries

Wholesale price indexes available for the first quarter of 1944 continued generally to show moderate gains. The Canadian index, after remaining stationary in January, advanced 0·5 points in February and March. In the United States continued advances in coal and coke prices, as well as higher farm products prices, contributed to an increase of 0·4 points between December and February. In the same period the United Kingdom wholesale index rose 1·2 points, influenced in January by higher prices for oranges, tin, and cotton yarns and cloth, and in February by a substantial increase in coal prices. The Australian index rose slightly in January but declined 0·6 points in February. The New Zealand index remained unchanged in January, while in South Africa wholesale prices continued to rise, gaining 1·0 in January, 1944.

Cost-of-living indexes in Canada and the United States moved lower in January and February of 1944, when declines in food prices outweighed small advances in other groups. Both series showed February increases in fuel, clothing, and health maintenance. In the United Kingdom higher fuel prices raised the cost-of-living index 1·0 in February; all other groups showed no net change between October, 1943, to March, 1944. The Australian index closed 1943 at the level recorded in the first quarter, an indication of the success of a price stabilization policy designed to maintain the April, 1943, level of living costs.

Labour and Industry in New Brunswick, Ontario and Saskatchewan

Annual Reports of Provincial Departments of Labour

THE following article reviews the activities of the Departments of Labour in New Brunswick, Ontario and Saskatchewan, as detailed in their Annual Reports for the preceding fiscal year.

New Brunswick

The seventh annual report of the Director of Labour and Fair Wage Officer of the Department of Health and Labour for the fiscal year ending October 31, 1943, deals with the administrative activities of the Fair Wage Board, Industrial Standards Act, etc.

The Fair Wage Board cites its lack of authority to fix wage rates under the Federal Wages Control Order. Representations had been made to the responsible Dominion authorities for the return of jurisdiction in the matter of fixing minimum wages. However, it seemed evident that regulation of wages by the Board would be curtailed when prevailing economic conditions made it necessary for the Federal government to adopt a wages control policy in connection with the prevention of inflation. It is pointed out in the Report that the Regional War Labour Board had brought about improvement in specific cases and so in some measure carried out the desires of the Fair Wage Board.

Factory Inspection.—Factory inspectors inspected 59 plants, employing 2,023 male and 1,138 female employees. Recommendations included: Improved safety measures; rest and lunch room facilities; reduced hours of work; improved sanitation; improved lighting and better fire protection. These recommendations were presented to the employers concerned and in a large number of cases the improvements asked for were made. Where the recommendations were not carried out, requisite steps were taken to insure that the required changes were made.

Several applications were made for permission to work females and males under 18 years of age more than 9 hours a day, or 54 hours a week. In no case was such permission granted. The Factories Act of the province stipulates that "no person shall be employed for more than six hours without one full hour for food and rest." This requirement was proved inconvenient and unnecessary by both employers and employees in two pulp and paper mills. The problem was studied carefully and modifications in the working schedules suggested that would still come within the requirements of the Act.

Stationary Engineers and Boiler Inspection.—"An Act Respecting Stationary Engineers, Steam Boilers, and Pressure Vessels and Inspection Thereof" was made effective by proclamation on September 15, 1943. A summary of its provisions follows:

(1) Any person operating a steam plant (steam boiler and steam engine) must have a stationary engineer's licence.

(2) Any person operating a steam boiler only must have a boilerman's licence.

(3) Any person who inspects boilers must have a boiler inspector's licence.

(4) Any person 18 years of age or more, with proper references as to character and

experience may be a candidate for a licence to operate or inspect a steam boiler or steam plant.

(5) Licences must be renewed annually by application. Otherwise a licensee may be required to stand for re-examination.

(6) Licences may be suspended or cancelled for various reasons.

(7) Every boiler carrying more than 15 pounds pressure: (*a*) must be operated by a person having a stationary engineer's licence; (*b*) must be inspected annually by a boiler inspector licensed under this Act and the Regulations, or insured in a bona fide Insurance Company licensed under the Insurance Act, 1937.

Industrial Standards.—The Industrial Standards Act of New Brunswick has been superseded for the time being by the Federal Wages Control Order and, consequently, no new schedules of wages and hours and days of labour were issued during the year.

Ontario

In the twenty-fourth report of the Ontario Department of Labour for the fiscal year ending March 31, 1943, it is stated that the industrial war effort resulted in an extremely high level of employment in the province during the year. The growth in the volume of employment, however, was generally less pronounced than in the two preceding years, as the expansion during these two years and the recruitment for the armed forces had greatly depleted the labour market. The annual index number of employment in 1943 was 182·8, as compared with 167·6 in 1942 or an increase of more than 9 per cent over the previous year and an increase of 63 per cent over 1939 when the index number was 112·0. The index number in the manufacturing group as a whole advanced 28·1 points, while in the iron and steel industry it advanced 69·5 points during the year.

There was a decline in the percentage of unemployment reported among trade union members, the average of 13 being 1·8 points lower than the preceding year and 11·6 points lower than in 1939.

Industrial Disputes.—During the fiscal year 1943 there were 98 strikes in Ontario, in which 32,582 workers were involved in a time-loss of 171,178 man-working days. In 1942 the numbers were 109 strikes, involving 28,690 workers in a time-loss of 298,393 man-working days. Of the total of 98 strikes, 60 involved fewer than 100 workers; 30 involved from 100 to 499 workers; 4 from 500 to 999 and 4 involved more than 1,000 workers.

The chief cause of strikes concerned wage increases or cost-of-living bonuses, there being 42 for that cause alone and 6 strikes in which this was among the demands of the workers. Of the 32,582 workers on strike, 2,686 were successful in obtaining their demands; 5,844 were partly successful, 2,502 were unsuccessful and 20,500 were involved in strikes which resulted in work being resumed pending negotiations or reference to a Board. The remaining 1,050 were involved in strikes which were indefinite in result or were not terminated at the close of the fiscal year.

Mediation, Conciliation and Arbitration.—During the fiscal year 1943 the Regional War Labour Board of Ontario referred 556 cases to the conciliation officers of the Department for investigation and report. These officers handled 21 arbitration hearings involving 54 grievances. Most of the cases arose out of collective labour agreements which provided for the appointment of an arbitrator to be named by the Minister of Labour of Ontario. Prompt action by conciliation officers resulted in many strikes being averted. Of the 45 strikes reported to these officers during the fiscal year, 90 per cent were settled within a few hours.

Factory Inspection Branch.—Prosecutions were resorted to in 10 cases of violation of the hours of labour limitations and convictions were recorded by the magistrates in 9 instances. Complaints relating to safety and working conditions were investigated fully in 309 cases. Of these 169 were upheld, 107 were not upheld and 33 were found to be not under the jurisdiction of the Factory Inspection Branch. Owing to the extreme shortage of manpower there was an alarming increase in the number of children employed contrary to law, especially during the vacation period, (July and August) which it was difficult to control.

With the increased number of workers in industry, especially of inexperienced workers, there was a considerable increase in the number of accidents reported. There was, however, a decrease in the number of fatalities. The Industrial Hygiene Division of the Provincial Department of Health co-operated with the Factory Inspection Branch in the handling of numerous cases of industrial diseases.

Overtime permits were reduced in number in comparison with the previous year, but the use of multiple shifts increased and the special committee within the Department authorized to do so, granted concessions beyond the limitation of staute in order to facilitate production of war materials. Limited permits were granted in 2,569 cases for the employment of females and youths later than 6.30 p.m. and until 9 p.m. Similarly, special authorities were granted to 187 firms for the employment

of females on multiple shifts. Most of these were issued to continue for the duration of the wartime emergency and were in addition to a total of 120 granted during 1941 and 1942.

Apprenticeship Branch.—Increased efforts were made in 1943 to obtain more apprentices in the building trades. Local apprenticeship committees were organized in all the larger towns and cities of the province and closer contacts were established with primary and secondary schools. During January and February, 1943, 68 apprentices in 5 building trades received class instruction in 3 technical and vocational schools in the Toronto area. These classes demonstrated again just what can be accomplished by this form of training for those actively engaged in these trades. There was a falling off in the number of apprentices becoming available for the motor vehicle repair and hairdressing trades, owing to the demand for workers at better wages in wartime industries. During the year 32 contracts of apprenticeship were registered by employers in trades other than designated trades.

At the request of the Federal Department of Pensions and National Health, the facilities of the Apprenticeship Branch will be made available to assist returned men in preparing for their return to civilian life.

Minimum Wage Branch.—The number of employers that reported to the Minimum Wage Branch in 1943 was 22,781 as compared with 16,264 in 1942 and 16,967 in 1941. Minor cases of underpayment and non-compliance with the law as revealed in these reports were settled by correspondence. In this manner increased wage rates were ordered for 178 employees in 120 establishments during the year, as compared with 968 employees in 637 establishments during the previous year. In addition, in cases where there were repeated violations arrears of wages amounting to $2,374.69 were collected from 60 employers on behalf of 151 employees. Court action was taken against two employers for two separate infractions of the Minimum Wage Act. In one of these, the case was dismissed and in the other a fine of $25 and costs was imposed, in addition to the payment of $229.20 arrears in wages.

Boiler Inspection.—During the fiscal year there were 1,871 inspections of new boilers and pressure vessels; 1,112 inspections of used boilers and pressure vessels; second and final inspections numbered 2,269 and annual inspections under the Factory Shop and Building Act totalled 5,709.

Operating Engineers.—The Board of Examiners of Operating Engineers reported that its revenue for the fiscal year 1943 was the highest on record, exceeding that of the previous year by $402.84. The increase was attributed mainly to the increase in textbook sales. The total number of certificates issued was 17,770, which does not include the certificates maintained in good standing of operating engineers in the armed services. Thirty-eight per cent of the candidates who wrote examinations failed to pass. As the standard of examinations had not been raised, this marked increase in the number of failures was due to insufficient study and preparation on the part of engineers trying for higher grades of certificate.

Saskatchewan

Covering the year ending December 31, 1943, the ninth report since the present Bureau of Labour and Public Welfare of Saskatchewan was formed in 1934, also constitutes the twenty-third report since the original Bureau of Labour and Industry was organized in 1920.

Strikes and Lockouts.—In the year 1943 there were two strikes in the province of Saskatchewan. The coal truckers of Yorkton staged a two-day strike at the end of January for increased wages. Six employees were involved and the strike terminated in favour of the workers. Approximately 100 garage workers in Regina went on strike in April to obtain their employers' recognition of their union. The strike lasted for nearly three weeks and ended without a settlement being reached.

Freedom of Trade Union Association Act.—As required under the Freedom of Trade Union Association Act, 109 associations filed copies of their constitution and by-laws with the Minister of Labour and Public Welfare in 1942. In addition, they filed lists of names and addresses of their officers and the number of their members. The 109 organizations that filed claims reported a membership of 11,049, compared with 127 organizations with a membership of 10,138 in 1941.

Minimum Wages.—During the calendar year 1943, 3,132 firms completed wage sheet returns covering a total of 23,589 employees, consisting of 14,717 males and 8,872 females. These received $49,301.65 in overtime pay for time worked in excess of 48 hours in any week during the four-week or one-month pay period in 1943. Of the total number of employees 21,251 were employed full time, while 2,338 were employed on a part time basis. Arrears in wages to the amount of $3,316.78 were collected from 116 firms and were apportioned amongst 68 males and 106 females, or a total of 174 employees. There were no penalties or charges for the year 1943.

Apprenticeship Agreements.—At December 31, 1943, there were 12 apprentices indentured to nine firms covering trades or industries. Pharmacy was the trade of the largest number of apprentices, five being indentured in that group.

Industrial Standards Act.—During the year January 1, 1943, to December 31, 1943, a total of 570 employers or firms and 1,452 employees were governed by agreements drawn up under the terms of the Industrial Standards Act; at the end of the year there were 41 schedules in effect, 13 being in the barbering trade and 7 in beauty culture. The amount of back wages collected under the Act during the year was $1,182.47 for 19 employees.

Employment Situation.—In the autumn of 1943 the Bureau of Labour and Public Welfare again co-operated with the Employment and Selective Service offices in the province in an endeavour to interest farmers to work in the coal mines during the winter months. This program was quite successful and there was no shortage of labour in the coal mines. As a result of an application by the Central Mineworkers Union of Estevan and district, common labour rates above ground were raised from 45 cents to 52½ cents an hour. Corresponding increases for other classifications have also been made. In addition, the full cost of living bonus was paid.

Trade Schools.—There were 34 trade schools registered in Saskatchewan in 1943. Of these, 23 were Saskatchewan schools; eight were in other parts of Canada and three in the United States. In all, 60 certificates were issued to salesmen employed by these schools. It was estimated that 1,650 students took instruction during the year. Of these, 165 were enrolled in beauty schools and 19 passed successfully the examinations set under the Trade Schools Regulation Act. Other schools provided instruction in business, commercial and secretarial work; sewing and dressmaking; civil, structural, mechanical, electrical, mining engineering; automobile, and diesel engines; air conditioning and refrigeration; aeronautical engineering; welding; radio technology and operating; and story writing.

Workmen's Compensation in New Brunswick and Saskatchewan, 1943

Annual Reports of Provincial Boards

THE Workmen's Compensation Boards of New Brunswick and Saskatchewan have issued their Annual Reports for 1943, a brief summary of each appearing below.

New Brunswick

The twenty-fifth annual Report of the New Brunswick Workmen's Compensation Board contains a fully audited balance sheet covering the financial transactions of the Board, together with statistics of accidents and compensation paid for the year ending December 31, 1943. The total income for the year was estimated at $1,501,794.29 and the expenditure at $1,037,405.45, leaving an estimated credit balance of $464,388.84. Adding this to the cumulative credit balance of $1,459,899.73 carried forward from the year 1942, the estimated surplus stood at $1,924,388.57.

Accident Statistics.—Complete accident statistics for the year 1942 appear in this report. The cost of compensation amounted to $903,911.37, when a total of 11,535 compensable accidents were reported to the Board. Of these, 34 were fatal; 215 in permanent partial disability; 7,356 in temporary total disability; and 3,930 required medical aid only. Non-compensable accidents reported to the Board numbered 1,164.

The following classifications enumerate the causes of accidents reported to the Board; Prime movers, 238; working machines, 782; hoisting apparatus, 391; dangerous substances, 368; stepping or striking against objects, 1,405; falling objects, 2,150; handling objects, 1,398; tools, 1,512; runaways and animals, 94; moving trains, vehicles, etc., 347; fall of persons, 1,856; all other causes, 1,963.

Saskatchewan

The fourteenth Annual Report of the Workmen's Compensation Board of Saskatchewan for the calendar year 1943 states that the up-trend in the volume of activity characteristic of the early war years had not changed greatly during 1943. There was a slight reduction in the number of employers reporting to the Board, but an increase in the amount of payroll and also in the number of industrial accidents.

During 1943 a total of 7,718 claims were reported compared with 7,637 in 1942. On account of the 1942 claims a total of $731,923.70 was paid out by the Board made

up of $321,272.55 in compensation, $270,811.30 in pension awards and $139,839.85 in hospital and medical aid. Not including deposit accounts the total receipts for the Board during 1943 amounted to $594,294.52, while total expenditure, including estimate for outstanding claims, was $591,509.05, leaving an estimated surplus of $2,785.47.

The average assessment rate for 1943 was $1.31 per $100 of payroll, a decrease of five cents as compared with 1942, but an increase of six cents as compared with 1941.

The number of employers who reported to the Board in 1943 was 4,465, as compared with, 4,898 in 1942. The amount of payroll reported during 1943, exclusive of Dominion and Saskatchewan governments (which are not asked to estimate their payrolls) totalled $48,098,574, an increase of $2,505,989 over 1942.

Accidents in 1942 were classified as follows: prime movers, 156; working machines, 235; hoisting apparatus, 21; dangerous substances, 323; stepping on or striking against objects, 880; falling objects, 955; handling objects, 993; tools, 352; runaways and animals, 58; moving trains and vehicles, 176; falls of persons, 962; all other causes, 1,655. Of all classes, a total of 28 accidents were fatal.

Credit Unions in Ontario

THE present Credit Unions Act of Ontario was approved by the legislature of the province in 1940. It replaced the Co-operative Credit Societies Act, 1922, and the Credit Unions Amendment Act, 1939, and is administered by the Provincial Minister of Agriculture.

It is stated in the Minister's Report for the fiscal year ending March 31, 1943, that in the preceding 21 years, 140 credit unions had been incorporated in the province, of which one had been dissolved and ten others had had their certificates of incorporation cancelled.

But the development of the credit union movement prior to 1940 was slow in Ontario. Only 26 credit unions had been granted provincial incorporation between 1922 and 1939. In 1940, however, 51 additional unions were granted charters, followed by an additional 26 in 1941 and 37 in 1942 and the first three months of 1943.

The Credit Unions Act of 1940 requires all credit unions doing business in Ontario to submit reports to the Department of Agriculture not later than March 1 in each year. Their reports must give full details of membership, volume of business transacted, capitalization, assets, interest paid to depositors, dividends paid to shareholders, etc.

Among the outstanding features of the Minister's Report on credit unions for the fiscal year, 1943, were: (1) an increase of 5,029 in credit union membership; (2) an increase of 1,052 in the number of borrowers; (3) increases of $185,400.02 in paid-up shares, of $185,141.49 in deposits, and of $452,105.26 in total assets.

In addition to financing the purchase by their members of war savings certificates and victory bonds in substantial amounts, Ontario credit unions have purchased, since the declaration of war, $280,050 Dominion of Canada war loan and victory bonds out of reserve funds.

Losses through defaults on loans made by unions were almost negligible, the total charge-off during the fiscal year being $92.42, or less than five-one-thousandths of one per cent of the total amount loaned.

A significant credit union development during 1943 was the incorporation of the Ontario Credit Union League, Limited, George Scott, managing director, 152 Sutherland Drive, Toronto, Ontario. At the end of the year 68 incorporated credit unions with a membership of over 12,000 persons were members of the League.

The objects of the League were stated to be: (1) encouraging and assisting educational and advisory work among credit unions; (2) protecting and advancing the interests of credit unions which are members thereof; (3) assisting in the auditing and supervision of credit unions; (4) developing and publishing for credit unions accounting and other forms especially adapted to the conditions and laws of Ontario; (5) acting as a central depository for the idle funds of member credit unions, and in turn making loans to credit unions which temporarily have a loan demand in excess of their assets.

Although the League had only been operating for the closing quarter of 1943, it had received from its members $4,640, and made loans totalling $3,100. In connection with the fourth object above noted, the Educational Committee of the League had compiled, during 1943, three credit union pamphlets on the history, organization and operation of credit unions. The Ontario Department of Agriculture co-operated in this latter undertaking by printing the pamphlets and making them available to persons directly interested in the credit union movement.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

Minister—HON. HUMPHREY MITCHELL

Deputy Minister—ARTHUR MACNAMARA

Assistant Deputy Minister—V. C. MACDONALD

Editor—HARRY J. WALKER

VOLUME XLIV] MAY, 1944 [NUMBER 5

Notes of Current Interest

World Trades Union Congress postponed

Owing to the exigencies of the war situation, the Council of the British Trades Union Congress decided to postpone the world trade union conference, scheduled to meet in London, England, in June.

Mr. Arthur MacNamara, Deputy Minister of Labour, honoured by University of Manitoba

In recognition of his long and notable public service, the University of Manitoba at its annual convocation in May, conferred upon Mr. Arthur MacNamara the degree of Doctor of Laws, *honoris causa*.

Mr. MacNamara, Deputy Minister of Labour and Director of National Selective Service for Canada, has been in the public service since 1914, and, except for three years spent in the Royal Air Service during the first World War, he worked for the Province of Manitoba until 1940. He was Assistant Deputy Minister of Public Works from 1929 to 1936. It was during these years that the problem of relief administration was one of the main functions of that department. He was Deputy Minister of Labour and of Public Works in Manitoba from 1936 until 1940, when he was requisitioned by the Dominion Government for Federal war service.

Mr. MacNamara came to Ottawa in January, 1940, on loan from the Manitoba Government at the request of the Federal authorities, as Chairman of the Dependents Allowance Board, Department of National Defence. He organized and directed the work of that Board for the first year of its operation, developing a system which provided for prompt payment of allowances, which system has been followed up to the present in Canada and has been adopted in the United States.

He became associated with the Federal Department of Labour in November, 1940, as Associate Deputy Minister, and as Acting Chief Commissioner of the Unemployment Insurance Commission. He organized and put into effect Canada's first unemployment insurance plan.

He was appointed Director of National Selective Service for Canada in November, 1942, and since that time has had the responsibility of directing the mobilization of Canada's manpower for the armed forces and civilian purposes. This involves responsibility for the organization and administration of the Employment and Selective Service Offices and the functioning of the mobilization call-up machinery.

As Deputy Minister of Labour since January, 1943, he has been charged with the especially heavy duties connected with labour relations and conciliation work in the Federal field, which in time of war includes all war industries.

Curtailment of plant shut-downs in summer

Hon. Humphrey Mitchell, Minister of Labour, has announced that special instructions have been sent to Employment and Selective Service Offices across Canada, with a view to curtailing the temporary closing down

of plants on war production and essential civilian production during the course of the summer.

The Labour Minister pointed out that in normal times a good many plants have developed the practice of closing down for several days—often for a few weeks—for various reasons, such as to give a vacation to employees or to carry out overhaul work.

The Minister added that as labour shortages are expected to be pronounced again this summer, the Government expects firms will agree to examine their policy carefully before going ahead with any temporary plant shut-down. While there is no desire on the part of the Government to interfere with established and reasonable vacation practices, Selective Service cannot undertake the return of workers to plants following unwarranted shut-downs. Moreover, hardship for those who lose wages during these temporary lay-offs is frequently involved.

The Minister appealed to all employers who may have under consideration any plan for a temporary shut-down, to discuss the matter with the nearest Employment and Selective Service office before reaching a final decision, in order to ensure that Selective Service Regulations may not be infringed, and also to ensure that labour shortage difficulties will not arise out of action proposed.

Policy regarding inventions in war industries

Replacing the Inventions Board established by Order in Council P.C. 4263 of May 27, 1943, there has been substituted a new set-up with a broadened administration order, P.C. 9750 of December 24, 1943. The duty of this new Board is to examine and administer all inventions and suggestions made by members of the Forces, and those submitted by civilians intended to further the war effort. The Board consists of the President of the National Research Council, the Deputy Ministers of the three defence services, and an official of the Department of Munitions and Supply.

The extension of this legislation to employees engaged in Crown Companies and in war plants owned by His Majesty was considered advisable and was embodied in Order in Council P.C. 2128 of March 27, 1944. Henceforth all inventions by employees engaged in management fee operations and in Crown Company operations are to be referred to the Inventions Board, and dealt with in the manner prescribed in Order in Council P.C. 9750.

The following provision shall apply to all management fee operations:—

"All inventions, technical information or secret processes, made, obtained or developed during the course of and in connection with the operation of the plant shall (as between His Majesty and the Company) be the property of His Majesty; provided that if the Company establishes that any such inventions, technical information or secret processes are, in essence, only improvements of the inventions, technical information or secret processes used in the operation of the plant and made available, without any charge, by or on behalf of the Company, such improvements shall (as between His Majesty and the Company), be the property of the Company, but His Majesty, his agents, servants and employees shall have the right to use the same at all times, either in the plant or elsewhere, without the payment of any royalty, licence fee or other charge in respect thereof. The Company shall execute such documents and instruments and shall do and perform such other acts and things, or shall use its best efforts to procure the execution of such documents and instruments and to cause to be done and performed such other acts or things as may be required to transfer to or vest in His Majesty the title to the inventions, technical information or secret processes which become the property of His Majesty hereunder and to any and all patents issued in respect thereof. His Majesty agrees that, if requested by the Company, he will grant to the Company a licence on reasonable terms, not in any case less favourable than those extended or to be extended to any other party, to use any patents issued in respect of any inventions, technical information or secret processes which become the property of His Majesty in virtue of this clause."

Cost of living advances fractionally

The Dominion Bureau of Statistics cost-of-living index increased from 119·0 on March 1 to 119·1 on April 1, 1944. The food index advanced 0·4 points and the clothing index 0·1 during this interval, with other groups showing no variation. Seasonal price increases for vegetables and oranges were mainly responsible for a rise in the food index from 131·1 to 131·5 despite minor declines for eggs, lard and meats. The clothing index gained fractionally from 121·3 to 121·4, while other group indexes remained unchanged as follows: rents 111·9, fuel and light 113·0, home-furnishings and services 118·4, and miscellaneous items 109·0. After adjustment to the base August, 1939 as 100 the index was 118·2 at April 1.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

Further contraction in employment was revealed at March 1 by the figures published by the Dominion Bureau of Statistics. The decline while seasonal in character was larger than usual in the period since 1921. The 14,383 establishments reporting to the Bureau showed a total working force of 1,831,310 at March 1 which was 0·7 per cent smaller than at February 1. The index was 181·9 at March 1, 183·2 at February 1, 181·5 at March 1, 1943 and 106·5 at March 1, 1939. On the other hand the weekly salaries and wages paid to this recorded working force totalled $59,028,861, an increase of 0·8 per

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1944			1943		
	April	March	February	April	March	February
Employment Index (1)		**181·9**	**183·2**	**180·6**	**181·4**	**181·2**
Unemployment percentage (trade union members) (2)	0·9			1·3	1·5	1·5
Index numbers, aggregate weekly payrolls (3)		149·1	148·1	144·1	143·0	139·3
Per capita weekly earnings $		32·23	31·76	31·14	30·72	29·96
Prices, wholesale Index (1)	**102·9**	**103·0**	**102·7**	**98·9**	**98·6**	**97·5**
Cost of Living Index (4)	**119·1**	**119·0**	**118·9**	**117·6**	**117·2**	**116·9**
Retail sales unadjusted index (4)		165·2	139·5	167·7	151·4	131·0
Retail sales adjusted index (5) (4)		177·2	172·6	163·3	167·8	168·5
Wholesale sales (4)	118·7	189·7	166·3	163·8	173·4	146·3
Common stocks index (4)	†78·5	81·5	82·0	82·6	79·1	78·7
Preferred stocks index (4)	118·7	119·2	118·6	108·2	106·4	105·5
Bond yields, Dominion index (4)	†97·3	97·3	97·3	97·3	97·6	98·5
Physical Volume of Business Index (5) (4)		247·8	**241·6**	**236·9**	**231·7**	**227·3**
INDUSTRIAL PRODUCTION (4)		282·7	279·5	274·4	269·1	267·8
Mineral Production (4)		262·6	255·5	248·0	245·3	218·3
Manufacturing (4)		300·5	304·5	296·7	294·1	290·8
Construction (4)		201·8	113·3	83·7	90·8	140·7
Electric power (4)		154·7	153·8	153·0	146·5	141·8
DISTRIBUTION (4)		175·4	163·1	159·2	154·3	143·3
Carloadings		156·7	158·3	144·1	143·7	139·7
Tons carried, freight (4)		217·5	205·1	204·8	202·3	183·2
Trade, external, excluding gold. $		440,728,409	367,637,669	379,775,700	352,685,771	283,890,776
Imports, excluding gold $		150,785,685	138,370,412	150,698,520	146,112,853	114,419,107
Exports, excluding gold $		282,682,299	227,168,331	227,730,003	205,170,379	167,699,403
Bank debits to individual accounts $		4,773,277,391	4,208,023,496	4,070,712,509	4,011,883,239	3,711,843,123
Bank notes in circulation (6) $		801,000,000	781,300,000	664,200,000	656,200,000	
Bank deposits in savings $			2,123,821,161	1,920,252,212	1,889,542,539	1,795,469,353
Bank loans, commercial, etc. $			955,393,436	905,021,219	936,142,073	978,807,622
Railway—						
Car loadings, revenue freight cars (7)	272,724	277,771	268,493	257,686	253,747	246,934
Canadian National Railways operating revenues $			29,726,400	34,161,500	32,017,900	26,612,100
operating expenses $			25,114,820	26,162,688	25,188,969	22,510,001
Canadian Pacific Railway traffic earnings $		27,119,666	23,792,692	24,045,596	24,021,211	20,333,526
Canadian Pacific Railway operating expenses, all lines. $		23,230,798	20,753,040	20,254,726	20,403,792	17,514,158
Steam railways, feright in ton-miles	12,509,045		5,023,685,000	5,167,117,000	5,083,342,000	4,445,653,000
Building permits $		7,091,253	5,483,180	7,342,378	5,026,837	2,426,091
Contracts awarded (4) $	27,696,000		16,229,500	16,047,300	11,100,600	19,019,000
Mineral production—						
Pig iron tons	170,364	168,047	141,878	150,486	160,101	157,467
Steel ingots and castings tons	260,825	275,539	229,852	264,357	270,962	245,588
Ferro-alloys tons	12,818	13,427	14,720	18,698	20,324	17,811
Gold ounces		264,644	256,803	323,073	347,683	327,404
Coal tons			1,465,697	1,380,983	1,665,853	1,578,864
Timber scaled in British Columbia bd. ft.		235,465,951	172,575,901		163,848,119	122,742,641
Flour production bbls.		2,267,307	2,087,705	2,057,355	2,193,029	1,990,732
Footwear production pairs		3,340,343	2,984,751	2,929,759	3,173,967	2,817,874
Output of central electric stations k.w.h.		3,515,052,000	3,298,017,000	3,276,544,000	3,337,886,000	2,959,268,000
Sales of Insurance $		54,366,000	52,327,000	50,244,000	46,015,000	39,801,000
Newsprint production tons		252,090	240,010	229,570	246,860	221,810

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended April 27, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figure for four weeks ended April 29, 1944, and corresponding previous periods. (8) MacLean's Building Review.

cent as compared with the beginning of February. The per capita weekly earnings advanced from $31.76 at February 1 to $32.23 at March 1. The average at March 1, 1943, was $30.72.

Employment in manufacturing declined at March 1 of this year for the first time since 1920 when the record was commenced. The decline occurred in industries producing durable goods. Other industries to show decline at March 1 were logging, mining, communications, construction and maintenance and retail trade. The declines in construction and trade were greater than usual at the beginning of March in the record of 24 years. Improvement was recorded in services and transportation.

The index of the physical volume of business rose to 247·8 for March as compared with 241·6 for February and 231·7 for March, 1943. The level for March was slightly lower than that of December, 1943, which was the highest point in the record. Somewhat lower volume was indicated for manufacturing but the other principal groups in the general index were higher. These are mineral production, construction, output of electric power, and the distribution group. During the first quarter of 1944 the business index averaged 7·5 per cent higher than for the similar period in 1943. In the same comparison wholesale prices advanced 5·1 per cent, bank debits 16·1 per cent, mineral production 11·7 per cent, manufacturing 5·1 per cent, cattle slaughterings 31·9 per cent, hog slaughterings 77·2 per cent, cheese production 20·8 per cent, contracts awarded 33·0 per cent, the value of exports 38·0 per cent, imports 7·1 per cent, and carloadings 13·3 per cent. The production of creamery butter declined 11·9 per cent and the consumption of raw cotton 9·8 per cent in this same comparison.

Incorporation of cost-of-living bonus in basic wage rate

The National War Labour Board stated recently that information reaching Ottawa indicates that some employers still appear to be in doubt as to the application of the regulations which required the incorporation of cost-of-living bonus in basic wage rates. This regulation was embodied in the Wartime Wages Control Order, 1943, which revoked and superseded the Order previously in effect.

The Board points out that all employers subject to the Wartime Wages Control Order were required, commencing with the first payroll period on or after February 15 last, to establish a new wage rate inclusive of the cost-of-living bonus previously paid.

The Board further explains that all employers not specifically excluded from the provisions of the Wartime Wages Control Order were required to pay a cost-of-living bonus of 60 cents per week commencing with the first payroll period on or after August 15, 1942, to adult male employees and other employees earning $25 or more a week and 2·4 per cent of the weekly wage rate to male minors and female employees receiving less than $25 a week; and that beginning with the first payroll period on or after November 15, 1943, it became obligatory for employers to increase this bonus to 95 cents a week or 3·8 per cent of the weekly wage rate.

Unemployment insurance records to be kept by employers

Failure on the part of some employers to keep adequate books and records required by the Act, is causing difficulty in some cases in the administration of the Unemployment Insurance Act, according to the Unemployment Insurance Commission.

The Commission announced recently that it has given authority to its regional inspectors to take action with a view to remedying the situation.

Inspection staffs are required to report whether or not adequate records are kept, and, if not, to indicate to the employer what records he is to keep. In the case of small employers with no office staff, it is understood that records shall be kept to the minimum.

If it is found later that an employer is not keeping records as directed, the Inspector is instructed to submit all details necessary to the institution of a prosecution.

Under the Act the Commission may require any person to keep such books, records and accounts as it directs. It is provided that, in any case, the records must contain at least the name and address of each employee, whether insurable or not, his insurance number if insurable, the actual days on which work is done by each employee, the number of such days by pay-periods, the gross remuneration payable to each employee by pay-periods, and all deductions from the gross remuneration payable to each employee for the purpose of contributions.

The Commission states that while the records now kept by employers of most insurable persons are adequate, it is necessary to bring all employers into line in this respect.

Survey of industry in Ontario

A recent survey by the Department of Labour for Ontario indicates that of the total male employees employed in industry in the province during the fiscal year 1942-1943, 40·5 per cent worked a standard work-week

of 48 hours or less, whereas 59·5 per cent worked a standard week of from 49 to 60 hours. Of the total female workers employed during the same period, 50·2 per cent worked a standard week of 48 hours or less and 49·8 per cent worked a standard week of from 49 to 60 hours. It was ascertained also that of the total persons employed 43·2 per cent worked a standard week of from 40 and less to 48 hours. The building industry and wholesale and retail merchandising were not included in the survey.

A total of 7,742 firms that employed an aggregate of 341,815 males and 4,265 firms that employed 146,897 females were included in the survey. Of the 1,307 firms that employed both male and female workers, 395 worked a standard week up to 44 hours; 348 from 45 to 48 hours; 272 from 49 to 50 hours; 119 from 51 to 54 hours; and 180 from 55 to 60 hours. It was found that 754 of the 1,307 firms surveyed granted at least one week's holidays with pay.

Credit unions prosper in P.E. Island

According to the report of the Inspector of Credit Unions in Prince Edward Island for the 12 months ending September 1942, credit unions in that province increased their total assets by 27·1 per cent; shares and deposits 28·8 per cent and their reserves by 21·3 per cent.

There were 45 credit unions in the province which had total assets of $126,664.87 when the report was made. Loans outstanding amounted to more than $85,000, and cash on hand was over $34,000. Shares and deposits amounted to almost $114,000.

The report points out that "these figures together with the fact that total loans granted during the past year were under the amount lent the year before, reflect the improved financial condition of the people of this province. The credit unions are sharing this improvement. It is claimed that if this growth of the credit unions is continued in the Island province they should be an important factor in the solution of some of the problems of post-war rehabilitation."

Ontario Federation set up by C.C.L. Unions

A constitutional convention of some 90 delegates from Labour Councils, chartered unions and branches of affiliated unions was held in Toronto on April 15 and 16. The purpose of the convention was to consider the draft constitution of the Ontario Federation of Labour which had been prepared by a special committee and had been approved by a provisional committee of delegates from labour councils in Ontario that had convened in February.

The functions of the Federation were stated as being: The preparation of legislative programs and the study of provincial legislation affecting the interests of the workers. Then too, the Federation had under advisement the provision of facilities for the preparation of briefs to the Provincial Labour Relations Board, the Regional War Labour Board and other bodies. Assistance might also be given in the drafting of agreements.

A decision was reached to convene a further meeting in August. In the meantime, all Congress Unions in the Province will be approached with respect to affiliation with the Federation.

Congress President, A. R. Mosher, presided and the following provisional officers were elected: President, Elroy Robson, Director of Organization for the C.C.L. in Ontario Secretary-Treasurer, William Sefton, a representative of United Steel Workers of America.

Post-war Planning Committee set up in Manitoba

The Manitoba Government has set up an Advisory Committee on Co-ordination of Post-War Planning consisting of 19 members to whom others may be added by order in council. The function of the Committee is to advise the Government through the "Committee of members of the Executive Council on Post-War Reconstruction" with respect to co-ordinating plans submitted in order that duplication and conflict may be eliminated and a well-integrated programme developed. To effect this the Advisory Committee will investigate problems and recommend plans for solving them, establish subcommittees to deal with special subjects, receive submissions and confer with various organizations.

Labour and Public Welfare in Saskatchewan

The Saskatchewan Bureau of Labour and Public Welfare reports that in 1943, thirty permits were granted under the Factories Act enabling women and children under 16 to be employed between six a.m. and nine p.m., provided that the forty-eight hour weekly limit is not exceeded. The Act also permits exemption from the 48-hour week prescribed for women and children under 16, for not more than 36 days a year. Thirty-nine such exemptions were issued to 29 firms covering an aggregate of 199 days.

The Minimum Wage Board returns from 3,132 firms show that in the cities of the province, 73 per cent of the employees received

more than $14 a week, the highest minimum rate in any Board Order governing cities. In the towns, 62 per cent received more than $12 a week, the highest minimum rate in any Order for towns.

The total arrears of wages collected during the year were $4,557.48. Of these $3,316.78 were collected under the Minimum Wage Act, $1,182.47 under the Industrial Standards Act, and $58.23 under the Building and Trades Protection Act.

Labour relations in Newfoundland

Important wartime changes have been made in connection with labour matters in Newfoundland. Prior to the outbreak of war differences between employers and workmen were settled by negotiations, with the assistance of government members or officials. After the outbreak of hostilities, regulations were issued providing for the setting up of five tribunals or boards to deal with disputes in essential industries.

Following recommendations made by the Newfoundland Federation of Labour, the government in June, 1942, appointed a Labour Relations Officer. With one or two exceptions, all disputes that have arisen since that time have been settled with the assistance of the Labour Relations Office. In addition to dealing with industrial disputes on the island, this office conducted a national registration, investigated all proposed labour legislation, collected statistical data and aided in the recruitment of labour for work outside Newfoundland.

The Labour Relations Office promoted the Trade Disputes (Arbitration and Inquiry) Act and a bill to provide for the payment of wages to workmen in money rather than in kind. Other labour legislation being considered is (1) a Bill dealing with medical services for miners; (2) minimum wages for workers in organized trades and industries; (3) extension of the scope of the Workmen's Compensation Act and (4) compulsory collective bargaining.

According to the *Commercial Intelligence Journal,* industrial relations in general have been satisfactory, and the Labour Relations Office has been an important contributor to this situation. Many strikes have been avoided, while work stoppages that have occurred have been of short duration largely because of the intervention of the Labour Relations Office at an early stage.

In a report recently submitted by the Labour Relations Officer to the Commissioner for Public Utilities it was shown that in 1943 approximately 10,000 persons were engaged in construction work in Newfoundland; 2,300 were employed by the fisheries and 1,400 men left the island in organized groups for work in Canada and Labrador.

Holidays in industry, 1944, in Great Britain

The *Ministry of Labour Gazette* published in its March issue a statement of the Ministry of Labour and National Service with respect to holidays for workers in 1944. The following summary indicates the policy recommended for England, Wales and Scotland. At the outset the statement points out that the present year promises to be a difficult one, probably demanding unforeseen sacrifices and that, therefore, any regulations must be considered as provisional and subject to last minute alterations, or withdrawal.

In particular, it is known that the strain on the railways—already acute—will be greatly increased. Week-end travel should be avoided as far as possible. Consequently, workers desiring to return to their homes for their holidays should endeavour to begin and end their holidays in the middle of a week. Employers are urged to co-operate with the Regional Boards of the Ministry of Production in order to obtain "the maximum practical degree of staggering both within an establishment and between firm and firm and district and district."

Local authorities are again asked to organize "adequate holiday at home" programs, in order that those who refrain from travelling may be provided with alternative facilities for recreation and amusement.

In the development of the war and the claims of production permit, the Government is of the opinion that industrial agreements and common practice in relation to holidays should be observed with respect to "approved" or statutory holidays in England and Wales as well as in Scotland.

Owing to the special arrangements necessary in regard to both the production and movement of coal, a separate bulletin about holidays in the coal mining industry will be issued by the Minister of Fuel and Power.

Payment for work done on days which would ordinarily be holidays should be governed by existing law, or any relevant provisions laid down in existing agreements, or as modified by agreement with the trade union concerned.

Employers are urged to note that "in so far as any decision to follow Government recommendations entails a departure from arrangements agreed or established by custom or practice, care should be taken to agree the variations beforehand with the appropriate representatives of the workers."

Wages Board for canteens in Great Britain

The first Wages Board to be established under the British Catering Wages Act, 1943 (L.G., 1943, p. 1206) has jurisdiction over industrial and staff canteens. About 16,000 canteens, employing nearly 200,000 people, are affected. In accordance with the Act, the Board was set up by the Minister of Labour and National Service on the recommendation of the Catering Wages Commission. In a White Paper issued on March 16, the commission explained that the remuneration and conditions of employment of canteen workers were subject to considerable variation and that there was no reason to believe that industrial catering had not come to stay.

The Board consists of equal numbers of employers' and workers' representatives, together with three independent members, one of whom is chairman and one deputy chairman. It may submit to the minister proposals for fixing wages and rest intervals and for providing holidays with pay. The minister must either refer the proposal back to the board or pass an order putting it into effect. The board may also make recommendations through the Catering Wages Commission on conditions of work, health and welfare and on the improvement and development of industrial catering.

The Board has no jurisdiction over canteens run directly by the Crown or a local authority, those run in connection with catering businesses, such as hotels, boarding houses and restaurants or those at hospitals, schools, or similar institutions. The catering activities of Crown and local authorities are to be considered separately by the Catering Wages Commission, and wages and other conditions in hotels and restaurants generally are also to be dealt with later.

Dispute over recognition of office workers' union in Great Britain

A Court of Inquiry which was appointed under the British Industrial Courts Act, 1919, to investigate a dispute between the Clerical and Administrative Workers' Union and three Welsh colliery companies presented a unanimous report in December, 1943. It found that the question in dispute was "simply one of recognition or non-recognition of a union" and that the reasons of the companies for refusing to grant recognition were "totally inadequate." It expressed its "disapproval of the attitude of the three companies and of their boards of directors, both toward the efforts of the union and of this court." The court which was an *ad hoc* board similar to a board of conciliation and investigation under the Canadian I. D. I. Act, was under the chairmanship of Sir Charles Doughty, K.C.

The Clerical and Administrative Workers' Union began to organize the office workers of the collieries in 1941. In 1942 it submitted claims to the company concerning the conditions of employment of these workers, but the companies replied that since they had found it satisfactory in the past to deal direct with their clerical staffs they were not prepared to negotiate with the union. The union then reported to the Minister of Labour and National Service that a dispute concerning conditions of work existed and the Minister referred it to the National Arbitration Tribunal under the Conditions of Employment and National Arbitration Order. The tribunal made its award on August 28, 1942.

The union then suggested that there should be joint discussion regarding the application of the tribunal's award. The companies refused this suggestion and put the award into effect without reference to the union. The Ministry of Fuel and Power attempted to persuade the companies to change their stand, but without success. Finally, on October 4, 1943, the union notified the Ministry of Labour that its branches had tendered 21 days' notice of their intention to withdraw their labour unless the dispute was satisfactorily settled. Following the decision of the Ministry to appoint a court of inquiry the employees decided to remain at work.

The companies raised certain objections to dealing with the union, but the court did not consider any of them to be important. In regard to the claim that direct dealings between the companies and the individual clerks had been satisfactory in the past, the court stated that it was "not impressed by the professed readiness of these persons to meet a grievance privately expressed," citing cases where "individual representations met with scant response and a not very courteous reception." In one instance, where there was a "genuine grievance" affecting a large number of employees of two of the firms, the matter was not settled in one of the companies until a government conciliation officer had intervened nor in the other until it was on the point of being brought before the National Arbitration Tribunal. The court was convinced that the delay was not due to "any desire to deprive the clerks of their just rights" but that "it simply arose from the fact that nobody took the trouble to look into the grievance and it was not backed by the force of union representation."

The companies also stated that the union had only small representation in the South Wales coalfield as a whole, but the court considered this to be of little significance since in the three companies concerned a majority of the employees were members of the union.

Finally, the companies objected that some of the grades which the union claimed to represent occupied confidential positions. The representatives of the union, however, had "expressed their willingness to discuss this and they had no desire to include in their negotiations any parties to whom serious objection could be taken."

Annual Report of U.S. Labour Relations Board*

During the year ending June 30, 1943, the Board received fewer charges of employer unfair practices than in any of the five preceding years and more requests for secret ballot elections were presented to the Board than in any year since its inception. It is pointed out by the Chairman of the Board that this exceptional recourse to orderly elections to determine collective bargaining representatives is all the more noteworthy in the light of the fact that more than 75 per cent of all the elections were one-union situations and not involving contests between competing labour organizations.

The special contribution of the Board under the National Labour Relations Act was, first the elimination of unfair labour practices which impede the acceptance of sound collective bargaining practices; and second, the prompt determination of disputes as to the choice of bargaining agents by employees.

During the year covered by the report the Board received 9,543 cases. In addition to these 2,860 cases were pending at the end of the preceding year. In all 9,722 were disposed of. More than 10 elections were held daily in the nation's war plants. In this way more than 2½ million workers were enabled to express their choice of bargaining agents. Procedure in handlingfi cases was speeded up, until by the end of the year it had been cut virtually in half. This was accomplished in the face of reduced appropriations and reductions of approximately 40 per cent in staff due to calls to the armed services.

That unfair labour practices have not been entirely eradicated is shown from the various remedies utilized by the Board in the year under review. A total of 7,111 employees were reinstated after discriminatory discharges, while an additional 1,250 were reinstated after strikes caused by unfair labour practices. Back pay of $2,284,593 was paid to 5,115 workers who had been victims of discriminatory practices. Company-dominated unions were dis-established in 205 cases. Collective bargaining began as part of the remedy in 493 cases.

In carrying out its task of determining representatives for the purposes of collective bargaining the Board conducted 4,153 elections during the year ending June 30, 1943. Unions received 82 per cent of the 1,126,501 valid votes cast by the workers. A union was chosen as representative for collective bargaining in all but 13.8 per cent of the elections.

Affiliates of the A.F.L. participated in 2,018 elections, winning 1,398 of them and receiving a total of 267,118 votes. Affiliates of the C.I.O. participated in 2,350 elections winning 1,766 of them and receiving a total of 515,271 votes. Unaffiliated unions participated in 745 elections, winning 416 of them and receiving a total of 140,780 votes.

Collective agreements in U.S. Agricultural machinery industry

An article entitled *Union Agreements in Agricultural-Machinery Industry, 1943*, appeared in the January, 1944 issue of the *Monthly Labour Review* and has now been re-printed as Bulletin No. 761 of the U.S. Bureau of Labor Statistics. It analyzes the provisions of 36 agreements covering nearly 90 per cent of the employees in the industry who are working under agreements.

It is stated that by September, 1943 there were almost 96,000 workers in the industry. About 70 per cent of these are covered by collective agreements, and almost all the large plants are covered. About 55 per cent of the workers under agreements are represented by the United Farm Equipment and Metal Workers of America, affiliated with the Congress of Industrial Organizations. Other unions, notably the United Automobile, Aircraft and Agricultural Implement Workers of America (C.I.O.), which has agreements covering 20 per cent of the organized workers, are also in the field. Federal unions of the American Federation of Labour represent about 15 per cent and some other A.F.L. unions have also negotiated agreements.

The provisions of the agreements are dealt with under the following heads:—coverage and duration, union status, wage provisions, pay for overtime, week-end work and holidays, paid vacations, seniority rules, discharge, military service and war jobs, adjustment of disputes and strikes and lockouts.

Women personnel officers in industry in U.S.A.

The qualifications and duties of women personnel officers in war industries are the subject of Special Bulletin No. 16, published by the Women's Bureau of the United States Department of Labour, in February.* The experi-

*See also: Statement of H. A. Mills, chairman N.L.R.B. to Congress Feb. 27, 1944.

* Dorothy K. Newman, *The Woman Counsellor in War Industries*, U.S. Department of Labour, Women's Bureau, Special Bulletin No. 16.

ence of airframe and ammunition plants which have evolved an effective system for handling the problems of women workers over the past two years is summed up and the results of a survey of women's personnel work in shipyards are included.

A broad view is taken of the scope of women's personnel work. Where large numbers of women are employed, a separate branch of the personnel department to deal with their problems is recommended. The head of the branch should have a voice in plant policies governing the selection, placement, training and supervision of women workers. She should co-operate with other departments to see that adequate provision is made for the safety, training and medical care of women. She must arrange for proper washroom, toilet, restroom and lunching facilities. It is her duty to maintain records of women employees and to train and supervise counsellors and interviewers. Nor can she ignore conditions outside the plant such as housing, recreation facilities, transport, child-care arrangements, etc., which affect attendance and turnover.

Close contact with women in the shop should be maintained through counsellors who assist women workers in adjusting themselves to factory life. The counsellor informs the new employee about plant rules, hours of work, clothing requirements, transport arrangements, etc., and introduce her to her fellow-workers and supervisors. Careful follow-up is necessary to prevent the formation of bad work habits. Counsellors should be consulted in selecting women for promotions, upgrading, and transfers, and when discharge is contemplated. They may assist in remedying grievances by acting as a liaison between the women and their foremen. They are responsible for supervising the maintenance and use of rest rooms, washrooms and cloakrooms but should not act as policemen.

Counsellors should not attempt to deal with problems requiring the professional attention of a social worker or physician but should refer the workers to competent persons who can help them.

If only a few women are employed one or two women officers may be able to handle all aspects of the work. It is important that women personnel officers have good education and personal qualities which will enable them to work well with others and to organize their work efficiently. They should also be thoroughly acquainted with plant organization, policies and processes. If possible, senior officers should have special training and experience in industrial relations.

Youth welfare in transition period

The U.S. Children's Bureau Committee on Children in Wartime have set out ten measures which must be taken in order to ensure the welfare of juveniles in the period of transition from war to peace.

Health services and all types of medical care must be widely extended and made available to everyone. Child labour must be regulated, and plans made to assure educational and employment opportunity for young persons in the demobilization period. Family life must be protected through housing programs, extension of social security, rehabilitation services for families disrupted by the war, and by securing an adequate, stable economic basis for the home. Child-welfare services must be developed so that they are available to every child needing them. Young people themselves must share in planning and carrying out community recreation schemes, and other plans initiated for their benefit. All these measures involve training professional workers and preparing volunteers to assist them.

Finally, legislative standards must be reconsidered from the standpoint of these objectives, and every citizen educated concerning the importance of working towards their realization and assuming some responsibility for them.

Equal pay principle makes progress

"Although many industries still pay women beginners less than men the 'equal pay for equal work' principle advocated by unions and government has advanced during the war", it is asserted by the Office of War Information at Washington.

As evidence of this advance the O.W.I. reports that more than 2,250 firms in the United States have voluntarily equalized rates for men and women doing the same amount and quality of work, since the War Labour Board announced its policy of equal pay in November, 1942. These voluntary equalizations have increased the rates of about 59,500 women. Decisions of the W.L.B. have benefitted women in automotive, lumber, electrical and steel industries, among others.

However, it is stated that in many plants where equal pay for comparable work has been established, women's pay is still smaller than men's because of the type of work to which they are assigned. Moreover, promotions in many instances are less frequent for women than for men.

The presumption that men require more pay than women, because of obligations with regard to dependents has been in some measure challenged. In an official study of more than

155,000 women, it was ascertained that about 60 per cent contributed to the support of dependents.

Reports of the New York State Department of Labour are cited to show that the incomes of women factory workers in that State had increased 72 per cent between May, 1939, and February, 1944. But this increase is far from being a recognition of the equal pay principle, as the increase resulted from longer hours and overtime pay rather than from increase in rates.

Wages of women replacing men in New York industries

The results of a study of the wages paid to women replacing men in industry have recently been published by the New York State Department of Labour. The survey covered 396,000 workers in 143 manufacturing and 56 non-manufacturing plants such as laundries, hotels and restaurants. A somewhat similar study was made in March, 1943, by the National Industrial Conference Board which obtained data from 155 plants employing 687,000 workers (L.G., Jan., 1944, p. 71). Both studies revealed the same general trends in rates paid to women although a slightly higher percentage of the plants covered by the New York study paid the rate for the job.

In two-thirds of the manufacturing plants and one-third of the service industries studied by the New York State Department of Labour, at least half the women workers were doing work formerly performed by men or comparable to men's work. About 60 per cent of the plants paid the same entrance rates to men and women on comparable work. Practically all the firms in this group which had automatic pay progression plans advanced both sexes at the same rate up to a certain maximum. Of the 44 plants which provided automatic increases 4 reduced the differential, 14 eliminated it by the end of the progression period, 10 increased it and 16 made no change in it. Few of the non-manufacturing firms gave automatic pay increases. An equal pay policy was more commonly found in the metropolitan area than upstate. Of the 98 manufacturing plants with union agreements, 73 had contracts providing the same rates for men and women on comparable work.

In three-fifths of the manufacturing plants with wage differentials the women's rates were from 10 to 20 cents below those for men on similar work. In the service industries the differential was in most cases under 10 cents but the low rates prevailing in such industries made a small differential more significant. Some firms reported that women's rates were determined by the prevailing rates for jobs usually held by women in the plant or locality. Others fixed lower rates for women because they had had to make job changes before hiring them. However, an analysis of job changes ranging from breaking down processes into their component parts to removing responsibility for setting up machines showed that, except for adjustments to reduce weight-lifting, few were directly attributable to the entrance of women workers. Most changes had been made before women began to replace men and were designed to speed production and reduce training of new workers. Of the 60 plants which had made changes for women workers only, 25 paid the same initial rate to inexperienced men and women. Moreover, it was pointed out that the installation of mechanical lifting aids benefits both sexes and results in a valuable saving of energy and manpower.

Employers reported that women's production equalled or exceeded that of men in 88 per cent of the manufacturing plants and in about two-thirds of the non-manufacturing ones. There did not appear to be a "consistent relationship between employers' evaluation of comparative production by men and women doing similar work and the starting rates paid to women."

A considerable number of women were found in skilled manufacturing jobs paying from 70 cents to more than $1.50 an hour. Over three-fourths of the manufacturing plants and all of the service industries except dry-cleaning reported that they were using women as supervisors. Some stated that women were not filling the highest jobs chiefly because they had not been employed long enough to acquire sufficient experience or seniority.

A review of the United States' National War Labour Board's policy on rates for women doing men's work is given and attention is drawn to statements by the Government, labour and management endorsing the equal pay principle. It is also pointed out that four States, Illinois, Michigan, Montana and Washington now have equal pay laws.

UAW-CIO expands health services for members

A recent notable development in the formation of industrial medical research by labour unions was the acquisition by UAW-CIO of the late Edsel Ford's mansion and grounds at Detroit for use as a medical research institute.

It is stated in the *United Automobile Worker* that "the building and grounds will be particularly appropriate for use by the Medical Institute." It is pointed out that there are ample grounds and facilities to serve the present needs of the Institute and to permit of extensions and additions as they may be required.

This phase of labour union activity has been developing for a number of years. A cloak makers' strike in 1910 revealed deplorable sanitary conditions in the plants which impaired the health of the workers. This led to the formation of a Union Health Centre in 1913 to enable the low paid government workers to obtain competent medical attention at rates within their means.*

Since that time other unions have provided similar benefits for their members. These have been primarily diagnostic services, provided by full-time medical examiners and specialists provided with the necessary medical equipment. Research work has been carried out in connection with the causes and the prevention of many industrial diseases. The UAW established a centre some years ago, but for a time the work was discontinued.

It is asserted by the *United Automobile Worker* that the health of the American worker is not good. Reports of the Social Security Board at Washington are quoted as saying that one billion man days have been lost to the nation's war effort by reason of sickness. The Medical Research Institute through its surveys and educational activity in relation to occupational diseases appears to have potential value in bringing about a reduction in this loss in future, as well as in extending the working-years of workers, especially those whose work exposes them to dust, poisonous fumes, etc.

U.S. Exposition shows advantages of labour management

Considerable public interest was taken in a labour-management exposition held recently in Washington. The purpose was to emphasize the need for "20 per cent more (production) in 44" and to show how the joint efforts of labour and management were helping to attain that goal.

According to *Labour-Management News*, official weekly publication of War Production Drive, War Production Board, Washington, the sponsors of the exposition, "in more than 4,000 war plants with 7,000,000 workers the teamwork of labour and management is directed to the single purpose of improving war production."

The numerous exhibits at the exposition served to show that more and better weapons and equipment for the fighting forces were being produced. The exhibits also illustrated the varied activities of 72 labour-management committees in 275 plants throughout the country. In addition there were special events, including the presentation by Mr. Donald Nelson, Chairman of the War Production Board, of certificates honouring eight war workers whose suggestions notably improved and accelerated production. Seven women who had made exceptional records in war production were also guests of the exposition.

United States NLRB upholds employer in unlawful strike case

In a majority-decision, the National Labour Relations Board of the United States, recently upheld an employer who discharged nine workers for an unlawful strike, and thus reversed a trial examiner's order that the employer should reinstate the men with back pay on the ground that the Wagner Act preserved their status while on strike.

According to a report in the *New York Times* of April 17, the union, which had been the bargaining agent for a number of the Company's employees since 1939, reached an agreement with the Company for wage increases, shortly before the President's wage control order of October 3, 1942, prohibiting increases, unless approved by the WLB. Subsequently, the Company and Union made a joint application to the WLB for approval of the proposed increases, but by June, 1943, the WLB had taken no action. On June 10, the union members voted to strike unless the Company granted the increases immediately. This the Company refused to do without the WLB's approval, and the men went out on strike. On the following day, the Company notified them that it regarded the strike as a termination of their employment. About ten days later the union requested the reinstatement of the men, which the Company denied.

The majority of the Board held that the strike was neither provoked nor preceded by unfair labour practices and, consequently, upheld the employer's action. It was further pointed out that while the National Labour Relations Act was directed against employer rather than employee misconduct, "this does not mean, and never has meant, that employee misconduct is necessarily irrelevant" in determining violations of the regulations.

The Chairman of the Board based his dissent on a slightly different interpretation of the Act and held that the employer should reinstate the workers, but that, owing to the nature of the strike, it would be legitimate to deny them back pay.

Telegraph messengers under U.S. Fair Labor Standards Act

In the first important case interpreting the child-labour provisions of the Fair Labor Standards Act, the United States District Court for the Southern District of New York decided on October 7 that the Western Union Telegraph Co. had violated these provisions.

* *The Needle Trades* by Seidman p. 287.

The Company was charged with employing "oppressive" child labour contrary to the Act. "Oppressive" child labour means the employment of children under 16 in any occupation and between 16 and 18 in specified hazardous ones. In this case children under 16 were employed as messengers and minors between 16 and 18 as drivers of motor vehicles.

The Act applies to goods produced for shipment beyond the boundaries of any one state. The company admitted the employment of these young persons but denied that the Act applied to it since its business was merely to convey ideas and not to produce goods. The Court held that messages were "goods" within the meaning of the statute.

In upholding the applicability of the law to the Western Union Co. the judge declared that "the statute establishes a national policy and a national standard of child labour. The history of the statute is consistent only with the conclusion that Congress intended to keep the arteries of commerce free from pollution by the sweat of child labour."

Safety training in school shops in United States

A booklet outlining methods of teaching safety in vocational school shops has recently been published by the Michigan State Board of Control for Vocational Education.* The Director declares in the introduction that "the time to set safety habits is when the learning process begins" and adds:—

> The surest way to prevent accidents is to train students so that correct operations become automatic, and the worker, through habit as well as judgment, obtains maximum safety.

Mechanical guards, posters or printed rules tacked on the walls cannot be, in his opinion, substitutes for intelligent and careful operation on the part of the student.

The booklet contains a chapter on general precautions against fire and accidents in school shops and a brief history of accident prevention work. The remaining chapters contain safety instructions for foundry, electrical, auto mechanics, printing, welding and other types of school shops. Tests at the end of each chapter check the students' knowledge, There are reproductions of safety posters, cartoons and actual photographs of school shops and safety equipment.

It is recommended that in addition to demonstrating safe work practices when teaching each new process, there should be a discussion on some phase of safety education at least once a month. Accidents, however minor, can be used as object lessons. The appointment in rotation of a student safety engineer for each class is considered one of the best means of enforcing safety rules. The student safety engineer should give his full time to seeing that safe practices are observed and should be given a check list of points to watch. He reports on accidents and misconduct in the shop, sees that tools are in good condition, checks first-aid supplies, enforces good housekeeping and sees that students keep ties tucked in, sleeves rolled up and use all safety devices. Sample daily report forms for safety engineers in different types of shops are given in the booklet.

**Training for Safety, a Program for School Shops*, Michigan State Board of Control for Vocational Education, Bull. No. 279, 1942.

U.S. Supreme Court decisions concerning employers' anti-union activity

It was reported in the *New York Times* and in the *New York Herald-Tribune* on April 11, that in two separate decisions the Supreme Court of the United States had ruled that a union may continue as a collective bargaining agent, even though its membership had dropped to less than a majority of the eligible employees in a plant, or even though its membership had repudiated the union if the loss in membership or the repudiation of the union follows "wrongful" activities on the part of the employer.

In the first case heard by the court, forty-five of the eighty members in a company's factory had designated the union as their bargaining agent. However, as a result of the Company's refusal to deal with the union and its active anti-union campaign, the union's membership had dropped to thirty-two, less than a majority of the employees. The matter had been referred to the National War Labour Board which had ordered the Company to bargain with the union charging that the "unlawful refusal of the employer to bargain collectively" had led to the membership decline. In upholding the ruling of the Board the Supreme Court decision stated that a bargaining relationship, once rightfully established, "must be permitted to exist and function for a reasonable period of time in which it can be given a fair chance to succeed."

In the second case, the Company had recognized the Union as agent for its twenty-six employees, but when certain of the employees had expressed dissatisfaction with the union and had threatened to leave the Company unless their wages were increased, the Company had negotiated with them as individuals on the question of wage increases and had then refused to deal with the union. The majority decision of the Supreme Court stated that even though workers may wish to revoke their designation of a collective bargaining

agent, neverthless, "orderly collective bargaining requires that the employer be not permitted to go behind the designated representatives, in order to bargain with the employees themselves prior to such revocation."

Employers' guide in hiring of women

A special bulletin of this title, issued by the Women's Bureau of the U.S. Department of Labour, outlines for the guidance of employers the essential steps in the successful utilization of women in industry.

It covers such pre-employment measures as securing the workers' co-operation before hiring women, providing adequate service facilities, surveying suitable jobs, and adapting them to women. Proper training and personnel selection are stressed, attainable with the aid of women personnel officers who have well-defined duties and an accepted status. An 8-hour day with two rest periods, a 48-hour week, chairs where possible, and safe, suitable work-clothing are considered necessary for the highest output over a long period. Equal opportunity with men is recommended, involving up-grading when a woman makes good at her job, and wage-rates based on job analysis.

Results of migration of war workers in United States

The Office of War Information in Washington, in one of its recent reports, declares that the migration of war workers into centres of war production has brought about a marked re-distribution of population in the United States during the last three and a half years.

It is shown that 469 counties throughout the country registered increases in population between April 1, 1940 and November 1, 1943. Of these, 152 recorded gains of 15 per cent or more. During the same period, 2,620 other counties recorded decreases in population.

The 469 counties which registered an increase had a total gain in population of 4,857,885. It is pointed out that this figure may be taken as the minimum number of persons who migrated from one place to another, because in none of these areas would the natural increase be as great as the loss to the armed forces. Then too, uncounted numbers of persons have changed location several times.

The 2,620 counties which registered decreases in population had an aggregate loss of 8,879,105. In spite of an excess of births over deaths in the period April 1, 1940 to November 1, 1943 of about 4,611,000, the civilian population of the United States decreased by approximately 4,000,000, or 3·1 per cent. This is accounted for by the induction into the armed forces of roughly 9,500,000 men and 138,000 women.

The War Manpower Commission is quoted as having reported that the trends of shifting from states and areas of few job opportunities into areas which had a high demand for workers have taken place chiefly in three directions (1) toward the West Coast, (2) the central region (Kentucky, Ohio and especially Michigan), (3) and the North Atlantic seaboard. However, there have been many more or less local variations of these trends and in some instances in-and-out-migrations have occurred simultaneously.

The report cites many such local cases and the motives that apparently actuated the almost constant labour flux since the outbreak of war. In general, labour movements were toward centres where large wartime contracts were placed. There were however notable exceptions such as Chicago, New York and Boston, cities which lost 1·4 per cent, 7·1 per cent and 5·1 per cent of their populations respectively. All such centres probably had sufficient unemployed, or persons employed in non-essential activities, to cushion the immediate effects of an expanded industrial program.

The War Manpower Commission is quoted as assuming that the end of the war will be followed by another great shifting of population, in reverse. However, it is also pointed out that to judge by the experience following World War 1, thousands of workers may be expected to remain where they are and take chances on unemployment. "Under any circumstances, the final effect of wartime and post-war moves will be a general re-sorting of population that will leave its marks on the country for years to come."

Italian labour unions being re-organized

In its issue of March 17, the United States Labour Press Service states that trade unions in Sicily and the part of Italy occupied by the Allies were being rapidly re-organized along democratic lines after twenty years of fascism.

It is pointed out that one of the first steps taken by the Allied Military Government (A.M.G.) was to abolish the whole fascist labour setup in order to clear the way for the re-establishment of democratic unions. As far as possible the army avoided any domination or control of the new unions. Instead, they were encouraged to develop their own leadership and determine their own policies. Elections in which the workers selected their own representatives were held in Sicily and Italy for the first time in twenty years. Collective bargaining was instituted so that labour disputes could be settled by agreement between the parties concerned, with the officials of the labour offices acting as mediators.

Manpower

Canada's Manpower Situation

Comprehensive Review Given by Minister of Labour in House of Commons

THE Minister of Labour, Hon. Humphrey Mitchell, gave an extensive review of Canada's manpower situation in the House of Commons on April 28. The following is a compilation from *Hansard* of the Minister's detailed analysis:

Mr. Chairman, the committee have been given the latest information on the expansion of our armed services and have been brought up to date on the production of the materials and facilities for war.

Man-power is basic to all accomplishments, and my colleagues, I believe, will be the first to agree that the work of the Department of Labour is an integral part of the story of achievement which they have been privileged to tell.

In my opinion the true yardstick of a successful man-power policy is the degree to which the armed forces are mobilized for the job of fighting and the material resources organized for maximum output of munitions, food and all the other things necessary.

At the end of 1943 we had more men and women in our forces than at any previous time in our history. Despite this, production for war was on an unprecedented scale.

It must be realized that as new types of war equipment are required, or as the emphasis of military requirements changes, we must revise our man-power allocation to meet the new needs.

I have before me a table which shows that 5,057,000 or 57 per cent out of a total population of 8.820,000 aged fourteen and over were in the armed forces or at work at December 1, 1943. From the beginning of the war to that date there was a total increase of 1,317,000 or 35 per cent in the number at work or in the armed forces; from January 30 to December 1, 1943, we added 177,000.

Growth in the number of women in employment and in the services has been phenomenal, increasing from 638,000 in August, 1939, to 1,075,000 as of October 1, 1943, a gain of 437,000 in the four years.

The strength of our armed forces has gone up by 759,000 since war began; 124,000 joining the forces in the ten months ended December 1, 1943. The number of workers of both sexes in war industry alone was 1,104,000 at the same date.

We have arrived at our present position by constant adjustment of the selective service machinery capable of putting the most workable plans into effect.

Every effort has been made to bring into our man-power pool the skill and services of all our people. We had, as we know, a breathing space in the early months of the war. We were able to study the problems of man-power control, in which we had little experience on this continent. After the fall of France in the summer of 1940 Canada was looked to as an arsenal of supply in the battle for world freedom. Compulsory calls for military training were introduced. We took stock of our human resources through national registration. We buckled down to the task of augmenting our skilled man-power, notably through the war emergency training programme. Many other measures were adopted to effect a general mobilization of our industrial and man-power assets.

Selective service was introduced through Orders in Council which became effective on March 23, 1942. Under P.C. 2250 permits to enter certain classes of industries and occupations were required. P.C. 2251 stabilized employment in agriculture. These two Orders in Council were the basis of operation for two months.

P.C. 5038, passed in June 1942, ordered every person, male or female, regardless of age, to obtain a permit for any employment. There were a few minor exceptions to this broad rule.

In August, 1942, P.C. 7595 replaced P.C. 5038. Under this order:

Permits to seek and enter employment were required;

Employment could be terminated only on service of notice of separation;

Employers had to report vacancies;

A basis for a labour priority schedule was established.

Advertising for help was controlled. Compulsory direction of unemployed persons to employment came into effect.

Provisions were made for reinstatement in employment and supplementary allowances.

These selective service regulations continued in force until January 19, 1943, when the present order in council P.C. 246 took effect. This order consolidated all the selective service regulations relating to civilians, including those dealing with technical personnel and labour exit permits. Major developments in the regulations since then have been in the way of compulsory transfers of civilians.

Selective service also was given authority to direct to any suitable employment persons who had been found unfit for service in the armed forces.

In September last, it was decided that no person employed in a "designated establishment" could leave his employment without the permission in writing of a selective service officer. Correspondingly, the employer could not discharge an employee in such an establishment without permission. "Designated establishment" means an establishment which has been given an "A" or "B" labour priority rating.

Our major problem on the civilian side is to maintain an adequate working force in the high priority industries. The system of separation notices has done much to maintain man-power in war production.

The rules are not inflexible, being administered in a practical sense as a control rather than a prohibition. Where good reason for termination of employment either by employee or employer is shown, the selective service officer gives approval and an attempt is then made to place the worker in other high priority employment. In order that the local office may do the job assigned to it, it must have a complete picture of both supply and demand. It must have available information regarding all existing vacancies and knowledge of the men and women available to fill those vacancies. It then is in a position to make use of the labour priority schedule and continue the movement upward of available employees into the higher labour priority brackets.

During 1943 some 1,944,026 placements were made by our employment service offices.

The national selective service advisory board was reconstituted in March, 1943. No significant regulations concerning man-power are issued without approval of this board. It is one of the major instruments for consultation and collaboration between government, employers, workers and farmers.

Next is the national selective service administration board, over which the director of national selective service presides. This board is composed of the associate directors of national selective service and carries the burden of the day-to-day administrative problems. As members of the administration board are also members of the advisory board, coordination of advisory and administrative functions is as complete as possible.

Decentralization has been provided for by the appointment of regional directors and regional national selective service advisory boards in Quebec, Ontario, the prairies and the Pacific. An advisory board for the maritimes will be constituted in due course.

These regional boards are under the chairmanship of the respective regional directors and include the chairmen of the mobilization board and the regional employment committee, the regional employment superintendent, one or more representatives of labour, representatives of the wartime prices and trade board and the Department of Munitions and Supply.

These boards act in an advisory capacity to the regional director in the same way that the national board assists the director of national selective service. To these boards I am adding representatives of the departments of National Defence and Agriculture.

It was extremely fortunate that unemployment insurance was inaugurated in 1940 as this led to the creation of a national employment service. Thus we laid a solid foundation for our war-time man-power machinery. Up to 1940 there was no wholly dominion employment service. Now there are 242 offices in five regions across Canada, staffed by some 5,200 persons.

It is in the nature of things that complaints are given publicity, whereas the praises of our employment service are seldom heard. An incident comes to my mind which suggests the other side of the picture. It concerns the work of the Edmonton office. The American authorities called the manager of the local office one Saturday morning requesting 250 men for a construction camp to leave for Waterways on the following Monday. When the manager inquired what they wanted in the way of men, the reply was to the effect, "You know what we want—superintendent, foremen, carpenters, labourers, cooks, handymen—everything that goes to make up a camp, and we want them on the train Monday morning." When asked whom the men would be working for the reply was, "We don't know yet—you will have to coin a name for the contractor because we haven't let the contract yet or formed any company to handle it." To cut a long story short, the

local manager got busy with two radios, sending out calls at intervals on Saturday afternoon and evening. He opened the office at 6 a.m. on Sunday, kept it open all day, opened again at 6 a.m. on Monday, arranged for a special train and at 11 a.m. on that morning the train pulled out for Waterways with 250 men on board.

When I addressed the committee in June last only two compulsory labour transfer orders had been issued and our experience in the problem of compulsory direction was limited. We have now seven orders which are applicable to every male person who has attained the age of sixteen years and has not attained the age of forty-one years. The orders issued to March 15 have involved an examination of the employment of no fewer than 99,453 individuals who have been personally interviewed. There have been 15,359 transfers. It is worth noting that very few of the 15,000 raised any objection and in the extremely few cases which did arise, forty or so in number, there were adjustments without having to resort to prosecution.

I do not mean to imply, Mr. Chairman, that national selective service regulations in general would be of value if there was not some power of enforcement behind them, but it was recognized that time should be given to allow for public education.

As of August 1, 1943, only a small number of prosecutions had been commenced. It was then decided to take a more serious view of instances of non-compliance and contraventions. A vigorous policy of enforcement has since been carried on.

At the present time, the machinery of the department includes an extended enforcement organization operating in our five regional divisions. From July, 1943, to the end of February of this year, 14,765 cases of reported contraventions were investigated and studied. Apart entirely from the number of actual prosecutions much constructive work is being accomplished in the adjustment of complaints and settlement of disputes.

It will be noted that the number of reported contraventions indicates that a very important work is being done in adjusting and settling disputes in the field, in fact over ninety-five per cent of the cases are settled without prosecution. The general acceptance of these wartime rules and restrictions by employer and employee alike indicates a spirit of cooperation on the part of the great majority of those affected.

Steps have been taken to protect the personal liberty of the individual against what might be felt to be an arbitrary ruling of a national selective service official. Any man who is directed by a selective service officer to leave his employment for higher priority work, or who is directed to remain in his present employment, or any person who is affected by the ruling, order or direction of a selective service officer, has the right of appeal to a court of referees.

These courts were originally established for hearing appeals regarding unemployment insurance benefits. They have an equal number of employer and employee representatives on them, with an impartial chairman, are constituted on a district basis, and are not subject to administrative control. The result is that an appeal is heard by a court whose members are familiar with labour conditions in the district. Here is democracy in action. These courts have heard over 2,500 appeal cases up to the 31st March, 1944. Considering the tremendous volume of work which has fallen upon selective service officers it is of considerable significance that such a small number of their decisions have been appealed. The fact that less than one-third of the total number of appeals heard were allowed, is also strongly indicative of the soundness with which selective service officers have made directions, rulings and orders.

I should like now to deal with the specific branches, particular problems and achievements of the Department of Labour's wartime activities.

* * * *

WOMEN'S DIVISION

I am glad to record here the magnificent part played by the women of Canada in all phases of our war effort. They have come forward voluntarily to accept all kinds of work at a rate and with a spirit that is nothing short of spectacular.

This has released much man-power for the armed forces and for essential industry. As I stated earlier it is estimated that on October 1, 1943, 1,075,000 women were gainfully employed in Canada as compared to 638,000 in August, 1939. In addition, there are over 760,000 women—wives and daughters of farmers—who are supplementing the work of men to maintain the high record of farm production. Each year these women have taken on more and more of the farm work in addition to their work for the home and family, at a great sacrifice of time and energy. It is, of course, in war industry that we have seen the greatest expansion in the employment of women. In June, 1941, there were 40,000 women so employed. By September 30, 1943, that number had increased to 235,000 to keep pace with the heavy and varied de-

mands of war production. This large employment of women in a thousand different industrial plants has created problems of its own in connection with work conditions. The provincial governments, as members know, have jurisdiction over conditions of work for women. Therefore we maintain close cooperation with provincial departments of labour with respect to such matters; and frequent discussions are held with employers concerning adequate welfare service for their employees. As a result many new services and improvements in accommodation have resulted.

Last year it became necessary to make an appeal to women who ordinarily would not be seeking employment. It was recognized that many such women might be able to accept only part-time employment, either part of each day or part of a week. So that employers had to be encouraged to make greater use of the part-time worker. As shortages developed in one area after another the Local Council of Women or the Women's Institute sponsored a campaign appealing to women to take full-time or part-time employment.

No such appeal was made in any area where it was not urgently required. Acute situations developed in Hamilton, Peterborough, Ottawa, Toronto, Halifax, Edmonton, St. Catharines, Welland, and in every instance the required objective was reached. These appeals not only secured many additional full-time workers; they also established the part-time worker as an integral and valuable part of our wartime man-power resources. As a result I am glad to be able to say that in all industrial centres the labour situation was very materially improved.

The entry, within two years, of nearly 200,000 women into war industry alone has had the effect, of course, of creating a shortage of help in other industries and services in which women workers have always predominated. One of these is hospital service. Our hospitals are crowded to their limit and more nurses are being employed than ever before. The non-professional personnel in hospitals has been augmented; and the number of student nurses in training is the largest in our history. Hotels and restaurants have absorbed thousands of new women workers; and we have been hard pressed to supply the labour requirements of laundries and dry cleaning establishments to enable them to take care of the needs of the armed forces as well as of their regular customers.

During the past year, the women's divisions of the employment offices have been augmented to deal more adequately with the great numbers of women passing through them. By means of intensive training, the quality of the work of our officials is steadily improving; and we are, I believe, now giving better service both to the woman applicant and the employer.

One of our problems has been the care of children during the days when their mothers are at work. Under the terms of agreements with the provinces, day nurseries have been expanded and increased in number to twenty-six. In Ontario the day care of school children outside of school hours has been developed to a considerable degree and units now approved are capable of providing for 1,700 children.

FARM LABOUR

Last year I pointed out that with fewer people on the farms during each successive year of the war, farmers had pushed the production of vitally needed food to higher levels. This record of our farm people was repeated in 1943. This meant working longer and harder each day. Results have been clearly revealed this past winter in the huge deliveries of live stock and live stock products to markets and processing houses.

Dr. G. S. H. Barton, Deputy Minister of Agriculture, recently stated:

> In the course of the last four years Canada has increased the agricultural output by 50 per cent in spite of a reduction of 23 per cent in man-power.

He also gave the following figures with regard to quantities of agricultural products shipped to Great Britain during 1943.

Bacon	588,000,000 lbs.
Cheese	129,741,000 lbs.
Eggs (powdered)	34,743,510 lbs.

In the first three months of 1944 beef equivalent to

Head of cattle	70,000

This exertion by the farm people themselves when under normal circumstances they work so hard, has been the major factor in overcoming the labour shortage. Because of a full recognition of this fact, we derive much satisfaction in that the plans which were put into effect in 1943 provided additional help for them. The results of our efforts to meet the farm man-power shortage were due to the co-operation of every provincial government in Canada working in partnership with the Department of Labour through dominion-provincial farm labour agreements.

The provincial Departments of Agriculture field staffs with the local farm committees organized by them have been indispensable to the successful execution of the plans of our employment service. These agreements provide for the sharing of expenses on a dollar for dollar basis for active programs in each province to recruit, transport and place help

on the farms. Each of these programs is directed by an officer who is a joint employee of both governments.

Early in December last, we called these men and other senior officials to Ottawa for a conference on farm labour. Our purpose was to consider what progress had been made in 1943 and what improvements we could make in respect to the plans for 1944. It was clearly evident at this conference that the working arrangements with the Department of Labour were harmonious and satisfactory.

Hon. members from one province will be familiar with the term "emergency farm labour service," in other provinces it is "farm help service," or "farm service force", or "farm labour bureau." These organizations, Mr. Chairman, represent our farm labour agreements in action.

In British Columbia last year more than 11,000 people registered with the dominion-provincial emergency farm labour service to help on farms. On the prairies the dominion-provincial farm labour organizations transferred hundreds of workers from point to point within each province and organized and distributed harvest help.

In Ontario the farm service force, operating under the dominion-provincial agreement reports nearly 100,000 placements of workers on farms in 1943.

The farm labour bureau was formed in Quebec under the agreement for the purpose of tapping every possible source of help and placing this help on farms.

In the maritime provinces the dominion-provincial farm labour organization helped to recruit labour for dairy and live stock farms, organized local sources of help for haying, potato and fruit-picking and distributed this help to those farms where it was most needed.

One of the most valuable features of the farm labour programme has been the financial assistance in transporting workers to their places of employment on farms. The Department of Labour paid the costs of interprovincial movement of labour and shared equally with each province the cost of transporting labour within the province. This plan greatly increased the mobility of farm labour.

During the 1943 season three large-scale excursions of farm workers were organized. Women and girls were recruited in Alberta and transported at public expense for berry picking in the Fraser valley in British Columbia. Early in July over 700 Saskatchewan farmers were brought down to Ontario to help with haying and early harvest. These men remained on Ontario farms until late in August when they returned to Saskatchewan for their own grain harvest. This excursion should be noted by our historians. We have been accustomed to organizing harvest excursions to the prairies, but we have no knowledge of their ever before having been put in reverse. This project was an outstanding success and proved a most valuable source of outside help to the hard-pressed farmers in Ontario. The Ontario farmers were grateful. They expressed their thanks to the people of the west by acting, not merely by words.

When harvest help was badly needed on the prairies in September, more than 5,000 farmers and farm workers from Ontario offered their services. Over 3,700 actually made the trip. More could have gone, but when our farm labour officials on the prairies called "Halt, enough", no more applicants were sent out. We have been told that never before has such a good class of man been sent out on a harvest excursion.

We received splendid assistance during the past season from members of the three armed forces. In September and October more than 15,000 men from the army, the air force and the navy helped to take off the crops in all parts of the country. Men from the army, which made up about 11,000 of this number, were supplied in two ways. The majority were granted compassionate leave to return to their own farms or those of immediate relatives. The second source of help from the army was from men supplied through the farm duty plan. Under this plan, which to my knowledge was developed for the first time, men were detailed under military discipline for work on farms. About 2,500 men were made available and worked in all parts of Canada, the majority being employed by farmers in the prairie and maritime provinces.

Last session my colleague the Minister of National Defence for Air stated rather bluntly that he "was not training an air force to go farming". I am glad to say that the natural generosity of his disposition could not for long be suppressed, because he did authorize the issuing of an order providing up to six weeks harvest leave for certain personnel in the air force. A total of 4,326 men were granted leave under this order. All provinces benefited.

Through a special arrangement made by provincial agricultural officials and the federal departments concerned, more than 600 sailors from Deep Brook, Nova Scotia, assisted with apple-picking in the Annapolis valley. This proved a most useful source of help during a critical emergency and the work done by the sailors was greatly appreciated by the apple growers in the valley.

There has been a great deal of discussion about men called from farms to serve in the army. Later on I will table an analysis of postponements in effect at the end of January, 1944, by mobilization divisions and by industries.

Out of a total of 246,133 for all industries, 142,400, or about 58 per cent, represent the number of farm workers on postponement. This large number of postponements given to farm workers, I am sure hon. members will agree, is tangible proof of the favourable treatment given to agriculture by the mobilization boards.

That our efforts respecting postponements of military service for essential farm workers are appreciated is illustrated in the following unanimous resolution which has recently come to hand:

The Ontario Concentrated Milk Producers' Association wish to state their appreciation of the efforts of the federal selective service in making it possible for experienced farm help to obtain deferment privileges and thus remain on the farms.

The farm people, even with their reduced members, have not remained satisfied with having achieved the greatest food production in our history. Last fall, and early winter, thousands of farmers, farmers' sons, and other farm workers, responded to our appeal for help and moved to the woods, mines, food processing plants, and other essential industries. We appealed only to those who could be spared from their farms during the winter and they were given other work on the understanding they would be released in the spring to return to their farms. This principle was emphasized in extensive publicity conducted as part of the recruiting campaign.

Assistance given by these farmers greatly eased the labour shortage in many industries. Cooperation of provincial field men and local committees made possible a more thorough checking to see that farmers needed on their farms during the winter remained there; also through this assistance we have a much more complete record of those entering other industries.

The return of these men to their farms is now practically completed. Because of a late spring season in certain areas some permits were extended, after consultation with provincial departments concerned, until May 1. The vast majority of farm workers have returned to the farms of their own accord. Only in a very few cases was it necessary to follow up on the cancellation of permits.

We shall avail ourselves of every possible source of help for farm work during the coming season. Extensive plans are under discussion with the Department of National Defence. Already special spring farm-leave orders, authorized by the Department of National Defence (army and air), are resulting in a large number of men being granted temporary leave to assist with seeding operations.

Selective service officers stationed at military reception centres now interview all men rejected or discharged from the armed services, with a view to referring suitable men to farms. In industrial plants where lay-offs are occurring, those experienced in agriculture are as a matter of policy laid off second only to those suitable for military service.

During the past few weeks officials of the Department of Labour have visited all the provinces to discuss the renewal of dominion-provincial farm labour agreements. Every province is anxious to continue agreements and confidence seems high in the provinces that this year's problems will be handled effectively. We feel that the successful experience of 1943 which was really our pioneer year in an all-Canada programme to meet the farm labour problem will enable us to do a better job in 1944.

LUMBERING AND LOGGING EMPLOYMENT

For some time, it will be recalled, there has been a pronounced labour shortage in the lumbering and logging industry. The situation has been met in various ways.

As usual, the industry, east of the Rockies, drew the major portion of its labour in the peak winter season from agricultural workers. But west of the Rockies, where a more highly skilled type of labour is called for, most of the woods labour had to be secured from other sources. Labour shortages were met by men transferred from agriculture and from other industries; by men granted special leave from the army; by postponement of military service; by the employment of enemy aliens, and prisoners of war and conscientious objectors.

Transfers from less essential industries have been effected both on a voluntary basis and as a result of compulsory employment transfer orders.

To March 15, 1944, 869 workers were transferred to lumbering and logging by such orders.

Over a year ago the Department of National Defence arranged to grant three months' leave of absence to army personnel having previous logging and lumbering experience in British Columbia, to return to such employment in that province. The duration of the leave was subsequently extended to six months and leave is now granted for this period and is

subject to renewal for further six months' periods at the discretion of military authorities.

Interned aliens have been used on reforestation and fire control work in Ontario and British Columbia; Japanese have been engaged on actual logging and lumbering operations in Ontario and in the interior of British Columbia; services of prisoners of war have been utilized in labour camps. They have been used extensively in Ontario, Quebec, and in the west, in logging and lumbering operations and also in fuel wood cutting.

Conscientious objectors have also been directed into logging and lumbering operations.

Through the steps mentioned and as the result of an extensive campaign undertaken by national selective service in conjunction with the provincial government officials and the industry a greater number of men were employed in woods operations since the end of November than a year ago.

Because of the many small operators and the fact that farm workers may enter employment in the woods for less than sixty days without a permit, it is difficult to obtain an exact record of the total number of men employed in the industry at any given time. However, we know from the records of the local employment and selective service offices that, during the period from October to December 1943, there were over 7,000 more placements than last year. During the first five weeks of this year, there have been some 6,000 more placements than in the corresponding period of 1943.

The reports we have received from the pulpwood committee of the pulp and paper industry of Canada further substantiate the conclusion that there are more workers engaged in woods this year than last. East of the Rockies there were nearly 9,000 more men employed on February 26 of this year than at the same time last year.

In the fall of 1943 the timber control estimated that lumber production for the year 1944 would be about 5 per cent less than in 1943. In view of war demands, this was a serious situation. It now appears that Canadian lumber production this year will equal the 4,630,000,000 feet produced in 1943. A similar improvement has taken place in respect to pulpwood production. Whereas a decrease in production as compared with the previous cutting season had been anticipated, this winter's production will record an increase of 3 per cent to 4 per cent.

In the fuel wood branch of woods operations, the situation has been satisfactory. Sufficient fuel wood has been cut to satisfy the needs. The mild weather was an easing factor.

SHIPLOADING OPERATIONS—HALIFAX

In the last year we have met the increasing demands made at Halifax on our shiploading facilities. It had become increasingly apparent that the turn-round period of ships would have to be shortened to keep pace with the rising tempo of ship movements. It was realized that a speed-up in loading would in effect amount to an increase in the actual number of ships available. Following an investigation made in 1942 a wartime reorganization plan was put into effect in May of that year, and has been adjusted and improved as occasion necessitated. A controller of loading operations was appointed vested with complete authority to coordinate the activities of all agencies directly or indirectly engaged in shiploading.

A new method of hiring longshoremen, through a central despatching agency, was put into effect regularizing the method of hiring and providing a permanent gang system.

But that could not of itself overcome a constant over-all shortage of men caused by enlistments and the drift to war industries. Therefore selective service regulations were amended to provide for the return to the docks of ex-longshoremen, for the "freezing" of the existing personnel, and for making other men available by specific directed transfer to longshore work.

A longshoremen's reserve pool was then set up, each man required to report to any longshore work to which he was dispatched, or to any other type of work in Halifax to which he might be directed, or to longshore work in any other port in Nova Scotia or New Brunswick. Provision was made for all longshoremen registered at the dispatching agency and in the reserve pool to receive a guaranteed minimum weekly wage based on a forty-eight hour working week at daytime rates.

By arrangement with the Minister of Transport, bunkhouse accommodation was secured for five hundred men who were recruited by national selective service and a staff engaged under the direction of a pool superintendent.

Night work has hitherto been very unpopular; but by setting up a system of regular gangs and their rotation as between day and night work, an increase in night work has been obtained. This will increase with the opening shortly of a Government-operated canteen at the north-end terminals provided particularly for night workers.

The supply of labour has been stabilized; there is a considerable improvement in the system of hiring; and the previous wasteful turnover of labour has been reduced.

By a recent arrangement with the Department of National Defence, port companies are to be used at peak-load periods when civilian labour supply is insufficient.

The situation is under constant review, of course, as conditions are not static.

PRISONERS OF WAR AND JAPANESE

A special problem handled by the department is that of utilizing the labour of prisoners of war, on essential work projects outside internment camps. This has been chiefly in fuel wood, pulpwood, and lumbering operations, and to a lesser extent, in agriculture. Other projects using prisoners of war labour include a tannery and a company cutting peat fuel.

There were approximately 4,117 prisoners of war working on such projects outside internment camps at March 9. The prisoners employed in woods operations are, for the most part, working in groups of forty to sixty men in camps of private operators. Guards on the projects have been chiefly provided by the veterans' guard.

A number of prisoners of the civilian type such as German merchant seamen have been individually placed with farmers. It is the intention to extend the use of prisoners in agricultural work during the course of the current year so far as reasonably possible, consistent with security requirements.

Employers have, in general, been well satisfied with the work of the prisoners, and in many instances have later asked for an increased number.

The major administrative problem involved in putting prisoners to work is that of security. Where the percentage of guards in relation to prisoners is high, there is nothing gained in the productive use of man-power. Some risks as to escapes have therefore to be accepted in putting prisoners to work. Escapes have, however, been few in number and in every instance, the prisoners have been picked up within a short time.

The policy followed by the department, in close cooperation with the Department of National Defence, is one of careful selection of prisoners coupled with the use of sufficient guards to ensure discipline and control and to maintain a guard patrol on the project.

The hon. member for York West (Mr. Adamson) inquired some time ago as to the base rates paid to prisoners of war and the regulations under the Geneva convention which cover this.

Prisoners of war are paid under "Convention relative to the treatment of prisoners of war," which was concluded at Geneva on July 27, 1929.

After reference to the imperial prisoners of war committee the rates paid to prisoners of war in Canada were fixed by order in council in accordance with chapter 5, article 34, of this convention.

The Canadian rate is 50 cents per day; the United States rate is 80 cents per day; the British rate is one shilling per day.

The British Columbia security commission, which handled evacuation of 21,000 Japanese nationals and Japanese-Canadians in 1941, was dissolved early in 1943, and the powers of the commission reverted to the Minister of Labour acting through a commissioner stationed on the ground.

The Labour Department's objective for 1943 was to place the employable men and women in useful work where they were most needed in Canada, to provide adequate welfare for the unemployables, and to provide at least a minimum Canadian education for the children.

Special emphasis has been placed on reallocation of Japanese, both singly and in family groups, to areas where essential industries have urgent labour shortages.

By the end of 1943, there were 4,000 Japanese in self-supporting employment in British Columbia (including women and children), 4,700 on the prairies, and 3,000 in eastern Canada, these totals in each case including a few hundred who were there prior to Pearl Harbor. Thus approximately one-half of the Japanese in Canada were supporting themselves at useful labour in various parts of Canada at the end of 1943.

During 1943, there were approximately 4,700 Japanese working on sugar beets in Alberta, Manitoba and Ontario, an increase of 1,000 over the preceding year.

About 600 Japanese have been employed in lumber camps in British Columbia and approximately the same number in woods operations in Alberta, Manitoba and Ontario. The latter were transferred from farms and will return to farming this spring.

Japanese in the settlements of British Columbia have produced 35,000 cords of fuel wood, of which 20,000 cords have been shipped to Vancouver, also 1,700,000 board feet of lumber and a variety of other wood products.

There also are at least 2,000 more Japanese men and women scattered from British Columbia to Quebec—as railway section hands, fish and vegetable and fruit canners, domestics, and cooks, factory and office workers, dry cleaners, tanners, and so on.

With few exceptions, the Japanese in Canada, especially the Japanese Canadians, who are seventy-five per cent of the total number, are working industriously and causing no trouble.

The Department of Labour plans in 1944 to apply selective service direction more fully

to the employable Japanese not yet in essential industry, thereby also accelerating the reallocation programme.

COAL MINING

The situation of the coal mining industry was declared to be a national emergency in May, 1943, and last June the steps taken to that time to solve this situation were outlined to you. Since then our efforts have been continuous.

With the cooperation of the Department of National Defence, employment and national selective service officers have made every effort to locate soliders in the army in Canada with coal mining experience, who could be spared from army duties. As a result, 2144 were on leave from the army to work in the coal mines as of March 15, 1944.

Last May, order in council P.C. 4092 was passed, and directed that men with coal-mining experience then engaged in other industry, and who were physically fit, should be returned to the mines. They were exempted from military service until February 1, 1944, and, in fact, prohibited from enlisting voluntarily. P.C. 121 of January 10, 1944, has extended the effect of this order until August 1, 1944.

Up to March 15, 2,276 men were referred to the mines under these orders. A further 485 workers have been referred to coal mines under other orders. (P.C. 4861 and 6077)

There remains a demand for highly skilled miners to work at the face of the mines, particularly in the maritimes, but until such time as they are obtained the need for unskilled workers has been met.

After long negotiations training classes to provide skilled workers at the coal face will, it is anticipated, be started in the near future in the maritimes under the war emergency training programme. It is hoped this programme will develop and that it will provide a number of the required certificated miners.

GOLD MINING

During 1943, an acute man-power situation developed in the gold mining industry. This was due to the fact that in 1942 it was necessary to curtail gold mining in order to ensure man-power for the mining and production of more essential metals and minerals, nickel particularly.

In 1941, the average number of employees in the gold mining industry was 33,348. In 1942 the average dropped to 26,501. In 1943 there was a further drop to 18,320. At the end of 1943 there were only about 16,000 men employed in the gold mining industry, a drop of 52 per cent from the 1941 average.

In September, 1943, the gold mining industry claimed that this labour loss had caused operations to fall considerably below the economic point, and that essential maintenance work was being neglected. It was represented to the Department of Labour that if the situation continued, some of the mines would be forced to close down entirely, and thus jeopardize future operations.

In October, 1943, a survey of the gold mines was made by selective service to determine the minimum number of men needed to keep each mine in operation. On the basis of the report, I approved a temporary change in the labour priority of gold mines to permit the hiring of 800 men not immediately required for high priority jobs.

MISCELLANEOUS INDUSTRIES

In certain industries and occupations, notably flour mills, meat-packing and cold storage plants, replacement of trained and able-bodied male help by female workers and older men had proceeded to such an extent that it had the effect of creating a demand for more able-bodied male workers.

At August 28, 1943, there were 12,276 male and female workers on the payrolls of Canadian packing plants. There existed an almost immediate demand for another 4,000 male employees. At December 4, the payrolls had increased to 16,300. The employment service had found 4,024 more workers for this industry.

The Parliamentary Assistant to the Minister of Finance on February 29, 1944, stated:

> During the first 8 weeks of 1944 the inspected packing plants in Canada have slaughtered 780,000 more hogs, 50,000 more cattle, 10,000 more calves and 30,000 more sheep and lambs than in the corresponding weeks of 1943. These figures represent an increase of 80 per cent in hogs, 50 per cent in cattle, 20 per cent in calves and 35 per cent in sheep and lambs.

We have supplied workers for flour and feed mills to enable increased shipments of flour overseas and to meet a shortage of feed for live stock in Canada.

During the past eighteen months the staffs of coal merchants, especially in large centres, became depleted to a point where drastic action became necessary to assure coal deliveries to householders. An order was issued temporarily halting calls to military service, and a special effort made to provide more men. By the end of November the situation had cleared.

The primary textile industry has received special attention. An officer was loaned to the industry to survey the mills and to direct the recruiting campaign for labour. Enough workers were found to assure the output of

supplies directly required for military needs, but the civilian supply has been necessarily curtailed. Production for civilian needs is now being stepped up and plans adopted to provide for the current year.

To meet the labour shortage in tanneries, special campaigns were conducted and a supply of men made available from prisoner-of-war camps.

Agricultural labour available for release from the farms following the harvest was also transferred to essential civilian industries, and this relieved a serious shortage. These men are being returned to agriculture this spring, thereby creating a demand for labour to fill the vacancies.

Many civilian industries not classed as essential, but nevertheless of primary importance, have maintained production in many instances by the use of female labour working part time.

WAR INDUSTRIES: CONSTRUCTION AND TRANSPORTATION, BASE METALS

My colleague, the Minister of Munitions and Supply has given you figures on shipbuilding, aircraft building and products of munition plants.

Our war production is delivered not only to Canadian forces at home and abroad but is going to Britain, the United States, India, Africa, China, Russia, Australia, New Zealand and the south Pacific.

Canada ranks fourth amongst the united nations as a producer of munitions with a weekly output of more than $55 million worth of munitions.

By the end of 1943 Canada had produced more than 10,000 planes; 600,000 motor vehicles; 750 escort, cargo and patrol ships; vast quantities of chemicals and explosives, and millions of dollars worth of signals equipment and instruments. All of this has meant supplying and using to the best possible advantage, man and woman power.

To attain this objective it was necessary to develop a close liaison between the Departments of Labour and Munitions and Supply. As changes in the production programme were made, shifts in man-power had to be made.

It is true that we never attained a position where every vacancy was filled. Nevertheless, it can be said that the various programmes were not seriously impeded by shortage of man-power. In fact the production figures prove this to be correct. Since September, 1943, the demands have lessened somewhat, although there are shortages for strong labourers who can do heavy manual work and also for skilled mechanics.

The requirements of the base metal mining industry have been very heavy and were particularly difficult to fill in view of the fact that the men required were necessarily of good physique and most of this type are in the armed forces. This necessitated the constant combing of other industries for the essential men required by the mines. Special campaigns of various kinds were inaugurated to keep the working forces of the mines at the necessary levels. Particular attention was given to the needs of the nickel mines.

At the close of the 1943 season large numbers of farm labourers were supplied to the International Nickel Company, Consolidated Mining and Smelting Company, the Hudson Bay Mining and Smelting Company, and Sherritt Gordon Mines Limited, and to other base metal mines.

The development of the iron deposits at Steep Rock lake in Ontario was pushed forward during the year. This project necessitated draining lakes, driving large tunnels through rock for considerable distances, making new railway facilities and developing loading machinery. A river has been diverted that required at the peak of this project a labour force of one thousand men.

It should be appreciated that this undertaking involving the employment of thousands of workers has been carried on as a special task in the midst of war, and that all of this labour has been supplied through a system of labour controls and priorities. Generally production was maintained at high levels, this being due largely to the excellent cooperation between management and workers.

Shortages of men in the construction industry were partially met by transfer of thousands of workers to the more important construction projects. Demands were mainly for strong unskilled men.

Many large projects were completed on or near to their scheduled dates, as for example, the synthetic rubber plant at Sarnia.

The labour needs of rail, water and road transportation systems also were heavy during the peak months of summer and early fall. We did our best to meet them. The Department of National Defence cooperated and lent soldiers for urgent track maintenance. Some Italian prisoners of war were also used.

Special drives were made to obtain lake seamen during their off-season, and by arrangements made that these men returned for the reopening of navigation.

There is still a shortage of workers on combat aircraft, ship and aircraft repair, and for highly skilled workers in other lines. There are also insistent calls for both common labour and partially skilled labour.

LAY-OFFS

The matter of lay-offs in war industries has come to the fore in recent months. As the war

progresses, changes in production programmes and the curtailment in production of certain supplies necessarily involve cancellation of some contracts and changes in others.

Early in November last it was announced that such changes would make it necessary to lay off a considerable number of workers in various plants. The employment service studied the situation. Arrangements were rapidly made to have these lay-offs effected in an orderly manner with a minimum of time loss in transferring workers to other jobs.

As a general policy it was decided that all those men who were on military deferment should be called for the army unless they were considered to be indispensable to industry.

Further it was decided that the order in which workers were to be laid off should be:

(1) those with previous agricultural experience, particularly dairy farming and stock-raising;

(2) workers who were needed in other high priority industries in the same vicinity;

(3) workers required by outside high priority industries, and who could be moved;

(4) young workers without family obligations and

(5) married women if their husbands were supporting them.

Up to the present, lay-offs have been considerably less than anticipated. This is largely due to new contracts being placed. I have in mind a certain lay-off which was being carried out at a steel plant. Before the lay-off had been completed a new order came for overseas account which required the reemployment of more men so that overnight the "lay-off" problem changed to one of finding additional staff.

WARTIME BUREAU OF TECHNICAL PERSONNEL

There has continued to be a short supply of technically trained personnel and the work of the wartime bureau of technical personnel, which was set up in February, 1941, has thus remained of primary importance.

A large proportion of the requirements of the armed services and war and essential industries have in fact been met. This has been accomplished very largely through the efforts of the bureau.

The bureau, acting in an advisory capacity, has succeeded in many instances in assisting those in need of the services of engineers and scientists and also in advising individual technical personnel how the national interest might best be served.

By the use of the employment permit system the bureau contributes largely in directing technical personnel to high priority industries and in securing a high degree of stability of employment.

Working in close cooperation with the universities, the bureau has through the administration of the university science students regulations assisted materially in ensuring that university students in science faculties make the best use of their training period.

Upon graduation, the bureau has dealt effectively with the question of their allocation as between the armed forces and industry and as between industries.

WAR EMERGENCY TRAINING (CANADIAN VOCATIONAL TRAINING)

The war emergency training programme has been in operation since April, 1940.

Up to the end of March, 1944, approximately 12,300,000 man-days training have been given at a cost of about $20,000,000.

The gross enrollment of full-time and part-time trainees was 333,458. Of these 134,534 were full-time preemployment industrial trainees, 102,357 of whom are known to have been placed in employment prior to March 31, 1944.

Of all full-time industrial trainees, thirty-one per cent have been women, but during the present fiscal year the percentage of women has been raised to forty-six per cent.

As the demand of war industry and the armed forces for tradesmen diminishes, steps are being taken to adapt the training centres to provide rehabilitation training along vocational lines for men and women discharged from the forces. The Department of Pensions and National Health has asked the Department of Labour to assume responsibility for training of this type.

It is anticipated that a large percentage of rehabilitation training will be given in industrial or commercial establishments in those occupations for which training cannot be given in any preemployment centre.

An order in council was passed on January 21, 1944, making provision for the first time for dominion financial assistance to approved apprenticeship plans to be carried on by the provincial governments under apprenticeship acts. This is to provide for long term training in apprenticeships lasting at least two years and should prove of valuable assistance in helping to reestablish discharged members of the forces.

SPECIAL PLACEMENTS

Many men and women are working today at jobs which at one time they might have thought themselves physically incapable of

of Canada; J. A. Parent, General Organizer of the Canadian and Catholic Confederation of Labour; Willis George, representative of the Canadian Manufacturers' Association; J. Clark Reilly, Secretary-Manager of the Canadian Construction Association; Colonel J. A. W. LaBelle, representing employers; and D. B. Chant, Secretary-Engineer of the Ontario Pulp and Paper Manufacturers' Safety Association.

MOBILIZATION FOR ARMED FORCES

Under our man-power policy, it is our duty to provide the required number of men for the army, while at the same time supplying the necessary men and women for our war industries, farms, base metal mines, lumber camps, railways, inland and sea-going shipping, and in other spheres.

Additional men have been designated for military service since last year. These were men who were born in the year 1925, but they were not callable until they had reached the age of 18 years six months.

Men who were married on the 15th July, 1940 and were born in any of the years 1913-1916, inclusive, also are now callable.

In order to summarize the situation, the following are the age groups subject to military call-up:

(a) every man born in the years 1913-1925, inclusive, with the proviso that men born in the year 1925 are not callable until they reach the age of 18 years six months;

(b) every man born in the years 1902-1912, inclusive, who, at July 15, 1940 was

(i) a widower without child or children; or

(ii) was a judicially separated man, with or without child or children; or

(iii) was an unmarried man; or

(iv) was a divorcee, with or without child or children; or

(v) who, since July 15, 1940, became divorced, whether or not he has a child or children; or

(vi) who, since July 15, 1940, has been judicially separated, whether or not he has a child or children; or

(vii) who, since July 15, 1940, became a widower without child or children.

However, we are not calling any man who has passed his thirty-eighth birthday as at present he is not acceptable for enrolment in the army.

We are still experiencing difficulty in locating men to whom call-up notices are sent but not complied with. Arrangements have been made for locating these men through various tracing agencies, provincial police and Royal Canadian Mounted Police. While each month sees a new group of delinquents, owing to call-ups being constantly forwarded, nevertheless we are steadily catching up with the backlog.

When a mobilization order which has been issued by the registrar is returned by the post office authorities marked "undelivered", or when a man does not comply with the order, the case is turned over to the Hooper-Holmes Bureau or to the Associated Credit Bureaus.

If he cannot be traced by them within a reasonable time, the case is then turned over to the R.C.M.P. However, the credit organizations continue their work and if ultimately successful, notification is immediately sent to the R.C.M.P.

A fee of $2.50 is paid to the tracing organizations, but not to the R.C.M.P., for each case in which they successfully locate the man. No moneys are paid if they are unsuccessful.

Checking of records of enlistments in the armed forces with our records is exceedingly difficult in some instances. The date of birth is used as final evidence in identifying men. Owing to the zeal of our young men to enlist, many state their date of birth as prior to what it actually was. Older men do the reverse. We saw the same thing happen during the last war. It also is surprising the number who are confused regarding their birth date and who give varying dates. Conflicting dates necessitate a tremendous amount of painstaking study and search when there are many men of exactly the same given and same surnames. As an instance, in one of our offices there are seventy-eight men of exactly the same surnames and same given names. Birth dates are the final check as addresses have been changed so frequently since national registration.

Everyone will agree that in a country the size of Canada, it is exceedingly difficult to locate every missing man. Many men join the forces of the United States—and of course that works the other way also; many men from the United States have joined the Canadian forces—and the merchant marine without notifying our offices. This adds to the difficulty.

Some time ago we arranged for a series of raids of public gathering places throughout the country whereby R.C.M.P., assisted by the local police, checked on the men present to see if they had complied with the requirements of the mobolization regulations. Here are some of the facts about these raids as at March 31, 1944:—

Number of places visited, 3,775.
Persons checked, 63,506.
Persons charged under mobilization regulations, 373, or less than one per cent.
Number charged under national registration regulations, 271.
Number of deserters apprehended, 145.
Number of persons found not gainfully employed and referred for employment to national selective service, 1,008.

The R.C.M.P. and civilian police authorities are to be commended on the manner in which they have applied themselves in apprehending delinquents. Many stories could be told by police authorities of long, arduous trips that were made under adverse conditions by snowmobile and dog sleighs in this work.

The regulations were recently amended whereby all employers in Canada were required to make sure that their employees in the designated age classes were in possession of some document to show that they were in good standing under mobilization regulations. Literature explaining the reasons for this step was sent to all employers on record.

The object of this action was to bring to notice the case of any man who had been overlooked or who had not complied with mobilization orders. It was carefully explained to employers that they should only report cases in which there was doubt. Employers were given a period of two months to May 1 in which to undertake this check.

The number of men on whom reports have been made to April 15, 1944 was 3,896. Of these 2,334 were in good standing, 411 were not in good standing, and 1,151 have still to be reviewed owing to men not having notified change of address so that the file is still in the division from which the man removed.

Any man engaged in agriculture, on whom a report is rendered, is granted postponement, provided investigation proves this.

With regard to university students, recently we set up a university advisory board comprised of the heads of universities. The board convened in January and deliberated on the question of what course would be essential to the prosecution of the war and in the national interest. As a result, recommendations have been put into effect whereby students in selected courses would be given postponement in order that they might complete their course to make their contribution to our war effort. When a student fails to reach the required standard his postponement order is cancelled and if medically fit he is enrolled in the army. With the assistance of the university advisory board we intend to weed out those students who fail to attain the required standard.

Since last July, a reciprocal arrangement has been entered into between the United States and Canadian authorities whereby nationals of either counrty, who are resident for a period of three months in the other country, may be called for military service. They have the privilege of electing to serve in the forces of the country of their residence or of the country of which they are nationals.

Considerable uncertainty still seems to exist regarding the method of call-up. Instructions are issued to the registrar in each division to call as many men as possible to meet the requirements of the army. Even with the utmost effort, it has been increasingly difficult for some time to obtain the number of men required by the Department of National Defence each month. I am saying this to disabuse the minds of any members that in certain divisions where enlistments are high, particular pressure is exercised to increase the number of enrolments. This is not the case. I previously dealt with this subject at greater length on page 4030 of *Hansard* of June 23, 1943.

We are now finding it more difficult to fill the army requisitions. As the war progresses it is evident that we will soon have to rely largely upon those at present deferred and the young men coming of age.

War industry has passed its peak and it is reasonable to assume that many young men whom the demands of an expanding war production required in industry and who were therefore given temporary deferment will become available for the armed services.

The proportion of fit men in the higher age classes is becoming increasingly smaller. This entails a greater effort for smaller returns.

There is another point I would like to mention. Recently my colleague, the Minister of National Defence (army), made the statement in the house that he would require 60,000 men in the year commencing the first of April. In further correspondence with me, he has stressed the absolute necessity of obtaining these men, particularly bearing in mind the requirements of operations which are in prospect. In the last six months, September 1943 to February 1944, there actually have been more than 5,000 men per month who were enlisted and enrolled in the army alone. However, the monthly average has been decreasing, and at times enlistments and enrolments have fallen below the numbers required by the army. For this reason I think it is only fair to state in the house that further postponements in industry generally will have to be curtailed. This policy should not adversely affect industry; for, as I have already stated, its maximum demand has been passed. I mention this in order that all members will realize that the retention of young men of military age and fitness in industry can only be justified under very exceptional circumstances.

Previously when a man received an order—medical examination, he proceeded to a physician of his own choice. In September last this method was changed, in order to have as many examinations as possible conducted at the reception centres by army doctors and

in more remote areas by designated panels of doctors. This was also with the object of lightening the burden on doctors generally and securing more uniform examinations.

Men who reside within a radius of a reception centre, which would enable them normally to proceed from their homes, undergo the examination, and return to their homes within forty-eight hours, are instructed to report to the reception centre. This takes care of sixty per cent of the medical examinations.

A similar practice holds for panels of physicians, namely, that the limitation of forty-eight hours is the guiding factor. Over six hundred doctors undertake such work. There are still men in more isolated areas who report to doctors of their own choice.

Under the call-up system and as provided by P.C. 9041 of November 30, 1943, we are now selecting men as guards for service in penitentiaries.

* * * *

I would like to refer to our industrial mobilization survey plan. In summary, the survey plan provides:—

1. A proper allocation of men as between the needs of the armed services and essential industry.

2. A means of quick withdrawal of men from a specific plant or retention whichever may be most in the national interest.

3. More efficient handling of men in event of a lay-off, allocating those who are medically fit and subject to call to the army—assisting in transferring those whose skill or experience can best serve the national interest to another high priority industry.

4. Acquaints the employment service with the needs of a plant or industry and sets in motion machinery necessary to assist the the employer.

5. Provides an employer with definite knowledge as to the time his employees will be called for military service and allows him time for proper planning.

6. Presents factual evidence as to why any man or group of men are granted postponement of military training in any plant or industry.

7. Gives mobilization boards information helpful in deciding on applications for postponement of military training to individuals or groups in any given plant or industry.

8. Brings to the attention of the divisional registrars those men who may be delinquent or who have not notified their registrar of any change of address and for whom they are looking.

9. Indicates to employment service any surplus labour.

10. It has the approval and cooperation of both management and labour.

CONSCIENTIOUS OBJECTORS

Up to March 31, 1944, mobilization boards had given deferments to 8,932 conscientious objectors. Subsequently, 245 offered their services to the armed forces and were accepted as combatant soldiers or air force personnel. One hundred and twenty-two others have enlisted as non-combatant soldiers in the medical and dental corps.

The great majority of conscientious objectors have been quite willing to undertake alternative service work as directed. As at March 31, 1944, some 3,188 have been placed in agriculture under alternative service employment agreements, and 1,295 contracted in non-agricultural employment. A number have been placed in hospitals as orderlies or have been sent to employment where conditions have made it difficult for employment offices to supply workers.

WARTIME LABOUR RELATIONS REGULATIONS

Recently I tabled in this house order in council P.C. 1003, known as the wartime labour relations regulations. These regulations will, I hope, mark a milestone in the history of labour legislation in Canada and contribute to a reduction of time lost through industrial disputes and to sound industrial relations generally.

It is very gratifying to note the warm reception the order has received both from representatives of the employers and of the workers and I should like to express my appreciation of the cooperation of the provinces and the employers' organizations and trade unions.

When I addressed the committee last year I took the opportunity to point out the extent to which labour representatives were serving on various boards and committees of my department and to record my appreciation of the very fine contribution which labour is making in this way. This year I wish to repeat my words of appreciation, and it will interest the committee to know that to-day labour has 352 representatives serving on 125 boards and committees of the Department of Labour, including the Unemployment Insurance Commission. This does not, of course, give the whole picture, for labour representatives are serving on many other government bodies. It does, however, suggest a segment of the contribution which labour is making to assist the government.

The contribution of employers and other citizens in regard to these boards and committees is equally great and deeply appreciated. The manner in which men and women from all walks of life have given voluntary service in this way is one of the outstanding features of the work of the Labour department

CURRENT SITUATION AND FUTURE PROBLEMS

In conclusion I should like to say something of the labour supply situation at the moment and suggest some of the problems which we expect to face in the coming months.

Our man-power statistics show that the peak of labour demand for 1943 occurred early in September with 219,000 needed. The labour requirements of A and B priority industries alone (that is of war industries and essential civilian industries) were in excess of 160,000.

During the latter part of 1943 the situation improved considerably from the viewpoint of demand, due partly, of course, to seasonal factors, but also to two causes, namely, a levelling off process in war production, and the fact that our placement plans had shown definite results.

In December 1943, gainfully employed persons numbered an all time high of 4,288,000.

There are still some pockets of labour demand. At March 30 last, labour demand for all industries (not including logging) totalled 92,300, while there were 35,000 applicants for employment who, on that date, had not been referred to jobs.

It is difficult to predict with any degree of certainty the developments which will occur in the labour market situation during the next few months. However, it is possible to make some general observations.

It may be that further cut-backs in war production will result in other lay-offs over the next few months; thus small pockets of temporary unemployment may develop from time to time. However, it should be possible to place most of these men with little delay. There will still be numerous shortages in certain high priority industries.

It is possible that some materials hitherto reserved for war production will be released for the manufacture of essential consumers' goods and so the consequent expansion in civilian production should absorb many workers of both sexes.

Men who were given military deferments because of the essential nature of their work may be made available for military service.

To sum up:

The major task of the selective service system over the next few months will be:

First, to provide the required men for the armed services; second, to meet the labour needs of agriculture; third, to place in employment men discharged from the armed forces; fourth, to meet, as they develop, the urgent needs of certain key industries; fifth, to place men laid off as a result of changes in munition production schedules as quickly and efficiently as possible.

Over the next year it appears that the general shortage of man-power will continue, yet there will be in certain localities at certain periods areas of local, though temporary, unemployment. This is inevitable in a changing war economy.

I am confident, Mr. Chairman, that whatever problems are forthcoming, my department is equipped to meet them efficiently.

I should like before I take my seat to express my appreciation of the cooperation which the Department of Labour has received in the past year. Organized labour, employers, the provinces, particularly the departments of agriculture, the mobilization board, the various advisory boards, all have been of great assistance.

The very large staff of the department has worked hard and faithfully under considerable pressure.

I now ask that the following statistical statements be reproduced in *Hansard*:

Table number — Man-power

1 Canada—Estimated man-power distribution—December 1, 1943.

Employment Operations of Employment and Selective Service Offices

2 Permits issued and separations notified under selective service regulations, January 1–December 30, 1943.

3 Jobs available and placements effected by employment offices, January 1–December 30, 1943.

Wage Trends

4 Total salaries and wages, index numbers of employment and index numbers of wage rates in Canada for the period 1920–1943.

Cost of Living Indexes

5 and 6 (see pages 12 and 13 of text.)

N.S.S. Mobilization Regulations

Man-power distribution

7 Distribution of man-power in the designated age classes by administrative divisions as at March 31, 1944.

Postponements

8 Number and percentage of postponements granted and refused by administrative divisions as at March 31, 1944.

9 Number and percentages of applications for postponement for agricultural workers granted and refused.

10 Postponements in effect by classification as at March 31, 1944.

Medical categories

11 Number and percentage classified in each medical category on first medical examination as at March 31, 1944.

8115—3

DEPARTMENT OF LABOUR, Ottawa
Research and Statistics Branch

TABLE 1

CANADA—ESTIMATED MAN-POWER DISTRIBUTION

14 Years and Over

(In Thousands)

March 23, 1944
SUBJECT TO REVISION

Population Class	August 31, 1939				June 2, 1941				January 30, 1943				September 30, 1943				December 1, 1943	
	Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total		Total	
				%				%				%				%		%
TOTAL POPULATION, 14 YEARS OF AGE AND OVER	4,289	4,026	8,315	100·0	4,385	4,131	8,516	100·0	4,480	4,240	8,720	100·0	4,522	4,278	8,800	100·0	8,820	100·0
I. Total in Armed Forces or Gainfully Occupied	3,102	638	3,740	45·0	3,574	753	4,327	50·8	3,875	1,005	4,880	56·0	3,955	1,075	5,030	57·1	5,057	57·3
A. Armed Forces (i)	10	.....	10	0·1	305	1	306	3·6	625	20	645	7·4	718	32	750	8·5	769	8·7
B. Gainfully Occupied—Total (ii)	3,092	638	3,730	44·9	3,269	752	4,021	47·2	3,250	985	4,235	48·6	3,237	1,043	4,280	48·6	4,288	48·6
1. Non-agricultural industry—Total	1,826	638	2,464	29·7	2,213	752	2,965	34·8	2,315	985	3,300	37·9	2,247	1,043	3,290	37·3	3,353	38·0
(a) Wage and salary workers in war industry (iii)	.....	.....	.....	.....	420	40	460	5·4	820	216	1,036	11·9	885	235	1,120	12·7	1,104	12·5
(b) Wage and salary workers in civilian industry	1,452	522	1,974	23·8	1,428	596	2,024	23·8	1,195	654	1,849	21·2	1,062	693	1,755	19·9	1,834	20·8
(c) Employers, own accounts and no pays (iv)	374	116	490	5·9	365	116	481	5·6	300	115	415	4·8	300	115	415	4·7	415	4·7
2. Agriculture—males only (v)	1,266	.....	1,266	15·2	1,056	.....	1,056	12·4	935	.....	935	10·7	990	.....	990	11·3	935	10·6
II. Farm Women, 14-64 years of age (vi)	.....	775	775	9·3	.....	775	775	9·1	.....	765	765	8·8	.....	760	760	8·7	760	8·6
III. Students	311	323	634	7·6	293	304	597	7·0	225	275	500	5·7	210	265	475	5·4	475	5·4
IV. Unemployed (vii)					170	91	261	3·1	40	25	65	0·7	20	25	45	0·5	50	0·6
V. All Others—Includes homemakers not on farms	876	2,290	3,166	38·1	348	2,208	2,556	30·0	340	2,170	2,510	28·8	337	2,153	2,490	28·3	2,478	28·1

NOTE.—The above estimates are based on the most recent information obtainable from the Dominion Bureau of Statistics and other official sources. In some cases, (such as agricultural males, farm women, and employers, own accounts and no pays), they are subject to a possibility of considerable error, as little statistical information is available.

(i) Includes prioners of war and persons missing but still on strength. Excludes persons enlisted but on leave and engaged in civilian occupations.
(ii) Does not include women gainfully occupied on farms or in farm homes, who are included in item 3. Does not include wage and salary workers who are temporarily unemployed owing to "No job" or "Lay-off".
(iii) Includes employment on direct and indirect war production and construction, and the war content of employment in ancillary industries.
(iv) "Own accounts" are persons who carry on their business without assistance of employees. "No pays" are mainly family workers receiving no fixed money payment.
(v) The variation in employment during 1943 is due to seasonal factors.
(vi) Since it is impossible to measure statistically the amount of farm work done by women, all women residing on farms are here included except students, women 65 years of age and over and those gainfully occupied outside the farm.
(vii) In 1943, the number of unemployed was accounted for almost entirely by persons temporarily out of work while moving from one job to another.

Table 2

EMPLOYMENT OPERATIONS OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES

Permits Issued under the N.S.S. Civilian Regulations, January 1 to December 30, 1943

1. Permits issued	Males	Females	Total
*(a) Temporary permits to leave agriculture and to accept other employment.....	96,150	2,373	98,523
(b) Regular permits to accept employment.	1,936,067	1,100,657	3,036,724
(c) Total permits to accept employment....	2,032,217	1,103,030	3,135,247

* Virtually all such permits are cancelled or expire, and holders returned to agriculture, on the resumption of spring farming operations.

Table 3

EMPLOYMENT OPERATIONS OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES

Jobs Available and Placements Effected by Local Employment Offices, January 1 to December 30, 1943

Province		Jobs available during year (1)	Placements effected during year (2)
Prince Edward Island	Male	3,818	4,154
	Female	2,006	2,054
	Total	5,824	6,208*
Nova Scotia	Male	58,291	49,881
	Female	26,617	25,281
	Total	84,908	75,162
New Brunswick	Male	41,149	37,549
	Female	17,661	16,892
	Total	58,810	54,441
Quebec	Male	412,843	377,569
	Female	167,715	152,276
	Total	580,558	529,845
Ontario	Male	508,518	464,849
	Female	331,843	312,475
	Total	840,361	777,324
Manitoba	Male	55,993	56,674
	Female	49,805	49,221
	Total	105,798	105,895*
Saskatchewan	Male	32,492	32,265
	Female	23,579	23,802
	Total	56,071	56,067

(1) Employers' orders unfilled as at January 1, 1943, plus orders notified by employers during 1943, less orders cancelled during 1943.

(2) Number of persons who have been placed in jobs by Employment Offices during the year.

* Placements exceed jobs available because they include workers transferred out of the province and placed in some other province.

Table 3—*Conc.*

EMPLOYMENT OPERATIONS OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES

Jobs Available and Placements Effected by Local Employment Offices, January 1 to December 30, 1943

Province		Jobs available during year (1)	Placements effected during year (2)
Alberta	Male	67,362	64,839
	Female	41,760	41,335
	Total	109,122	106,174
British Columbia	Male	166,877	152,120
	Female	83,587	80,790
	Total	250,464	232,910
Canada	Male	1,347,343	1,239,900
	Female	744,573	704,126
	Total	2,091,916	1,944,026

(1) Employers' orders unfilled as at January 1, 1943, plus orders notified by employers during 1943, less orders cancelled during 1943.

(2) Number of persons who have been placed in jobs by Employment Offices during the year.

Table 4

WAGE TRENDS

Total Salaries and Wages, Index Numbers of Employment and Index Numbers of Wage Rates In Canada for the Period 1920–1943

	Salaries and Wages (1)	Index numbers employment (1) 1926=100	Index numbers wage rates (2) 1935-39=100
1920	$2,477,573,000	....	112·7
1930	2,625,472,000	113·4	105·2
1931	2,290,236,000	102·5	101·7
1932	1,910,808,000	87·5	94·5
1933	1,740,589,000	83·4	89·6
1934	1,870,685,000	96·0	90·5
1935	2,016,186,000	99·4	93·1
1936	2,162,216,000	103·7	94·8
1937	2,432,219,000	114·1	101·8
1938	2,454,348,000	111·8	104·9
1939	2,554,519,000	113·9	105·3
1940	2,881,980,000	124·2	108·4
1941	3,489,399,000	152·3	119·2
1942	4,197,051,000	173·7	127·5
1943	4,700,000,000 (3)	190·6 (4)	(not available)

(1) From Dominion Bureau of Statistics. The wage and salary figures do not include payments to the armed forces.

(2) From Department of Labour. The figures include cost of living bonus payments.

(3) Preliminary estimate made in the Department of Labour by applying the Bureau of Statistics index of aggregate payrolls to the 1942 total wage and salary figures.

(4) December, 1943. The yearly average was 184·1.

Note.—The index numbers of wage rates apply to wage rates only, not salaries.

The changes shown by the index number of wage rates are not necessarily reflected in the total wages and salaries earned as total earnings are affected also by the changes in the size of the working force (employment index) and by the shift from "short time" in depression years to "overtime" in boom years.

TABLE 7

NATIONAL SELECTIVE SERVICE MOBILIZATION REGULATIONS

Manpower Distribution

Distribution of Manpower in the Designated Age Classes by Administrative Divisions—March 31st, 1944

	London	Toronto	Kingston	Port Arthur	Montreal	Quebec	Halifax	Saint John	Charlotte-town	Winnipeg	Van-couver	Regina	Edmon-ton	Total
Armed Forces	52,206	159,168	47,255	12,211	84,001	26,863	38,617	30,038	6,338	54,995	55,210	60,992	54,338	682,232
Men applying and on Postponement—Fit Men, i.e., "A" Category only	14,787	16,369	16,679	1,532	16,483	9,589	5,663	8,645	1,982	12,385	10,272	19,495	19,730	153,611
Unfit Men, i.e., "B.C.D.E." Category	7,858	20,546	4,648	.....	30,215	27,330	7,177	3,541	1,059	6,023	6,991	14,836	8,273	138,497
Unfit for Front Line Combatant Duty, i.e. Active Service, and includes "B", "C", "D", "E" Categories and Rejections on Enlistment	27,180	78,428	28,230	7,228	111,563	41,573	28,340	18,170	3,600	26,971	31,688	24,706	28,508	456,185
Not Yet Sent Order—Military Training	619	3,241	276	108	9,002	1,876	353	1,465	47	31	1,199	1,497	880	20,594
Not Yet Sent Order—Medical Examination	501	1,442	119	186	26,509	13,461	19	110	27	115	244	3,845	.....	46,578
Sent Orders—Time Limit Not Expired	2,148	2,199	563	76	8,105	2,587	1,042	905	8	567	329	620	908	20,057
Not yet 18½ years of age but born in 1925	1,576	5,528	1,628	158	6,677	2,260	1,696	1,240	244	1,577	1,410	2,774	1,965	28,733
Not Available, i.e. Outside Canada, Not Acceptable, Deceased, in Gaol, Reserve Army, etc	1,634	4,956	1,531	826	4,002	2,801	1,737	1,033	143	2,600	11,508	1,459	3,096	37,326
Statutory Exceptions, i.e., Clergy, Police, Enemy Aliens, etc	704	4,726	1,362	1,700	6,818	1,351	368	357	94	750	1,565	1,954	2,714	24,463
Over Age*	.....	1,896	.....	648	3,349	688	.....	.....	.....	1,576	.....	70	.....	8,227
Not accounted for	1,794	7,887	733	324	18,923	6,252	1,166	889	33	1,017	5,063	3,235	1,685	49,001†
	111,007	306,386	103,024	24,997	325,647	136,631	86,178	66,393	13,575	108,607	125,479	135,483	122,097	1,665,504

* Including men who have passed their 38th birthday.

† This figure compared with 67,674 not accounted for as at May 15, 1943, and indicates a reduction of 18,673. This reduction has been accomplished while dealing with 677,009 additional men in the period since May 15/43. Out of a total of 1,665,504 only 49,001, or approx. 3%, are now not accounted for.

Table 8

NATIONAL SELECTIVE SERVICE MOBILIZATION REGULATIONS

Postponements

Number and Percentage of Postponements Granted and Refused by Administrative Divisions, March 31, 1944

Administrative Divisions	Postponements granted	Percentage granted	Postponements refused	Percentage refused
London, Ont.	51,688	98·0%	1,073	2·0%
Toronto, Ont.	75,390	82·0%	16,541	18·0%
Kingston, Ont.	32,804	94·1%	2,055	5·9%
Port Arthur, Ont.	3,559	91·0%	350	9·0%
Montreal, P.Q.	70,768	85·5%	12,048	14·5%
Quebec, P.Q.	40,900	79·0%	10,908	21·0%
Halifax, N.S.	16,825	83·2%	3,399	16·8%
Saint John, N.B.	13,935	95·0%	743	5·0%
Charlottetown, P.E.I.	3,921	87·0%	588	13·0%
Winnipeg, Man.	25,993	88·0%	3,531	12·0%
Vancouver, B.C.	31,368	86·4%	4,953	13·6%
Regina, Sask.	37,605	80·7%	8,966	19·3%
Edmonton, Alta.	32,347	96·9%	1,028	3·1%
Canada	437,103	86·8%	66,183	13·2%

Table 9

NATIONAL SELECTIVE SERVICE MOBILIZATION REGULATIONS

Postponements

Number and Percentage of Applications for Postponement for Agricultural Workers Granted and Refused

	No. of applications dealt with*	No. granted	Percentage granted	No. refused	Percentage refused	Total still in effect
March 20, 1941–May 14, 1942..	20,887	15,996	76·6%	4,891	23·4%	145,529
May 15, 1942–March 31, 1944..	224,556	210,519	93·7%	14,037	6·3%	

* Including those who applied more than once.

TABLE 10

NATIONAL SELECTIVE SERVICE MOBILIZATION REGULATIONS

POSTPONEMENTS

Postponements in Effect, by Classification, as at March 31st, 1944

Administrative Divisions	Farming	Fishing	Lumbering	Mining	Essential Ind's and Services	Students	Conscientious Objectors	Merchant Marine	Compassionate	All Others	Total
London, Ont.	15,510	56	22	1	4,221	629	1,295	178	47	686	22,645
Toronto, Ont.	9,230	90	241	41	17,979	3,836	895	512	921	1,339	35,084
Kingston, Ont.	14,496	30	569	3	2,756	715	25	56	404	2,021	21,075
Port Arthur, Ont.	416	31	63	1	611	9	1	27	.....	162	1,321
Montreal, P.Q.	19,040	12	170	9	5,431	3,801	15	119	292	4,183	33,072
Quebec, P.Q.	17,269	317	122	8	4,759	1,729	.....	59	.....	762	25,025
Halifax, N.S.	3,899	503	433	447	4,142	749	36	1,061	121	1,266	12,657
Saint John, N.B.	5,846	409	879	279	1,945	349	3	149	148	1,048	11,055
Charlottetown, P.E.I.	2,625	40	2	.....	39	91	2	33	12	191	3,035
Winnipeg, Man.	11,468	43	36	195	1,233	220	2,664	45	61	1,275	17,240
Vancouver, B.C.	2,241	752	2,455	590	6,911	1,146	616	463	376	1,693	17,243
Regina, Sask.	24,378	21	143	95	337	680	1,685	14	7	1,205	28,565
Edmonton, Alta.	19,111	13	247	893	1,977	543	1,048	13	54	709	24,608
Canada	145,529	2,317	5,382	2,562	52,341	14,497	8,285	2,729	2,443	16,540	252,625

TABLE 11

NATIONAL SELECTIVE SERVICE MOBILIZATION REGULATIONS

MEDICAL CATEGORIES

Number and Percentage Classified in each Medical Category on First Medical Examination as at March 31, 1944.

Divisions	A	%	B	%	C	%	D	%	E	%	Total
London, Ont.	32,539	49·0	8,048	12·1	8,627	13·0	1,150	1·7	16,088	24·2	66,452
Toronto, Ont.	94,926	49·6	28,162	14·7	24,547	12·8	3,460	1·8	40,429	21·1	191,524
Kingston, Ont.	31,680	49·2	7,071	11·0	7,325	11·4	742	1·2	17,513	27·2	64,331
Port Arthur, Ont.	6,510	52·8	1,353	11·0	1,459	11·8	128	1·1	2,874	23·3	12,324
Montreal, P.Q.	63,795	30·0	32,151	15·1	43,655	20·7	7,592	3·6	65,064	30·6	212,257
Quebec, P.Q.	28,700	29·3	16,396	16·7	18,497	19·0	3,402	3·5	30,809	31·5	97,804
Halifax, N.S.	26,013	45·0	8,375	14·5	7,547	13·0	1,542	2·7	14,341	24·8	57,818
Saint John, N.B.	21,667	48·8	5,374	12·1	4,448	10·0	1,971	4·5	10,924	24·6	44,384
Charlottetown, P.E.I.	4,699	51·9	927	10·2	982	10·9	93	1·1	2,345	25·9	9,046
Winnipeg, Man.	31,056	48·6	7,156	11·2	6,362	10·0	1,267	2·0	18,033	28·2	63,874
Vancouver, B.C.	38,478	49·7	10,097	13·0	8,798	11·4	1,888	2·5	18,108	23·4	77,369
Regina, Sask.	48,368	55·5	12,132	13·9	9,456	10·8	4,057	4·7	13,172	15·1	87,185
Edmonton, Alta.	45,196	56·1	10,341	12·8	7,443	9·2	2,640	3·4	14,900	18·5	80,520
Canada	473,627	44·5	147,583	13·9	149,146	14·0	29,932	2·8	264,600	24·8	1,064,888

National Selective Service Assistance in Manpower Shortage

ACTION has been taken recently to relieve the stress of manpower shortages in various industries, among them being the canning, meat-packing and ice industries.

Other recent manpower developments affect Canadian border woodsmen working in the northeastern region of the United States; and the employment of merchant seamen.

Canneries

Arthur MacNamara, Director of National Selective Service, announced on May 8 that the Department of Labour is carefully canvassing the manpower supply situation for fruit and vegetable canneries.

While other high priority industries are also presently looking for additional labour, the Director declared that every effort will be made to supply adequate help during the critical canning season to the processors of fruits and vegetables indicated as essential by the Wartime Prices and Trade Board.

Stressing the need of heavy food production this year, Mr. MacNamara added that it is hoped that growers of essential fruits and vegetables will produce maximum quantities, realizing that Selective Service will make every effort to see that labour is on hand when needed.

Meat-packing Industry

Through the assistance of National Selective Service, working staffs of Canadian packing houses were increased by nearly one-third from August last to mid-April this year. The meat-packing industry last summer and fall had been one of the industries most acutely affected by labour shortages. However, staffs have risen from a figure of 12,276 at the end of August, 1943, to 16,222 at April 15, 1944.

Last summer labour shortages in these plants were threatening both the filling of Canada's meat quotas, and the necessary facilities required by agriculture for the orderly marketing of stock. Now, according to the Director of National Selective Service, Mr. Arthur MacNamara, the manpower situation in meat packing is improved materially, but Selective Service is at present taking measures to secure an additional thousand men needed for these plants.

Pointing out that employment in meat packing had not proven very attractive to men seeking work, in competition with other employments, during the tight labour situation in late 1942 and the first part of 1943, Mr. MacNamara summarized the measures taken by Selective Service to meet the situation. These were:

1. The labour priority of the packing industry was raised from "B" to "A". Thus, local employment offices directed more men to the work.
2. Many farm workers were induced to take packing house jobs for the winter.
3. In March a survey of the plants was made, to see how many farm workers might be permitted to continue on in the plants. After consultation with provincial farm labour officers, several were permitted to remain.
4. Farmers, needed at home for seeding, have been asked to return to the plants as soon as they can till harvest.
5. Mobilization Boards were asked not to call up for military training, packing house employees.
6. National Defence was asked to give leave to men who could be spared for packing house work, similar to the arrangement for agriculture.

Mr. MacNamara emphasized the importance which Selective Service attaches to having packing plants fully staffed. The Department of Labour is considering further ways and means of securing the additional men required, he said, and provision made for continuing postponement of military training in the case of farm workers who continue at, or now go into, the packing house industry for work at this time, underlines the urgency of the need, as well as the recognition given to it.

Ice Industry

In 1943, due to the shortage of labour, the ice industry experienced serious difficulties, both in the production of artificial ice and in the handling and distribution of artificial and natural ice. In order to prevent, as far as possible, a recurrence of these difficulties during the present season, local Employment and Selective Service offices have been instructed to pay particular attention to the labour requirements of the industry.

The fact that this service had been given a "B" labour priority, is an indication that its importance is fully recognized. However, labour in this industry has been frozen for the current season, which will materially reduce labour turnover. In addition, special efforts will be made to overcome deficiencies in ice distributing establishments during the peak of the season between May and September.

The types of labour most urgently in demand will be (*a*) platform men, (*b*) delivery men (drivers for trucks and horse-drawn vehicles), (*c*) plant engineers. Every reasonable effort will be made to re-direct drivers and

yardmen from coal delivery operations during the slack season into the ice distribution occupation.

The Wartime Prices and Trade Board is taking necessary steps to insure that ice deliveries are restricted and zoned to permit the greatest possible economy of manpower.

Canadian-American Arrangement Concerning Border Woodsmen

The Honourable Humphrey Mitchell, Dominion Minister of Labour, and Paul V. McNutt, chairman of the War Manpower Commission, announced on April 22 that arrangements had been completed by which Canadian border woodsmen now working in the forests of the northeastern region of the United States would be authorized to remain there without interruption notwithstanding that present exit permits expire on April 30. It was further announced that the agreement provided for the continued maintenance of an average of 3,500 men in the woods for an indefinite period.

Mr. McNutt expressed keen satisfaction over the results of the negotiations and added that the Canadians had fully co-operated in thus assisting the War Manpower Commission in its efforts to relieve the acute woods labour shortage in this highly critical area.

Employment of Merchant Seamen

To prevent the loss of Canadian officers and seamen by their joining foreign-going ships of non-Canadian registry, Order in Council P.C. 2626 was passed on April 13, 1944.

By this order the National Selective Service Civilian Regulations as amended are further amended by the addition of the following section, after section 400 of the Regulations:—

400A. No person who is a Canadian national or who is ordinarily resident in Canada may enter employment at a Canadian port as an officer or seaman on any foreign-going ship of non-Canadian registry without an authorization issued by or on behalf of the Director of Merchant Seamen.

Regional Selective Service Advisory Board

For the discussion of local problems relating to the work of National Selective Service a system of regional advisory boards was set up, (L.G. Feb. 1944, p. 124).

Further to this action and on the recommendation of the Minister of Labour, Order in Council P.C. 2627 of April 13, 1944, was passed appointing to each of the Boards at present established members to represent the Departments of National Defence and Agriculture.

School Teachers to be Granted Indefinite Postponement

IT was indicated on May 3 by Hon. Humphrey Mitchell, Minister of Labour, that a recent change under National Selective Service Mobilization Regulations permits Mobilization Boards throughout Canada to grant postponement from military training to male school teachers for an unlimited time instead of six months' duration as has been the case.

"This change is intended to remove the difficulty which has come to our attention in cases where limited postponements have expired during the school term," Mr. Mitchell stated.

It was further pointed out that this arrangement does not in any way affect the present status of school teachers being frozen to their jobs; rather is it in keeping with the recognition of the teaching profession to be essential to the prosecution of the war and in the national interest.

Hon. Humphrey Mitchell has recently communicated with the Provincial Ministers of Education, asking that they assist in urging all school teachers able to do so to accept essential work during the long vacation this summer.

In writing the provinces, the Federal Labour Minister points out that many of the teachers have had farming experience, and that those who would be useful in agriculture should accept work of that type during the summer if at all possible. Otherwise, they should seek other essential work through Selective Service, so that their services will be made available in one form or another at this time.

Mr. Mitchell states in his letter that there is no intention of interfering with those teachers who have to pursue further courses, to further qualify at their profession, but those not taking courses are required for essential employments.

Extension of Training Facilities to Industries Producing Essential Civilian Goods

IT was announced on April 25 by Hon. Humphrey Mitchell, Minister of Labour, that by Order in Council, P.C. 2692 of April 17, agreements entered into with the Provinces on May 4, 1942, to provide training facilities for workers in direct war production are being extended to make available these facilities for the training of persons required in industries and plants producing essential civilian goods. (see also L.G. July 1942, p. 754 and Aug. 1942, p. 921.)

Training programs being operated jointly by the Dominion and the provinces may now be extended to include courses for the instruction of skilled and semi-skilled workers to meet labour requirements in such essential civilian services as food processing and textile manufacturing.

The arrangement has been reached following consultation with officials of the Wartime Prices and Trade Board, National Selective Service and the Vocational Training Branch of the Department of Labour.

It is planned to offer immediately foremanship and supervisory training, plant training schools and part-time classes in those centres where labour shortages can be overcome in part by training new workers.

Designation of an industry as an essential civilian industry for training purposes, will be made by the Wartime Prices and Trade Board to the Department of Labour.

Re-employment of Personnel Laid Off at Clark Ruse Aircraft Limited, Dartmouth, N.S.

A letter from J. C. Ruse, President of Clark Ruse Aircraft Limited, Dartmouth, N.S., regarding the recent lay-off of about 750 employees at the Company's Dartmouth and Moncton plants, was made public on April 19 by Hon. Humphrey Mitchell, Minister of Labour.

The Ruse Company has been engaged mainly in aircraft repairs, and was forced to reduce its personnel when the volume of repair work fell off in the latter part of March. Layoffs began on March 20 and were completed on April 4. The Lakeburn plant near Moncton released 272 workers; 484 were laid off in Dartmouth. Approximately one-third of the total laid off were women.

At both plants, Employment and Selective Service Officers from Halifax and Moncton were on hand to assist in the lay-off, and to place employees in similar work as quickly as possible. The first workers to be laid off were those who had been on military deferment, but who now could be spared for duty with the Armed Forces. Other lay-offs were made on the basis of seniority under the Collective Labour Agreement and on the basis of actual efficiency in work.

Practically all the employees laid off, who are subject to the Military Call-up, have now been placed in similar work at other manufacturing plants. A number were hired by the Victory Aircraft Company of Ontario, whose representative was on hand at the Ruse Plants during the lay-offs.

On April 10, after the lay-off had been completed, the firm wrote Mr. A. MacNamara, Director of National Selective Service, the following letter—which is quoted in full:

Dear Sir:

Until recently I will admit that we have regarded the National Selective Service as another Government agency set up to add to the burdens of industry.

Now having just come through what is to us and this District a major lay-off with all the factors that lead to friction present, we have revised our opinion.

The very efficient and untiring manner in which your officers handled our situation at Moncton and Dartmouth converted what would otherwise have been chaos into an orderly procedure.

Our Company cannot pass by this opportunity of commending your Messrs. Lough and Goss of Halifax and your Messrs. Trent and Maloney of Moncton for the altogether constructive and considerate manner in which they handled a large group of people under difficult conditions.

Yours very truly,

Clark Ruse Aircraft Limited,
(Signed) J. C. Ruse, President.

Modified Procedure to Provide Job Permits to Workers Living Outside a City

ARTHUR MacNamara, Director of National Selective Service, has announced revisions to simplify the procedure for the issue of permits to seek and enter employment, in the case of workers living in a municipality where there is no Employment and Selective Service Office. This special procedure applies to persons who would be put to more than 30 cents expense in travelling to and from home to a local employment office.

A new form has now been devised, which is available at all local Employment and Selective Service Offices, and which will also be available through local post offices. The worker living in a rural district or in a town without an Employment and Selective Service Office may, even without a permit, seek employment in the municipality in which he resides, providing that he has already applied for a Selective Service permit on the new form N.S.S. 102-A. An employer in his municipality may engage the worker who has applied for a permit on this form for a period of up to seven days, but after that time the employee to continue on the job must have secured his permit to work from Selective Service in the regular manner.

The new form, in addition to being an application for a job permit, covers the standing of male applicants in regard to Mobilization Regulations.

Mr. MacNamara pointed out that the purpose of the new form is to facilitate acceptance of employment by residents of rural districts and small towns, while still maintaining the necessary wartime control over applicants living in such localities.

Training of Manpower in the United States

ENROLMENTS in Federal, State and local training programs authorized by Congress as a means of providing civilian war production workers with necessary skills have totalled more than 12,000,000 in less than four years and have advanced to a remarkable degree the home-front "battle of production", Paul V. McNutt, head of the two Federal agencies chiefly responsible for training the nation's wartime labour supply, announced on May 7.

Mr. McNutt's announcement was made in his dual capacity as Chairman of the War Manpower Commission and Administrator of the Federal Security Agency and was based upon reports received by him from the U.S. Office of Education, which administers vocational and college training, and the WMC Bureau of Training, which coordinates all training activities including Apprentice Training Service and Training Within Industry of the WMC. The training totals are cumulative from July 1, 1940.

The heaviest training loads were carried by trade and vocational schools under the program of Vocational Training for War Production Workers, and by the Food Production War Training Program, both of which are administered by the U.S. Office of Education through State Boards for Vocational Education and local public school systems. The next heaviest enrolments were in engineering colleges and universities under the Engineering, Science and Management War Training Program, also administered by the U.S. Office of Education.

WMC Training-Within-Industry program was fourth in size of enrolments and National Youth Administration, which has been discontinued, was fifth.

Mr. McNutt's announcement also revealed the extent of the services provided to war industries by WMC's Apprentice Training Service, a constituent agency of the Bureau of Training, and of the Division of Visual Aids for War Training of the U.S. Office of Education.

The training totals by agency:

Agency	Total
Vocational Training for War Production Workers	6,238,620
Food Production War Training	2,498,972
Engineering, Science and Management War Training	1,472,503
Training-Within-Industry	1,163,540*
National Youth Administration (discontinued)	772,756
	12,146,391

* Includes approximately 663,000 enrolments trained co-operatively with VTWPW.

Apprentice Training Service, which does not give actual training courses, but helps to prepare the way for sound training programs and assists essential war industries in the labour relations aspect of training and employment, served, Mr. McNutt reported, approximately 41,450 individual plants since July 1, 1940. The Apprentice Training Service provides impartial consultative service to employers and assists in analyzing training needs, devel-

oping training programs in order to provide skills for workers to meet definite production requirements. Good labour relations are encouraged through management-labour committees.

The Division of Visual Aids for War Training, Mr. McNutt reported, has approximately 20,000 training film prints in use in war industries and in war training classes of vocational schools, and approximately 10,000 training film prints in use in military establishments. The training films of this division, which cover 95 mechanical subjects, including machine shop, aircraft, shipbuilding occupations, welding, engineering, supervisory training and farm work, save from 25 to 35 per cent of the time required to train workers, Mr. McNutt said. Leading manufacturers have co-operated in helping to create the training films. About 400 additional training subjects are being filmed.

Since 1940 a total of 224 colleges and universities have participated in Engineering, Science and Management War Training to give approximately 34,000 short, intensive courses on the college level of training. The scope of training has ranged from the rough equivalent of freshman work in engineering, chemistry, physics and business management up through graduate work in those fields. The objectives have been to prepare high school graduates for war service as assistants to professional engineers and scientists, to realign the skills of displaced technical personnel for work in new war industries, and to salvage the reservoir of competence residing in mature persons in need of "tune-up" training for jobs which use their abilities in unaccustomed fields.

Training-Within-Industry, in a little more than three and a half years, through intensive, short courses for supervisors has reached more than 800,000 supervisors with job instruction, 125,000 with job methods training, and 235,000 through job relations. More than 12,000 plants have been assisted with an intensive program of "upgrading" plant supervisors in skill of instruction, skill of improving methods and skill of leading workers, and the "know" of what the work is and "how" it is to be done.

Approximately 135,000 courses have been given in 15,000 training centres under the Food Production War Training Program since July 1, 1940. More than one million pieces of farm machinery and equipment were overhauled and repaired by farmers attending courses during the last year. Keeping in operation millions of dollars' worth of farm machinery and equipment has stimulated food production. This program has also assisted farmers and farmers' wives through courses in methods of achieving production goals and the training of new agricultural workers. During the last year 204,021 persons in 21,000 courses have canned 50 million cans of food for family use.

Vocational Training for War Production Workers Program has conducted training in approximately 2,800 training centres, training new and employed workers in specific single skills, and "upgrading" workers for more responsible jobs. This program has provided consultative service to employers in co-operating with both Apprentice-Training Service and Training-Within-Industry. Training programs are set up within the vocational school or within the plant for occupational workers and foremen and supervisors. Several of the States have developed instructional materials for shop and related training.

In addition to training workers for war production industry the training programs co-ordinated by the WMC Bureau of Training, and particularly those administered by the U.S. Office of Education, have provided training where necessary for civilian employers and uniformed personnel of the U.S. Army and U.S. Navy, U.S. Coast Guard, and Marine Corps, covering a variety of training in occupations for workers in arsenals, yards, air depots, torpedo stations, Signal Corps establishments, ordnance, and other military establishments.

Training has been supplied by the training agencies to every branch of war industry, including shipbuilding, the aircraft industry, ordnance manufacturers, electrical manufacturers, the chemical industry, transportation, communications, and other essential industries.

The continuing functions of the co-operating training agencies, co-ordinated by WMC's Bureau of Training, are:

1. To increase the effectiveness of workers and supervisors who are employed in war industries.

2. To prepare beginning workers, including women, youth, older persons, discharged veterans and handicapped persons, for employment.

3. To retrain workers shifting from one department of a plant to another or from one industry to another.

4. To train plant supervisory personnel in short courses.

5. To provide consultative services to employers and to encourage the formation of joint management-labour training committees; to continue to organize training programs where they are necessary.

6. To provide training necessary to reach farm production goals.

School for Coal Miners in Utah, U.S.A.

A school hundreds of feet below the surface of the earth, where clerks, grocers, and mountain men of the surrounding country are the students learning to become coal diggers, has been started in the Carbon County mines, near Prince, Utah, as a phase of the nationwide effort of the War Manpower Commission to increase war-time production of fuel. This is the first school of its kind in the history of mining, WMC said.

Approximately 900 mine workers have been trained in the Utah school for miners since it was started, according to reports received by the War Manpower Commission. Classes are conducted in several mines in which sections have been set aside especially for instruction of men. Under this type of "on-the-job" training the student miners receive instruction from skilled miners who have been specially selected as instructors. They are employed by the Utah State Board for Vocational Education. The trainees, paid by the mining companies, are men who have not worked previously in the mines.

Under the Utah plan of training, each mine job is carefully analyzed so that the instructors know exactly what to teach the beginning miners. In addition to manual dexterity in the mining of coal, the trainees are taught safety rules, including the reasons for them, WMC reported.

In addition to training for new miners, training is given men and women who work on the surface. Women, although not permitted to work underground, are being employed and hired for surface jobs such as "pickers". Two companies in the Carbon County mines, according to WMC reports, are employing women on the surface. Other mines in the area are expected to follow this example.

Under the Utah plan, training is speeded up so that the learners in a few months are taught skills and related knowledges that will fit them for mine jobs.

The WMC and co-operating training agencies are assisting the coal industry, a critical manpower industry, in solving urgent manpower needs by setting up special training programs in an expanding number of mining communities. Training programs sponsored by the U.S. Office of Education in co-operation with State Boards for Vocational Education are now being operated in Utah, Colorado, Kentucky, Pennsylvania and West Virginia. Training is being given for mine supervisors in addition to coal diggers, machine operators, and maintenance personnel.

School for Railroaders in St. Louis, U.S.A.

A wartime school for railroaders, first of its kind, established recently at St. Louis for the training of essential workers—firemen, brakemen, and switchmen—has proved so successful that it may become the pattern for a nationwide plan of organized training to keep the railroads operating at highest efficiency possible, the War Manpower Commission announced on May 5.

The St. Louis plan, WMC reported, is being studied by railroad officials in other parts of the country with a view to utilizing it in whole or in part. It was reported that officials are now considering the establishment of similar schools at Chicago, Seattle, and possibly at other points.

The St. Louis school for railroaders was set up in co-operation with the WMC Bureau of Training and vocational training specialists to meet a serious need for additional firemen, brakemen and switchmen. Nearly 100 firemen, brakemen and switchmen were enrolled in the school, the training taking place in the offices and yards of the St. Louis Terminal Railroad Association, which became "classrooms" for the duration of the courses. The Terminal Railroad Association, the Missouri Pacific Railroad and the St. Louis and San Francisco Railroad co-operated in the undertaking.

The training of this first group of train and enginemen proved so successful, WMC said, that the railroads involved were highly pleased with the results. Classes for trainmen and enginemen have been followed at St. Louis by classes for railroad telegraphers.

WMC reported it is receiving calls through its Bureau of Training and co-operating training agencies for training of essential workers in increasing volume from transportation companies, including both railroad and bus lines, in order to forestall shortages of workers necessary to keep wartime freight and passenger service operating smoothly.

Training for telegraphers, in addition to classes at St. Louis, has been set up at widely separated points, including Portland and The Dalles, Ore., Minneapolis, and Kansas City. Schools for railroad rate clerks have been set up at Charlotte and Winston-Salem, N.C., and other points. Courses for car repairmen recently were authorized at St. Cloud, Min.

Area Production Urgency Committees in the United States

THE War Production Board announced on April 25 some developments in the field machinery through which it joins with the War Manpower Commission and other federal agencies to ensure that, in areas where a labour shortage exists, all available manpower is made available to plants engaged in critical war work.

The WPB has reported the creation of an Area Production Urgency Committee for the Chicago area, similar to the Area Production Urgency Committees which have been functioning for sometime in critical production areas on the West Coast. The new Chicago Production Urgency Committee is headed by the Regional Director of the War Production Board, and will include representatives of the War Manpower Commission, the Armed Forces, and other agencies charged with co-ordinating contract placements, production, and manpower.

The specific functions of the new Chicago Urgency Committee will be:

1. Review of contracts in the area.
2. Review of new facilities in the area.
3. Establishment of plant urgency ratings.
4. Surveys of production in the area, with a view to considering removal elsewhere if necessary.
5. Determination of urgency of civilian production in the area, as a basis for determining whether workers should be made available for such activity.

It was also announced that a number of "modified area production urgency committees' are to be established in various parts of the country, wherever the War Manpower Commission has established a manpower priorities committee but a full-flegded area production urgency committee has not been established. The modified area production urgency committees differ from the regular urgency committees in that the former may be established by any WPB regional director, whereas the regular urgency committees are established upon direct authority from the WPB Production Executive Committee in Washington.

The functions of the modified committees are limited to the supplying of data and advice to the War Manpower Commission as to the relative urgency of plants in the area affected, together with other pertinent data, such as whether the plant is behind schedule or on schedule. Upon request, the modified committees will also advise appropriate officials of the War Production Board, or other agencies, concerning production adjustments within the area over which each committee has jurisdiction. The regular area urgency committees, such as the ones on the West Coast and in Chicago, have additional duties, including the review of proposed supply contracts and facilities. Each of the modified urgency committees will include representatives of the following agencies: War Production Board, War Manpower Commission, War Department, Navy Department, Maritime Commission, War Food Administration, Aircraft Resources Control Office, Smaller War Plants Corporation, and such other agencies as the committee may from time to time invite to assist it. In all cases, the modified urgency committees will report directly to the WPB regional director in charge of the area in which the committee functions.

Employment in Non-agricultural Establishments in the U.S.

The total number of employees in non-agricultural establishments in March, 1944, was, 38,550,000, according to revised estimates prepared by the Bureau's Division of Employment Statistics. This represents an increase of more than nine million employees in manufacturing, trade, services, government and other phases of industrial activity in the five years since March, 1939. The estimates include all wage and salaried workers in non-agricultural establishments. They do not include persons in the armed forces, agriculture, proprietors and self-employed persons, unpaid family workers nor domestic servants. Persons having more than one employer during a single pay-roll period are counted more than once in these estimates. As job opportunities have been increasing since 1939, it is likely that such dual employment is a somewhat more important factor now than five years ago.

As was to be expected, the bulk of the expansion, 6½ million or almost three-quarters of the total, was in the manufacturing division and was concentrated almost entirely in the munitions industries. The increases of about two million in government and one million in transportation and public utilities also reflect the widespread effects of the war activity. The only large decline was in construction. This industrial activity expanded between March, 1939, and September, 1941, but declined thereafter because of government restrictions on private building. The increase in the first 2½ years amounted to slightly more than one million employees; the decrease since that time was almost two million, indicating a net decline of about 800,000 over the five years.

Reconstruction and Re-establishment

Post-war Training and Employment of Members of the Forces

AN Inter-Departmental Committee was recently established, with the approval of the Ministers of Pensions and National Health and of Labour, "to study the legislation and regulations of the two departments in respect to post-war training and employment" of members of the Armed Services. The two departments referred to are, of course, Labour and Pensions and National Health. However, through the membership of its chairman, the Civil Service Commission is also represented on the Committee, as are the three Defence Departments.

The chairman of the Committee is Arthur MacNamara, Deputy Minister of Labour and Director of National Selective Service: the vice-chairman is S. H. McLaren, Associate Director of Selective Service in charge of Mobilization. The secretary of the Committee is Brigadier John E. Lyon, recently appointed to the Employment Service for special duties in connection with the placement of discharged members of the Forces.

Members of the Committee from the Department of Pensions and National Health are: Walter S. Woods, Associate Deputy Minister; Major A. M. Wright, Director of Rehabilitation; A. Crawford, Superintendent of Vocational Training; H. W. Jamieson, Superintendent of Educational Training; and Dr. Geo. Weir, Acting Director of Training.

Other representatives on the Committee from the Department of Labour are: Paul Goulet, Associate Director of National Selective Service; Harry Hereford, Director of Planning, Selective Service; R. F. Thompson, Director of Training Division; from the Employment Service and Unemployment Insurance Branch—Allan M. Mitchell, Director, and W. K. Rutherford, Assistant Director (Employment).

From the Civil Service Commission: Charles H. Bland, Chairman of the Commission;

From the Defence Departments, the Directors of Rehabilitation as follows:

Navy—Lt. Com. John H. MacDonald,

Army—Col. H. M. Haig, D.S.O.,

R.C.A.F.—Wing Commander A. C. T. Clayton, D.F.C.

It is intended that the Committee will study and prepare for the approval of the appropriate authorities, detailed departmental procedures for the guidance of the staffs of the departments of Labour and Pensions and National Health, in regard to the training and employment of ex-members of the Forces in the post-war period. It will be the duty of the Committee to suggest procedures, to suggest what matters should be further explored with a view to a revision of policy, and in every way to assist in correlating the efforts of the two departments mainly responsible for the post-war re-establishment of those discharged from the Services.

Unlike the training of men and women who have been with the Forces, which is a joint function of the two departments, the re-establishment of men and women now in munitions and other war industries is recognized as a function of the Department of Labour. Nevertheless it is the intention that this same joint Committee will give consideration to certain phases of post-war re-establishment of industrial workers, since this problem is so closely related to the post-war re-establishment of members of the Forces.

The Committee has already met and is proceeding with its task.

To date the work of Brigadier John E. Lyon has been largely exploratory. At the present time he is engaged in studying how the Employment Service operated by the Unemployment Insurance Commission may to the best advantage assist in the transition to civilian employment of persons being discharged from the Armed Services. A recent announcement indicated a closer tie-up of the Employment Service in the treatment of discharged Services' personnel, in the first instance particularly in reference to the R.C.A.F. and the Army.

National Registration Certificates Issued to Discharged Service Personnel

IT was announced on April 19 by Arthur MacNamara, Director of National Selective Service, that arrangements were being completed to appoint Managers of certain of the larger local Employment and Selective Service Offices as Deputy Registrars with the authority to nominate members of their staff to issue National Registration Certificates to discharged members of the Armed Forces.

"This arrangement has been effected as an additional service to the discharged service personnel instead of their having to report to Post Offices in order to obtain their certificates," Mr. MacNamara stated. "The local offices which will be carrying out this procedure within the next tweek are the following: Halifax, Saint John, Fredericton, Quebec, Montreal, Kingston, Ottawa, Toronto, London, Winnipeg, Regina, Calgary and Vancouver."

It was further indicated that persons leaving the Forces may be supplied with a National Registration Certificate by Selective Service in those cases where they were not registered prior to enlistment. In the case of persons who were previously registered, they will be provided with "fourteen day" certificates to be used until the original certificate is received from the Chief Registrar at Ottawa.

Housing and Community Planning

Extensive Program Recommended by Advisory Committee on Reconstruction

AN extensive housing program for Canada, involving the building of 700,000 new dwellings in the first post-war decade, is called for in the Report on Housing and Community Planning of the Advisory Committee on Reconstruction. The report was tabled by the Prime Minister in the House of Commons on March 28.

Estimated to cost in the neighbourhood of two and a half billion dollars, this program would provide 535,000 urban dwellings, 71,000 houses in rural areas, and 94,000 farm homes. Over 200,000 of these projected new units would be low-rent dwellings (including multiple dwellings as well as single units). Government loans, provided through a revised national Housing Act, would probably amount to between three-quarters of a billion and one billion dollars under this program; in addition twice as much would be forthcoming in the form of assisted private investment from individuals and lending institutions. This would represent a great volume of work for the building industry. To help assess the size of the program it may be compared with the 100 to 180 million dollars spent annually on residential construction during the best years of the '20s.

Canada's urban housing needs are of two kinds. There is, first, the accumulated backlog caused by insufficient new building during the last decade, abnormal growth of towns and cities due to war industrial development, and the present lack of any vacant dwellings. Included in this backlog are houses needed to relieve overcrowding, and houses needed to replace substandard and slum dwellings.

The second need for new homes arises from the fact that Canada has never had a housing policy based on the replacement of obsolescent houses. The Report recommends a replacement plan of two per cent per year as desirable for the future, giving the average house a life-expectancy of fifty years. In making up its "minimum-target" estimate, however, it does not include an allowance for this type of replacement.

Accumulated Backlog

To keep up with the normal population growth in the chief urban areas alone, the Report estimates that 30,000 new houses should be built every year. Approximately 24,000 units, including temporary housing, were built in 1941, and about 18,000 in 1942. In 1943 new houses did not add up to more than 15,000. It is estimated that by 1946, which is taken as the first likely year of post-war construction, this deficit of new homes will total 45,000.

Another complicating factor is the abnormal growth of most of Canada's cities due to the war. The normal urban population increase for the six-year period ending December 31, 1945, would be 200,000. Actually it will be about 500,000 of whom it is estimated that half or perhaps two-thirds of the newcomers will want to stay where they are after the war. New housing for these war workers and their families who will remain in towns and cities after the war has been set at the low figure of 40,000.

The desirability of maintaining a "vacancy rate" is explained by the statement that "in

a dynamic economy, a constant shift of population takes place at a more rapid rate than changes in the housing supply . . . The housing supply must exceed the number of families and household groups if occupational flexibility and shifts of population are to be facilitated at all." A desirable vacancy rate for most cities is 4 per cent, but as all figures in this report have been based on minimum assumptions, 2 per cent is the figure taken. This totals up to 29,000 units of new housing needed in Canada if we are to be sure of a minimum flexibility for residential and population shifts; but these are not included at all in the immediate or minimum program of 535,000 referred to above.

One in six of Canada's urban families are living with other families. In addition to these 150,000 "doubled up" households, there are 44,000 non-family groups (such as two sisters, or several friends) living with families. To provide all these people with their own homes would require the new building of 194,000 homes (150,000 plus 44,000); but again, only 150,000 are included in the immediate program.

Slum clearance and the replacement of substandard housing calls for the construction of 175,000 new dwellings, 125,000 of them in the major cities, and 50,000 in the smaller cities and towns.

Adding in housing requirements for non-incorporated parts of metropolitan areas which are estimated at 12,000, the whole accumulated backlog comes to 320,000 homes needing to be built to catch up with present needs. For its minimum target of shortages to be liquidated in the first ten years after the war, the Report takes half this figure, and calls for 160,000 new homes.

Current Housing Needs

In addition to this figure, an estimated 30,000 single homes should be built every year to accommodate new families or non-family households, and 27,000 obsolescent houses should be replaced every year. For a minimum objective, the Report recommends the building of 24,000 homes for families, and 13,500 replacements annually—a ten-year total of 375,000 houses. The two figures for the accumulated backlog and current needs make up the aggregate of 535,000.

The remaining 165,000 new homes needed to make up the total of 700,000 are for farms and rural areas.

Timing the Housing Program

Excluding the farm housing, and maintenance and repair programs, the Report shows that 60,600 new urban homes should be built every year on the average. But it does not suggest that the same number should necessarily be adhered to each year. It recommends instead that the housing program should be fitted into the larger framework of postwar policy, aiming at economic stabilization and full employment.

A possible "shape of things to come" is outlined in the Report. It suggests that, should the war end in 1946, that year and the one following would be a "reconversion period" in which industrial conversion and demobilization from the armed forces would be carried out. The next three years are envisaged as a period of "re-equipment and new consumer-goods production," and 1951 as the year which might see the peak of economic activity and a possible turn towards a depression. From 1952 to 1954 there might then be a rapid contraction of economic activity, and in 1955 the beginnings of a slow recovery.

The Report therefore suggests a substantial program (including maintenance projects) to take up the slack of demolition, followed by a contraction of activity during the "boom" years. Then as economic activity slows down, it would follow that the housing program should be stepped up, and allowed to decline again as general business recovers.

"Housing must be a strategic element in full employment policy as well as a basic factor in the national standard of living in the postwar period," says the Report. "The national and local dimensions of housing programs, the methods of financing them, recruitment and training programs for the men who are going to build the houses, and town planning provisions which are necessary to locate projects properly, must all be planned together."

Farm Housing Plan

New houses for Canadian farmers equipped with electric lighting, plumbing and refrigeration is recommended in the Report.

A building program to provide farmers and farm labourers with an average of 9,400 new houses annually for twenty years at an estimated total cost of $282,000,000 is advocated. Other recommendations include the setting up of a special rural division of the National Housing Administration, or a Farm Housing Advisory Committee in the Department of Agriculture to co-ordinate farm housing with other policies affecting land utilization, production credit, marketing arrangements, trade and price policies, and farm labour policy.

The fact that farm houses differ from urban houses in their need for special facilities for storage, canning, preparation of animal feeds, kitchens and laundries has been recognized in the Committee's suggestion that special archi-

tectural designs, materials, techniques and building organizations should be employed. The Report calls for consultation with farmers and farmers' wives themselves, as well as architects, Departments of Agriculture, and farm housing experts.

In addition, it is estimated that 188,000 of Canada's 733,000 farms are in need of major repairs, of an average cost of $300. Adding in the many smaller repairs required by other farm houses, it is estimated that Canada faces a farmhouse repair bill of over $100,000,000, and that this work could be made a useful post-war project and could dovetail in with longer range plans for rebuilding.

Commenting on the fact that 80 per cent of farm homes have no electricity, and 92 per cent have no bathing facilities or flush toilets, the Report recommends a scheme by which the Federal Government donates electrical, plumbing, heating and refrigeration equipment to farm housing projects in return for the labour of installation.

Types of Housing Needed

The new building program is based on three types of need. The first is the replacement of farm houses in such bad condition that it is better economy to replace them than to repair them. There are estimated to be 200,000 of these in Canada, and as a minimum objective, half that figure has been taken.

The second type of new housing is the erection of houses for farm families who are at present sharing homes with other families. There are 51,000 such families at present, but as a minimum target the Report calls for the construction of 25,000 dwellings.

These two estimates are regarded as a minimum backlog which should be dealt with as soon as possible. It is recommended that the building of these houses be spread over 20 years, and that the number of farmhouses built each year should vary according to the building and labour conditions at the time.

The third type of construction is the replacement of farm dwellings which become obsolete and run down as time goes on. If these buildings are not systematically replaced, another backlog will accumulate. Assuming that a farm house should last a hundred years, Canada should arrange to rebuild one per cent of its existing farm dwellings every year—an annual total of 6,300. In its estimate, however, the Report cites as a minimum program the rebuilding of half that number.

The erection of cottages for farm labourers is also recommended. Listed as part of the farm population are 25,000 unpaid sons or other relatives helping on the farm. Some of these boys or men might be more easily persuaded to marry and settle down on the farm if there were a separate cottage available. Alternatively, cottages could be constructed in groups or village communities.

Community centres are also recognized as an important rural need. Buildings planned for use as recreational centres, for meetings, films, exhibitions and libraries could be put up. The Municipal Improvements Assistance Act or the National Housing Act could be extended to make provision for long-term amortization and low-cost financing for this purpose.

It is also suggested that a special organization, such as a Farm Building Supplies Corporation, should be set up to arrange for special priorities for farmers on war material, salvaged or otherwise, which will be available for civilian use after the war.

Financing the Housing Scheme

The Report recommends a number of methods of financing such a comprehensive building scheme at the least cost to the farmer. It suggests redrafting the National Housing Act and the Home Improvement Plan to make possible either a lower rate of interest than that applied to urban loans, or a capital subsidy. It further recommends that the Government pay for mortgage insurance instead of the farmer.

Further reductions in cost could be achieved by pre-fabrication and mass-assembly devices, by buying certain materials in large quantities, and by utilizing the labour of the farm family. Elimination of a down payment is suggested, along with adjusting instalment payments to crop seasons, so that farmers can pay when their own money comes in.

Farm labourers' cottages could be financed in four ways. They could be erected as new farm units under a proposed Farm Improvement Plan. This plan would be a revised form of the Home Improvement Plan, by which loans would be extended from five to as much as twenty years to cover new farm units, and which would authorize subsidies on interest or capital.

If there is no mortgage on the farm, the farmer can set aside a piece of land and build cottages under N.H.A. If he has a mortgage on his farm, he can deed a small piece of land to N.H.A. which will enable him to take out a housing mortgage on the new house.

Cottage villages could be built by the municipal authority using a Federal subsidy.

Commonwealth Authorities Concerned with Re-establishment in Australia

SEVERAL Commonwealth agencies have been set up to deal with re-establishment in Australia.

(1) The Repatriation Commission which was established under the Australian Soldiers Repatriation Act of 1920 is responsible for investigating applications for pensions, the payment of pensions, medical treatment, subsistence allowance during periods of medical treatment and job placement, advances for establishment of business, provision of tools of trade, education of veterans children, and such other functions as the Act prescribes.

(2) The Manpower Directorate is concerned with placement.

(3) Vocational and industrial training comes within the jurisdiction of the Industrial Training Division of the Department of Labour and National Service. This organization has had considerable experience with the training of civilian and service personnel in technical occupations.

(4) University and professional training is handled by the Universities Commission. This Commission also has the duty of administering a subsidies plan enabling students to undergo university and other approved training.

(5) Rehabilitation departments have been set up by the Army, Navy and Air Force.

(6) Over-all planning and co-ordination is the responsibility of the Ministry of Post-War Reconstruction. To deal with the more important particular aspects of rehabilitation there has been established a number of inter-departmental committees responsible to the Ministry. Chief among these are:

(*a*) the Demobilization Committee composed of representatives of the Ministry of Post-War Reconstruction, the Repatriation Commission, the Directorate of Manpower, the Department of Labour and National Service and the three services. Its duty is to integrate the various plans for demobilization with plans for re-employment and reconstruction.

(*b*) The Re-establishment and Re-employment Committee has the same membership as the Demobilization Committee except that the Service representatives sit only as circumstances demand. This Committee prepares plans and machinery for replacement of veterans and war workers.

(*c*) The Reconstruction Training Committee consists of representatives of the Ministry of Post-War Reconstruction, Department of Labour and National Service, the Repatriation Commission, the University Commission, the Treasury, and the three Services. The duty of this Committee is to advise on and plan for pre-discharge and post-discharge training for members of the services.

Re-employment of Veterans in the United States

"RE-EMPLOYMENT of Veterans" is the title of Industrial Relations Memo No. 65, dated April 17, 1944, published by the Industrial Relations Counsellors of New York City. This organization has recently conducted an inquiry into this subject. The inquiry was centred on the following postulates:

1. The re-employment of veterans following their demobilization is already a matter of some urgency. It is asserted that there will be one million discharges from the forces of the United States in 1944. This circumstance will give an opportunity to test out policies and procedure in advance of general demobilization.

2. By taking action now, employers will be better able to think through the implications of the requirements and reach decisions as to sound policy that will promote comprehensive official interpretations, which, it is asserted, "as yet are lacking."

3. The success or failure of the American economy in giving employment to ex-service men will have far-reaching political and social consequences that may well determine the future of American industry and business for the next generation.

It is pointed out at the outset that the re-employment of ex-service men is only part of the broader post-war problem of how to re-absorb into civilian production within a period

of a year or two, over 20 million men and women from the armed services and from war industries and to provide employment for a total civilian labour force that will total nearly 54 million. This will be about 11 million or 12 million more than were employed in 1940, the peak year of peacetime production.

The Department of Commerce of the United States is quoted as having stated that the solution of this problem will require, with hours of work reduced to 1940 levels and unemployment held to a minimum of 2 million, an increase in physical production of 46 per cent over 1940. It is emphasized, however, that these figures are not precise statistical estimates and that there are variations in official calculations. The A.F. of L. is quoted as being of the opinion that there will be 19 million unemployed in the United States after the war, unless production exceeds 1940.

But, it is pointed out, individual plans cannot wait on the resolution of all uncertainties. The re-employment of veterans is a specific obligation imposed by law on all employers, consequently the problem merits the immediate consideration of employers, either as a part of, or as a start toward a company's general post-war plans.

It is asserted that an employer who has sound industrial relations policies, and administers those policies efficiently, will find compliance with the somewhat ambiguous legal requirements relatively easy if he interprets and applies them in accordance with the principle of company seniority, counting service in the armed forces toward seniority credit.

However, it is pointed out that the significance of such legislation must not be overestimated, as, at best, it can contribute in only minor degree to the solution of the post-war re-employment problem, because of the numerous veterans who will not be covered by the terms of the law. The latter include:

1. Men who enlisted or were drafted when they were unemployed or not at work; thirty-three per cent were inducted from school before entering gainful employment.
2. Veterans who will have no right to reinstatement, because they were engaged as replacements and other veterans will have prior claims to the jobs in which they were last employed.
3. Veterans whose jobs have been wiped out by business failures, technilogical change or similar factors.
4. Those who may have legal rights to reinstatement in specific identifiable jobs, but will not wish to exercise such rights, since in so doing they would be displacing older persons, widows with children or others, and thus subject themselves to social disapproval.

"One competent authority estimates the number of men in the service who would, for one or another of these reasons, have no effective claim to reinstatement as 80 per cent of the total."

The memorandum includes an analysis of the legal requirements for the rehabilitation of veterans in the United States and discusses in some detail the implications of the law. Such points as the meaning and scope of the law, qualifications required of veterans for reemployment; the various complexities of seniority "rights"; administrative machinery; the treatment of disabled and handicapped veterans; the probable attitude of returning servicemen; employer planning; vocational training as a factor in rehabilitation and other related questions.

It is indicated that while post-war planning involves standard techniques such as budgeting and forecasting, it also has at least three distinctive and to some extent unforeseeable elements:

1. The problems to be solved may be more urgent and fundamental than businesses usually meet in their normal experience.
2. Most employers will be facing substantially the same problem at the same time.
3. The political, legal and social climate, both domestically and internationally, in which the solutions will have to be found cannot now be definitely foreseen.

In the meantime, company officials charged with the development of post-war plans and the reinstatement of veterans, should collect adequate data, with respect to the set-up in their own plants. Preparation in advance will naturally avoid much confusion when the time for demobilization arrives.

Labour Relations

Promotion of Labour-Management Committee by Industrial Production Co-operation Board

TO encourage and assist employers and their employees in the formation of labour-management committees is the aim of the Industrial Production Co-operation Board which was established in January (L.G., Feb. 1944, p. 145).

Considerable progress has been made, not only in setting up procedures by which the Board is to function, but also in the formation of new production committees. Mr. H. Ross Rutherford is the Executive Secretary of the Board and his office serves as a clearing house for information concerning the establishment and functioning of labour-management production committees. In addition to this the services of nine field men in Toronto, Montreal, Winnipeg, Vancouver, Fredericton, and Sydney are continuously at the disposal of both employers and employees through their organizations or otherwise, for the promotion of committees. Much valuable information was obtained from United States' experience in the development of these committees during the war when officials of the Board visited the National Exposition of Labour-Management Production Committees at Washington in February.

By the end of April close to 200 labour-management production committees were reported to the Board.

The Board and its work has received considerable publicity in the press, on the radio and through the distribution of literature. *Victory in the Making,* a guide book issued by the Board dealing with the purposes and need of production committees, is being distributed widely among industries and trade unions. In this effort the Board has received the willing co-operation of the Canadian Manufacturers Association, the Canadian Construction Association, the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour, etc. This booklet gives much interesting information on the purpose and functions of labour-management production committees and contains helpful suggestions as to their organization and efficient functioning. Brief references are made to the success of such committees in Great Britain and in the United States. Arrangements have been made with the National Film Board for the showing of the film "Partners in Production" dealing with British joint production committees. It will tour the industrial film circuit and be shown to employer and trade union groups. Monthly bulletins are issued to all labour-management production committees providing them with helpful information on various phases of committee activity.

On March 29 the chairman of the Industrial Production Co-operation Board, Mr. H. C. Goldenberg, took part in the National Labour Forum program. During the course of his remarks he said:

"I feel that the adoption of the principle of joint production committees in industry is a forward step in the march of industrial progress. These committees provide a new approach to the relations between labour and management. They provide a formal channel of communication on problems of production, that is, on matters other than grievances arising from wages and hours and working conditions. That, in itself, is a great advance. Collective bargaining, in my opinion, is essential in so far as wages and working conditions are concerned. But, as the term implies, bargaining involves two opposing sides trying to come to an agreement. Both parties are in a sort of defensive role. Well, the purpose of labour-management committees is to go one step further and to make labour's role in industry a more positive one. Labour meets with management for the solution of problems which do not involve bargaining, but which are the concern of the plant or the industry, as such.

Where a labour-management committee functions properly, it infringes neither upon the authority of management nor upon the authority of the trade union. The responsibility of management for the conduct of the business

remains intact, but management asks advice and recommendations from the workers in the plant on matters bearing on production. This principle gives the worker a sense of responsibility and makes him feel that he is more than a mere cog in the wheel of industry. It assumes that the man at the machine can contribute advice on the best method of operating that machine . . . how time can be saved, unnecessary operations eliminated, and materials conserved. It has been found in Great Britain, in the United States and in Canada that formal consultation of this kind at regular meetings of representatives of labour and management gives to the workers a greater interest in their task. And they give to management the benefit not only of the hands but also of the brains of the workers. Many plants attribute increased and improved war production to the effective operation of join production committees.

"I have said that the committees do not affect trade union responsibilities. Wages, working conditions, and grievances continue to be referred to the appropriate collective bargaining agency. Labour-management committees do not intrude upon this field, but they do affect it in that they provide an outlet for the discussion of problems which might otherwise develop into grievances. They are concerned with such matters as improvements in methods of production, the proper utilization of machinery, the elimination of defective work, the changing of obsolete practices, the conservation of materials, tools and equipment, the elimination of unnecessary planning or routines, the efficient use of safety devices, reduction in absenteeism, and, generally, the maintenance of a good morale in the plant.

"Well, these are, in my opinion, some of the functions and the benefits of joint production committees. I recommend them to Canadian industry. The government has declared its official policy in support of the principle. It has set up the Industrial Production Co-operation Board, representing the Departments of Labour and of Munitions and Supply, to carry that policy into effect. The Board is advised by a committee equally representative of labour and management. It is the intention of my Board to contact labour and management in war industries with a view to promoting the formation of more of these committees and of guiding those committees to the extent that they require our assistance. We must recognize, however, that the mere establishment of committees will not, of itself, produce effective results. In order that the committees function effectively, general industrial relations in a plant and in an industry must be satisfactory. Where grievances relating to working conditions exist, the workers are naturally too much concerned with such grievances to give attention to other matters. Furthermore, if once established, the machinery is to work, there must be a genuine sincerity of purpose on the part of both groups. Both labour and management must have due regard for the just rights of the other. After all, in this respect, machinery for labour-management co-operation is no different from any other machinery governing the relations of man. It will work if both parties to industry are sincere in their desire and efforts to make it work."

On the same program Mr. Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, said:

"Wherever they have been operating and functioning as they were intended to, labour-management production committees have justified themselves and provided an example of what might be done on a larger scale where the brains of industry were pooled for the general welfare."

Another speaker, Mr. Pat Sullivan, Secretary-Treasurer of the Trades and Labour Congress of Canada, stated that:

". . . . . these committees, if properly constituted, could play an important role in discussing with management and government the question of transition from war-time production to peace-time production."

Brigadier General R. H. Bedell, personnnel director for Fairchild Aircraft Ltd., Montreal, also took part in the program and stressed the fact that:

". . . . a spirit of good faith, understanding, and mutual co-operation is the greatest single element that will make or break committees of this kind. A joint production committee functions to real advantage only when all concerned resolve to make it function."

Mr. J. Clark Reilly, General Manager of the Canadian Construction Association, concluded his remarks on the program by stating that joint production committees "should be organized for the purpose of producing better industrial relations, mutual confidence, and well organized, happy units in our national industrial life."

*Maritime Labour Institute Formed Following Trade Union Course**

Institute of Public Affairs, Dalhousie University Sponsors Trade Union Education Project

A new venture in Canadian trade union education has recently been undertaken in Halifax by Dalhousie University, through its Institute of Public Affairs, in the inauguration of the Maritime Labour Institute.

Formation of the Labour Institute was the result of action taken by Maritime trade union officials attending the first course in labour relations, held at Dalhousie University during the week of March 27, 1944. This course, which brought together more than 65 delegates, representing all major unions in Nova Scotia and New Brunswick, was organized by the Institute of Public Affairs in conjunction with a Trade Union Advisory Committee, and with financial assistance from the Nova Scotia Department of Labour. It has also received the endorsation of the Canadian Congress of Labour and the Trades and Labour Congress of Canada.

A number of distinguished experts from Canada and the United States addressed the delegates on various phases of labour problems. Boris Shishkin, of Washington, Chief Economist of the American Federation of Labour, spoke on the question of *Wage Determination.* Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, discussed *The Functions and Responsibilities of Trade Unions,* and B. S. Keirstead, of McGill University, addressed the group on *The Impact of the War on the Maritime Economy.* F. A. Magoun, of the Massachussets Institute of Technology, spoke on *Human Relations in Industry,* and L. Richter, of Dalhousie University, on *Social Security.* G. A. McAllister, of the Dalhousie Institute of Public Affairs, dealt with *New Legislation Affecting Labour.* To each topic was allotted a whole day. After the opening address each morning the students split into four groups which discussed the subject among themselves and formulated a number of questions. They were submitted in writing to the speaker as well as to the other groups and formed the background for the further discussion which extended as a rule over the whole afternoon.

The Committee responsible for arrangements for the course was under the chairmanship of Professor L. Richter, of Dalhousie University, joint Vice-Chairmen were Hugh Henderson, Vice-President of the Halifax District Council, Trades and Labour Congress of Canada, and Pat Shea, President of the Halifax District Council of the Canadian Congress of Labour.

Other members of the Committee included:

Fred E. Bingham—United Automobile Workers, Aircraft Division, Dartmouth.

Charles Murray—Industrial Union Marine and Shipbuilding Workers of Canada, Halifax.

Fred J. Murphy—Journeymen Plumbers and Steam Fitters, Halifax.

Fred J. Ibsen—United Brotherhood of Carpenters and Joiners, Halifax.

J. McLean—Allied Trades Council, H.M.C. Dockyard, Halifax.

Ralph L. Wade—International Brotherhood Pulp, Sulphite and Paper Mill Workers, Edmundston.

Frank H. Gillespie—General Chairman of the Canadian Brotherhood of Railway Employees, Moncton.

James Nicholson—United Steel Workers of America, Sydney.

George Baker—United Mine Workers of America, District 26, Glace Bay.

G. A. McAllister—Institute of Public Affairs, Dalhousie University—Secretary.

Desire for the continuation of the work commenced during the course led to the inauguration of the Maritime Labour Institute as a permanent organization affiliated with the Dalhousie University Institute of Public Affairs. In a resolution passed by the union delegates it was declared to be the purpose of the Institute:

(*a*) to continue and expand the functions of the Trade Union Advisory Committee which had been in charge of the preparation for the course.
(*b*) to organize and conduct similar courses on matters of interest to trade unions;
(*c*) to maintain and make available a library of information on matters pertinent to trade unions;
(*d*) to engage in research on all matters pertaining to labour; and to
(*e*) further in any way the education of labour with respect to economic and social matters.

Delegates were welcomed at the opening session of the course by Hon. L. D. Currie, Nova Scotia Minister of Mines and Labour and by Dr. Carleton Stanley, President of Dalhousie University. Mr. Conroy, chief speaker for the first day, stressed the fact that labour could only fulfill its function by assuming full partnership in Canadian society.

According to Mr. Conroy, labour must acquire sound knowledge not merely to do its own job or better its own position, but also in order to make a contribution to the improvement of society. The speaker regarded the development of character in the union movement as of first importance, for without it no lasting results could be achieved. With the growth of character in the unions, labour would develop a long-term perspective and become part of the fabric of society. A first essential, according to Mr. Conroy, was that labour establish itself in public affairs.

F. A. Magoun, Professor of Human Relations at M.I.T. in Boston, stressed the need for developing attitudes which would make co-operation between management and labour possible. Cooperation can result only if four fundamental conditions exist, according to Professor Magoun. The parties concerned must have self respect; a continuing and healthy understanding of how their own desires and performance affect and are affected by the desires and performance of others; confidence in the availability of and the effectiveness of good method in working out acceptable solutions for the inevitable disagreements that arise; and acceptance of responsibility for results. Conflicts may arise through lack of understanding, insincerity, and holding on to emotional grievances from the past.

Dr. L. Richter, during his discussion of *Social Security,* made public for the first time the results of research on the effect of health insurance on the existing system of medical care. This research was carried on at Dalhousie University by the Institute of Public Affairs with the assistance of the Rockefeller Foundation. He also discussed principles of social security and current trends in Canadian legislation in this field.

George A. McAllister presented an extensive analysis of the Wartime Wages Control Order and the Wartime Labour Relations Regulations, which he described as "cornerstones of the government's national wartime policy". He stressed the fact that the curtailment of industrial unrest by the new labour code would depend on the wisdom of administration by the Wartime Labour Relations Board. With reference to wage control, Mr. McAllister emphasized the importance of the Order in relation to the necessity for wage and price stabilization, the adjustment of inequalities, and the national effort to avoid inflation.

Boris Shishkin dealt at great length with principles and problems involved in wage determination. He stressed the importance of research in enabling labour's representatives to have a thorough knowledge of national and international factors affecting conditions in a particular industry at a particular time. The speaker emphasized that workers' standard of living is far more dependent upon monthly and yearly earnings than upon hourly wage rates. Full employment should, therefore, be the main goal for labour as well as for the nation as a whole.

Professor Keirstead spoke at the last day of the course and pictured the economic background for the labour problems discussed at the previous session. He examined the question how much of the economic gains made in the Maritime Provinces during the war was likely to be retained in the post-war years. He reviewed various industries in the Maritime Provinces and assessed their prospects for further development. In that connection, the situation of the Nova Scotia coal and steam industry came up for a thorough review.

* The LABOUR GAZETTE is indebted to Dr. L. Richter, Secretary-Treasurer of the Institute of Public Affairs of Dalhousie University, Halifax, N.S. for this outline of the organization of the Maritime Labour Institute.

Henry Ford Pledges Jobs to Ex-service Men

In a letter to the headquarters of the Office of War Mobilization in Washington and published on April 18 in the New York Times, Mr. Henry Ford pledged job preference for war veterans in Ford Motor Company plants after the war.

The following is a quotation of a portion of Mr. Ford's letter.

> "There have been many discussions recently about what we are going to do for the men returning from war.
>
> "It looks to us as if the natural thing to do when we start to work on a civilian basis again is to give the service men preference. We intend to do this in our plants, and we hope that other employers will do the same.
>
> " . . . They deserve the first call. As far as we are concerned, all they have to do when we are ready to start producing cars again is to come in and go to work. We want them all back with us."

Ford officials have reported that 25,000 former Ford workers are now in the Army and Navy.

Decisions of National War Labour Board

Railway Employees' Application Submitted

UNDER the Chairmanship of the Honourable Justice M. B. Archibald, the National War Labour Board, convened in Ottawa on May 4, 5 and 6, heard the evidence in connection with the application of the Employees' Negotiating Committee on behalf of certain classes of railway employees, members of the following Unions:

Brotherhood of Locomotive Engineers; Brotherhood of Locomotive Firemen and Enginemen; Order of Railway Conductors of America; Brotherhood of Railroad Trainmen; The Order of Railroad Telegraphers; Commercial Telegraphers' Union; Brotherhood of Railway and Steamship Clerks; Freight Handlers, Express and Station Employees; International Association of Machinists; International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America; International Brotherhood of Blacksmiths, Drop Forgers and Helpers; Sheet Metal Workers' International Association; International Moulders' Union of North America; United Association of Journeymen Plumbers and Steamfitters of the United States and Canada; International Brotherhood of Electrical Workers; Brotherhood Railway Carmen of America; International Brotherhood of Firemen, Oilers, Helpers, Round House and Railway Shop Labourers; Brotherhood of Railroad Signalmen of America.

The purpose of the application was:

(1) To obtain for the running trades classifications (engineers, firemen, conductors, trainmen, yardmen, etc.) an increase in existing basic wage rates to the extent necessary to equalize Canadian rates with rates paid for comparable service in the eastern United States, plus any amount by which such rates may be increased as a result of negotiations and hearings being conducted in the United States at that time.

(2) For all other classifications involved, an increase in basic wage rates of 23 cents an hour.

The following railway companies were the employers concerned in the application:

Algoma Central & Hudson Bay; Canadian National and Subsidiaries; Canadian Pacific and Subsidiaries; Dominion Atlantic; Essex Terminal Railway; Northern Alberta; Pacific Great Eastern; Sydney & Louisburg; Temiscouata Railway; Temiskaming & Northern Ontario; Toronto, Hamilton & Buffalo; Quebec Central; Toronto Terminals; Esquimalt and Nanaimo.

Comprehensive briefs and exhibits were filed by both parties. On the ground that new evidence was submitted in the negotiating committee's rebuttal brief, the Companies filed a statement in reply and to this, the Committee is to be permitted to file a further rebuttal. The Board's decision will be deferred pending the submission of such material.

List of Decisions

The National War Labour Board recently issued decisions in the following cases:—

Hudson's Bay Company.

Provincial Paper Limited, Port Arthur, Ont.

Metal Trades Section of the Canadian Manufacturers' Association at Vancouver, B.C., and Moulders and Foundry Workers' Union, Local No. 1.

Shawinigan Falls Terminal Railway Company and Committee of its Operating and Maintenanec Employees.

Canadian Johns-Manville Company, Limited, Asbestos Corporation, Limited, and Johnson Asbestos Company, and National Catholic Asbestos Syndicate, Inc.

Surrey Co-operative Association, Cloverdale, B.C.

Medalta Potteries Limited, Medicine Hat, Alta., and Clay Product Workers' Union, Local No. 2.

L'Association des Constructeurs de Quebec Inc. and Le Conseil des metiers de la construction des Syndicats nationaux catholiques de Quebec.

Robert Soper Limited, Hamilton, Ont.

Revelstoke Sawmill Co., Limited, Calgary, Alta.

General Steel Wares Limited, Montreal, Que., and United Steel Workers of America, Local 2847.

Crescent Creamery Company Limited, Winnipeg, Man.

MacDonald Bros. Aircraft Limited and Mid-West Aircraft Limited, Winnipeg, Man., and International Association of Machinists, Lodge 741 and 764.

New Brunswick Power Company and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 1182.

Provincial Transport Company and Amalgamated Association of Street, Electric Railway Employees and Motor Coach Operators of America, Local 1157, and the Canadian Brotherhood of Railway Employees and Other Transport Workers.

Re: Hudson's Bay Company

Reasons for Decision

This appeal is from a decision of the Regional Board for British Columbia who held that the company's store managers at Nelson, Vernon and Kamloops were above the rank of foreman and their remuneration governed by the Salaries Order, P.C. 1549. The question so determined was in reality ancillary to an application, presumably under section 44 of P.C. 5963, for permission to pay cost of living bonus to the employees concerned.

Under the principle governing the determination of this type of case, we must ascertain the nature of the duties and responsibilities of the company's store managers. The Regional Board rested its decision principally upon the presence in each store of a classification called "keymen" to whom it gave the rank of foremen and as a consequence the managers were considered to be above that rank. The "keymen" are not foremen, in our view, but senior sales clerks with a few employees under their supervision. They are like lead or charge hands in an industrial plant. Also, we do not think that the duties described by the company are of an executive character.

We are of the opinion that the appeal should be allowed. The question of cost of living bonus is left for decision by the Regional Board under the provisions of P.C. 5963.

April 6, 1944.

Re: Provincial Paper Limited (Port Arthur, Ontario)

Reasons for Decision

An appeal from the Ontario War Labour Board in respect of an application for permission to increase the piece-work rate for pulpwood cutters in one of the company's camps in the Thunder Bay District.

The Regional Board has dealt in a comprehensive manner with wages and working conditions in the pulpwood industry in the province of Ontario by a general finding and direction dated July 8, 1943. The basic rate for 8′ rough spruce and balsam was set at $2.40 per single cord. The company says that the rate does not permit experienced cutters at this particular camp near Wolfpup Lake to make reasonable earnings and it seeks approval of a 75 cents increase "to apply only for timber in which the experienced cutters as a group cannot average two single cords per day or better."

Special rates "to cover abnormal operations" were contemplated in the Regional Board's general order (paragraph 16). In this instance, the operator says that the bush is scattered and limby. The Committee set up to advise the Regional Board on matters pertaining to the pulpwood schedule in the Thunder Bay District recommended approval of the application, but the Board felt that there were not sufficient abnormality in the conditions alleged to justify a special rate.

If we were to allow this appeal, we would be taking the view of the Advisory Committee as against that of the Regional Board; in effect, on a question of pure fact, we would be giving ourselves a discretion exercised in the first instance by a Board whose knowledge of the conditions prevailing in the pulpwood industry we take to be amply demonstrated by the contents of its general finding and direction.

Our disposal of this appeal is perhaps made easier by the fact that a general conference of the pulpwood industry is called by the Regional Board for April 18 and 19 next. We can fairly assume that the effect of abnormal bush conditions on cutting rates will be reviewed in a general way, from the point of view primarily of wage stabilization and also of the industry as a whole.

In the circumstances, the appeal will be dismissed.

April 6, 1944.

Re: Metal Trades Section of the Canadian Manufacturers Association at Vancouver, B.C., and Moulders and Foundry Workers Union, Local No. 1

Reasons for Decision

Following a rehearing of this matter, we have come to the conclusion that our decision of September 24, 1943 (Dominion Labour Service 38-1061; 43 LABOUR GAZETTE p. 1352) must be rescinded and the appeal from the British Columbia Board dismissed. By so doing, we are exercising a power conferred upon us by section 58 (1) of P.C. 5963.

Our prior decision allowed an appeal from the British Columbia Regional Board and increased hourly rates for moulders and coremakers, electric furnacemen, acetylene burners and welders, electric welders and machine moulders to 96 cents. That decision was designed to stabilize rates to the level of those said to be paid in certain foundries above the general prevailing rate of 90 cents per hour and as well to eliminate certain "back door incentive bonus schemes" which were claimed to be the source of much dissatisfaction to the workers. We were of the opinion from the evidence that the higher rates being paid in some of the foundries had already been authorized by the Regional Board and that the so-called "back door incentive schemes" were unauthorized and designed to evade the Wages Control Order.

Later we gave leave for a re-hearing when it became apparent to us that the evidence adduced on the original appeal had possibly had the effect of leading us to a false conclusion. It then became evident that some at least of the higher rates were unauthorized and that certain of the incentive schemes previously described as "back door" had been properly authorized by the Regional Board.

Accordingly we appointed a referee to investigate conditions on the spot and confer with the Union and the owners. We now have the benefit of his report. From it we must conclude that the basis of our first decision was erroneous. It is apparent that some unauthorized rates are being paid and that there has been some manipulation of classifications having the objective of evading the provisions of the Wages Order. Generally speaking, however, the prevailing rate for the classifications in question is 90 cents per hour.

With the much broader picture of conditions before us now, we think the Regional Board exercised a proper discretion and the original appeal should have been dismissed. Accordingly we make that order now with the additional provision that increases paid pursuant to our former order cease to have effect on the first payroll period beginning after April 15 next.

In our view the new evidence obtained and particularly the Referee's Report justifies the reversal of our former decision in accordance with the principles enunciated in the Port McNicoll Freight Handlers' Case (Dominion Labour Service 38-1044; 43 LABOUR GAZETTE p. 1262).

Before parting with the matter, we should like to observe that wage conditions in the foundry industry are most unsatisfactory due in large measure to certain employers increasing wages without authority and classifying without proper justification to try to evade the Wages Control Order. It may be that the Regional Board will deem it advisable to make some investigation with a view to determining whether some prosecutions should be recommended.

April 5, 1944.

Re: Shawinigan Falls Terminal Railway Company and Committees of its Operating and Maintenance Employees

Reasons for Decision

This is a joint appeal in respect of the effective date of a decision of the Quebec Regional Board approving an application for wage increases.

The original formal application was made by the employees under date of December 9, 1943. This was followed by negotiations and, on January 29, 1944, by a joint application by the company and the employees. It requested that October 1, 1943, be the effective date. The Regional Board made January 29, 1944, the effective date for the reason that it was the date of application.

The date chosen by the Regional Board was, it is true, the date of the application dealt with, but we do not think that the employees should be denied retroactivity to the date of the original application which put the process under way. There is no ground, however, for retroactivity to October 1, 1943.

Consequently, we allow the appeal and the Regional Board's finding and direction will be effective from December 9, 1943.

April 13, 1944

Re: Canadian Johns-Manville Company, Ltd., Asbestos Corporation, Ltd., and Johnson Asbestos Company and National Catholic Asbestos Syndicate, Inc.

Reasons for Decision

These are applications by the Syndicate for general wage increases, wage adjustments and alterations in certain working conditions. The demands made are not altogether uniform. In fact there were two hearings, the cases against Asbestos Corporation, Ltd., and Johnson Asbestos Company being heard together and the case against Canadian Johns-Manville Company being heard separately. In the view we have taken of the matter all three cases can be dealt with together.

The applications were all brought under P.C. 9384. As this is the first time we have given reasons in writing in a case under the new Order in Council, we think it advisable to elaborate to a greater extent than we would have done had they been brought under P.C. 5963, the former Wage Control Order.

We might point out that in our opinion the Syndicate has not developed the case as it could have been developed under the terms of the Order in Council. That is a matter easily understood as this is a first attempt. We do not propose to deal with it in a techincal fashion except in so far as that is necessary in doing justice to the employers.

On the question of adjustments asked, we feel we must rule against the Syndicate on the ground that no real attempt has been made to establish any gross injustice or gross inequality. All that has been submitted is a statement of the adjustments asked without any demonstration that it is based upon comparison of the value of the work, the comparative skill required or any of the factors that are of importance in job evaluation. A gross inequality is not proved by merely stating that it exists. We must have evidence on which we can form a conclusion—it would be quite unfair and improper to proceed on guess work even if the parties both agree that some adjustments might well be in order.

Evidently the Syndicate and the Companies have been following a custom for some years of doing a rough job evaluation prior to the signing of new yearly contracts. Adjustments have been agreed upon in the past and have been approved by the Board. No really scientific job evaluation has been attempted and that is probably what should be done now if the recent amendments to P.C. 9384 had not had the effect of practically abolishing such methods. In the majority report of the Board following the public inquiry, it was recommended that the Board should have the power to reduce unsound wage rates. Such power was given under P.C. 9384 but was taken away by subsequent amendment. The recommendation in the majority report was made in contemplation of the process of job evaluation. The very nature of the job evaluation is such that reductions and increases will take place according to the comparative value of the work required to be done. Our experience indicates that but rarely have wages been lowered as the result of job evaluation: in the great percentage of cases they have been increased. However, it is most unlikely that an employer will consent to evaluation with the dice loaded against him by an Order in Council which does not permit the Boards to authorize reductions in the cases of wages established by comparison to be scientifically unsound. It may well be that certain friends of labour did labour no good turn when they prevailed upon Council to remove the power originally given under P.C. 9384. Be that as it may it is within the bounds of possibility that the Companies herein concerned will agree with the Syndicate to a job evaluation and present results to the Board to be approved at a later date. On this particular application at this stage we can give no effect to the petition of the Syndicate for adjustments.

The next question is that of the request for a general increase on the grounds of gross inequalities or gross injustice. In the case of Johns-Manville, the application is for increase of 10 cents per hour; in the case of the other two Companies it is for 12½ cents per hour.

The Syndicate endeavoured to establish a case of inequality based on comparison with Eldorado Gold Mines, International Nickel and Hudson Bay Mining and Smelting Company. No evidence was introduced to establish that there was any real similarity of operation. Put in the bald general way the case was presented, it is akin to comparing a grocery store with a hardware store. Some classifications in the Asbestos Mines have similar names to classifications in the Nickel Mines, but that in itself spells exactly nothing. Certainly to establish an inequality one must find a comparison. An inequality arises when something is not equal to something else. But there must be a reasonable degree of similarity between the things sought to be compared. P.C. 9384 cannot be construed to level off wages in the mining industry generally throughout the whole country. That would

be a far cry from the stabilization of wages. In our view no case of gross inequality was made out.

As to whether there is involved here a gross injustice is another matter. In a general broad way it may be said, keeping in mind human requirements, that the wages are low. Certainly they are not high. The question is, taking into consideration the financial position of the Companies and their earnings and wages generally, whether the worker is enduring an injustice, a gross or manifest injustice—one that calls for remedy in the circumstances.

Two of the Companies did not set up any defence of ability to pay. From that we must assume that with them the question does not arise. The other Company did set up the defence, we think unsuccessfully as far as part at least of the demands of the Syndicate is concerned.

Wages are a first charge on industrial operations. The wage earner must have priority over the shareholder although the latter is not to be denied a reasonable return. Certainly the wage earner is entitled to a reasonable wage in priority if earnings justify it. Otherwise he is the victim of a gross injustice. We think that is the case here. Each case presents its own particular problem and some delicacy of balance is required between the rights of the wage earner and the rights of the shareholder. Also the reasonable security of the property must be kept in mind if the worker is to enjoy continuity of working opportunity. In these cases in our view the ends of justice will be served presently if we direct a general increase of 4 cents per hour. This brings up the question of adjustments of contract rates and piece rates. We rely on the good sense of the parties to prevail in these matters having in mind that it is our intention that all rates should be increased so as to bring all workers represented by the Syndicate in the operations of the three Companies an extra 4 cents hourly. The various changes requested in working conditions were not particularly emphasized before us. We rather gathered the impression that if the question of general increase was settled the parties could agree on the other matters and forward a joint application for approval.

There will be finding and direction providing for the general increase herein awarded, effective January 1, 1944.

April 13, 1944

Re: Surrey Co-operative Association (Cloverdale, B.C.)

Reasons for Decision

The appellant is a consumers' co-operative established by farmers for the purchase of supplies. It appeals from a decision of the British Columbia Board refusing permission to inaugurate a new practice, namely, to allow the employees to participate in net yearly receipts on the basis of their earnings along with the members who share on the basis of their purchases. Distribution is made in "shares" redeemable in cash.

The application can only be viewed as being one for a general wage increase. On that basis, the Regional Board did not see fit to grant the application because no case had been made out under section 20 (*a*) of P.C. 9384. We agree with the decision and we think further that the basis upon which the increase would operate is quite inconsistent with the purpose of wage control.

We must therefore dismiss the appeal.

April 13, 1944

Re: Medalta Potteries, Limited (Medicine Hat, Alberta) and Clay Products Workers' Union, Local No. 2

Reasons for Decision

This is an application by way of appeal from a decision of the Regional War Labour Board for Alberta refusing a general wage increase.

We must consider the appeal under the previous Order P.C. 5963 and find our jurisdiction in section 25 of that Order, that is, we are bound to a comparative examination of wage rates in the industry concerned. On the whole and perhaps because of the nature of its production, pottery making is a relatively low-wage industry. If we were to restrict comparisons within the locality, we could hardly give any relief in this case. But, as was indicated in the Steel decision (Dominion Labour Service 38-1015 at 1019; 43 LABOUR GAZETTE, page 439 at page 442), there is no boundary restriction contained in the prescriptions of section 25 and we have taken a rather broad view of the industry and have examined the rates paid in plants located in other parts of the country.

The Regional Board was obviously impressed by the problem of financial ability to pay the increases requested. These increases range from 10 to 15 cents per hour and it was obvious to the Regional Board that the company could not survive under the added cost

of the wage demands made by the Union. After a survey conducted for us on the ground by a representative of this Board, we find that, apart from low wages, physical working conditions in the plant are far from being satisfactory. The employer is perhaps insufficiently aware that an uncomfortable working environment has an effect upon production and also that productive efficiency reflects itself in the financial statements. However, on this subject, we are without jurisdiction. The matter is one for the provincial authorities. Our authority is restricted to wages and working conditions related to the remuneration of the workers.

Our conclusion is that the minimum starting rate (exclusive of cost-of-living bonus) should be 30 cents for both males and females, with automatic increases to 35 cents after 90 days and 38 cents after 6 months of employment. All classifications above this minimum rate should receive an hourly increase of 3 cents. This may require a certain number of adjustments. We urge the parties to agree upon these and present them to the Regional Board for approval.

There will be a finding and direction accordingly and the increases will be effective from the first payroll period commencing after February 1, 1944.

April 13, 1944

Re: L'Association des Constructeurs de Québec Inc. and Le Conseil des métiers de la construction des Syndicats nationaux catholiques de Québec

Reasons for Decision

L'Association des Constructeurs de Québec, Inc. appeals from a decision of the Quebec Regional Board dated December 22, 1943. The application was under the provisions of P.C. 5963 for an hourly increase of 10 cents for all workers in the building trades within the territorial jurisdiction of decree No. 1653 passed under the Quebec Collective Agreement Act. This territory includes the Quebec Judicial District and a number of neighbouring counties.

In allowing the application the Regional Board based its decision upon section 25 of the former wage control order: that is, it found that the increase was justified by a comparative examination of the rates paid in other localities, notably in Montreal.

This decision does, as was argued by the appellant, modify in a serious respect a collective agreement extended under provincial legislation and in a manner which is not contemplated by the Quebec Collective Agreement Act. However, because of the paramountcy of the Order in Council controlling wages in wartime, the system of collective bargaining provided in the Act is for practical purposes suspended in the field of wages.

On the merits, we must say that the Regional Board does not appear to have erred in exercising its discretion under the Order in Council.

We must dismiss the appeal.

April 13, 1944

Re: Robert Soper Limited (Hamilton, Ontario)

Reasons for Decision

This is an application for leave to appeal from a decision of the Ontario Regional Board allowing as from January 1, 1944, an application made after the fact (January 1, 1942) for approval of the establishment of a new occupational classification and of a wage rate therefor. The only question involved is that of the effective date of the Regional Board's order, a matter which in most cases is a purely discretionary one. There does not appear to be any ground upon which it could be argued that the Regional Board had exercised its discretion in an improper manner.

The application will be denied.

April 20, 1944.

Re: Revelstoke Sawmill Co., Limited (Calgary, Alberta)

Reasons for Decision

This is an appeal from a decision of the Alberta Regional Board under P.C. 5963.

The application was for approval of an increase of salary for the company's manager at Medicine Hat. The Regional Board considered the matter in the light of section 25 of P.C. 5963 and refused the application because, in their opinion, there was no justification for the increase on what they considered to be a proper comparable basis. Although the current wage control order is P.C. 9384, the present application had to be dealt with by the Regional Board under P.C. 5963 because it had been received prior to December 9, 1943 (see paragraph 5 (1) of P.C. 9384), and in considering appeals in such cases, this Board also must give effect to the provisions of the prior order.

The Board, on more than one occasion, has expressed the view that we would not interfere with the decision of a Regional Board in a case where the latter had exercised its discretion under section 25, unless there was evidence before us of an error of principle or of a fundamental error in appreciating the facts. The manner in which that proposition was put in the General Motors decision of February 1, 1944 (Dominion Labour Service 38-1093; 44 LABOUR GAZETTE p. 273) is applicable, we think, to the present case:

"At any rate the difficulty that we find ourselves in is, that sitting as a Court of Appeal, in order to change the decision of the Regional Board we must reach the conclusion that that Board has erred in some matter of principle, and not purely and simply in its estimation of the facts. In giving reasons for its decision the Regional Board points out that, in its opinion, the rates presently being paid are fair and reasonable for the particular locality, taking all things into consideration. It may be that had we been sitting on the case, we may have taken another view, but that does not justify us in going behind well established principles that apply to cases coming before us on appeal."

We must therefore dismiss the appeal.

April 20, 1944.

Re: General Steel Wares Limited (Montreal, Que.), and United Steel Workers of America, Local 2847

Reasons for Decision

This is an appeal by the Company from a decision dated November 10, 1943, confirming a prior decision dated October 27, 1943, of the Quebec Regional Board, on wage rates for female machine operators. The matter is to be decided under the provisions of P.C. 5963.

The application was for a range of 31 cents to 40 cents with automatic increases spread over a period of one year. The Company replied by agreeing to a range of 31 cents to 38½ cents spread over a period of two years. The Regional Board thought it had dealt with the matter by authorizing the Company's proposal. Then, upon representations from the Union, the Regional Board issued a direction to the Company to pay the 31–40 range from October 21, 1943, without specifying periodic increases. This was done without further notice to the Company, who subsequently filed further written representations. The Regional Board later sustained the prior decision.

After hearing the evidence, the Board consulted an analysis of wage rates in comparable industries in the Montreal area and on this information we think the direction of the Quebec Board must be confirmed and the appeal dismissed.

The finding and direction should, however, provide for automatic increases as applied for.

April 27, 1944

Re: Crescent Creamery Company, Limited (Winnipeg, Man.)

Reasons for Decision

This is an application for leave to appeal from decisions dated February 16 and March 8, 1944, of the Manitoba Regional Board refusing the greater part of salary increases to three of the Company's supervisory staff. Leave to appeal was denied by the Regional Board.

This is another of the many cases in which we are asked to replace a Regional Board's view of comparable rates by our own. We have on numerous occasions laid down the rule that we would not assume that function when dealing with appeals. Within the sphere of regional employment, the provincial boards are vested with the duty and responsibility of administering the Wages Control Order. The Order confers a large measure of discretionary authority and we do not interfere with an exercise of the power unless it is shown to have been made improperly.

On this application, the Company's solicitors stress that no opportunity was given to present a verbal argument in addition to the full written submissions filed in support of the increases. The Regional Board was master of its proceedings and the Order provides no right to a hearing.

We must dismiss the application for leave.

April 27, 1944

Re: MacDonald Bros. Aircraft Limited and Mid-West Aircraft Limited (Winnipeg, Manitoba) and International Association of Machinists, Lodges 741 and 764

Reasons for Decision

These applications were made by the Association under the former Wages Control Order (P.C. 5963) for wage increases to journeymen, production workers, inspection and maintenance staff, and also for the elimination of some lower paid classifications. Applying section 25 of the Order, the Regional Board for Manitoba denied the applications on the ground that upon what it considered to be a proper comparison, the rates being paid could not be said to be "low".

On the appeals it was argued that the Regional Board had erred in adopting a too narrow comparative base and refusing to equalize aircraft rates in the Winnipeg area with those prevailing, for instance, on the Pacific Coast or at Edmonton.

The Companies argued that their rates compare well with those paid by other similar plants in Western Canada and that there was no justification for an increase under the governing section.

Evidently, the Regional Board was careful of the effect of these applications upon the entire wage situation under its jurisdiction. In any event, we find support for the rates under review not only on a purely local, but on a fairly broad comparison in the aircraft industry as well.

Our conclusion is that there is no reasonable ground for interfering with the Regional Board's decisions and we must dismiss the appeals.

April 27, 1944.

Re: New Brunswick Power Company and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 1182

Reasons for Decision

(Oral Decision)

On the facts and evidence before it the Regional War Labour Board has made a finding that the operators were entitled to an increase in their scale of wages. The said Regional War Labour Board did not, however, make a finding that the other employees of the Company were entitled to any increases in their wage rates—no gross inequality or gross injustice having been shown with respect to the wages paid such employees.

These decisions and findings of the Regional War Labour Board were based purely on questions of fact, and in the circumstances of this case we see no reason why these findings and decisions should be disturbed. The appeal should, therefore, be dismissed.

April 26, 1944.

Re: Provincial Transport Company and Amalgamated Association of Street, Electric Railway Employees and Motor Coach Operators of America, Local 1157, and the Canadian Brotherhood of Railway Employees and Other Transport Workers

Reasons for Decision

(Oral Decision)

Without hearing any additional arguments and without calling on anyone for further comments, the Board dismisses this appeal.

It is apparent that the question of the amount of cost-of-living bonus was fully dealt with by the Regional Board.

This Board sees no reason why it should disturb the findings of the Regional Board which had before it all the facts relevant to comparable industries.

This appeal should be dismissed.

April 26, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Proceedings under the National Labour Relations Board, the Industrial Disputes Investigation Act, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Wartime Labour Relations Regulations.—Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field, to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the regulations.

Provision is made in the regulations for an agreement between the Dominion and any province to set up suitable provincial agencies for the administration of the regulations. Such agreements were made during the month under review with the provinces of Ontario, British Columbia, and New Brunswick, and were approved under the provisions of Orders in Council P.C. 2911, for Ontario, P.C. 3062, for British Columbia, and P.C. 3455 for New Brunswick. (See also pages 610-19 of this issue).

Recent Proceedings under the Industrial Disputes Investigation Act.—This article gives an account of all applications for Boards of Conciliation and Investigation, and the disposition of these applications. In cases where Boards are established, the LABOUR GAZETTE publishes in due course the full text of their reports, as submitted to the Minister of Labour.

Since the outbreak of war and the extension of the Industrial Disputes Investigation Act to cover disputes in war industries, the number of applications for Boards of Conciliation and Investigation has greatly increased. In recent months the majority of applications for Boards have been referred to Industrial Disputes Inquiry Commissioners for preliminary investigation, to determine whether the circumstances warrant the establishment of a Board. Reports of Commissioners appointed under the Act are summarized in this article.

Disputes which concern wage demands come under the jurisdiction of the National and Regional War Labour Boards.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

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Recent Proceedings under the Wartime Labour Relations Regulations

DURING the month of April four applications for certification were granted by the Wartime Labour Relations Board (National). These were:

1. Canadian Brotherhood of Railway Employees and Other Transport Workers and Montreal Tramways Company, Montreal, P.Q., Certified April 13, 1944.

Following 10 days' notice given by the certified bargaining representatives to the employer as required by Section 10 of the Regulations, the bargaining representatives advised the Board that they believed that an agreement would not be completed in a reasonable time and asked the Board to intervene.

The Minister of Labour thereupon on April 27 appointed Mr. J. S. McCullagh, Department of Labour, Ottawa as Conciliation Officer in accordance with Section 12 (1) of the Regulations.

2. United Steelworkers of America and Lighting Materials Company, Winnipeg, Man. Certified April 26, 1944.

3. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 279, and Ottawa Electric Railway Company, Ottawa, Ont. Certified April 27, 1944.

4. International Union, United Automobile, Aircraft and Agricultural Implement Workers (U.A.W.-C.I.O.), Local 200 and Ford Motor Company of Canada, Ltd., Windsor, Ont. Certified April 28, 1944.

Cases Investigated and Decision Pending

At the end of the month there were nine cases concerning which reports of Investigating Officers had been received and the decision of the Board was pending, following preliminary consideration by the Board. These cases, together with the Investigating Officer concerned, are:—

1. Canadian Brotherhood of Railway Employees and Other Transport Workers and Provincial Transport Company—F. LaFortune. Representation vote to be taken by consent.

2. National Syndicate of Electric Power Employees of Shipshaw and the Aluminum Power Company, Shipshaw, P.Q.—L. Pepin. Representation vote to be taken by order of the Board.

3. Canadian Brotherhood of Railway Employees and Other Transport workers and the Canadian Pacific Railway Company, Toronto, Ont., (Ticket Sellers, Union Station, City Office and Royal York)—J. P. Nicol.

4. Catholic Syndicates of Joliette, Quebec, and Joliette Steel Ltd., Joliette, P.Q.—L. Pepin.

5. Application re Canadian Brotherhood of Railway Employees and other Transport Workers, Divisions Nos. 224 and 231 and the National Harbours Board, Halifax, N.S.—H. R. Pettigrove.

6. The Canadian Seamen's Union and the Canadian Pacific Railway Co., (S.S. *"Princess Helene"*) Saint John, N.B.—H. R. Pettigrove.

7. United Brotherhood of Carpenters and Joiners of America, Local 2308, and Kingston Shipbuilding Co., Kingston, Ont.—W. K. Bryden.

8. International Association of Machinists, Lodge 1758 and Johnson Wire Works, Ltd., Montreal, P.Q.,—F. LaFortune.

9. Plastic and Linoleum Workers' Local 677 (A.F. of L.) and the Dominion Oilcloth & Linoleum Company, Ltd., Montreal, P.Q.—B. Wilson.

Reports of Investigation to be Referred to Board

In two cases the reports of Investigating Officers had been received and were awaiting consideration by the next meeting of the Board.

1. The Canadian Air Line Pilots Association and Canadian Pacific Air Lines Ltd., Winnipeg, Man.—H.S. Johnstone.

2. The National Syndicate of Aluminum Workers of St. Joseph d'Alma. Inc., and the Aluminum Company of Canada, Ile Maligne, P.Q.—L. Pepin.

Applications Referred to Investigating Officer

At the end of month twenty-one applications for certification had been referred to departmental officers for preliminary investigation and report. These, together, with the name of each investigating officer concerned, are as follows:

1. Brotherhood of Railroad Trainmen and Canadian National Railways and Canadian Pacific Railway Company (Conductors)—C. W. Rump.

2. Employees' Welfare Board of the Hudson Bay Mining and Smelting Company Ltd., and the Hudson Bay Mining and Smelting Co., Ltd., Flin Flon, Man.—H. S. Johnstone.

3. United Gas, Coke & Chemical Workers of America and the St. Clair Processing Corp., Ltd. (Polymer Corp.) Sarnia, Ont.—F. J. Ainsborough.

4. Brotherhood of Railroad Trainmen and the Canada Car and Foundry Co., (Turcott

and Dominion plants), Turcott, P.Q.—R. Trepanier.

5. Deepsea & Inlandboatmen's Union of the Pacific B.C. Division (C.C.L.) and Park Steamships Ltd., Vancouver, B.C.—G. R. Currie.

6. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (A.F. of L. & T. & L.C.) and the Quebec Railway, Light Heat and Power Co., Ltd., Quebec, P.Q.—R. Trepanier.

7. B.C. Seamen's Union and the Canadian National Steamships Ltd., (Prince Rupert and Prince George)—G. R. Currie.

8. United Electrical, Radio & Machine Workers of America, Local 512, and Bakelite Plastics, Toronto, Ont.—H. Perkins.

9. Sodium Sulphate Workers Union, No. 2 and Horseshoe Lake Mining Co., Ltd., Ormiston, Sask.—H. S. Johnstone.

10. International Association of Machinists and Macdonald Bros. Aircraft Ltd., (Office and Stores Depts. of Robinson St. Division), Winnipeg, Man.—H. S. Johnstone.

11. United Steelworkers of America and the Steel Company of Canada (St. Ambroise St. plant), Montreal, P.Q.—R. Trepanier.

12. United Steelworkers of America and the Steel Company of Canada (Dominion Wire Works) St. Joseph St., Lachine, P.Q.—R. Trepanier.

13. United Steelworkers of America and the Steel Company of Canada (Notre Dame & Charlevoix Sts. plant) St. Henri, P.Q.—R. Trepanier.

14. Stelco Employees' Association and Steel Company of Canada, Ltd., Lachine, P.Q.—R. Trepanier.

15. Stelco Employees' Association and Steel Company of Canada, Ltd., (Notre Dame St. plant) Montreal, P.Q.,—R. Trepanier.

16. Association of Employees "Aircraft Division" and Canadian Car and Foundry Co., Ltd., Montreal, P.Q.—B. Rose.

17. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the National Harbours Board, Montreal, P.Q.—L. Pepin.

18. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the National Harbours Board, Quebec, P.Q.—L. Pepin.

19. Brotherhood of Railway and Steamship Clerks and Freight Handlers, Express and Station Employees and the Canadian Pacific Railway (clerical employees and freight handlers).—B. Rose.

20. Canadian Union of Asbestos Workers, Local No. 5 and Bell Asbestos Mines, Ltd., Thetford Mines, P.Q.—B. Rose.

21. Employees' Union of Wartime Metals Corp. (C.C.L.O. and Wartime Metals Corporation, Black Lake, P.Q.).—B. Rose.

Applications Referred to Provincial Administration

During the month, 14 applications were referred to provincial administration under agreements between the Dominion and Provincial Governments. Of these 12 were referred to British Columbia and 2 to Ontario.

Those referred to British Columbia were:

1. United Steelworkers of America and the Lawrence Manufacturing Co., Vancouver, B.C.

2. United Steelworkers of America and Western Steel Products Corp., Ltd., Vancouver, B.C.

3. Amalgamated Shipwrights, Joiners, Boatbuilders and Caulkers Local No. 2 and various shipyards, Vancouver, B.C.

4. United Steelworkers of America, Local 2765 and National Machinery Company, Ltd., Vancouver, B.C.

5. Independent Smelterworkers' Union and the Consolidated Mining & Smelting Co. of Canada, Ltd. (Tadanac & Warfield plants), Trail, B.C.

6. International Association of Machinists, Lodge No. 692 and Vivian Diesel & Munitions, Ltd. (Plants Nos. 1 and 2), Vancouver, B.C.

7. United Steelworkers of America, Local 3254 and Blair Iron Works, New Westminster, B.C.

8. United Steelworkers of America, Local 2952 and the Vivian Diesel & Munitions Ltd. (Vivian Engine Works), Vancouver, B.C.

9. Shipwrights, Joiners and Caulkers Industrial Union, Local No. 1 and Burrard (Vancouver) Dry Dock Co., Ltd., Vancouver, B.C.

10. Shipwrights, Joiners and Caulkers Industrial Union, Local No. 1 and Burrard Dry Dock Co., Ltd., North Vancouver, B.C.

11. Shipwrights, Joiners and Caulkers Industrial Union, Local No. 1 and North Van Ship Repairs, Ltd., North Vancouver, B.C.

12. Trail and District Smelterworkers' Union, Local No. 480 (C.I.O.-C.C.L), and the Consolidated Mining & Smelting Co. of Canada, Ltd., Trail, B.C.

Applications Referred to Ontario

1. International Brotherhood of Electrical Workers, Local B1023 and Port Arthur Shipbuilding Co., Port Arthur, Ont.

2. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 279, and Eastview Bus Service, Ltd., Eastview, Ont.

Applications Recently Received

1. Montreal Packing Plant Employees' Federal Union, Local 66, and Eastern Abattoir Ltd., Montreal, P.Q.

2. United Steelworkers of America, Local 3272, and Western Steel Products Corp., St. Boniface, Man.

3. British Columbia Seamen's Union and Canadian National Steamship, Ltd., Vancouver, B.C.

4. Winnipeg Electric Employees' Federated Council, One Big Union, Winnipeg, Man., and Winnipeg Electric Company, Winnipeg, Man.

5. United Steelworkers of America, Local 3238, and Canadian Rogers Sheet Metal and Roofing Ltd., Winnipeg, Man.

Administration of Wartime Labour Relations Regulations— British Columbia, Ontario, and New Brunswick

THREE Orders in Council, approving agreements with the provinces of Ontario, British Columbia and New Brunswick under which the provinces assume responsibility for the administration of the Wartime Labour Relations Regulations in the case of all industries normally outside Dominion jurisdiction were announced recently. They are P.C. 2911, dated April 27, 1944, concerning Ontario, P.C. 3062, also dated April 27, 1944, concerning British Columbia, and P.C. 3455, dated May 9, 1944, concerning New Brunswick.

This means that the Wartime Labour Relations Board (National) will continue to have direct jurisdiction over those industries which came under the Industrial Disputes Investigation Act in peacetime, as well as—

(*a*) Where employees in more than one province, of the same employer, are affected; or

(*b*) Where employees in more than one province of several employers are affected, as provided for in subsection 3 of section 5 of the Wartime Labour Relations Regulations.

The provinces will administer the Dominion Regulations in their application to all other industries in the cases of Ontario, British Columbia, and New Brunswick.

In the provinces of Ontario and New Brunswick, Boards have already been established to administer the Federal Regulations in those industries where responsibility is now assumed by the provinces. In the case of British Columbia it is anticipated that the provincial administration will be directly under the Minister of Labour for the province.

The Orders in Council provide that either employer or employee or an organization of either employers or employees may appeal against any decision of the provincial authority, regarding the administration of the regulations, to the Wartime Labour Relations Board (National), on leave being given by that Board, or on leave being given by the administering authority in the province, within 15 days of the issue of the decision to which exception is taken. The National Board may dismiss the appeal, or may alter the decision of the provincial authority.

While the administering authority for the province may make regulations governing the procedure for the administration of the Federal Regulations, they shall not be inconsistent with the latter.

It is provided that the Dominion Government will pay two-thirds of the costs of the province in regard to administration, and the province will pay the remaining third.

In the cases of all three provinces the Dominion Regulations will now be made applicable to those industries in which industrial relations had been previously a provincial matter, as well as in the industries now being returned to provincial jurisdiction. However, Conciliation Boards where necessary will still be constituted by the Dominion authority in all cases called for in the Regulations, although the province will pay one-third of the cost of Boards in cases now to be under provincial jurisdiction.

The New Brunswick Wartime Labour Relations Board was set up by Order in Council P.C. 3455 dated May 9.

The Minister of Health and Labour for New Brunswick is to be the Chairman of the Board. The vice-chairman is Mr. C. J. A. Hughes of Fredericton.

The other members are Mr. G. R. Melvin, Secretary-Treasurer, New Brunswick Federation of Labour, Saint John, N.B.; Mr. R. F. Gould, Executive Board member of the Canadian Brotherhood of Railway Employees and Other Transport Workers, Moncton, N.B.; Mr. R. W. Cameron, lumberman, Fredericton, N.B.; Mr. C. A. Beatteay, Manager, Snowflake Lime Co., Ltd., Saint John, N.B.

Text of Order in Council P.C. 2911 *re* administration within the Province of Ontario of the Wartime Labour Relations Regulations

Whereas section 36 of the Wartime Labour Relations Regulations, (Order in Council P.C. 1003 of Feb. 17, 1944) provides that the Minister of Labour may, with the approval of the Governor in Council, enter into an agreement with the government of any province to provide for the administration within that province of the said Regulations or any part thereof and, that such agreement may provide for the manner in which the Minister of Labour shall exercise the powers conferred on him under the said section and for the transfer to the government of the province or persons specified by the government of the province of all or any part of the jurisdiction in respect of matters within the province conferred on the Wartime Labour Relations Board by the said Regulations, and for a procedure whereby an appeal may be had to the Wartime Labour Relations Board from a decision made in the exercise of the jurisdiction so conferred, and for the reimbursement of the province in respect of expenses so incurred;

And whereas pursuant thereto the Minister of Labour submits for approval an agreement dated 12th April, 1944, entered into by him with the Minister of Labour of the Province of Ontario, to provide for the administration of the said Regulations in the said Province;

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to approve the said agreement, of which a copy is hereto annexed as Schedule A, and it is hereby approved accordingly.

And whereas it is deemed necessary by reason of the war, for the security, defence, peace, order and welfare of Canada and for the effective prosecution of the war that the order hereinafter set out be made;

Therefore His Excellency the Governor General in Council, on the same recommendation and under the authority of the War Measures Act, is pleased to make and doth hereby make the following Order:

ORDER

1. In this Order, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations, Order-in-Council P.C. 1003 of February 17, 1944.

2. (1) Except as otherwise hereinafter provided, the jurisdiction and powers of the Wartime Labour Relations Board under the Wartime Labour Relations Regulations with respect to

(i) employees in the Province of Ontario described by the provisions of paragraphs (b) and (c) of subsection one of section three of the said Regulations,

(ii) the employers of all such employees in their relations with such employees, and

(iii) trade unions, employees' organizations and employers' organizations composed of such employees or employers

are hereby vested in the Ontario Labour Relations Board, and all the provisions of the said Regulations relating or referring to the Wartime Labour Relations Board shall relate and refer, *mutatis mutandis,* to the said Ontario Labour Relations Board.

(2) The provisions of subsection one of this section shall not affect, nor be deemed to vest in the Ontario Labour Relations Board, the jurisdiction of the Wartime Labour Relations Board under the said Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the said Regulations where employees in more than one province of several employers are affected, or

(iii) any proceedings pending before the Wartime Labour Relations Board at the date of this Order including any such proceedings with respect to the Ford Motor Company of Canada, Limited, and its employees in the Province of Ontario or any other matter with respect to such Company and its said employees arising out of or relating to such proceedings or the existing dispute between the Company and its said employees.

3. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Ontario Labour Relations Board made pursuant to the Wartime Labour Relations Regulations, may appeal to the Wartime Labour Relations Board by leave of the Wartime Labour Relations Board or the Ontario Labour Relations Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Ontario Labour Relations Board, or within such longer period as may be allowed by the Wartime Labour Relations Board.

(2) On any such appeal the Wartime Labour Relations Board may dismiss the appeal or make the decision or order which in its opinion the Ontario Labour Relations Board should have made.

4. The Ontario Labour Relations Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the Regulations made by the Wartime Labour Relations Board thereunder.

5. The expenditures incurred by the Minister of Labour under any agreement executed under section two of this Order shall be paid out of moneys appropriated for the administration of the Wartime Labour Relations Regulations.

Text of Agreement between the Dominion and the Province of Ontario *re* Administration of Wartime Labour Relations Regulations

P.C. 2911

This Agreement made this 12th day of April, 1944, between His Majesty the King in the right of the Dominion of Canada, represented by the Minister of Labour of Canada, hereinafter called "the Dominion" of the One Part; and His Majesty in the right of the Province of Ontario, represented by the Minister of Labour of Ontario hereinafter called "the Province" of the Other Part.

Whereas the Province has enacted appropriate legislation to apply the Wartime Labour Relations Regulations, Order-in-Council P.C. 1003 of February 17, 1944, and amendments to employees described in paragraph (*c*) of subsection one of section three of the said Regulations, to employers of all such employees in their relations with such employees and to trade unions, employees' organizations and employers' organizations composed of such employees and employers; and

Whereas under the provisions of Section thirty-six of the Wartime Labour Relations Regulations the Minister of Labour of Canada is authorized with the approval of the Governor General in Council to enter into an agreement with the Government of any province to provide for the administration within the province of such Regulations; and

Whereas the parties hereto desire to enter into such an agreement to provide for the administration within the Province of Ontario of the Wartime Labour Relations Regulations.

Now therefore the parties hereto pursuant to the provisions of Section thirty-six of the aforesaid Regulations covenant and agree with each other as follows:—

1. (1) In this agreement, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations.

(2) In this agreement

(*a*) "Dominion Minister" means the Minister of Labour of Canada;

(*b*) "Provincial Minister" means the Minister of Labour of Ontario;

(*c*) "National Board" means the Wartime Labour Relations Board appointed under the Wartime Labour Relations Regulations;

(*d*) "Provincial Board" means the Ontario Labour Relations Board appointed by the Lieutenant Governor in Council of the Province of Ontario to administer the Wartime Labour Relations Regulations in the Province of Ontario;

(*e*) "Regulations" means the Wartime Labour Relations Regulations, Order-in-Council P.C. 1003 of February 17, 1944, and any amendments made thereto by the Governor General in Council.

2. The Province by Order of the Lieutenant Governor in Council will appoint a Provincial Board to exercise the powers of the National Board under the Regulations in relation to all matters in respect of which jurisdiction is transferred to it under this agreement, and will appoint an executive officer to be the Chief Executive Officer of such Provincial Board.

3. (1) The Provincial Board will consist of a chairman and an even number of members, not exceeding a total of six, representative of employers and employees.

(2) The Chairman and Chief Executive Officer of the Provincial Board will be appointed after consultation between the Dominion Minister and the Provincial Minister and will be acceptable to both such Ministers.

(3) Members of the Provincial Board who represent employees and employers will be selected from time to time from panels of names submitted by appropriate labour and employer organizations respectively at the request of the Provincial Minister, after consultation between the Dominion Minister and the Provincial Minister and will be acceptable to both such Ministers.

(4) The remuneration of members of the Provincial Board and the Chief Executive Officer of such Board will be fixed at the following rates except to the extent such rates are altered by subsequent agreement between the Dominion Minister and the Provincial Minister:—

Chairman—Twenty dollars per day and each other members fifteen dollars per day, when engaged on the work of the Board together with necessary expenses when absent from his place of residence on the work of the Board:

Chief executive officer—salary at a rate agreed on by the Dominion Minister and Provincial Minister.

4. The jurisdiction of the National Board under the Regulations is transferred to the Provincial Board with respect to employees in the Province of Ontario described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the Regulations, the employers of all such employees in their relations with such employees, and trade unions, employees' organizations and employers' organizations composed of such employees or employers.

5. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board may appeal to the National Board, by leave of the National Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board, or within such longer period as may be allowed by the National Board.

(2) On any such appeal the National Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

6. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the National Board thereunder.

7. The services of the conciliation officers of the Provincial and the Dominion Departments of Labour will be utilized as required in the administration of the Regulations in accordance with such arrangements as are made from time to time between the Dominion Minister and Provincial Minister.

8. Where pursuant to section thirteen of the Regulations a conciliation officer recommends

the appointment of a Conciliation Board in relation to an employer and his employees in a matter within the jurisdiction of the Provincial Board, he will transmit his report to the Provincial Minister who will forthwith transmit the same to the Dominion Minister along with whatever recommendation he sees fit to make with respect thereto.

9. The Provincial Board will be responsible for the proper administration and enforcement of the Regulations within the province as to all matters transferred to its jurisdiction pursuant to this agreement.

10. Except to the extent the provisions of this section are altered by subsequent agreement between the Dominion and Provincial Ministers, the costs of administration of the Regulations within the Province of Ontario will be divided in the manner following:

(1) The Dominion will reimburse the Province for two-thirds of its disbursements made in the administration of the Regulations in respect of:

(*a*) Remuneration, travelling and living expenses of memebers of the Provincial Board and full time personnel employed by the Provincial Board;

(*b*) Telegraph, telephone, postage, printing, stationery and supplies expenses of the Provincial Board;

(*c*) Office rentals for accommodation of the Provincial Board and staff where such accommodation is not provided on premises owned by the Province;

(*d*) Accounts of legal agents employed by the Attorney General of Ontario in the prosecution of offences under the Regulations, court costs and witness fees paid in connection with such prosecution if certified or taxed by the Attorney General of Ontario.

(2) The Province will reimburse the Dominion for one-third of its disbursements made for Conciliation Boards appointed under the Regulations in relation to matters in respect of which jurisdiction is transferred to the Provincial Board under this agreement, the amount of such disbursements being certified by the Comptroller of the Treasury.

11. The Province agrees to maintain adequate records of all expenditures incurred in respect of which it requests the Dominion to contribute under this agreement, such records to be segregated from although reconciled with the continuing books of account of the province and undertakes to furnish such information and produce such records, documents, files, directly or indirectly connected with the operation of this agreement as officers of the Dominion may deem necessary to permit full examination and audits.

12. It is agreed that statements of accounts for expenditures made by the Province when submitted for Dominion contribution pursuant to the provisions of this agreement shall be accompanied by a certificate of the Provincial Auditor and be made in such form as the Dominion Minister may direct from time to time.

13. It is agreed that disbursements of the Province shall not be eligible for payment of the contributions of the Dominion unless they are made in legal tender or by cheques or other instruments drawn on a chartered bank, and that the Dominion shall not be liable for any claim for expenditure submitted by the Province under the terms of this agreement unless such claim is submitted within 120 days next after the last day of the month in which the expenditure described in the claim was incurred.

14. This agreement may be terminated by either party on six months' notice.

15. The parties hereto will take steps to obtain any further approval of this agreement necessary to give it legal effect.

In witness whereof, the Honourable Humphrey Mitchell, Minister of Labour of Canada, has hereunto set his hand on behalf of the Dominion of Canada and the Honourable Charles Daley, Minister of Labour of the Province of Ontario, has hereunto set his hand on behalf of the Province of Ontario.

Signed on behalf of the Dominion of Canada by the Hon. Humphrey Mitchell in the presence of A. H. Brown — Humphrey Mitchell

Signed on behalf of the Province of Ontario by the Hon. Charles Daley, in the presence of L. E. Blackwell — Charles Daley

Text of Agreement between the Dominion and the Province of British Columbia *re* Administration of Wartime Labour Relations Regulations

SCHEDULE "A"

This Agreement made this 18th day of April, 1944, between His Majesty the King in the right of the Dominion of Canada, represented by the Minister of Labour of Canada, hereinafter called "the Dominion" of the one part; and His Majesty the King in the right of the Province of British Columbia, represented by the Minister of Labour for British Columbia, hereinafter called "the Province" of the other part.

Whereas the Province has enacted the "Wartime Labour Relations Regulations Act" (to come into force on a date to be fixed by the Lieutenant-Governor by his Proclamation) to apply the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments, to employees described in paragraph (*c*) of subsection one of section three of the said Regulations, to employers of all such employees in their relations with such employees and to trade unions, employees' organizations and employers' organizations composed of such employees and employers' and

Whereas under the provisions of Section 36 of the Wartime Labour Relations Regulations the Minister of Labour of Canada is authorized with the approval of the Governor in Council to enter into an agreement with the government of any province to provide for the administration within the province of such regulations; and

Whereas the parties hereto desire to enter into such an agreement to provide for the administration within the Province of British Columbia of the Wartime Labour Relations Regulations:

Now therefore the parties hereto pursuant to the provisions of Section 36 of the aforesaid regultations covenant and agree with each other as follows:—

1. (1) In this agreement, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations.

(2) In this agreement

(*a*) "Dominion Minister" means the Minister of Labour of Canada,

(*b*) "Provincial Minister" means the Minister of Labour for British Columbia,

(*c*) "National Board" means the Wartime Labour Relations Board appointed under the Wartime Labour Relations Regulations,

(*d*) "Regulations" means the Wartime Labour Relations Regulations, P.C. 1003 of February 17, 1944, and any amendments made thereto by the Governor General in Council.

2. The Province shall cause the "Wartime Labour Relations Regulations Act" of the Province of British Columbia to be proclaimed.

3. The Provincial Minister shall administer the Regulations in the Province of British Columbia in relation to all matters in respect of which jurisdiction is transferred to him under this agreement.

4. (1) Except as otherwise hereinafter provided, the jurisdiction of the National Board under the Regulations shall be transferred to the Provincial Minister with respect to employees in the Province of British Columbia described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the Regulations, the employers of all such employees in their relations with such employees, and trade unions, employees' organizations and employers' organizations composed of such employees or employers.

(2) The provisions of subsection one of this section shall not be deemed to include the transfer of the jurisdiction of the National Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. Notwithstanding the provisions of section four of this agreement, the National Board may exercise the jurisdiction vested in it under the Regulations with respect to any proceeding pending before it on the date this agreement is approved by the Governor General in Council.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Minister may appeal to the National Board, by leave of the National Board or the Provincial Minister if the application for such leave has been made within fifteen days of the issue of the decision or order by the Provincial Minister or within such longer period as may be allowed by the National Board.

(2) On any such appeal the National Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Minister ought to have made.

7. The Provincial Minister may make such regulations governing his procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the National Board.

8. The services of the conciliation officers of Provincial and Dominion Departments of Labour shall be utilized as required in the administration of the Regulations for the investigation of applications for certification and conciliation purposes, in accordance with such arrangements as are made between the Dominion Minister and Provincial Minister, provided that the Dominion Minister may in any circumstances where in his opinion a matter of more than provincial importance is involved, instruct a Dominion Conciliation Officer to confer with the interested parties.

9. Where pursuant to section thirteen of the Regulations a conciliation officer recommends the appointment of a Conciliation Board in relation to an employer and his employees in a matter within the jurisdiction of the Provincial Minister, he will transmit his report to the Provincial Minister, who will forthwith transmit the same to the Dominion Minister along with whatever recommendation he sees fit to make with respect thereto.

10. The Provincial Minister will be responsible for the proper administration and enforcement of the Regulations within the Province as to all matters transferred to his jurisdiction pursuant to this agreement.

11. Except to the extent that the provisions of this section are modified by subsequent agreement between Dominion and Provincial Ministers, the following provisions in regard to the cost of administration of the Regulations within the Province shall have effect:—

(*a*) The Dominion will reimburse the Province for two thirds of its disbursements made in the administration of the Regulations in respect of—

(i) remuneration, travelling and living expenses of full time personnel employed in the administration of the Regulations;

(ii) telegraph, telephone, postage, printing and stationery and supplies expenses;

(iii) office rentals where the office accommodation is not provided on premises owned by the Province;

(iv) prosecutions under the Regulations.

(*b*) The Province will reimburse the Dominion for one-third of its disbursements made for Conciliation Boards appointed under the Regulations, such disbursements being certified by the Comptroller of the Treasury.

12. (1) The Province agrees to maintain adequate records of all expenditures incurred in respect of which it requests the Dominion to contribute under this agreement, such records to be segregated from although reconciled with the continuing books of accounts of the Province and undertakes to furnish such information and produce such records connected with the operation of the agreement as officers of the Dominion may deem necessary to permit full examination and audit.

(2) All statements of account for expenditures submitted by the Province for reimbursement pursuant to this agreement will be accompanied by a certificate of the Provincial

Auditor and made in such form as the Dominion may direct from time to time.

(3) Disbursements of the Province shall not be eligible for payment of contributions unless they are made in legal tender or by cheque or other instrument drawn on a chartered bank and the Dominion shall not be liable for any claim for expenditure submitted by the Province under the agreement unless such claim is submitted within 120 days next after the end of the month in which the ependiture described in the claim was incurred.

13. This agreement may be terminated by either party on six months' notice.

14. The parties hereto will take steps to obtain any further approval of this agreement necessary to give it legal effect.

In witness whereof, the Honourable Humphrey Mitchell, Minister of Labour, has hereunto set his hand on behalf of the Dominion of Canada, and the Honourable George Sharratt Pearson has hereunto set his hand on behalf of the Province of British Columbia.

Signed on behalf of the Dominion of Canada by the Honourable Humphrey Mitchell, Minister of Labour for Canada in the presence of A. MacNamara.

HUMPHREY MITCHELL.

Signed on behalf of the Province of British Columbia by the Honourable George Sharratt Pearson, Minister of Labour for the Province of British Columbia, in the presence of Adam Bell.

GEO. S. PEARSON.

Text of Order in Council P.C. 3062 *re* administration within the Province of British Columbia of the Wartime Labour Relations Regulations

Whereas section 36 of the Wartime Labour Relations Regulations (Order in Council P.C. 1003 of February 17, 1944) provides that the Minister of Labour may, with the approval of the Governor in Council, enter into an agreement with the government of any province to provide for the administration within that province of the said Regulations or any part thereof and that such agreement may provide for the manner in which the Minister of Labour shall exercise the powers conferred on him under the said section and for the transfer to the government of the province or persons specified by the government of the province of all or any part of the jurisdiction in respect of matters within the province conferred on the Wartime Labour Relations Board by the said Regulations, and for a procedure whereby an appeal may be had to the Wartime Labour Relations Board from a decision made in the exercise of the jurisdiction so conferred, and for the reimbursement of the province in respect of expenses so incurred;

And whereas pursuant thereto the Minister of Labour submits for approval an agreement dated 18th April, 1944, entered into by him with the Minister of Labour of the Province of British Columbia, to provide for the administration of the said Regulations in the said Province;

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to approve the said agreement, of which a copy is herto annexed as Schedule A, and it is hereby approved accordingly.

And whereas it is deemed necessary by reason of the war, for the security, defence, peace, order and welfare of Canada and for the effective prosecution of the war that the order hereinafter set out be made:

Therefore His Excellency the Governor General in Council, on the same recommendation and under the authority of the War Measures Act, is pleased to make and doth hereby make the following Order:

ORDER

1. In this Order, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944.

2. (1) The jurisdiction and powers of the Wartime Labour Relations Board under the Wartime Labour Relations Regulations with respect to

(i) employees in the Province of British Columbia described by the provisions of paragraph (*b*) and (*c*) of subsection one of section three of the said Regulations,

(ii) the employers of all such employees in their relations with such employees, and

(iii) trade unions, employees' organizations and employers' organizations composed of such employees or employers.

are hereby vested in the Minister of Labour of the Province of British Columbia and all the provisions of the said Regulations relating or referring to the Wartime Labour Relations Board shall relate and refer, *mutatis mutandis*, to the said Minister of Labour of the Province of British Columbia.

(2) The provisions of subsection one of this section shall not be deemed to include the transfer of the jurisdiction of the Wartime Labour Relations Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected;

3. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Minister of Labour of the Province of British Columbia made pursuant to the Wartime Labour Relations Regulations, may appeal to the Wartime Labour Relations Board by leave of the Wartime Labour Relations Board or the Minister of Labour of the Province of British Columbia if the application for such leave has been made within fifteen days of the issue of such decision or order of the Minister of Labour of the Province of British Columbia, or within such longer period as may be allowed by the Wartime Labour Relations Board.

(2) On any such appeal the Wartime Labour Relations Board may dismiss the appeal or make the decision or order which in its opinion the Minister of Labour of the Province of British Columbia should have made.

4. The Minister of Labour of the Province of British Columbia may make regulations

governing his procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the Wartime Labour Relations Board thereunder.

5. The expenditures incurred by the Minister of Labour of Canada under any agreement executed under section two of this Order shall be paid out of moneys appropriated for the administration of the Wartime Labour Relations Regulations.

Certified to be a true copy.

A. D. P. Heeney,
Clerk of the Privy Council.

Text of Order in Council P.C. 3455 *re* Administration within the Province of New Brunswick of the Wartime Labour Relations Regulations

Whereas section 36 of the Wartime Labour Relations Regulations (Order in Council P.C. 1003 of February 17, 1944) provides that the Minister of Labour may, with the approval of the Governor in Council, enter into an agreement with the government of any province to provide for the administration within that province of the said Regulations or any part thereof and that such agreement may provide for the manner in which the Minister of Labour shall exercise the powers conferred on him under the said section and for the transfer to the government of the province or persons specified by the government of the province of all or any part of the jurisdiction in respect of matters within the province conferred on the Wartime Labour Relations Board by the said Regulations, and for a procedure whereby an appeal may be had to the Wartime Labour Relations Board from a decision made in the exercise of the jurisdiction so conferred, and for the reimbursement of the province in respect of expenses so incurred;

And whereas pursuant thereto the Minister of Labour submits for approval an agreement date 29th April, 1944, entered into by him with the Minister of Health and Labour of the Province of New Brunswick, to provide for the administration of the said Regulations in the said Province;

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to approve the said agreement, of which a copy is hereto annexed as Schedule A, and it is hereby approved accordingly.

And whereas it is deemed necessary by reason of the war, for the security, defence, peace, order and welfare of Canada and for the effective prosecution of the war that the order hereinafter set out be made;

Therefore His Excellency the Governor General in Council, on the same recommendation and under the authority of the War Measures Act, is pleased to make and doth hereby make the following Order:

ORDER

1. In this Order, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944.

2. (1) There shall be a New Brunswick Wartime Labour Relations Board for the Province of New Brunswick (hereinafter called "the Provincial Board") consisting of: the Minister of Health and Labour for the Province of New Brunswick who shall be Chairman of such Board,

C. J. A. Hughes of Fredericton, N.B., who shall be Vice-Chairman of such Board, and the following members—

Mr. G. R. Melvin, Secretary-Treasurer, New Brunswick Federation of Labour, Saint John, N.B.

Mr. R. F. Gould, Executive Board Member of the Canadian Brotherhood of Railway Employees and other Transport Workers, Moncton, N.B.

Mr. R. W. Cameron, Lumberman, Fredericton, N.B.

Mr. C. A. Beatteay, Manager, Snowflake Lime Company Ltd., Saint John, N.B.

(2) The Chairman or Vice-Chairman and any two other members of the Provincial Board shall constitute a quorum, and in the absence of the Chairman, the Vice-Chairman shall act as Chairman of such Board.

(3) A decision of the majority of the members of the Provincial Board present and constituting a quorum shall be the decision of the Provincial Board and in the event of a tie, the Chairman or Acting Chairman shall have a casting vote.

(4) The Provincial Board and each member thereof shall have the powers of a Commissioner under Part I of the Inquiries Act.

(5) The Provincial Board and each member thereof may receive and accept such evidence and information on oath, affidavit or otherwise as in its or his discretion it or he may deem fit and proper whether admissible as evidence in a court of law or not.

(6) The Provincial Board shall determine its own procedure but shall in every case give an opportunity to all interested parties to present evidence and make representations.

(7) The remuneration of each member of the Provincial Board, other than the vice-chairman, shall be fifteen dollars per day for each day engaged in work of the Provincial Board, together with actual living and travelling expenses when necessarily absent from his place of residence in connection with his duties as a member of such Board: the remuneration of the Vice-Chairman of such Board shall be at the rate of five hundred dollars per annum additional to the remuneration payable to him as Chief Executive Officer of the New Brunswick Regional War Labour Board, together with actual living and travelling expenses when absent from Feredericton, N.B., in connection with his duties as Vice-Chairman of the Provincial Board.

(8) Mr. N. D. Cochrane, Director of Labour Relations, Province of New Brunswick, Fredericton, N.B., shall be the Chief Executive Officer of the Provincial Board and his remuneration as such shall be at the rate of nine hundred dollars per annum, additional to such remuneration as he may be paid by the Government of the Province of New Brunswick.

3. The Provincial Board may make regulations governing its procedure not inconsistent

with the Wartime Labour Relations Regulations or the regulations made by the Wartime Labour Relations Board thereunder.

4. (1) Except as hereinafter provided, the jurisdiction and powers of the Wartime Labour Relations Board under the Wartime Labour Relations Regulations with respect to

(i) employees in the Province of New Brunswick described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the said Regulations,

(ii) the employers of all such employees in their relations with such employees, and

(iii) trade unions, employees' organizations and employers' organizations composed of such employees or employers,

are hereby vested in the Provincial Board and all the provisions of the said Regulations relating to or referring to the Wartime Labour Relations Board shall relate and refer *mutatis mutandis* to the said Provincial Board.

(2) The provisions of subsection one of this section shall not affect nor be deemed to vest in the Provincial Board the jurisdiction of the Wartime Labour Relations Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. The Wartime Labour Relations Board may exercise the jurisdiction vested in it under the Wartime Labour Relations Regulations with respect to any proceeding pending before it on the date of this Order.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board made pursuant to the Wartime Labour Relations Regulations may appeal to the Wartime Labour Relations Board by leave of the Wartime Labour Relations Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board or within such longer period as may be allowed by the Wartime Labour Relations Board.

(2) On any such appeal the Wartime Labour Relations Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. The expenditures incurred by the Minister of Labour under any agreement executed under section two of this Order shall be paid out of moneys appropriated for the administration of the Wartime Labour Relations Regulations.

Certified to be a true copy.

A. D. P. Heeney,

Clerk of the Privy Council.

Text of Agreement between the Dominion and the Province of New Brunswick *re* Administration of the Wartime Labour Relations Regulations

P.C. 3455

SCHEDULE "A"

This Agreement made this 29th day of April, 1944, between His Majesty the King in the right of the Dominion of Canada, represented by the Minister of Labour of Canada, hereinafter called "the Dominion" of the one part; and His Majesty the King in the right of the Province of New Brunswick represented by the Minister of Health and Labour of New Brunswick, hereinafter called "the Province" of the other part.

Whereas the Province has enacted appropriate leegislation to apply the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments, to employeees described in paragraph (*c*) of subsection one of section three of the said Regulations, to employers of all such employees in their relations with such employees and to trade unions, employees' organizations and employers' organizations composed of such employees and employers; and

Whereas under the provisions of Section thirty-six of the Wartime Labour Relations Regulations the Minister of Labour of Canada is authorized with the approval of the Governor General in Council to enter into an agreement with the Government of any province to provide for the administration within the province of such Regulations; and

Whereas the parties hereto desire to enter into such an agreement to provide for the administration within the Province of New Brunswick of the Wartime Labour Relations Regulations;

Now therefore the parties hereto pursuant to the provisions of Section thirty-six of the aforesaid Regulations covenant and agree with each other as follows:

1. (1) In this agreement, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations.

(2) In this agreement

(*a*) "Dominion Minister" means the Minister of Labour of Canada,

(*b*) "Provincial Minister" means the Minister of Health and Labour of the Province of New Brunswick,

(*c*) "National Board" means the Wartime Labour Relations Board appointed under the Wartime Labour Relations Regulations,

(*d*) "Provincial Board" means the Board designated pursuant to the provisions of this agreement to administer the Wartime Labour Relations Regulations in the Province of New Brunswick,

(*e*) "Regulations" means the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments.

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2. The Dominion, by Order of the Governor General in Council, will appoint a Provincial Board to exercise the powers of the National Board under the Regulations in the Province of New Brunswick in relation to all matters in respect of which jurisdiction is transferred to it pursuant to this agreement or otherwise, and will provide for the appointment of an executive officer who will be the Chief Executive Officer of the Provincial Board.

3. (1) The Provincial Board will consist of a Chairman and an even number of other members, not exceeding a total of six, representative of employers and employees and provision may be made for the appointment of a Vice-Chairman to preside over the Provincial Board in the absence of the Chairman.

(2) The members of the Provincial Board will be appointed after consultation by the Dominion Minister with the Provincial Minister and the remuneration payable to such members shall be fixed at the same rates as are payable to members of the Regional War Labour Board for the Province of New Brunswick.

(3) With the concurrence of the National War Labour Board, the staff, offices and other facilities of the Regional War Labour Board for the Province of New Brunswick will be made available for the use of and will be utilized by the Provincial Board in the administration of the Regulations in the Province of New Brunswick.

4. (1) Except as otherwise hereinafter provided the jurisdiction of the National Board under the Regulations shall be transferred to the Provincial Board with respect to employees in the Province of New Brunswick described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the Regulations, the employers of all such employees in their relations with such employees, and trade unions, employees' organizations and employers' organizations composed of such employees or employers.

(2) The provisions of subsection one of this section shall not be deemed to include the transfer of the jurisdiction of the National Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. (1) Notwithstanding the provisions of section four of this agreement, the National Board may exercise the jurisdiction vested in it under the Regulations with respect to any proceeding pending before it on the date this agreement is approved by the Governor General in Council.

(2) Nothing contained in this agreement shall be deemed to preclude the Governor General in Council from revesting in the National Board jurisdiction under the Regulations relating to any particular matter which is otherwise within the jurisdiction of the Provincial Board by virtue of this agreement and whether or not at that time pending before the Provincial Board.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board may appeal to the National Board, by leave of the National Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board, or within such longer period as may be allowed by the National Board.

(2) On any such appeal the National Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the National Board thereunder.

8. The services of the conciliation officers of the Provincial and the Dominion Departments of Labour will be utilized as required in the administration of the Regulations for the investigation of applications for certification and for conciliation purposes in accordance with such arrangements as are made from time to time between the Dominion Minister and Provincial Minister.

9. Where pursuant to section thirteen of the Regulations a conciliation officer recommends the appointment of a Conciliation Board in relation to an employer and his employees in a matter within the jurisdiction of the Provincial Board, he will transmit the same to the Provincial Minister who will forthwith transmit the same to the Dominion Minister along with whatever recommendation he sees fit to make with reference thereto.

10. The Provincial Board will be responsible for the proper administration and enforcement of the Regulations within the province as to all matters transferred to its jurisdiction pursuant to this agreement.

11. Except to the extent that the provisions of this section are altered by subsequent agreement between the Dominion and Provincial Ministers, the following provisions in regard to the cost of administration of the Regulations in the Province of New Brunswick shall have effect:

(1) The Province will reimburse the Dominion for one-third of its disbursements for the administration of the Regulations in the Province of New Brunswick through the Provincial Board pursuant to this agreement including one-third of its disbursements made for Conciliation Boards appointed under the Regulations in relation to matters in respect of which jurisdiction is transferred to the Provincial Board under this agreement.

(2) For the purpose of this section, the disbursements of the Dominion shall include the amount of the salaries and expenses of any additional staff of the Regional War Labour Board for the Province of New Brunswick which the Chairman or Vice-Chairman of that Board certifies as having been employed to provide for the administration of the Regulations in the Province.

(3) The Dominion will reimburse the Province for two-thirds of its disbursements made in the prosecution of offences under the Regulations if certified or taxed by the Attorney-General for the Province and for salaries of any provincial staff at-

tached by arrangement with the National Board, for full time employment with the Provincial Board.

(4) The Dominion shall, in January of each year, furnish to the Province a statement of disbursements payable by the Province pursuant to this agreement for the preceding calendar year certified by the Comptroller of the Treasury and the Province shall reimburse the Dominion for its share of such disbursements within two months after the receipt of such statement.

(5) The Province will, in January of each year, furnish to the Dominion a statement of disbursements payable by the Dominion pursuant to this agreement for the preceding calendar year certified by the Provincial Auditor and the Dominion shall, within two months after receipt thereof, reimburse the Province for its share of such disbursements.

(6) Each party shall furnish to the other such particulars of accounts as may be deemed necessary by the other for payment of the accounts.

12. This agreement may be terminated by either party on six months' notice.

13. The parties hereto will take steps to obtain any further approval of this agreement necessary to give it legal effect.

In witness whereof, the Honourable Humphrey Mitchell, Minister of Labour of Canada, has hereunto set his hand on behalf of the Dominion of Canada and the Honourable J. Andre Doucet, Minister of Health and Labour of New Brunswick, has hereunto set his hand on behalf of the Province of New Brunswick.

Signed on behalf of the Dominion of Canada by the Honourable Humphrey Mitchell, Minister of Labour of Canada, in the presence of A. MacNamara.

HUMPHREY MITCHELL.

Signed on behalf of the Province of New Brunswick by the Honourable J. Andre Doucet, Minister of Health and Labour of New Brunswick, in the presence of J. Edward Hughes.

J. ANDRE DOUCET.

Recent Proceedings under the Industrial Disputes Investigation Act

With the bringing into effect on March 20, 1944, of the Wartime Labour Relations Regulations, the Industrial Disputes Investigation Act, except as to matters pending, was declared to be of no effect. The Industrial Disputes Investigation Act is therefore considered to be in effect and applying only to such cases in which applications for the establishment of Boards of Conciliation and Investigation had been received prior to the effective date of the new Regulations.

During the month of April one Board of Conciliation and Investigation was established and the constitution of another was completed. Seven settlements were effected and one application was withdrawn. In one case the application for a Board was held in abeyance. Three Boards submitted their reports in connection with the following disputes:

1. Between the Dominion Rubber Company Limited, Kitchener, Ont., and its employees, members of Local 80, United Rubber Workers of America.

2. Between the Direct-Winters Transport, Windsor, Ont., and its employees, members of Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

3. Between the Dominion Engineering Works Limited, Longueuil and Lachine, P.Q., and its employees, members of Lodges 1660 and 1596, International Association of Machinists.

Board Established

Canada Packers, Limited, Edmonton, Alta.—On April 24, a Board of Conciliation and Investigation was established to deal with a dispute between Canada Packers, Limited, and its employees, members of Local 243, United Packinghouse Workers of America (L.G. April, 1944, p. 479). Mr. F. E. Harrison, Western Representative of the Federal Department of Labour, who was authorized on March 11, as Industrial Disputes Inquiry Commissioner to investigate the dispute in view of the inconclusive result of a representation vote of the employees held on April 14, recommended that a Board of Conciliation and Investigation be established. At the end of the month, Rev. C. J. Foran, Edmonton, Alta., had been appointed a member of the Board on the nomination of the employees and the company had been requested to submit the name of a person to be appointed to the Board, following which the employers' and employees' nominees will be asked to confer with a view to making a joint recommendation of a person to be appointed chairman and third member of the Board.

Board Fully Constituted

Dominion Forge and Stamping Company, Windsor, Ont.—The constitution of the Board of Conciliation and Investigation established to deal with a dispute between Dominion Forge and Stamping Company, Windsor, Ont.,

and its employees, members of the United Automobile Workers of America (C.I.O.) (L.G., April, 1944, p. 481), was completed during April. The personnel of the Board is as follows: Mr. Cecil A. Wright, K.C., Toronto, Ont., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. J. J. Robinette and Bora Laskin, both of Toronto, Ont., appointed on the nomination of the employer and employees respectively.

Settlements

West Coast Shipbuilders, Limited, Vancouver, B.C.—On April 17, copies of an agreement, which had been negotiated in settlement of the dispute between West Coast Shipbuilders, Limited, and its employees, members of Local No. 1, Boilermakers and Iron Shipbuilders' Union of Canada; Local No. 1, Amalgamated Building Workers of Canada (Painters Section); Local No. 3, Amalgamated Electrical Workers, and Local No. 2, Dock and Shipyard Workers of Vancouver and District was received in the Department. The International Association of Machinists; the United Association of Journeymen Plumbers and Steamfitters; and the International Union of Operating Engineers did not accept the settlement agreed upon following the intervention of Honourable Mr. Justice S. E. Richards as Industrial Disputes Inquiry Commissioner (L.G., March, 1944, p. 288) and for the time being these three unions are remaining without an agreement.

The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements," appearing elsewhere in this issue.

Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont.—On April 12, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, Ont., who was requested to endeavour to obtain a settlement of the dispute without recourse to strike vote procedure, forwarded to the Department copies of an agreement reached between the Goodyear Tire and Rubber Company of Canada, Limited, New Toronto, Ont., and its employees, members of Local 232, United Rubber Workers of America (L.G., Jan., 1944, p. 51). The agreement betwen the company and the union is summarized in the article entitled "Recent Collective Agreements," appearing elsewhere in this issue.

Atlantic Sugar Refineries, Limited, Saint John, N.B.—As a result of the mediation of Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., who was authorized as Industrial Disputes Inquiry Commissioner to investigate a dispute between the Atlantic Sugar Refineries, Limited, Saint John, N.B., and its employees, members of Local 20, Sugar Refinery Workers' Union (L.G., Oct., 1943, p. 1358), an agreement was signed by the parties to the dispute. A summary of the agreement will be found in the article entitled "Recent Collective Agreements," appearing elsewhere in this issue. In view of the settlement reached, union representatives agreed to withdraw the application.

Dominion Rubber Company, Limited, St. Jerome, P.Q.—On April 3, Mr. R. Trepanier, Industrial Relations Officer, Montreal, P.Q., forwarded to the Department a copy of an agreement concluded between the Dominion Rubber Company, Limited, St. Jerome, P.Q., and its employees, members of Local 144, St. Jerome Rubber Workers Federal Union (L.G., Feb., 1944, p. 177), terminating a dispute between the parties. The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements", appearing elsewhere in this issue.

Dominion Glass Company, Limited, Hamilton, Ont.—The chairman of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Glass Company, Limited, Hamilton, Ont., and its employees, members of Local 3, Canadian Brotherhood of Glass Workers (C.C.L.) (L.G., July, 1943, p. 922), advised the Department on April 15, 1944, that the Board, which had adjourned its hearings pending certification proceedings being taken in the Ontario Labour Court, considered that its work was finished, as the applicant for the Board had been certified as the bargaining agency for the Hamilton plant of the company. In view of the circumstances this is now considered closed.

Sudbury-Copper Cliff Suburban Electric Railway Company, Sudbury, Ont.—On April 18, the Department received copies of an agreement which had been signed between the Sudbury-Copper Cliff Suburban Electric Railway Company, Sudbury, Ont., and its employees, members of Division 269, Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., April, 1943, p. 479). Mr. Bernard Wilson, Industrial Relations Officer, Ottawa, Ont., who had been appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute, was successful in having the parties reach an amicable settlement of the matters in dispute.

In view of the settlement reached, the representative of the applicant union requested that the application for the establishment of a Board of Conciliation and Investigation be withdrawn. The agreement between the com-

pany and the union is summarized in the article entitled "Recent Collective Agreements," appearing elsewhere in this issue.

Application Held in Abeyance

Canadian Pacific Railway Company, Toronto, Ont.—On April 13, the representative of the applicant union requested the Department to hold in abeyance the application for the establishment of a Board of Conciliation and Investigation to deal with the dispute between the Canadian Pacific Railway Company (Ticket Offices), Toronto, Ont., and its employees, members of Division 267, Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Feb., 1944, p. 174). This action was taken in view of the fact that the Union had made application to the Wartime Labour Relations Board (National) for certification as the bargaining agency of the employees concerned. Accordingly, the parties were advised that the application for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act would be held in abeyance pending the decision of the Wartime Labour Relations Board (National) on the application for certification.

Report of Board in Dispute between Dominion Rubber Company, Limited, Kitchener, Ont., and its employees

On April 13, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Rubber Company, Limited, Kitchener, Ont., and its employees, members of Local 80, United Rubber Workers of America (L.G., Feb., 1944, p. 174).

The personnel of the Board was as follows: Honourable Mr. Justice J. G. Gillanders, Osgoode Hall, Toronto, Ont., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs. Walter J. McGibbon, Waterloo, Ont., and F. Andrew Brewin, Toronto, Ont., appointed on the nomination of the employer and employees respectively.

The texts of the report of the Board and the minority report follows:—

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between the Dominion Rubber Company Limited and Local Union No. 80, United Rubber Workers of America.

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you in connection with this dispute begs to submit its report as follows:—

The Board held sittings in Toronto and Kitchener, Ontario. At the sittings in Kitchener representatives of the Union and the Company attended before the Board submitting full and complete briefs setting out their submissions, and presented *viva voce* their views on the matters in dispute.

The Union was represented by H. R. Mitchell, Dominion representative of the U.R.W.A.; Carl Fitzgerald, an employee and President of the local Union; and Paul Ernst, an employee and secretary of the local Union.

The Company was represented by J. K. Sims as counsel; Paul Smith, secretary; and Willis Jones, Personnel Manager.

In pursuance of the provisions of s. 42 it should be noted that the Union representatives were good enough to state to the Board that they had no objection to Mr. Sims appearing as counsel for the Company before the Board.

Dispute

In the application for the establishment of this Board various matters were listed as those in dispute between the parties. Several of these had to do with wages, and this Board is without jurisdiction in respect thereof. The items of dispute falling within the jurisdiction of the Board of Conciliation are limited to:—

(*a*) Union shop.
(*b*) Check-off.
(*c*) Provisions respecting job progression.
(*d*) Eligibility of certain employees as members of the Union for collective bargaining purposes.

Facts

The Company owns and operates the Dominion Tire factory at Kitchener, Ontario, which includes three manufacturing divisions, the Tire Division, the Rubber Machinery Shops, and the Metal Products Division. This dispute concerns the three mentioned divisions of the Dominion Tire factory at Kitchener, which, for the purposes of this report, may be called The Company.

The Company employs a total of some 1,386 persons not all of whom are eligible as members of a collective bargaining organization. It is said that the Union has a paid-up membership of approximately 800 out of a total of something over 900 employees eligible for membership.

The Union has been recognized as the bargaining agent for the Company's employees since March 10, 1939, and since that date the parties have been operating under collective bargaining agreements.

In 1943 negotiations began between the parties looking to the execution of a new agreement. In these negotiations the Union pressed for the inclusion of a clause providing for a union shop and for a check-off of union dues. The Company was opposed to both of these demands in principle, and the parties finally found that they were unable to agree on these major matters and several items of lesser importance, which finally led to the request for the establishment of this Board.

It is of importance in passing to note that it is admitted by both parties to the dispute that during the past year or more there is some history of recurring work stoppages and slow downs. The Company mentioned these as indicating lack of control by the Union of its members, and as a reason why no form of closed shop should be recommended under the circumstances. The Union agrees that there have been unjustified work stoppages and slow downs; but say that they have consistently exercised their influence against such practices and ask for some added form of union security so that they may better co-operate in avoiding such disturbances in the future. They tendered to the Board letters and notices in support of their statement that they have been opposed to such stoppages in the past.

It is unnecessary to more than note the fact that there have been stoppages and slow downs. It is no purpose of this Board to inquire into the details for the purpose of assessing any fault therefor, but it is desirable to sufficiently know the facts to make recommendations which might be of assistance in avoiding any recurrence in the future.

The Union agreed with the suggestion that in the case of a work stoppage, slow down, or other dispute, the Union as Collective Bargaining Agent for the employees should not be neutral but take a definite stand and lend its active co-operation toward the adjustment of the trouble.

Discussion of the Dispute

Both parties submitted carefully prepared and detailed written briefs in support of their position on the matters in dispute. The question of closed shop and union shop was discussed at length by both parties, both as a matter of principle and as applied to the circumstances of the particular case. Under the circumstances here, it is not necessary to discuss the elaborate arguments for and against a closed shop voiced before the Board. Expressions of opinion from various sources were cited both for and against this principle. The circumstances at the present time make it undesirable to recommend the institution of any provisions which would or might limit the man-power otherwise available as employees. The Company is fully engaged in the manufacture of tires, tubes, accessories, and other rubber products all for military or essential civilian use. Any provision for a closed shop or union shop which made membership in a Union a condition of employment might tend to limit the available man-power. At this time this is undesirable.

Maintenance of Membership Provision

As an alternative to a union shop provision some form of maintenance of membership is asked. A maintenance of membership provision is not a provision for a closed shop or a union shop. Features of a closed or union shop provision which are usually most severely criticized are absent. It does not give the union a monopoly of employment in the company covered by the agreement, and it does not make membership in any organization a condition of employment. It may take various forms, but it should be an ingredient of all that at the outset a period, possibly 15 to 30 days, is provided in which every employee may exercise individual freedom of choice to be a member or not to be a member of the union for the term of the agreement. Within such period those employees who are members of the union may elect to retire from membership. Employees who are not members may join with full knowledge that, having joined, they are bound, subject to the provisions of the agreement, to remain members in good standing for the term of the agreement. If freedom of choice is so given to each employee in this respect it may not be unreasonable to expect employees who are members of the union at the termination of the period of election to accept the responsibility of remaining as such and supporting the union chosen as their bargaining agent during the term of the contract entered into by the union on behalf of the employees with the company.

It is unnecessary and undesirable with the limited inquiry available here to express any opinion or recommendation based on principle. It may be dealt with in the light of what seems desirable on the facts of this particular situation. It is evident that any steps which would result in strengthening control of stoppages and slow downs would be of assistance. The Company is of opinion that no measure to strengthen union security would be of

assistance to this end. It points out that the Local Union is not separate from, but in fact is made up of, its members, who are employees; that since 80 per cent of the employees are members of the Union the measure of control which the Union is willing or able to exercise is evidenced by past experiences. On the other hand the Union states that any measure tending to strengthen union security will better enable it to control its membership in preventing unnecessary stoppages or slow downs, and in co-operating in more efficient production.

Without expressing any view as to what result might be expected under the circumstances here, the Union should be taken at its word and given an opportunity for a trial period to demonstrate to what extent it can fulfil its objective. This should be for a period of one year. If at the end of that time it appears that such a provision has not materially contributed to the desired end, the Company might then be justified in declining to renew such a provision. In any event, by accepting a maintenance of membership provision for such a limited period it should not at the end of the term be treated as a precedent or an admission by either party in negotiating any new agreement.

In view of abnormal conditions existing at the present time, and, particularly, in view of the shortage of manpower and replacements, any maintenance of membership provision should be subject to several conditions:—

(*a*) Certain existing orders in council affect the right of the Company to engage or discharge, and of employees to accept or leave employment with the Company, without the permission of Selective Service authorities. Any provision in the agreement should, and would, be subject to the provisions of all orders in council regulations or statutes which from time to time might affect the right either of the Company to engage or discharge, or of employees to take employment with or leave the services of the Company;

(*b*) In any case the Company should not be required by reason of any maintenance of membership provision to discharge any employee whose services are irreplaceable. The question as to whether the services of any such employee can be reasonably replaced should primarily be for the Company, but in case of dispute between the parties on this point the matter should, if necessary, be dealt with as a dispute in accordance with the provisions of the agreement between the parties or the law applicable thereto.

As a matter of trial the Board recommends the inclusion of a maintenance of membership provision subject to the conditions mentioned and for the limited time suggested.

Check-off

As to any system of check-off of union dues and assessments annexed to or as complementary to any provision for union security, the Board makes no recommendation. In principle various arguments are advanced pro and con.

At the present time the Company on proper authority makes certain deductions from wages for other purposes. There is no doubt that the deduction of union dues would somewhat add to the Company's clerical work. Divorced entirely from any question of principle, and without relation to the request of the Union, as a Union, but based on the request of individual employees as such, it is recommended as a measure of co-operation that upon individual employees filing with the Company revocable orders or assignments in satisfactory and sufficient form, that the Company give effect to the provisions of such orders or assignments while in the Company's hands unrevoked, in so far as they may relate to union dues but not including any assessments or fines which the Union might under its Constitution, or otherwise, purport to levy on its members.

List of Eligibles

One of the minor points of difference between the parties related to the eligibility of certain employees for membership in the Union as the collective bargaining agency recognized by the Company. These concern (*a*) several guards said to number seven. The facts show that these men are sworn in as constables, and while they do not carry arms these are available in case of necessity, and it is conceivable that occasions might arise where their interest as Union members might be in conflict with their duties.

The Board recommends that persons in this category be not considered eligible for membership.

(*b*) Some five employees in the Product Control Laboratory: It appears that they act mainly as batch testers.

The Board holds the view that there is nothing so confidential in the nature of their employment as to exclude them from union membership, and they should be considered eligible for membership.

Job Progression

The parties do not appear to be far apart on this question. The union recognizes the necessity for qualification, and it is clear that the Company has in mind the desirability of recognizing the faithful service of employees with long seniority so far as is consistent with

efficient operation. It would seem much more important to approach questions of this kind as they arise with a measure of co-operation than to endeavour to lay down in precise terms any rigid rule which should be applied in all circumstances. The Board does not feel it necessary to make any further recommendation in this respect.

The Board desires to express its appreciation to both parties for the careful and complete manner in which they have submitted their views and for the spirit of co-operation shown in seeking a conciliation of their differences of view.

Dated at Toronto this 31st day of March, 1944.

(Signed) J. G. Gillanders, *Chairman.*
" F. A. Brewin, *Member.*

Minority Report

In the Matter of the Industrial Disputes Investigation Act and in the matter of a dispute between the Dominion Rubber Company, Limited, and Local Union No. 80, United Rubber Workers of America.

To:
The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

I have read the report of my fellow members of the Board and I wish to concur in the statements of fact and recommendations contained therein with one exception. I am unable to recommend to you that a maintenance of membership clause be contained in or form part of any bargaining agreement between the Company and the bargaining agent of the Employees Local Union No. 80 of The United Rubber Workers of America.

Many of the arguments against the closed shop apply to the maintenance of membership provision. The evolution of this clause, its workings and the experience of the companies operating with it in force in the U.S.A. are fully set forth in "Maintenance of Union Membership" by Bryce N. Stewart and Walter J. Cooper, published in 1943 by Industrial Relations Counsellors Inc., New York City, and I can do no better than refer you to this work.

The Dominion Rubber Company voluntarily recognized Local 80 of the United Rubber Workers of America in 1939 as bargaining agent on behalf of the employees. This recognition, at a time when it was not compulsory, must have greatly strengthened the union as a force for good and at the present time the union has a membership of approximately 80 per cent of the qualified employees of the company. No doubt the Company expected an improvement in relations on granting recognition to the union. This has not been accomplished and there has been endless trouble since that time with sit-downs, slow-downs and lack of co-operation, and the results have been very disappointing.

The Union now seeks a closed shop or a maintenance of membership clause. The Union's actions do not appear to have contributed towards any improvement in labour relations between the Company and its employees which would justify the Union in asking for this extension and which by its operation has the effect of calling upon the Company to maintain and bolster the ranks of the Union and to recruit and maintain its membership rolls.

The Company would be obliged to see that its employees maintained membership in the Union under penalty of loss of employment. It would be forced to discharge an employee who might at any time during the course of his employment alter his views regarding the value of his membership in this particular Union or disapprove of the actions of those in authority in the Union. Should such employee at any time refuse or neglect or be unable to pay dues to the Union and desire to withdraw therefrom the Company would be obliged to dispense with the services of such person who may be one of its very satisfactory employees. To place such a burden on the Company, particularly with the present existing labour shortage, does seem unfair.

The right of a workman to belong to a union of his own choice implies the right to leave it. He should be under no obligation to explain the reason for his choice to anyone and all of our labour codes and statutes recognize and give effect to this principle. It is well established that compulsory membership in any organization is undesirable.

A maintenance of membership clause would not in my opinion solve the difficulty existing here. It would be, I believe, generally unworkable and would give rise to many problems dealing with strictly union matters in which the Company would be called upon to enforce the provisions of the clause and I therefore cannot recommend at this time and under present conditions that the Company be requested to accept a maintenance of membership clause, thereby recognizing and acknowledging something to which it has declared itself opposed in principle.

Dated at Waterloo, Ontario, this 22nd day of March, 1944.

(Sgd.) Walter J. McGibbon, *Member.*

Report of Board in Dispute between Direct-Winters Transport, Windsor, Ont., and its Employees

On April 15, the Minister of Labour received a unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Direct-Winters Transport, Windsor, Ont., and its employees, members of Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., April, 1944, p. 480).

The personnel of the Board was as follows: Honourable Mr. Justice J. G. Gillanders, Supreme Court of Ontario, Toronto, Ont., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Messrs. J. L. Cohen, K.C., Toronto, Ont., and Gordon P. Dickson, Windsor, Ont., appointed on the nomination of the employees and employer respectively.

The report of the Board follows:

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between Direct-Winters Transport (employer), and its employees, members of Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (employees)

To:

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

The Board of Investigation and Conciliation established by you in this matter in pursuance of s. 65 of the Industrial Disputes Investigation Act begs to report as follows:

Sittings of the Board were held in Windsor and Toronto. At the sittings in Windsor held on the 23rd and 24th instant representatives of the Company and the Union attended before the Board and fully discussed with the Board the matters in dispute.

The Company was represented by Wilfred H Male, General Manager; William T. Chapman, Personnel Manager; Edward G. Keifaber, Windsor, Branch Manager.

The Union was represented by Frank Fitzsimmons, Detroit, International representative of I.B. of T.C.W. and H. of A.; Saul Sniderman, Detroit, representative of Joint Council 43 of the Teamsters Union; Andrew Petrozzi, Windsor, Business Agent of Local 880.

The Dispute

From discussion with the parties it emerged that the main matters in dispute were:

(1) The demand by the Union for a collective bargaining agreement including a union shop clause;
(2) A complaint of nine employees that they should have been paid a Christmas bonus of $25.00 each;
(3) A complaint that seniority was not properly recognized and, in particular, that two employees had been discriminated against by being denied runs which were given to junior employees.

The Facts

The Union has no written collective bargaining agreement with the Company at the present time. In March, 1943, a general work stoppage involving four transport companies occurred in Windsor which lasted for three days. Following negotiations which commenced during the summer of 1942 the Union entered into written collective bargaining agreements dated sometime around April 1, 1943, with three companies engaged in somewhat similar transportation business operating in the same locality as the company here concerned. This Company, and one or more other companies engaged in similar business, did not at that time enter into written collective bargaining agreements.

Prior to December, 1943, there were some desultory negotiations by correspondence between the Union and the Company, and in December the Union advised the management that it was desirous of obtaining an agreement containing a union shop clause. After Christmas the matters in dispute between the Union and the Company were aggravated by the complaint of nine men who claimed they should have received a Christmas bonus.

The Company has in effect a bonus system based on merit by which a Christmas bonus of $25 is paid to employees who, in the opinion of the Company, have met certain standards and requirements. The complaining employees felt that there was some discrimination by reason of their participation in the strike which had taken place in March, 1943. This was denied by the Company.

On January 3, 1944, twenty-eight employees, including drivers and warehousemen, went on strike. This continued for forty-two working days. Of the twenty-eight employees on strike twenty-four were members of Local 880, and it is said that the other four were members of Local 299 in Detroit, Michigan. The employees returned to work on arrangements being made to establish this Board.

After the matter was fully discussed with the parties the Board felt that it was highly desirable to effect conciliation if possible, and that

the attitude of the parties encouraged this approach. The Company representatives on their part stated that they had been and were prepared to recognize the Union as the bargaining agent for its eligible employees in the Windsor area, and were prepared to enter into a written collective bargaining agreement in similar form to that existing between the Union and three transportation companies operating in Windsor who were among the Company's competitors. The Union pointed out that the agreement with these companies having been made about April 1, 1943, would be open for re-negotiation in the near future, and that in addition to some matters of wages it was desired to negotiate with these companies for further provisions respecting (*a*) recognition or security of the Union, and (*b*) seniority.

After some negotiations it was agreed by both parties that the Company would now enter into an agreement similar in form to that existing with the other transportation companies mentioned for a period of one year with a provision that in the event that the Union at any time during the life of this agreement should negotiate a new collective agreement with the three other companies mentioned varying the terms of this agreement either as to (*a*) recognition or security of the Union, (*b*) seniority, the Union would have the right on thirty days' notice in writing to re-open for re-negotiation such clause or clauses in this agreement as might relate to (*a*) or (*b*) above. It was further agreed that in the event of negotiations with any of the other three companies the Union agreed to notify the Company and to consent to the Company, if it desired, participating in the negotiations with the other companies in which case in the event of amendments of the existing agreements respecting (*a*) or (*b*) above, the amended provisions would automatically replace the comparable clause of the existing agreement with the Company. The Union expressed themselves as desirous of arriving at a settlement, but demanded that a final and definite answer be given before adjourning on all matters in dispute. The Company further consented that the complaints (1) respecting the payment of Christmas bonus to nine employees, and (2) the discrimination against two drivers, would be treated as current disputes and dealt with under the grievance procedure set out in the agreement made and to be engrossed and executed.

Clauses covering the contentious matters were drafted, amended and settled with the assistance of Board members, and the whole matter was finally agreed to by both parties. The hour was then rather late, and there being no means immediately available to have the agreement arrived at engrossed and executed, both representatives of the Union and of the Company kindly offered to have it engrossed overnight and meet the Board on the morning of the 24th to have it executed. It was finally left with representatives of the Company to be engrossed and presented for signature the following morning. On the 24th the Company representatives presented to the Board engrossed copies of the agreement executed by the Company. When Union representatives arrived, Mr. Sniderman, speaking for the Union, informed the Board that the Union proposed to "renege" on the agreement arrived at the evening before, and did not propose to execute the engrossed copies then awaiting signature. He stated that on considering the matter overnight the Union felt that it was gaining nothing by signing the agreement, and that the Company was attempting to dominate the trucking industry in the City of Windsor. It appearing useless and undesirable to continue efforts of conciliation, the Board adjourned.

Recommendations

Under the circumstances the Board unanimously recommends that the parties enter into a collective bargaining agreement in the form and containing the provisions to which both parties orally agreed in terms before the Board, a copy of which agreement executed by the Company is attached to this report.

All of which is respectfully submitted.

Dated at Toronto, this 29th day of March, 1944.

(Signed) J. G. Gillanders,
Chairman.
J. L. Cohen,
Member.
G. P. Dickson,
Member.

Report of Board in Dispute between Dominion Engineering Works, Limited, Longueuil and Lachine, P.Q., and its employees

On April 1, the Minister of Labour received a unanimous report from the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Engineering Works, Ltd., Longueuil and Lachine, P.Q., and its employees, members of Lodges 1660 and 1596, International Association of Machinists (L.G. March 1944, p. 288).

The personnel of the Board was as follows: Mr. F. W. Edge, Montreal, P.Q., chairman, appointed on the joint recommendation of the other two members of the Board; Messrs.

Hector M. Sparks, Hampstead, P.Q., and George Smith, Verdun, P.Q., appointed on the nomination of the employees and employer respectively.

Attached to the Board's report was an agreement, entered into between the company and the applicant union, which resulted from the conciliatory efforts of the members of the Board. Among the points at issue in the dispute covered by the agreement were seniority, classification of employees, settlement of disputes, staff reductions and dismissals. The agreement between the company and the union is summarized in the article entitled "Recent Collective Agreements" appearing elsewhere in this issue.

Conciliation Work of the Industrial Relations Branch during April, 1944

IN April Officers of the Industrial Relations Branch were called on to deal with 47 industrial disputes and other controversial situations affecting 64 different establishments and involving 26,160 workpeople. Of these 28 were disputes which originated during April in 33 separate establishments, while 19 were "old" disputes in which settlements had been pending at the end of March.

Statistical analysis showed that the situations handled occurred in the following industries:—

MINING:	
Coal	4
Metals	1
MANUFACTURING:	
Animal foods	2
Metal products	18
Fur and leather, etc.	2
Textile, clothing products, etc.	2
Shipbuilding	1
Non-metallic minerals, chemicals, etc.	1
TRANSPORTATION AND PUBLIC UTILITIES:	
Steam railway	4
Water transportation	4
Electric railways and local bus lines	2
Air transportation	1
Miscellaneous	4
LIGHT, HEAT AND POWER	1
Total	47

Classified as to type of situation, the disputes dealt with by officers of the Industrial Relations Branch were as follows:—

NATURE OF DISPUTE:	
Strikes	8
Threatened strikes	2
Controversies	21
Arbitrations	5
Requests to conduct consent votes	7
Services of Commissioners	4
Total	47
PREDOMINANT CAUSE OR OBJECT:	
Increase in wages	6
Union recognition	15
Increase in wages and union recognition	2
Discharge of workers for union activity	8
Union jurisdiction	3
Other union questions	7
Discharge of workers (other than in connection with union questions)	3
Unclassified	3
Total	47

A tabular analysis of the disposition and settlement of the above cases is given below:

DISPOSITION:	
Strikes terminated by mediation	3
Controversies terminated by mediation	1
Decision rendered in arbitration	3
Consent votes conducted	5
Industrial Disputes Inquiry Commissioner appointed under P.C. 4020	3
Signed agreements	1
Signed agreements and reference to N.W.L.B.	1
Verbal agreements	1
Dispute lapsed or called off	5
Referred to N.W.L.B. or R.W.L.B.	2
Referred to Wartime Labour Relations Board	5
Referred to provincial authorities	2
Other disposition	3
Pending	12
Total	47
SETTLEMENT:	
In favour of employees	4
In favour of employers	7
Compromise or partially successful	4
Indefinite or unterminated	24
Not known	8
Total	47
METHOD OF SETTLEMENT:	
Conciliation or mediation (a)	18
Direct negotiations	1
Arbitration	3
Technical service	5
Administrative action	1
Investigation only	11
Settlement pending	12

(a) Conciliation or mediation took place in a number of disputes which were unterminated at the end of the period.

The 47 situations to which reference is made above were disposed of under the provisions of the Conciliation and Labour Act, separately from those situations referred to elsewhere in this issue which were dealt with under the Industrial Disputes Investigation Act or the Wartime Labour Relations Regulations (P.C. 1003). In those situations where it was possible for conciliation to be successful, mediation succeeded in eleven instances and failed in only four.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver,

Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B. and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North Western Ontario; four officers resident in Toronto confine their activities to Ontario, and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B. and Sydney, N.S. represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Summaries appear below of some of the disputes in which mediation or the technical services of Departmental officers were extended during April, and also during March, (the latter were omitted from the April issue of the LABOUR GAZETTE).

Wood Factory Workers, Campbellton, N.B.—On March 1, 1944, the attention of the department was brought to a threatened strike at the plant of J. and D. A. Harquail Company, Limited, Campbellton, N.B., which was engaged in the execution of certain war orders. The situation was created by an alleged violation of the seniority provisions of an Agreement between the Company and Local No. 2539, United Brotherhood of Carpenters and Joiners of America, when the management laid off some 70 employees. Prompt action on the part of Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., averted a stoppage of work and a few days later Mr. Pettigrove arranged separate and joint conferences between the parties. Agreement was reached that 10 of the employees dismissed would be reinstated, and that 10 others having lesser seniority rights would be discharged. At the same time, a supplementary agreement was signed amending the Collective Agreement between the parties in respect of lay-offs and the composition of the Shop Committee of the Union.

Coal Miners, East Coulee, Alberta.—The Western Representative of the Department of Labour, Mr. F. E. Harrison, Vancouver, B.C., learned on March 3, that certain employees of the Atlas Coal Company, Limited, East Coulee, Alberta, were stopping 12 men from operating duckbill loading machines on development work. This action was being taken on "idle" days when the contract miners of the Company were not loading coal. A rotation of the work of the duckbill crews was demanded by the men, but the management of the Company refused this request on the ground that some of the men were not competent to handle the mechanical loading equipment. After appealing without success to officers of the Local Union, No. 7331, and to officers of District No. 18, United Mine Workers of America, Mr. Harrison proceeded to East Coulee on March 7. The following day he secured an Agreement clarifying local conditions under which both contract loaders and mechanical equipment would be used. This Agreement was later signed by both Union and Company officials with effect for the remainder of the year 1944. About 72 man-working days were lost during the course of the dispute which commenced on February 24.

Metal Products Workers, Toronto, Ont.—In mid-March a dispute arose between Addison Industries Limited, Toronto, Ontario, and their employees as represented by Local No. 516, United Electrical, Radio and Machine Workers of America. It was alleged by the Union that three employees had been discriminated against and dismissed because of their union membership and activity. Following a preliminary investigation by Mr. H. Perkins, Industrial Relations Officer, Toronto, it was decided that the circumstances warranted the appointment of an Industrial Disputes Inquiry Commissioner, and the Minister of Labour issued a Commission to His Honour Judge Ian M. Macdonnell of Toronto, under the provisions of Order in Council P.C. 4020. In his report the Commissioner stated that in his opinion the labour situation at the plant fully justified the investigation of the matters in dispute. However, he found that in the case of two of the employees in question there had been a necessity for staff reduction, and that the Company had been guided as far as possible by seniority constitutions in selecting the persons to be laid off. The third employee was found to have been attempting to organize on behalf of the Union in working hours and at her place of employment. She was, therefore, found to have been properly discharged in accordance with Section 6 of Order in Council P.C. 4020.

Coal Miners, Corbin, B.C.—A strike of 92 men employed by Mr. F. O'Sullivan on a coal strip operation at a mine in Corbin, B.C. occurred on March 10, 1944. All employees, who had become members of the United Mine Workers of America, District No. 18, demanded recognition and adjustment of their wage structure. Mr. F. E. Harrison, Western Representative, Department of Labour, Vancouver, held joint conferences in Calgary between the operator and District officials of the Union. The employer agreed to recognize the Union and conclude a contract. The Union officers then instructed the men to resume work, which commenced

on March 16. The parties were advised to submit the wage section of the new Agreement to the National War Labour Board for approval.

Shipyard Employees, Weymouth, N.S.—A group of 161 unorganized workers in the yards of the Leblanc Shipbuilding Company Limited, Weymouth, N.S., went on strike on March 16, 1944, in protest against what they considered an unwarranted delay by the Regional War Labour Board for Nova Scotia in dealing with an application for a wage increase. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., discussed the situation with officials of the Regional Board and communicated with the management of the Company and spokesmen for the employees. The employees' representative was advised that the finding in their case could not be rendered until after a decision was reached by the National War Labour Board in connection with other shipyards in the Maritimes, but that any adjustments which might be made would be retroactive to the date of the employees' application. Work was resumed by most of the employees on March 17, and the remainder followed suit on the 18th.

Tannery Workers, Kingston, Ont.—On March 24, 1944, the Department of Labour was asked to investigate charges that the President of the Kingston Tannery Workers' Union (A.F. of L.) had been dismissed from the employ of A. Davis and Sons, Limited, Kingston, Ontario, for the reason that he was a member of or working on behalf of a trade union. A preliminary investigation was made by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, who recommended the appointment of an Industrial Disputes Inquiry Commissioner under the provisions of Order in Council, P.C. 4020. His Honour Judge Ian M. Macdonell of Toronto was appointed as Commissioner by the Minister of Labour, but was unable to find that the employee had been dismissed because of his union activities. It was established in evidence according to the Commissioner's report that the man in question was discharged because he was absent from his work for substantial periods on many occasions, and that he failed to cease this practice after adequate warnings.

Aircraft Workers, Montreal, P.Q.—Early in April, 1944, Mr. Bernard Rose, K.C., was appointed by the Minister of Labour to act as Chairman of Arbitration Committees in connection with disputes between Montreal Aircraft Lodge 712, International Association of Machinists, and Canadian Vickers Limited (Aircraft Division) and Noorduyn Aviation Limited, Cartierville, respectively. Various grievances were dealt with which the parties had been unable to settle under normal grievance procedure. Some cases were withdrawn or dismissed after hearing, and in others decisions were rendered for or against the complainant employees. All decisions were accepted by the interested parties.

Metal Products Workers, Sarnia, Ont.—During the morning of March 27, 1944, about 475 employees of Electric Autolite Limited, Sarnia, Ontario, went on strike. It was reported to the Department that the employees, members of Local No. 456, United Automobile Workers of America, considered that the Company was unnecessarily prolonging negotiations and were not bargaining in good faith with a view to the conclusion of a Collective Agreement. The Union had been certified as bargaining agency by the Labour Court for Ontario during December, 1943, but there had been many postponements, and very little headway had been made on agreement as to some contract provisions. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, proceeded to the scene of the strike and conferred with the interested parties. The Company agreed to recognize the Local Union as having been certified in accordance with all the provisions of the new Federal Wartime Labour Relations Regulations, on the understanding that the Union would withdraw complaints which it had laid against the Company with the Labour Court for Ontario. It was also agreed by the parties that negotiations for a Collective Agreement would be resumed on April 3, with the Regional Director of the Union participating. The employees then voted to resume work on the morning of March 29.

Metal Products Workers, Montreal, P.Q.—On joint request of the parties the Minister of Labour on April 25, 1944, appointed Mr. Bernard Rose, K.C., of Montreal, to act as Chairman of an Arbitration Committee to deal with a dispute between the Cambridge Machine Tools and Aircraft Supplies, Limited, Montreal, P.Q. and Local No. 528, United Electrical, Radio and Machine Workers of America. The dispute involved a complaint that an employee had been arbitrarily dismissed by a foreman without reasonable or proper cause. After full discussion of the case, the Arbitration Committee ruled that the dismissal had been unjust because the employee was acting at the time of the dismissal in his quality of Chairman of the Grievance Committee established under the Agreement between the parties. A decision that he should be reinstated in his former employment with payment for lost time was accepted by both the Company and the Union.

Union Representation Votes

Dairy Products Workers, Ottawa, Ont.—On March 7, 1944, a Union representation vote was conducted among employees of the Ottawa Dairy Company, in order to ascertain whether the workers desired to be represented in collective bargaining with their employer by the National Union of Dairy Workers, Local No. 2 (C.C.L.). The vote was conducted by joint consent of the parties under the supervision of Messrs. C. W. Rump and F. MacKinnon, Industrial Relations Officers, Ottawa. There were 134 eligible voters, of whom 127 cast their ballots. A total of 97 voted in favour of union representation and 29 against, while one ballot was spoiled.

Salt Plant Employees, Neepawa, Man.—By joint consent of the parties a union representation vote was conducted on March 2, 1944, among certain employees of Neepawa Salt Limited, Neepawa, Manitoba, under the supervision of Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg. A total of 53 out of 55 eligible voters cast their ballots unanimously in favour of representation for collective bargaining purposes by the Neepawa Salt Workers' Federal Union, No. 109 (T.L.C.C.).

Paper Products Workers, Saint Boniface Manitoba.—By joint consent of the parties a representation vote was conducted on March 31, 1944, among employees of Martin Paper Products Limited, Saint Boniface, Manitoba, under the supervision of H. S. Johnstone, Industrial Relations Officer, Winnipeg, as Returning Officer. The ballot was taken to determine whether or not the employees desired to be represented by the Printing Specialty and Paper Products Union, a branch of the International Printing Pressmen and Assistants' Union of North America, No. 87. There weree 58 workers eligible to vote, of whom 32 cast their ballots in favour of the union, while 19 voted against, and one ballot was spoiled.

Packing Plant Employees, Montreal, P.Q.—On March 10, 1944, by joint consent of the parties, Mr. F. LaFortune, Industrial Relations Officer, Ottawa, supervised a union representation vote among the employees of Canada Packers Limited in Montreal, P.Q., to ascertain whether they wished to be represented by a Plant Relations Committee or the Montreal Packing Plant Employees Federal Union, No. 66. There were 686 employees eligible to vote. The Montreal Packing Plant Employees' Federal Union, No. 66, secured 296 votes, as against 253 ballots cast in favour of a Plant Relations Committee, and there were 14 spoiled ballots. The company agreed to recognize as the collective bargaining agency the organization which received more than 50 per cent of the votes poled.

Metal Products Workers, Trenton, Ontario.—On March 24 a vote was conducted under the supervision of Mr. J. P. Nicol, Industrial Relations Officer, Toronto, to determine whether the employees of the Benedict-Procter Manufacturing Company, Limited, Trenton, Ontario, desired to be represented by the Amalgamated Silver Workers' Local No. 44 (A.F.L.) as collective bargaining agency. A total of 101 out of 104 eligible employees cast their ballots, with 91 voting in favour of the union and 8 in opposition. There were 2 spoiled ballots.

Metal Products Workers, Winnipeg, Man.— By joint consent of the parties a union representation vote was conducted on March 17, to determine the wishes of 58 employees of the North Western Brass Limited, Winnipeg, Manitoba, in regard to representation for collective bargaining purposes through the International Moulders and Foundry Workers' Union, Local 174. Out of 54 votes cast, there were 49 in favour of the union, 3 opposed, and two spoiled ballots. Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, supervised the vote.

Foundry Employees, Winnipig, Manitoba.—A Union representation vote was conducted March 17, to ascertain whether or not 104 employees of the Anthes Foundry Limited, Winnipeg, Manitoba, desired to be represented by the United Steelworkers of America, Local 239. Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, acted as Returning Officer. In the balloting 87 employees voted in favour of the union while 9 cast their ballots against union representation and two ballots were spoiled.

Food Products Workers, Saskatoon, Sask.—Voting to determine whether the employees of Canadian Egg Products Limited, Saskatoon, Saskatchewan, desired to be represented for the purpose of collective bargaining by Saskatoon Egg Products Employees' Union (T.L.C.C.), was conducted on April 12, under the supervision of H. S. Johnstone, Industrial Relations Officer, Winnipeg. The vote, which was taken by mutual agreement of the parties, resulted in 144 votes in favour of union representation, with four opposed and two spoiled ballots. There were 181 employees eligible to vote.

Garage Employees, Windsor, Ont.—By joint consent of the interested parties, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, supervised a union representation vote among the employees of three garages in Windsor, Ontario, on April 27, 1944, to ascer-

tain whether or not the workers desired to be represented by the International Association of Machinists in collective bargaining with their employers. At the plant of G. Tate Easton Limited, there were 15 eligible voters, of whom seven voted in favour of the union, while eight voted against. Out of eight eligible voters in the employ of Abbey Gray Limited, six voted in favour of the union and two against. At Ambassador Motors Limited there were six eligible voters, all of whom voted against collective bargaining through the union.

Storage Plant Employees, Winnipeg, Man.—On April 10, 1944, a union representation vote was conducted under the supervision of Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, to ascertain if the employees of the North Star Cold Storage Company, Limited, Winnipeg, Manitoba, desired to be represented in collective bargaining with their employer by Local No. 235, United Packinghouse Workers of America. There were eleven persons on the voters' list and ten cast their ballots. The results were that five voted in favour of the union and four voted against, while one ballot was spoiled. The vote was conducted by mutual consent of the parties.

Aircraft Maintenance Workers, Portage la Prairie, Man.—A Union representation vote was conducted on April 22, 1944, among employees in the flight and maintenance hangars motor transport section and heating departments of the Portage Air Observer School, Limited, Portage la Prairie, Manitoba, to determine if the employees desired to be represented by a committee of employees affiliated with Lodge 764, International Association of Machinists. The vote was conducted by joint consent of the parties under the supervision of Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, as Chief Returning Officer. Out of 291 employees eligible to vote, 186 voted in favour of union representation, 63 voted in opposition and three ballots were spoiled.

Textile Products Workers, Toronto, Ont.—By joint consent of the parties, Mr. H. Perkins, Industrial Relations Officer, Toronto, supervised a representation vote on April 20, 1944, among employees of Pattons and Baldwins Limited, Toronto, Ontario. A total of 269 employees cast their ballots out of 297 eligible to vote. The results were that 142 voted in favour of the Pattons and Baldwins Workers' Council as against 123 in favour of the United Textile Workers' Union. Four ballots were spoiled.

Dairy Products Workers, Ottawa, Ont.—On April 25, 1944, Mr. D. J. Sutherland, Industrial Relations Officer, Ottawa, conducted a consent vote among certain employees of the Producers' Dairy Company, Limited, Ottawa, to ascertain if the workers desired to be represented in collective bargaining jointly by the National Union of Stationary and Operating Engineers, Local No. 1, and the International Union of Dairy Workers, Local No. 1. There were 95 persons eligible to vote, of whom 79 voted in favour of representation through the two unions and five voted in opposition.

Strikes and Lockouts in Canada During April, 1944

THE number of strikes and lockouts in existence in Canada for the month of April, 1944, showed a decrease of three as compared with the previous month but the number of workers involved and the time loss in man-working days increased sharply. As compared with April, 1943, the number of strikes and the number of workers involved showed a substantial decrease but the time loss in man-working days was greater. Preliminary figures show ten strikes in existence for April, 1944, involving 14,923 workers and causing a time loss of 126,609 man-working days, as compared with 13 strikes in March with 1,680 workers involved and a time loss of 3,080 days. In April, 1943, there were 37 strikes involving 32,496 workers and causing a time loss of 103,936 days.

For the first four months of 1944 preliminary figures show a total of 64 strikes, involving 33,438 workers and causing a time loss of 192,965 man-working days, as compared with 120 strikes, with 71,451 workers involved and a time loss of 325,774 days, for the same period last year.

During the month under review one strike of motor vehicle factory workers at Windsor, Ont., was responsible for nearly all of the workers involved and of the resulting time loss, as the other nine strikes on record involved few workers and caused little time loss.

No strikes were carried over from the previous month. Of the ten strikes commencing during April nine were terminated. Six resulted in favour of the employers, one was a compromise settlement and two were indefinite in result, work being resumed pending final settlement. At the end of the month, therefore, one strike was unterminated, namely, motor vehicle factory workers at Windsor, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information

has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. One strike of this nature, fur factory workers, Quebec, P.Q., one employer, May 12, 1943, which has been carried in this paragraph for some months, has now been reported by the union as terminated on March 31, 1944.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO APRIL, 1943-1944

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
*January, 1944	26†	26	8,140†	8,140	23,408
*February, 1944	17	19	8,740	8,785	39,868
*March, 1944	11	13	1,635	1,680	3,080
*April, 1944	10	10	14,923	14,923	126,609
Cumulative totals	64		33,438		192,965
January, 1943	33†	33	19,860†	19,860	166,715
February, 1943	27	31	2,611	5,239	24,301
March, 1943	25	27	16,688	16,993	30,822
April, 1943	35	37	32,292	32,496	103,936
Cumulative totals	120		71,451		325,774

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1944

Industry, occupation, and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing during April, 1944				
MINING—				
Coal miners, Florence, N.S.	1	50	50	Commenced April 12; against dismissal of three miners for refusal to perform a certain task; terminated April 12; conciliation, federal, and return of workers pending reference to Joint Adjustment Board; indefinite.
MANUFACTURING—				
Rubber and Its Products—				
Tire factory workers, Kitchener, Ont.	1	13	10	Commenced April 18; for increased wages; terminated April 19; return of workers; in favour of employer.
Tire factory workers, Kitchener, Ont.	1	40	15	Commenced April 19; against time standard for certain tires; terminated April 19; negotiations and return of workers pending investigation; in favour of employer.
Textiles, Clothing, etc.—				
Textile factory workers, Milltown, N.B.	1	(a) 36	72	Commenced April 27; against working under overseer transferred from another department; terminated April 29; conciliation, federal; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1944—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing during April, 1944—Con.				
MANUFACTURING—*Con.*				
Metal Products—				
Motor vehicle factory workers, Windsor, Ont.	1	14,000	126,000	Commenced April 20; *re* grievance procedure; unterminated.
Motor vehicle factory workers, Chatham, Ont.	1	487	250	Commenced April 27; against decision of RWLB‡ *re* wage increase; terminated April 27; return of workers; in favour of employer.
Shipbuilding—				
Welders, Montreal, P.Q.	1	42	25	Commenced April 6; against dismissal of a worker for sleeping on the job; terminated April 6; replacement and return of workers; in favour of employer.
Shipyard workers, Esquimalt, B.C.	1	200	50	Commenced April 24; *re* lay-off of riveters during slack period; terminated April 24; conciliation, federal; compromise.
Non-metallic Minerals, Chemicals, etc.—				
Brick yard workers, Milton, Ont.	1	21	120	Commenced April 1; for increased wages; terminated April 8; conciliation, provincial, and return of workers pending reference to RWLB; indefinite.
TRANSPORTATION—				
Electric Railways and Local Bus Lines—				
Maintenance men, Saint John, N.B.	1	34	17	Commenced April 28; against decision of NWLB‡ *re* increased wages; terminated April 28; negotiations; in favour of employer.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; NWLB—National War Labour Board.

(a) 110 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1944, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1943." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in February was 216, and 16 were still in progress from the previous month, making a total of 232 disputes in progress during the month, in which 102,400 workers were involved. The time loss in February was 272,000 working days. Of the 216 disputes beginning in February, 35 arose out of demands for increased wages, 79 over other wage questions, 2 on questions as to working hours, 30 on questions respecting the employment of particular classes or persons, 62 on other questions of working arrangements, 4 on questions of trade union principle, 4 were sympathetic strikes.

British India

The number of disputes beginning in the year 1942 was 694, the number of workers involved 772,653 and the time loss 5,779,965 working days.

United States

During March, 360 strikes began, in which 115,000 workers were involved. The time loss for all strikes in progress during the month was 415,000 man-days.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods

SAINT JOHN, N.B.—ATLANTIC SUGAR REFINERIES LTD. AND SUGAR REFINERY WORKERS' UNION NO. 20 (TRADES AND LABOUR CONGRESS OF CANADA)

Agreement reached following application for a conciliation board (see p. 620 of this issue). Agreement to be in effect from April 1, 1944, to March 31, 1945, and thereafter subject to notice. The company recognizes the union as the sole bargaining agent for its employees who are union members.

Overtime is payable at time ond one half for work in excess of the normal working day or days and for all work on Sundays and on five holidays. Vacation: one week with pay for those qualified.

Hourly wage rates, including the cost-of-living bonus, for some classes: watchmen 53½ to 59½ cents, coal bunkers 59 and 59½ cents, coal trimmers 55½ and 56½ cents, firemen 60½ and 64½ cents, engine room engineers 79½ cents, moulder 80½ cents, welder 77½ cents; masons, stoker repair man 72½ cents, machinists 77½ and 88½ cents, millwright 76½ cents, monorails operators 55½ cents; technicians, tube blower, 58½ cents, melt samplers 55½ cents, pump man 54½ to 58½ cents, filter operators 59½ to 65½ cents, clarifiers 59½ to 62½ cents, many other classes 53½ to 59½ cents, female workers 41½ to 59 cents. Grievance procedure is provided for.

Manufacturing: Rubber Products

ST. JEROME, QUEBEC.—DOMINION RUBBER COMPANY LIMITED, AND RUBBER WORKERS FEDERAL UNION, LOCAL 144.

Agreement reached following report of a board of conciliation (p. 620 of this issue). Agreement to be in effect from March 6, 1944, to March 5, 1945, and thereafter subject to two months' notice. The company recognizes the union as the sole collective bargaining agency for all hourly paid employees with certain exceptions. Checkoff: the company will deduct from wages and pay over to the union the union dues of any employee so authorizing them.

Hours: 9 per day, 5 on Saturday, a 50-hour week; for firemen, 8 per shift, a 48-hour week. Time worked in excess of these hours is considered as overtime. Work on Sundays (or a weekly day of rest assigned employees required to work on Sundays) and seven holidays is payable at time and one half. Jobs to be classified by the company as well as the determination of time standards. Any disputed standards are to be negotiated. Provision is made for seniority rights and for grievance procedure.

TORONTO, ONTARIO.—THE GOODYEAR TIRE AND RUBBER COMPANY OF CANADA LIMITED AND THE UNITED RUBBER WORKERS OF AMERICA, LOCAL 232.

Agreement reached following a board of conciliation and investigation and further negotiations. Agreement to be in effect from April 4, 1944, to April 3, 1945, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency. No discrimination or coercion to be used by the company or the union against any employee because of his union membership or non-membership. Checkoff: the company will deduct from wages and pay over to the union, union dues for those employees so authorizing them.

Hours: the standard weekly schedule is based on a 5-day week. Overtime is payable at time and one half including all work on Saturday afternoon and Sundays. Holidays: the company to continue payment for six or seven legal holidays. If required to work on such holidays, they will be paid at the regular rate in addition to the pay for the full day's holiday. A vacation with pay plan is in effect but details are not given in the agreement.

Wages: wage rates are as approved by the Regional War Labour Board on March 11, 1943, revised to include the cost of living bonus. These include minimum hourly rates of 55 cents for janitor service and similar unskilled jobs, 62 cents for all other male labour except mechanical classifications and 41 cents for female labour. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Metal Products

LACHINE, QUEBEC.—DOMINION ENGINEERING WORKS LIMITED AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 1660.

Agreement reached following the report of a conciliation board (p. 626 of this issue). Agreement to be in effect from March 27, 1944, to March 26, 1945, and for another year if the

prescribed notice is not given in 1945. The agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, June, 1943, p. 807, with certain changes:

Hourly wages: for trainees and improvers the rates are from 6 to 8½ cents higher, for engineers, 7½ to 8½ cents higher, for other classes 9 cents per hour higher than in the previous agreement; additional classees include toolmakers at 89 to $1.04, toolroom improvers at 64 to 84 cents; journeymen machinists, fitters, blacksmiths, electricians and millwrights at 89 cents pipefitters at 84 cents; specialists at 79 and 89 cents; inspectors at 64 to 94 cents; labourers at 53½ cents. Vacation: for employees with one or more year's service, one week with pay; for employees with five or more years' service, two weeks.

LONGUEUIL, QUEBEC.—DOMINION ENGINEERING WORKS LIMITED AND INDUSTRIAL ASSOCIATION OF MACHINISTS, LODGE 1660.

Agreement reached following the report of a conciliation board (p. 626 of this issue). This agreement replaces the one previously in effect and summarized in the LABOUR GAZETTE, December, 1942, p. 1480. The new agreement is to be in effect from March 27, 1944, to March 26, 1945, or 1946 if no notice given. It is similar to the one noted above for the Lachine plant of this same company, with certain exceptions:

Rest period: two ten-minute rest periods are allowed each day. No schedule regarding vacations is attached to this agreeement. The rates for trainees and for toolmakers, etc. are similar to those of the Lachine plant. The list of occupations is different in the two plants but comparable occupations in the Longueuil plant appear to have similar rates to those of the Lachine plant.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

NIAGARA FALLS, ONTARIO.—WELLAND CHEMICAL WORKS LIMITED AND UNITED GAS, COKE AND CHEMICAL WORKERS OF AMERICA, LOCAL 165.

Agreement to be in effect from November 4, 1943, to November 3, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the sole bargaining agency for the employees, and the union executives are to be employees of the company.

Hours: 8 per day, 48 per week; shift workers to be allowed 30 minutes with pay for lunch during their shift, but "in most cases it can be readily understood that the operators will necessarily continue the performance of their duties while eating meals." Overtime is payable at time and one half; all work on weekly day of rest and on six specified holidays is payable at time and one half. Vacation: one week with pay to employees with one year's service. The wage schedule forms part of the agreement but a copy was not received in the department. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Shipbuilding

VANCOUVER, B.C.—WEST COAST SHIPBUILDERS LIMITED AND THE BOILERMAKERS' AND IRON SHIPBUILDERS' UNION OF CANADA, LOCAL NO. 1.

Agreement reached following the report of a conciliation board (see p. 620 of this issue). Agreement to be in effect from March 23, 1944, to March 22, 1945, and thereafter subject to two months' notice. Employees who are or who later become union members must maintain their membership.

Hours: 8 per day on first shift, 7½ on second shift and 7 hours on third shift. Time and one quarter allowed on dirty work and certain other specified work. Overtime is payable at time and one half for first four hours and double time thereafter; double time for work on Sundays and holidays. Vacation: employees to be entitled to such annual vacations with pay as shall be prescribed by the National War Labour Board.

Hourly wage rates: loftsman $1.10, rivet tester leading hand $1.13, slab mechanic $1.10; plater, bumper operator mechanic, press operator mechanic, rolls operator mechanic, boilermaker, caulker, driller, rivetter, linerman $1; slab mechanic helper 80 and 90 cents; improvers in plater slab mechanic, boilermaker, caulker, rivetter and packer trades 77 cents for one month, 90 cents for next three months; punch and shear man, bolting-up machine operator, holder-on 86 cents; steel erector specialist 85 cents; reamer, countersinkers, rivet heater 80 cents; bolter-up, helpers to plater, punch and shear men, boilermakers, caulkers, drillers and reamers trades 77 cents, passer-boys 53 cents and 60 cents, loft boy and marker boy 53 cents. Journeymen leading hands 10 cents over journeymen's rate, journeyman chargehand 10 to 20 cents over journeyman's rate. An incentive bonus piece rate to be paid on a basis mutually agreeable to the parties and subject to government regulations. Second shift employees to receive 9 hours' pay for 7½ hours' work; graveyard shift employees, 9 hours' pay for 7 hours' work.

VANCOUVER, B.C.—WEST COAST SHIPBUILDERS LIMITED, AND AMALGAMATED ELECTRICAL WORKERS, LOCAL 3, AMALGAMATED BUILDING WORKERS OF CANADA.

Agreement reached following the report of a conciliation board (see p. 620 of this issue). Agreement to be in effect from March 27, 1944 to March 26, 1945, and thereafter subject to two months' notice. This agreement is similar to the agreement covering boilermakers employed by this company, as summarized above, with the exception of the hourly wage rates which are: electricians $1.10, improver (during one year improvership) 90 cents, bridge crane operator 85 cents, specialist 77 cents for first month and 85 cents thereafter, helpers 60 to 77 cents. Journeymen leading hand $1.20, journeyman chargehand $1.20 to $1.25, apprentices in accordance with B.C. provincial government regulations.

VANCOUVER, B.C.—WEST COAST SHIPBUILDERS LIMITED AND THE DOCK AND SHIPYARD WORKERS UNION OF VANCOUVER AND DISTRICT, LOCAL NO. 2.

Agreement reached following the report of a conciliation board (see p. 620 of this issue). Agreement to be in effect from March 24, 1944 to March 23, 1945, and thereafter subject to two months' notice. This agreement is similar to the agreement summarized above for boilermakers employed by this company, with the exception of the hourly wage rates, which are: shiprigger $1, boiler scaler 90 cents; tackle rigger, steel checker, docking crew, plastic

armour specialist, locomotive crane assistant, non-swinging boom truck operator, 85 cents; stager 80 cents; rigger helper or yard rigger, cement layer, steel racker and hooker-on, winchman, hawser crane signalman, truck operators, tractor operators and jitney operators, 77 cents; shipwrights and joiners helpers 60 to 77 cents; chipper, truck attendant, handyman, 70 cents, labourer 60 cents; journeyman leading hand 10 cents over journeyman's rate, journeyman chargehand 10 to 20 cents over journeyman's rate.

VANCOUVER, B.C.—WEST COAST SHIPBUILDERS LIMITED, AND AMALGAMATED BUILDING WORKERS OF CANADA, LOCAL. NO. 1 (PAINTERS SECTION).

Agreement reached following the report of a conciliation board (p. 620 of this issue). Agreement to be in effect from March 27, 1944, to March 26, 1945, and thereafter subject to two months' notice. This agreement is similar to the agreement summarized above for boilermakers employed by this company, with the exception of the hourly wage rates, which are: brush painter 90 cents, brush (finish) painter $1, spray painter $1.05, spray and brush painters' helper 60 to 77 cents, journeyman leading hand 10 cents, journeyman chargehand 10 to 20 cents.

Construction: Buildings and Structures

HAMILTON, ONTARIO—HAMILTON CONSTRUCTION ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 18.

Agreement to be in effect from May 1, 1944, to April 30, 1945, and thereafter from year to year, subject to notice. Only union members to be employed, if available.

Hours: 8 per day, Monday to Friday, a 40-hour week. Where there is shift work, 8 hours' pay for 7 hours' work on the second and third shifts. Overtime is payable at time and one half; double time for work on Sundays and eight specified holidays. Hourly wage rate for carpenters and joiners: $1.01½. Provision is made for the settlement of grievances.

Transportation and Public Utilities: Electric Railways

SUDBURY, ONTARIO. — SUDBURY - COPPER CLIFF SUBURBAN ELECTRIC RAILWAY COMPANY AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS, DIVISION 269.

Agreement reached following the report of a conciliation board (see p. 620 of this issue). Agreement to be in effect from February 1, 1944, to January 31, 1945, and thereafter from year to year, subject to notice. Check-off: the Company will deduct from earnings of each employee and pay over to the union a specified amount for union dues, and the union agrees to supply to the Company, on its request, the authorization from each member for such check-off.

Hours: for armature winders, inspector, machinist, repairman, night sweeper and car cleaner, track foreman and lead hand, 10 hours; track extra and carpenter, 9 hours; motormen 10 hours except day shift on Refinery line 10½ hours, spares 10½ to 14 hours. The practice of paying motormen a minimum of 10 hours' pay for their assigned hours to be continued. Work on four specified holidays, at time and one half. Vacation: one week with pay for employees with one year's service; ten days annual vacation after three years' service.

Wage rates: armature winders $205.60 per month, inspectors $39.20 per week, machinist and carpenters 71 cents, repairmen 66 cents, operators and inspectors 61 cents, outside repairmen 56 cents, night sweeper and car cleaner 53½ cents, track foreman 66 cents, track lead hand 56 cents, trackmen (regular) 51 cents, motormen from 46 cents during first month to 66 cents after three years. Seniority rights and grievance procedure are provided for.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable to the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the extension of two new agreements and the amendment of others, all of which are noted below. Requests for the amendment of the agreements covering the fine glove manufacturing industry throughout the province, building trades at Montreal and at Val d'Or and Amos and retail stores at Coaticook were published in the *Quebec Official Gazette* of April 1, building trades at Joliette in the issue of April 8; the manufacture of work gloves throughout the province and fine gloves also throughout the province and building trades at St. John and Iberville, garage and service station employees at Montreal, in the issue of April 22; barbers and hairdressers at Chicoutimi and at Valleyfield, in the issue of April 29

In addition, Orders in Council were published in the *Quebec Official Gazette* during April approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Vegetable Foods

BAKERS, MONTREAL

An Order in Council, dated April 5, and gazetted April 15, extends the term of this agreement (LABOUR GAZETTE, January, 1944, p. 70 and previous issues) to April 30, 1944.

Manufacturing: Fur Products

FUR MANUFACTURING INDUSTRY, QUEBEC CITY

An Order in Council, dated April 22, and gazetted April 29, amends the previous Orders in Council for this industry (L.G., November, 1940, p. 1201; Sept., 1938, p. 1042; Oct., 1939, p. 1065; Dec., 1941, p. 1572; May, 1942, p. 630; Sept., 1943, p. 1253) by providing for a vacation of one week with pay to employees with at least one year's service, and by providing that the cost-of-living bonus of 3.8 points be added to the basic wages or to the actual rates being paid individual employees if higher than the basic rate.

FUR MANUFACTURING INDUSTRY (WHOLESALE), MONTREAL

An Order in Council, dated April 20, and gazetted April 29, extends the term of this agreement (L.G., Jan., 1943, p. 87, Sept., 1940, p. 970) to July 1, 1944.

Manufacturing: Textiles and Clothing

CLOAK AND SUIT MANUFACTURING, PROVINCE OF QUEBEC

An Order in Council, dated April 5, and gazetted April 15, amends the previous Orders in Council for this industry (L.G., July, 1943, p. 989, and previous issues) by specifically including the cost-of-living bonus with wage rates. Apprenticeship is limited to two years for some trades and to three years for other trades.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL

An Order in Council, dated March 28, and gazetted April 1, extends the term of this agreement (L.G., January, p. 70, and previous issues) to June 30, 1944.

Manufacturing: Metal Products

SHEET METAL PRODUCTS MANUFACTURING, MONTREAL

An Order in Council, dated March 28, and gazetted April 1, extends the term of this agreement (L.G., March, 1943, p. 340, Oct., p. 1381; Jan., p. 70, and April p. 496) to April 30, 1944. Another Order in Council, dated April 20, and gazetted April 29, extends the agreement further to July 31, 1944.

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL

An Order in Council, dated April 5, and gazetted April 15, extended the term of this agreement (L.G., Nov., 1941, p. 1424; June, 1942, p. 738, Nov., p. 1348; Jan., 1944, p. 70, March, p. 359, April, p. 496) to April 30, 1944.

Another Order in Council, dated April 20, and gazetted April 29, makes obligatory the terms of a new agreement between Canadian Welding Works Ltd., A. & S. Architectural Iron, Montreal Metalworked Products, Montreal Architectural Iron Works Ltd., Forgeweld Iron Works and United Steel Workers of America, Local 2366. The agreement to be in effect from April 29, 1944, to April 28, 1945, and applies to the manufacture of industrial and/or building ironwork and architectural iron and bronze and all other metals used architecturally or for ornamentation and also includes the erection of these products except structural steel. The agreement applies to the Island of Montreal, Ile Bizard, the Counties of l'Assomption, Terrebonne, Laval, Deux-Montagnes, Argenteuil, Vaudreuil, Soulanges, Beauharnois, Chateauguay, Laprairie, Chambly, St-Jean and Iberville.

Hours: 44 per week. Overtime is payable at time and one-half; all work on Sundays and seven holidays, double time. Employees working on night shift to be paid 10 per cent extra. Minimum hourly wage rates including the cost-of-living bonus: mechanics 90 cents, fitters 80 cents, helpers (shop or field) 70 cents, erectors 90 cents. Vacation: one week with pay to employees with one year's service. Apprenticeship regulations are included.

Service: Public Administration

POLICE AND FIREFIGHTERS, SHERBROOKE

An Order in Council, dated April 5, and gazetted April 15, makes obligatory the terms of an agreement between the City of Sherbrooke and l'Association des Policiers-Pompiers de Sherbrooke, Inc. The agreement is to be in effect from April 15, 1944, to January 1, 1945, and thereafter from year to year, subject to notice.

Hours for police-firemen: day to be divided into two shifts, the day shift from 7 a.m. to 6 p.m., the night shift from 6 p.m. to 7 a.m., shifts to rotate every two weeks; one weekly day of rest. Overtime is payable at 60 cents per hour. Minimum weekly wage rates: lieutenant $34, sergeant $33, corporal $32.50, constable-fireman $26 to $31, painter $34, chief mechanic $33, hydrant inspector $31, fire prevention inspector $32.50, labourer-fireman $26, motorcycle driver $32. Telephone and radio employees work an eight-hour day with $27 per week for chief operator and $26 for operator. Vacation: One week with pay to employees with one year's service. Sick leave: one week with pay each year, which may be accumulated from year to year. Uniforms are supplied.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, THREE RIVERS

An Order in Council, dated March 28, and gazetted April 1, amends the previous Orders in Council for these trades (L.G., March, 1942, p. 353, Sept., p. 1098; Apr., 1943, p. 490, August, p. 1131) but does not affect the summaries already given.

BARBERS, MONTREAL

An Order in Council, dated March 28, and gazetted April 1, amends the previous Orders in Council (L.G., Oct., 1941, p. 1315, Dec., p. 1573; July, 1942, p. 857; Nov., 1943, p. 1530, but does not affect the summaries already given.

War Emergency Training

Progress in Enrolment—Industrial Training—Training for Armed Forces—Rehabilitation Training—Apprenticeship Training—Change in Name—Cumulative Enrolment

THE War Emergency Training Program provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;
(2) Part-time classes, principally for the upgrading of persons already employed;
(3) Training in plant schools;
(4) Special classes for foremen and supervisors;
(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;
(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;
(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

War Emergency Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

On March 31, 1944, the War Emergency Training completed the fourth year of its operation. From its inception up to March 31, 1944, the gross enrolment in all types of projects has been as follows:

Training in Industry	213,118
Army Tradesmen	40,295
Navy	7,429
R.C.A.F. Tradesmen	64,184
Rehabilitation (discharged persons from the forces)	3,059
Students	5,373
Total	333,458

Industrial Training

During the month there was a further reduction in the enrolment in all types of industrial training, full-time pre-employment, part-time classes, and plant schools. By the end of March a further number of pre-employment centres had been closed and the number of plant schools still in operation was 30. Negotiations which had been under way for over a year with the coal mine operators in Nova Scotia and with the United Mine Workers Union reached a successful conclusion with the opening of a plant school in Colliery I, B, at Glace Bay, the first plant school to be started in a coal mine. It is supervised by a committee representing the mine operators, the United Mine Workers Union, the Provincial Department of Mines, and War Emergency Training Programme. The course of training consists of four months followed by two additional months at production work under the supervision of experienced miners. The instructors in the school were selected by the committee from skilled miners who before commencing their duties were given some units of the program's streamlined courses for foremen and supervisors. One half day per week is spent in related technical instruction. The initial enrolment was 16 trainees.

Training for the Armed Forces

There was practically no change in the nature and extent of the classes conducted for the Navy. There was, however, a further reduction in the number of standard army tradesmen enrolled, but this reduction was made up by an increase in the number of young soldiers referred for training. In the R.C.A.F. classes there was a substantial reduction in the enrolment both for the technical ground trades and for the pre-aircrew schools. This reduction will be still further accentuated in the next few months. So far as the technical ground trades are concerned, the training for

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF MARCH, 1944 WITH TOTALS FROM APRIL 1, 1943, TO MARCH 31, 1944

(Subject to Revision)

	Numbers in Training				Placed in Employment	
	From April 1/43 to Mar. 31/44	At First of March	Enrolled in March	At end of March	From April 1/43 to Mar. 31/44	(2) In March
DOMINION SUMMARY						
Pre-employment Classes Men	11,564	1,271	275	924	7,898	710
Women	5,959	411	149	281	4,957	250
Part-time Classes (1) Men	8,690	1,446	79	767	.....	.....
Women	1,903	283	7	92	.....	.....
Total	28,116	3,411	510	2,064	12,855	960
NOVA SCOTIA						
Pre-employment Classes Men	358	38	7	15	297	26
Women	210	15	.....	.....	175	11
Total	568	53	7	15	472	37
NEW BRUNSWICK						
Pre-employment Classes Men	442	60	.....	43	280	22
Women	172	12	.....	2	149	10
Total	614	72	.....	45	429	32
QUEBEC						
Pre-employment Classes Men	5,536	509	114	350	3,260	359
Women	569	32	20	32	410	17
Part-time Classes (1) Men	1,233	255	1	67	.....	.....
Women	22	.....	.....	.....	.....	.....
Total	7,360	796	135	449	3,670	376
ONTARIO						
Pre-employment Classes Men	3,430	419	104	349	2,792	160
Women	3,564	265	112	230	2,991	129
Part-time Classes (1) Men	4,221	798	19	431	.....	.....
Women	1,438	266	7	82	.....	.....
Total	12,653	1,748	242	1,092	5,783	289
MANITOBA						
Pre-employment Classes Men	660	79	24	50	424	86
Women	55	30	.....	.....	55	30
Part-time Classes (1) Men	262	19	6	14	.....	.....
Women	.....	.....	.....	.....	.....	.....
Total	977	128	30	64	479	116
SASKATCHEWAN						
Pre-employment Classes Men	257	38	7	15	185	25
Women	377	4	3	6	324	1
Part-time Classes (1) Men	58	.....	.....	.....	.....	.....
Women	63	.....	.....	.....	.....	.....
Total	755	42	10	21	509	26
ALBERTA						
Pre-employment Classes Men	274	90	9	77	149	14
Women	471	35	14	6	378	39
Part-time Classes (1) Men	175	77	12	57	.....	.....
Women	2	.....	.....	.....	.....	.....
Total	922	202	35	140	527	53
BRITISH COLUMBIA						
Pre-employment Classes Men	607	38	10	25	511	18
Women	541	18	.....	5	475	13
Part-time Classes (1) Men	2,741	297	41	198	.....	.....
Women	378	17	.....	10	.....	.....
Total	4,267	370	51	238	986	31

(1) Trainees in the Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to March 31, 1944, were not so reported until after March 1, 1944.

(3) The numbers shown as completed, but not reported placed, in the Province of Quebec (599) includes all unplaced Trainees, who have completed their courses since the commencement of the War Emergency Program, in that Province.

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF MARCH, WITH TOTALS FROM APRIL 1, 1943

(Subject to Revision)

—	Number in Training				Completed Training	
	From April 1/43 to Mar. 31/44	At First of March	Enrolled in March	At End of March	From April 1/43 to Mar. 31/44	In March
DOMINION SUMMARY						
R.C.A.F. Classes	32,152	5,502	1,257	4,403	25,692	2,186
Army Classes	13,538	2,361	925	2,337	10,223	846
Navy Classes	3,941	709	180	673	3,093	198
Total	49,631	8,572	2,362	7,413	39,008	3,230
NOVA SCOTIA						
R.C.A.F. Classes	394	.....	.....	.....	383	.....
Army Classes	711	96	38	75	597	59
Navy Classes	25	17	.....	7	12	10
Total	1,130	113	38	82	992	69
NEW BRUNSWICK						
R.C.A.F. Classes	973	216	38	164	683	70
Army Classes	1,205	257	80	255	915	79
Navy Classes	1	.....	.....	.....	1	.....
Total	2,179	473	118	419	1,599	149
QUEBEC						
R.C.A.F. Classes	2,895	388	157	301	2,271	231
Army Classes	1,964	279	107	304	1,533	109
Navy Classes	242	22	14	21	116	.....
Total	5,101	689	278	626	3,920	340
ONTARIO						
R.C.A.F. Classes	14,547	2,345	628	1,926	11,758	961
Army Classes	4,617	697	419	831	3,378	245
Navy Classes	3,267	609	148	570	2,636	186
Total	22,431	3,651	1,195	3,327	17,772	1,392
MANITOBA						
R.C.A.F. Classes	3,003	672	67	416	2,328	296
Army Classes	793	106	36	81	699	61
Total	3,796	778	103	497	3,027	357
SASKATCHEWAN						
R.C.A.F. Classes	3,296	587	73	495	2,783	165
Army Classes	755	309	54	298	457	65
Total	4,051	896	127	793	3,240	230
ALBERTA						
R.C.A.F. Classes	3,359	614	157	417	2,723	342
Army Classes	1,171	254	55	154	873	68
Navy Classes	267	57	.....	55	209	.....
Total	4,797	925	212	626	3,805	410
BRITISH COLUMBIA						
R.C.A.F. Classes	3,685	680	137	684	2,763	121
Army Classes	2,322	363	136	339	1,771	160
Navy Classes	139	4	18	20	119	2
Total	6,146	1,047	291	1,043	4,653	283

TABLE 3—TRAINING IN INDUSTRY DURING THE MONTH OF MARCH, 1944, WITH TOTALS FROM APRIL 1, 1943, TO MARCH 31, 1944

(Subject to Revision)

	Numbers in Training				Completed Training		Transferred to Production before Training finished	
	From April 1/43 to Mar. 31/44	At First of March	Enrolled in March	At End of March	From April 1/43 to Mar. 31/44	In March	From April 1/43 to Mar. 31/44	In March
DOMINION SUMMARY								
Plant Schools.....Men	8,686	459	598	493	6,005	506	961	.....
Women	11,307	866	697	669	8,133	758	1,212	34
Part-time Classes.....Men	3,022	819	106	643	2,244	263	23	.....
Women	1,311	364	13	244	987	129	6	.....
Total.....	24,226	2,508	1,414	2,049	17,369	1,656	2,202	34
NOVA SCOTIA								
Plant Schools.....Men	227	4	42	46	137	.....	32	.....
Women	46	.....	.....	.....	43	.....	3	.....
Part-time Classes.....Men	28	.....	.....	.....	28	.....	.....	.....
Women	2	.....	.....	.....	2	.....	.....	.....
Total.....	303	4	42	46	210	.....	35	.....
NEW BRUNSWICK								
Plant Schools.....Men	63	7	.....	7	44	.....	.....	.....
Women	11	4	.....	4	6	.....	.....	.....
Total.....	74	11	.....	11	50	.....	.....	.....
QUEBEC								
Plant Schools.....Men	3,232	236	380	235	1,765	335	596	.....
Women	1,349	181	179	226	830	82	116	18
Part-time Classes.....Men	732	265	53	229	434	76	23	.....
Women	118	37	2	35	71	.....	6	.....
Total.....	5,431	719	614	725	3,100	493	741	18
ONTARIO								
Plant Schools.....Men	4,493	208	176	205	3,802	167	59	.....
Women	7,314	577	452	388	6,239	592	29	1
Part-time Classes.....Men	2,004	487	47	361	1,582	167	.....	.....
Women	1,170	327	11	209	894	129	.....	.....
Total.....	14,981	1,599	686	1,163	12,517	1,055	88	1
MANITOBA								
Plant Schools.....Men	27	.....	.....	.....	15	.....	9	.....
Women	1,122	54	37	29	424	36	486	15
Part-time Classes.....Men	28	.....	.....	.....	25	.....	.....	.....
Women	6	.....	.....	.....	5	.....	.....	.....
Total.....	1,183	54	37	29	469	36	495	15
ALBERTA								
Plant Schools.....Men	.....	.....	.....	.....	.....	.....	.....	.....
Women	418	34	26	22	179	29	31	.....
Total.....	418	34	26	22	179	29	31	.....
BRITISH COLUMBIA								
Plant Schools.....Men	544	4	.....	.....	242	4	265	.....
Women	1,047	16	3	.....	412	19	547	.....
Part-time Classes.....Men	230	67	6	53	175	20	.....	.....
Women	15	.....	.....	.....	15	.....	.....	.....
Total.....	1,836	87	9	53	844	43	812	.....

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1943, TO MARCH 31, 1944

(Subject to Revision)

—		Numbers in Training				Placed in Employment	
		From April 1/43 to Mar. 31/44	At First of March	Enrolled in March	At End of March	From April 1/43 to Mar. 31/44	(1) In March
DOMINION SUMMARY							
In Schools	Men	1,734	579	142	594	728	72
	Women	189	106	38	130	23	7
In Industry	Men	125	56	47	90	23	8
	Women	8	3	3	4	2	1
Total		2,056	744	230	818	776	88
NOVA SCOTIA							
In Schools	Men	37	9	1	10	21	.....
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	1	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		38	9	1	10	21	.....
NEW BRUNSWICK							
In Schools	Men	48	14	4	15	15	1
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	1	1	.....	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		49	15	4	16	15	1
QUEBEC							
In Schools	Men	497	116	34	114	233	21
	Women	36	14	13	25	7	2
In Industry	Men	14	4	10	11	3	3
	Women	.....	.....	.....	.....	.....	.....
Total		547	134	57	150	243	26
ONTARIO							
In Schools	Men	269	96	22	99	129	15
	Women	34	15	7	18	6	3
In Industry	Men	50	21	14	32	15	3
	Women	6	2	2	2	2	1
Total		359	134	45	151	152	22
MANITOBA							
In Schools	Men	185	75	12	74	53	10
	Women	35	18	6	24	4	.....
In Industry	Men	12	5	7	11	.....	.....
	Women	1	.....	1	1	.....	.....
Total		233	98	26	110	57	10
SASKATCHEWAN							
In Schools	Men	161	61	13	62	79	10
	Women	14	12	1	12	1	.....
In Industry	Men	7	7	.....	7	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		182	80	14	81	80	10
ALBERTA							
In Schools	Men	258	121	20	121	99	10
	Women	35	27	5	27	2	1
In Industry	Men	16	6	8	12	2	1
	Women	.....	.....	.....	.....	.....	.....
Total		309	154	33	160	103	12
BRITISH COLUMBIA							
In Schools	Men	279	87	36	99	99	5
	Women	35	20	6	24	3	1
In Industry	Men	24	12	8	16	3	1
	Women	1	1	.....	1	.....	.....
Total		339	120	50	140	105	7

(1) Includes those graduates who, though actually placed prior to March 31, 1944, were not so reported until after March 1, 1944.

this type would entirely cease about the end of June.

Rehabilitation Training

The number of men and women discharged from the armed forces, applying for vocational training continues to show an increase and reached a peak total of 818 on March 31. A great majority of these are being trained in schools, many of them are taking business and commercial courses in private business colleges. Additional field representatives were appointed in several of the provinces to supervise this type of training. These representatives are charged with the particular responsibility for the training that will be given in industrial and commercial establishments. By contacts with employers in their local areas, they will ascertain training opportunities that are immediately available and in co-operation with the District Rehabilitation Board of the Department of Pensions and National Health, they will refer suitable applicants to these employers for training. Two classes to train prospective teachers and instructors for rehabilitation training, were completed in April—one at Hamilton for Ontario instructors and one in Calgary for instructors from the four Western Provinces. Additional classes of this type will be held, and as the need arises for opening rehabilitation training courses, the graduates from these teachers training classes will be put in charge.

Apprenticeship Training

Communications were sent to all provinces with regard to the terms of P.C. 8993 which gives authority for Dominion financial assistance to industrial Apprenticeship plans carried on under provincial supervision and jurisdiction, and which conform to the basic principles of Apprenticeship as outlined in the Order in Council. The response from the provincial governments indicates that agreements will be sought by many of the provinces with the Dominion Department of Labour to promote and extend Apprentice training. Apprenticeship Acts have been passed at the last session in Alberta, Saskatchewan, Manitoba, and New Brunswick.

Change in Name

By authority of Order in Council the name of the Training Program has been changed from Dominion-Provincial War Emergency Training to Canadian Vocational Training. This change was recommended by the Vocational Training Advisory Council to emphasize the national aspect of the Training Program and its gradual transition from its purely war emergency aspect to a somewhat more permanent and broader aspect in the post-war period.

Cumulative Enrolment for the Year

The cumulative total of those enrolled for all types of training in the fiscal year 1943-44, was 132,585 as compared with the cumulative enrolment of 134,206 in the preceding fiscal year. It is to be noted that the enrolment in the full-time pre-employment classes decreased from 36,742 to 17,523; in the part-time classes from 19,916 to 14,926. The enrolment in the plant schools increased from 10,686 to 19,893; foremanship classes increased from 20,752 to 26,088. The enrolment in the Army and Navy classes was practically unchanged, while the enrolment in the R.C.A.F. classes rose from 25,329 to 32,150. The number enrolled for rehabilitation training also increased from 1,196 to 2,056.

British Measures Aim at Stabilizing Coal Mining Industry and Preventing Outlaw Strikes

Coal Miners' Wages.—A government plan to stabilize coal miners' wages marked the termination of the protracted strikes that seriously cut into British coal production in recent months. The plan guarantees miners a minimum wage of $20 a week for four years and pay increases for pier workers and skilled men, conceded on condition that coal output be stepped up.

Outlaw strikes prohibited.—The government has put into effect a new emergency defence regulation to curb strikes under which anyone who foments a strike in an essential war industry will be subject to five years penal servitude or a fine of $2,000 or both. The right of trade union members to urge strike action at properly constituted meetings is not affected, but any action inciting to strike outside a regular union meeting is culpable. This measure was deemed necessary to prevent unauthorized interruption of work on the eve of the invasion.

Unemployment Insurance

Effect of Additional Amendments to Unemployment Insurance Act

IN an article appearing in the May, 1943, issue of the LABOUR GAZETTE (p. 640) a summary was given of the historical background of unemployment insurance legislation in Canada, and an outline of the administration of the Unemployment Insurance Act, 1940, from the date it became effective until March 31, 1943.

During the twelve months that have intervened there have been important amendments to the legislation and some notable developments in administrative techniques. An outline of those of particular interest is given below.

Scope of Act

One of the provisions of a bill to amend the Unemployment Insurance Act, 1940, passed by Parliament in July, 1943, and effective from September 1 of that year, broadened the scope of the Act by raising the "wage ceiling" from $2,000 a year (or slightly higher if increased earnings were due to the war) to $2,400, with the important proviso that where the contractual rate of remuneration is an hourly rate, a daily rate, a weekly rate, or a piece rate (including a mileage rate) such employment shall be insured, notwithstanding the amount of the remuneration.

Result of Raising Ceiling

The practical result of this amendment is that persons paid a monthly salary, for example, are insured if annual earnings are $2,400 or less, whereas for persons paid on an hourly rate, daily rate, weekly rate or piece rate there is no ceiling whatsoever. While it is not possible to estimate with any degree of accuracy the number of persons who are now covered by unemployment insurance legislation as a result of this amendment, it is known that many additional thousands of persons are now afforded this protection.

Extension of Coverage

Prior to September 1, 1943, employment by a public utility operated in connection with a municipality was subject to exception when certified to the satisfaction of the Commission to be permanent in character, whereas employment by a public utility operated as a private company was insured. This difference in treatment between public owned utilities and privately owned utilities gave rise to serious anomalies, and remedial action was taken when an amendment was passed restricting the exception in question. The effect of this amendment is that from September 1, 1943, employment in connection with a public utility, whether or not municipally owned and operated, is insurable regardless of the permanent nature of the employment. Thus, a public utility operated in connection with a municipality is placed in the same position as a public utility operated as a private company.

It is anticipated that after due study has been given to the problems involved, the scope of the Act will be extended to a number of employments presently excepted. In fact, considerable progress has been made already insofar as these studies are concerned.

In order to make possible the insuring of persons in these excepted employments as soon as the particular difficulties involved have been overcome, the Governor in Council has been empowered by an amendment to the Act, on the recommendation of the Unemployment Insurance Commission and the Unemployment Insurance Advisory Committee to provide, by regulation, for the inclusion of employments presently excepted from the provisions of the Act, without the necessity of waiting for an enactment by Parliament. This will be an important factor in making coverage under the Act keep pace with the solving of administrative problems and the perfecting of techniques necessary for the inclusion of employments at present outside the scope of the Act.

Several recommendations regarding extended coverage are now before the Unemployment Insurance Advisory Committee. These include a formula for insuring employment in lumbering and logging, a proposal to insure all government and municipal employment (temporary employees only are presently covered), and a proposal to require contributions for employment in certain phases of agriculture, and employment in horticulture.

Payment of Insurance Benefit in Cash

During the first two years benefit was payable under the Unemployment Insurance Act, payment was made by means of cheques issued from nine offices across the country. As a result of this procedure, a claimant received his first benefit cheque on his third reporting day, that is the twenty-second day of unemployment. This cheque was for three days' benefit (a waiting period of nine days being required prior to the registration of the first compensable days). Thereafter a claimant received a cheque each week, if he continued unemployed and entitled to benefit, but there remained this "lag" of one week between the last day for which unemployment was proved on a reporting day and the day on which he received a benefit cheque for that period.

Making Trial of Cash Method

It was considered highly desirable by the Unemployment Insurance Commission that some method of paying benefit be evolved which would eliminate this delay of one week.

Trial was given in one local office in February, 1944, to a system of payment of benefit in cash, which would permit a claimant to receive payment on his reporting day for days of unemployment proved on that day. In this way a claimant is paid up-to-date each week.

The trial proved entirely satisfactory and the system of paying benefit in cash is being extended as rapidly as possible to offices across the country. At present the local offices in Quebec, Montreal, Ottawa, Winnipeg and Vancouver are making payments in cash.

Briefly, the system requires that the claimant's ledger account be maintained in the local office. This account which is set up at the beginning of each benefit year, shows the number of days' benefit to which the claimant is entitled during the year, the rate of benefit and the number of days' benefit paid each period and the number of days remaining. Each reporting day the claimant's record of unemployment for the week is entered on the unemployed register. When the claimant is entitled to benefit a combined form of requisition for payment and receipt of benefit is completed by the interviewing officer, and the claimant signs the form as a receipt for payment. On presentation of this form and the unemployed register to the cashier, he (the cashier) verifies the information shown on the form of requisition and receipt for payment, and checks the signature of the claimant. If satisfied as to the correctness of the requisition, the cashier pays the amount shown as due.

As an internal check at the local office, the total of the copies of the requisitions retained by the interviewing officers is verified with the total of the requisitions paid, as listed by the cashier. At the end of each day, the original copies of the requisitions and the total amount paid are forwarded to one of nine offices across the country where the necessary auditing is undertaken.

The institution of payment of benefit in cash is regarded as an important step forward in perfecting the administration of the Act, and one which is particularly acceptable to benefit claimants.

Insurance Fund.—Contributions commenced July 1, 1941, and insurance benefit first became payable late in January, 1942.

As at March 31, 1944, the Insurance Fund showed the following position:—

Employer and employee contributions	$155,585,027 60	Benefit payments	$ 2,465,043 93
Government contribution	31,117,005 52		
Interest (not including adjustment for accrued interest and amortization)	5,339,463 76	Balance	189,576,452 95
	192,041,496 88		192,041,496 88

Activities of the Unemployment Insurance Commission

Statistical Report on the Operation of the Unemployment Insurance Act for March, 1944*—Effect of Additional Amendments of Unemployment Insurance Act—The Fund

THE number of claims for unemployment insurance benefit declined slightly in March compared with February, but remained well above the number recorded for March last year. A total of 10,667 claims were filed in local offices throughout Canada during March, as against 12,284 in February and 5,046 in March, 1943.

The effect of this small decrease was not felt immediately in the Insurance offices, since there is a lag of something more than a week between the receipt of a claim in a local office and its despatch to an Insurance office. Thus, 11,187 applications were forwarded to insurance offices during the month, where 11,069 claimants were considered entitled to benefit. Some of these were claims pending at the end of February. (See Tables 3, 4, and 5.)

Since all claimants and beneficiaries must sign the "live" unemployment register each week and many who signed had lodged their claims in previous months, the number of persons signing the unemployment register increased slightly, from 16,121 during the last week of February to 16,406 during the last week in March.

Table 1 Omitted

Registration of employers and insured employees which is tabulated each month in the LABOUR GAZETTE as "Table 1" under the section on the Activities of the Unemployment Insurance Commission, has been omitted in this issue. This tabular information is subjected to an annual adjustment in April, following the renewal of insurance books at the close of the fiscal year. The adjustment is based upon reports covering insurance book renewals. The reports from local offices are far from complete as this issue goes to press. It is expected that the revisions will be concluded in time for inclusion in the June issue of the GAZETTE.

* Introductory comment, also the base for Tables 3, 4, and 5 were supplied by Dominion Bureau of Statistics.

TABLE 2—Number of Persons Filing Claims for Unemployment Insurance Benefit in Local Offices, February, 1942, to March, 1944.

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562
January, 1944	11,751
February, 1944	12,284
March, 1944	10,667

TABLE 3—CLAIMS FOR BENEFIT BY PROVINCES, MARCH, 1944

Province	Claims filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	43	35	8	42	37	8	28
Nova Scotia	244	202	42	247	306	38	56
New Brunswick	356	297	59	347	236	81	164
Quebec	4,662	3,794	868	4,835	4,671	963	2,239
Ontario	1,945	1,629	316	2,038	1,823	301	288
Manitoba	667	541	126	643	725	205	301
Saskatchewan	238	200	38	241	261	39	11
Alberta	1,612	1,520	92	1,942	2,273	145	348
British Columbia	900	824	76	852	737	111	224
Total for Canada, March, 1944	10,667	9,042	1,625	11,187	11,069	1,891	3,659
Total for Canada, February, 1944	12,284	10,863	1,421	11,432	8,152	1,476	5,432
Total for Canada, March, 1943	5,046	4,223	823	4,775	4,355	924	1,031

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of March, 1944	Cumulative Total, April 1-March 31, 1944
Insufficient contributions and not in insurable employment	859	3,068
Not capable of and not available for work	19	155
Loss of work due to a labour dispute	1	110
Refused offer of work and neglected opportunity to work	14	114
Discharged for misconduct	104	537
Voluntarily left employment without just cause	788	3,959
Other reasons[1]	106	220
Total	1,891	8,163

[1] These include claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5—NUMBER OF PERSONS RECEIVING BENEFIT; AMOUNT OF BENEFIT PAID, MARCH, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days' Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	66	41	1,463	2,337
Nova Scotia	887	405	20,952	40,772
New Brunswick	228	179	4,121	7,520
Quebec	7,101	5,282	203,493	391,042
Ontario	2,937	1,950	58,891	119,779
Manitoba	1,395	899	29,694	56,634
Saskatchewan	784	333	15,985	30,616
Alberta	1,893	1,466	25,046	50,844
British Columbia	1,388	977	28,899	56,422
Total, Canada, March, 1944	16,679	11,532	388,544	755,966
Total, Canada, February, 1944	9,056	6,337	158,455	301,393
Total, Canada, March, 1943	5,996	3,937	104,801	197,591

Average duration of unemployment compensation	23·3 days
Average amount of benefit paid per person	$ 45.32
Amount paid per compensated day of unemployment	1.95

TABLE 6—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-THREE MONTHS ENDED MARCH 31, 1944

	REVENUE							EXPENDITURE		
Month	CONTRIBUTIONS (Gross, less refunds)						Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government				
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	nil	28,410,056 33
Total for the year ended Dec. 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 0
Total for the year ended Dec. 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915,12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104,18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,006,862 48	97,795 32	6,138,970 22	302,464 53	182,613,627 92
March	3,396,594 48	1,233,726 84	1,531,457 47	18,159 12	6,179,937 91	1,235,987 59	1,052,416 93	8,468,342 43	753,599 95	190,328,370 40
Total	8,708,197 90	3,385,574 64	4,386,985 60	30,465 63	16,511,223 77	3,302,244 76	1,188,937 23	21,002,405 76	1,186,168 66	190,328,370 40
GRAND TOTAL	84,408,922 18	34,059,786 54	37,042,709 98	81,622 88	155,593,041 58	31,118,608 31	6,081,764 44	192,793,414 33	2,465,043 93	190,328,370 40

The Column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates of the various Government bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Penalties	$ 1,961 78
Contributions in respect of services in the armed forces	78,125 38
Miscellaneous	1,535 72
	$ 81,622 88

Applicants in Receipt of Unemployment Insurance Benefits to Comply with National Selective Service Mobilization Regulations

In future male applicants for unemployment insurance benefit will be required to present proof that they have complied with National Selective Service Mobilization Regulations, Hon. Humphrey Mitchell, Minister of Labour, announced early in April.

By an Order in Council passed on March 30, every male applicant will have to produce satisfactory evidence, such as a birth or marriage certificate that he is not a "designated man" under the Military Call-up—or, if he be a designated man, he must present the necessary documents to show that he has complied with Mobilization Regulations.

The provisions of the Order are an extension of the present nationwide check-up on all civilian men of military age who are subject to the regulations. Employers are at present checking the standing of men on their payrolls.

Similar proof of compliance has for some time been required of men seeking employment through an office of National Selective Service.

Procedure in Loss of Unemployment Insurance Books

The Unemployment Insurance Commission has announced that new instructions have been sent to local Employment and Selective Service Offices, advising of the procedure to be followed when an insurable worker loses his unemployment insurance book.

As the worker's book shows the number of contributions made during the current fiscal year by his employer and himself, the Commission has to take steps to secure reliable information on what contributions were recorded in any lost book, before deciding whether a person may be allowed credit in spite of the loss of the book. The insured worker must first file a "declaration of loss" and this must be supported by certified statements from each employer with whom the employee has been engaged since the preceding April 1. Where necessary the Commission's inspectors then verify the accuracy of the statements submitted.

Where for any reason the employer is not able to verify the employee's statement—as where records have been lost through fire—the case is referred to head office at Ottawa, and decision is made as to what allowance in regard to contributions may be made to the employee.

L. J. Trottier, Chairman of the Unemployment Insurance Commission, in commenting upon the revised procedure, stated: "While the Commission will deal as favourably as the law will permit where unemployment insurance books have been lost in order to avoid hardship for the insured worker, we cannot stress too strongly the importance of both employer and employee considering these books to be precious, and to be preserved in safety at all times. Contributors under unemployment insurance who lose their books cannot rely in all cases upon proving the standing of the book at the time it was lost, so that in consequence they may suffer if a book is lost through carelessness."

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of March, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

There was a further contraction in industrial employment at March 1, according to returns received from 14,383 co-operating establishments with staffs aggregating 1,831,310 men and women, as compared with 1,844,190[1] reported on February 1.

The index number of employment (based on the 1926 average as 100) was 181·9 as compared with 183·2 in the preceding month and was ·4 per cent higher than at March 1, 1943.

Information is also embodied in this article concerning payrolls, which is furnished each month by the co-operating firms. The per capita average weekly wage of $32.23 showed an increase from that of $31.76[1] at the beginning of February, while at March 1, 1943, the figure was $30.74.

Report on employment conditions for April.—A summary of employment conditions for the month of April has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, March, 1944.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

[1] Revised.

Reports of the Employment and Selective Service Offices during the four week period March 3 to March 30, 1944, showed practically no change in the average daily placements as compared with those of the four weeks ending March 2, 1944, and a negligible decrease in comparison with the five-week period February 26 to April 1, 1943. Though no outstanding changes were recorded, advances in placements over the four weeks ending March 2, 1944, were noted in trade, services, public utilities, construction and agriculture and decreases in forestry and logging, and manufacturing. When a comparison is made with the five weeks February 26 to April 1, 1943, the only noteworthy gain in placements was shown in forestry and logging although minor increases were recorded in trade, public utilities and agriculture. Marked reductions were in manufacturing, construction and services, the most pronounced being in manufacturing. Vacancies during the four-week period numbered 192,875. There were 172,461 applications for employment and 119,518 placements were effected in regular and casual employment.

Unemployment in trade unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

The statistical article summing up the information contained in these reports formerly run monthly in the LABOUR GAZETTE, will in future appear quarterly. The last monthly article was published in the February issue.

At the beginning of April the percentage of unemployment among trade unions was ·9 as compared with percentages of ·8 in January and 1·3 in April, a year ago. The April figure was based on returns received from 2,318 labour organizations with a total membership of 457,144 persons.

Unemployment as reported by the Unemployment Insurance Commission.—In the article *Activities of the Unemployment Insurance Commission* appears each month a statement showing the number of claims made each month for unemployment insurance benefit.

During March, 1944, 10,667 persons made claim for benefit, as compared with 12,284 in February, 1944, and 5,046 in March, 1943.

The Employment Situation at the Beginning of March, 1944 as Reported by Employers

EMPLOYMENT in the Dominion as a whole showed a further contraction at March 1, in a movement which was seasonal in character but was above-normal in extent, according to the experience of the period, 1921-1943. The 14,383 establishments co-operating in the Dominion Bureau of Statistics' latest survey of employment and payrolls reported a combined working force of 1,831,310 men and women. As compared with 1,844,190 at February 1, there was a reduction of 12,880 persons, or 0.7 per cent. On the other hand, the weekly salaries and wages paid at the date under review showed an advance, standing at $59,028,861, as compared with the aggregate of $58,569,775 disbursed by the same firms at the beginning of February.

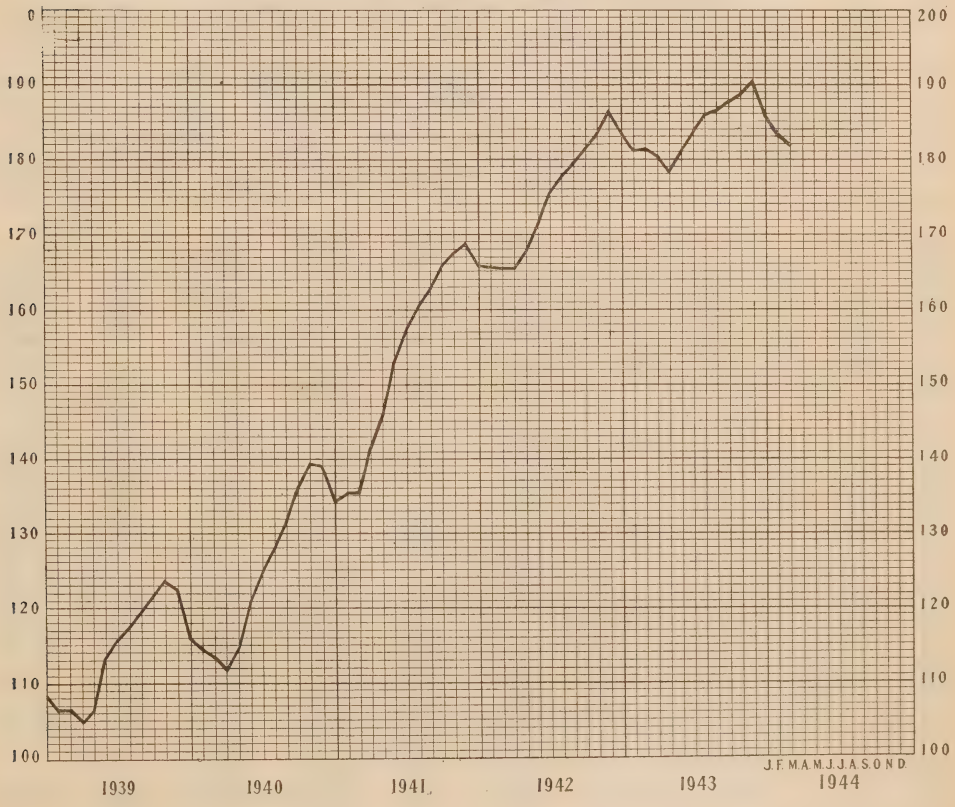
The per capita weekly earnings of the persons in recorded employment rose from $31.76 paid in the preceding period of observation, to $32.23 at March 1, as compared with $30.72 at the same date in 1943. In the last 12 months, the index of employment has fractionally gained, and that of aggregate payrolls has increased by 4.3 per cent.

The general recession in industrial activity lowered the index of employment, on the 1926 base, from 183.2 at February 1 to 181.9 at the date under review, as compared with 181.5 at March 1 of last year. Since the loss rather exceeded the average at the beginning of March in earlier years, the seasonally-corrected figure also declined, falling from 190.3 at February 1 to 189.6 at March 1.

In a movement which is without parallel in the years since 1920, employment in manufacturing at March 1 showed a reduction. The loss was not on a large scale, but is par-

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



ticularly interesting for the reason that it took place to a considerable extent among plants producing durable manufactured goods. In this class, some 4,000 men and women were laid-off by the co-operating establishments, while the decrease in the light manufactured goods industries approximated 300. Among the non-manufacturing classes, logging, mining, communications, construction and maintenance and retail trade reported curtailment, mainly of a seasonal character. The largest losses were in construction, from which some 7,000 workers were released. These declines and those in trade were greater than usual at the beginning of March in the record of 24 years. The decreases in the other industries mentioned, however, were below-normal in extent. On the other hand, services showed a moderate increase, and there was considerable improvement in transportation.

Payrolls

As already stated, the weekly payrolls reported at March 1 by the firms furnishing statistics aggregated $59,028,861, as compared with $58,569,775 distributed on or about February 1. The gain amounted to $459,086, or 0·8 per cent. The average earnings of the typical individual in recorded employment reached a new high, standing at $32.23, as compared with $31.76 at February 1, previously the maximum. The March 1, 1943, figure had been $30.72, and that in 1942, $27.92.

The latest survey shows that, when the statistics for financial institutions are included, the total number of persons in recorded employment was 1,896,259, as compared with 1,909,066 at February 1. The salaries and wages paid in weekly payrolls to these employees were given as $61,102,135, as compared with $60,637,979 disbursed at February 1. The per capita average for the nine main industries, including finance, was $32.22, as compared with $31.76 at the beginning of February, and $30.74 at March 1, 1943.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities,

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision.)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941	100·0	100·0	$25·25	100·0	100·0	$25·57
uly 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	120·1	131·7	$27·92	130·7	142·5	$28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·7	143·0	30·72	133·0	162·1	31·49
Apr. 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1943	108·4	112·1	$26·13	111·4	114·3	$26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1944	121·5	140·4	$29·69	134·8	156·5	$30·18
Feb. 1	119·8	148·1	31·76	135·3	170·6	32·76
Mar. 1	119·0	149·1	32·23	134·8	172·2	33·21

and gives comparisons as at February 1, 1944, and March 1, 1943.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that during the period of observation, there has been a general increase of 19 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these workers have risen by 49·1 per cent; including finance, the gain in employment from June 1, 1941, to March 1, 1944, amounted to 18·5 per cent, and that in payrolls, to 47·9 per cent.

From March 1, 1943, to March 1, 1944, there was a fractional increase in employment in the eight industries, accompanied by that of 4·3 per cent in the weekly payrolls. The explanation previously given for the greater rise in the latter than in employment may again be stated: (1) the concentration of workers in

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at March 1, 1944, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at March 1, 1944, February 1, 1944, and March 1, 1943, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at Mar. 1, 1944	Aggregate Weekly Payrolls at Mar. 1, 1944	Per Capita Weekly Earnings at			Index Numbers of Employment			Index Numbers of Aggregate Weekly Payrolls		
			Mar. 1, 1944	Feb. 1, 1944	Mar. 1, 1943	Mar. 1, 1944	Feb. 1, 1944	Mar. 1, 1943	Mar. 1, 1944	Feb. 1, 1944	Mar. 1, 1943
(a) Provinces		$	$	$	$						
Maritime Provinces	**132,514**	**4,045,199**	**30·53**	**29·95**	**28·25**	**114·9**	**116·2**	**110·5**	**161·2**	**160·0**	**144·5**
Prince Edward Isld.	2,610	65,526	25·11	25·03	22·90	123·9	118·4	103·5	145·4	138·6	111·6
Nova Scotia	78,692	2,527,524	32·12	31·61	29·77	113·5	113·1	110·1	162·8	159·7	146·9
New Brunswick	51,212	1,452,149	28·36	27·73	26·19	117·0	121·5	112·3	159·2	161·5	141·9
Quebec	**582,419**	**17,806,278**	**30·57**	**29·98**	**28·96**	**125·3**	**126·2**	**126·4**	**160·0**	**158·1**	**154·9**
Ontario	**749,444**	**24,979,259**	**33·33**	**32·97**	**31·82**	**113·8**	**114·1**	**115·1**	**139·9**	**138·8**	**135·9**
Prairie Provinces	**193,443**	**6,063,893**	**31·35**	**30·99**	**30·14**	**111·1**	**113·1**	**105·5**	**132·9**	**133·8**	**122·1**
Manitoba	89,971	2,788,053	30·99	30·12	29·64	109·8	111·9	106·7	128·3	127·1	119·8
Saskatchewan	35,763	1,085,291	30·35	29·67	28·86	101·3	101·6	96·4	122·7	120·5	111·8
Alberta	67,709	2,190,549	32·35	32·83	31·52	119·0	121·8	109·7	145·8	151·4	131·7
British Columbia	**173,490**	**6,134,232**	**35·36**	**34·77**	**34·33**	**138·1**	**139·4**	**135·2**	**173·8**	**172·6**	**167·9**
CANADA	**1,831,310**	**59,028,861**	**32·23**	**31·76**	**30·72**	**119·0**	**119·8**	**118·7**	**149·1**	**148·1**	**143·0**
(b) Cities											
Montreal	292,865	9,333,300	31·87	31·47	30·56	134·9	135·3	130·2	168·6	167·0	159·8
Quebec City	39,036	1,127,315	28·88	28·60	24·98	165·5	165·7	158·5	230·5	228·8	192·7
Toronto	255,470	8,496,389	33·26	32·94	31·52	129·2	128·8	126·5	159·9	158·0	149·7
Ottawa	21,196	589,292	27·80	27·17	26·64	106·7	107·1	108·8	128·8	126·4	126·5
Hamilton	58,613	1,993,929	34·02	33·80	33·26	110·5	110·9	118·1	136·7	136·4	143·0
Windsor	40,443	1,791,677	44·30	44·48	42·11	129·2	129·2	135·6	150·3	150·9	150·4
Winnipeg	59,939	1,745,909	29·13	28·25	27·99	116·5	119·3	109·1	133·9	132·9	120·9
Vancouver	90,119	3,090,509	34·29	34·17	34·07	177·3	179·0	168·7	232·1	233·5	223·0
(c) Industries											
Manufacturing	1,183,963	39,323,818	33·21	32·78	31·49	134·8	135·3	133·0	172·2	170·6	162·1
Durable Goods[1]	663,880	24,191,130	36·44	35·86	34·58	155·4	156·4	152·9	202·1	200·1	189·5
Non-Durable Goods	502,856	14,481,261	28·80	28·51	27·29	116·3	116·3	115·2	141·3	140·0	133·7
Electric Light and Power	17,227	651,427	37·81	37·67	35·75	90·3	90·3	89·4	105·9	105·5	100·4
Logging	80,933	2,265,300	27·99	24·94	22·59	170·8	171·7	146·0	244·1	218·5	174·9
Mining	74,315	2,805,902	37·76	38·12	36·84	89·9	90·0	91·5	107·7	108·9	107·7
Communications	28,025	859,388	30·67	30·64	28·86	107·9	108·1	105·8	122·1	122·2	112·6
Transportation	146,776	5,232,027	35·65	35·99	36·38	117·1	115·1	108·0	131·1	130·1	123·9
Construction and Maintenance	107,633	3,311,941	30·77	29·85	29·67	61·1	65·2	87·9	82·6	85·3	114·5
Services	44,309	858,198	19·37	19·43	18·32	115·2	114·6	105·3	137·3	136·9	120·5
Trade	165,356	4,372,287	26·44	26·17	25·14	99·8	102·0	93·8	112·8	114·1	103·8
Eight Leading Industries	**1,831,310**	**59,028,861**	**32·23**	**31·76**	**30·72**	**119·0**	**119·8**	**118·6**	**149·1**	**148·1**	**143·0**
Finance	64,949	2,073,274	31·92	31·88	31·23	108·4	108·3	105·7	120·1	119·8	114·6
Total—Nine Leading Industries	**1,896,259**	**61,102,135**	**32·22**	**31·76**	**30·74**	**118·5**	**119·3**	**118·1**	**147·9**	**146·9**	**141·8**

[1] This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work, (2) the extension of the system of paying cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their absorption into the basic wage rates as from February 15, 1944, (3) the progressive up-grading of employees as they gain experience in their work, and (4) the payment of higher wage-rates in a number of cases. It is interesting to note that almost for the first time in this record, the percentage gain in the per capita figure exceeds that shown in the aggregate payrolls in the 12 months' comparison; at March 1, 1944, the increase in the former was 5·4 per cent, and that in the latter, 4·3 per cent as compered with March 1, 1943.

Chiefly as a result of wartime demand for manufactured commodities, the growth in employment and payrolls in factories in the period of observation has been much greater than that in the non-manufacturing industries; where the index of employment in the former has risen by 34·8 per cent from June 1, 1941, that of payrolls has advanced by 72·2 per cent. The weekly earnings of the typical individual engaged in factory work have increased by practically 30 per cent, while the all-industries' average has risen by 27·6 per cent. The factors given above as influencing the all-industries' trends operate with greater force in the case of manufacturing.

The general expansion in employment and payrolls in the production of durable goods has been particularly noteworthy in the months for which data are available; in this class, the index of employment shows a gain of 55·4 per cent, accompanied by an increase of 102·1 per cent in the salaries and wages distributed between June 1, 1941, and March 1, 1944. Although there has more recently been some contraction in certain non-durable goods, the index number of employment in this group at March 1 was higher by 16·3 per cent than that indicated at June 1, 1941, since when there has been an increase of 41·3 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(Average Calendar Year 1926=100)

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Mar. 1, 1928.....	102·6	97·5	.....	.....	.....	100·9	106·3	101·8	.....	.....	.....	97·0
Mar. 1, 1929.....	111·4	106·8	.....	.....	.....	104·7	118·4	112·3	.....	.....	.....	103·7
Mar. 1, 1930.....	110·2	110·2	.....	.....	.....	106·6	115·6	105·3	.....	.....	.....	104·2
Mar. 1, 1931.....	100·2	104·5	.....	.....	.....	99·7	101·6	98·6	.....	.....	.....	93·8
Mar. 1, 1932.....	88·7	93·1	.....	.....	.....	86·5	91·8	88·2	.....	.....	.....	78·7
Mar. 1, 1933.....	76·9	76·8	.....	.....	.....	74·1	79·8	80·0	.....	.....	.....	67·7
Mar. 1, 1934.....	92·7	103·2	.....	.....	.....	89·1	97·8	83·8	.....	.....	.....	85·6
Mar. 1, 1935.....	96·4	98·6	.....	.....	.....	91·3	103·5	87·2	.....	.....	.....	91·9
Mar. 1, 1936.....	98·9	101·7	.....	.....	.....	95·1	103·8	95·1	.....	.....	.....	92·4
Mar. 1, 1937.....	102·8	106·6	.....	.....	.....	102·5	108·9	91·3	.....	.....	.....	89·2
Mar. 1, 1938.....	107·8	108·3	83·6	115·0	101·6	110·1	113·7	92·2	91·0	90·4	95·2	96·2
Mar. 1, 1939.....	106·5	101·2	83·8	112·6	88·3	112·8	109·1	94·3	89·6	96·9	99·6	96·7
Mar. 1, 1940.....	113·5	116·0	93·8	125·5	105·8	114·3	120·0	98·5	94·5	97·5	105·5	101·8
Mar. 1, 1941.....	135·3	135·1	144·0	147·3	119·7	137·7	145·7	111·3	107·5	107·0	120·0	116·8
Mar. 1, 1942.....	165·1	159·8	112·9	172·8	145·4	178·6	174·4	126·1	123·9	108·8	141·0	143·1
Mar. 1, 1943.....	181·4	168·4	110·9	184·8	151·5	198·8	186·4	135·4	133·1	122·8	147·5	182·4
Jan. 1, 1944.....	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1.....	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Mar. 1.....	181·9	175·1	132·7	190·6	157·9	197·1	184·3	142·5	136·9	129·0	160·1	186·3
Relative weight of employment by Provinces and Economic Areas as at Mar. 1, 1944	100·0	7·2	·1	4·3	2·8	31·8	40·9	10·6	4·9	2·0	3·7	9·5

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

lower than among those of greater experience. The matter of short-time or over-time will also considerably influence the reported aggregates and averages, which also reflect variations in the extent to which casual labour is used. The degree of skill generally required of workers in the industry is obviously also an extremely important factor.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Mar. 1 1944	Feb. 1 1944	Mar. 1 1943
Manufacturing	**64·7**	**226·5**	**227·3**	**223·4**
Animal products—edible	2·3	207·4	210·5	171·8
Fur and products	·2	122·8	120·9	126·3
Leather and products	1·6	140·0	138·6	142·4
Boots and shoes	·9	125·4	124·3	127·6
Lumber products	3·4	115·8	113·6	109·2
Rough and dressed lumber	1·7	88·6	86·6	90·1
Furniture	·6	119·5	111·5	109·4
Other lumber products	1·1	214·2	217·4	180·6
Musical instruments	·03	30·4	34·4	46·5
Plant products—edible	2·7	152·8	155·7	136·6
Pulp and paper products	4·5	133·2	132·8	126·0
Pulp and paper	1·9	117·0	117·0	113·7
Paper products	·9	211·7	211·2	185·0
Printing and publishing	1·7	128·4	127·5	121·8
Rubber products	1·1	153·6	149·5	128·9
Textile products	7·6	159·9	157·7	165·5
Thread, yarn and cloth	2·7	159·3	159·0	169·8
Cotton yarn and cloth	1·3	113·9	114·0	124·5
Woollen yarn and cloth	·7	172·8	171·7	197·0
Artificial silk and silk goods	·6	579·7	578·4	551·9
Hosiery and knit goods	1·3	149·7	147·5	138·4
Garments and personal furnishings	2·7	160·7	157·5	172·0
Other textile products	·9	175·3	170·5	176·2
Tobacco	·7	151·6	153·1	174·5
Beverages	·7	230·9	233·4	218·5
Chemicals and allied products	4·2	613·2	624·6	695·2
Clay, glass and stone products	·8	137·3	137·8	129·1
Electric light and power	·9	135·3	135·4	134·0
Electrical apparatus	2·6	329·5	327·4	289·2
Iron and steel products	25·6	343·3	345·5	340·5
Crude, rolled and forged products	1·8	249·5	248·2	259·1
Machinery (other than vehicles)	1·3	226·4	226·7	255·5
Agricultural implements	·6	135·9	133·7	135·6
Land vehicles and aircraft	10·9	314·9	315·2	279·1
Automobiles and parts	2·2	300·9	302·9	316·3
Steel shipbuilding and repairing	4·3	1,518·5	1,546·4	1,579·2
Heating appliances	·3	168·2	168·7	161·7
Iron and steel fabrication (n.e.s.)	1·1	297·0	297·2	334·5
Foundry and machine shop products	·7	281·5	281·2	332·6
Other iron and steel products	4·6	395·1	405·5	467·5
Non-ferrous metal products	3·8	460·0	475·9	476·3
Non-metallic mineral products	·9	212·8	212·6	205·0
Miscellaneous	1·1	367·3	368·2	394·3
Logging	**4·4**	**270·4**	**271·8**	**231·1**
Mining	**4·1**	**159·3**	**159·5**	**162·2**
Coal	1·5	101·1	101·7	93·4
Metallic ores	2·0	292·3	291·4	320·5
Non-metallic minerals (except coal)	·6	150·0	151·0	149·4
Communications	**1·5**	**104·9**	**105·1**	**102·8**
Telegraphs	·4	128·9	129·5	130·2
Telephones	1·1	98·3	98·4	95·4
Transportation	**8·0**	**116·2**	**114·2**	**107·1**
Street railways and cartage	2·4	178·9	178·1	161·6
Steam railways	4·6	106·3	104·2	99·5
Shipping and stevedoring	1·0	82·3	79·3	74·7
Construction and Maintenance	**5·9**	**85·3**	**90·9**	**122·6**
Building	2·2	90·4	100·0	174·1
Highway	1·8	81·4	87·2	92·9
Railway	1·9	83·7	85·0	97·9
Services	**2·4**	**196·8**	**195·9**	**180·0**
Hotels and restaurants	1·5	195·7	195·3	173·7
Personal (chiefly laundries)	·9	198·8	197·0	190·9
Trade	**9·0**	**156·5**	**159·9**	**147·1**
Retail	6·7	162·8	168·1	153·9
Wholesale	2·3	140·3	138·9	129·1
All Industries	**100·0**	**181·9**	**183·2**	**181·4**

[1]The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions for April, 1944

The following summary of employment conditions for the month of April has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada.

THE manufacturing industry's steadily mounting manpower requirements have marked the past month. While a considerable volume of this demand may be attributed to the seasonal needs of packing plants and flour mills, as well as the stepping up of production of agricultural implements, the recent placing of large shell contracts by the Department of Munitions and Supply has been a significant factor.

Maritime Region

Agriculture—Unseasonable Spring weather has retarded agricultural work in most parts of the Maritime region. In Prince Edward Island there will be little activity for several weeks yet, and some farmers were granted extensions of their temporary permits to May 1. Nova Scotia, when the season is slightly more advanced, anticipates comparatively early planting and sowing, and at Truro temporary permits were cancelled as of April 20. In all parts, there is a heavy influx of farm workers returning from the bush.

Logging—With logging operations almost concluded, preparations for the Spring drive are receiving primary consideration. Many companies still have orders on file for choppers, but these are not heavy and are expected to dwindle shortly. In lower New Brunswick, where stream driving is now in full swing, the local supply of experienced drivers is being quickly absorbed, and the manpower deficiency is being met through the assistance of other offices in the northern part of the province, where driving will begin later.

Sawmills—As the cutting season terminates, the sawmills are commencing operations, and the return of agricultural workers to the land is making it extremely difficult to obtain the skilled men needed for this industry. An overall shortage is reported, and will tend to become more pronounced as the season advances.

Coal Mining.—The return of additional exminers from the armed forces and from other industry has resulted in a slight increase of production in the coal mines. However, while all mines are operating full time, experienced operators are continuingly in demand. New Glasgow is calling for another 71 certified miners and 41 labourers, and Amherst and Sydney also require skilled workers.

Labour shortage in the limestone quarries is threatening the supply of this stone required for agricultural purposes within the next few months.

Fishing.—All signs point to a successful fishing season. Heavy catches are reported, with prices high. Fishing gear, boats and factories are being put into order for the lobster season, opening May 1. Charlottetown reports that a large number of farmers in that vicinity are entering the lobster industry because of the high wages prevailing.

Fish Processing.—The fish processing plants now opening are filling the greater part of their labour requirements from the surrounding districts. There is the customary shortage of skilled fish cutters and handlers, but the labour situation is being watched carefully to prevent the development of any emergency. The lack of housing is the greatest problem in meeting the demand for helpers.

At Summerside the fish processing plants are calling for some 50 men and women, who will probably be supplied locally, and the Guysboro County plants in New Glasgow area which opened April 25, are also employing helpers from the vicinity. At Liverpool and Lockeport a shortage of experienced fish cutters exists and the present limited staff will not suffice in good fishing weather.

Manufacturing.—The lay-off of some 600 male and female workers from an Amherst aircraft plant was an outstanding incident in the manufacturing industry during April. A large number of those affected returned to agricultural pursuits and others experienced in aircraft work went to similar factories in Toronto and Fort William. There was no delay in transfers throughout the lay-off. A smaller decrease in staff took place at the shell shop of a New Glasgow plant. Of the 40 released there, the firm was endeavouring to place 20 in other work in the plant, and the balance will be placed elsewhere without difficulty.

The needs of the shipbuilding yards of the region continue to make heavy demands on the manpower market. Requirements of the Halifax Shipyards, for the most part in clearance, approximate 100 workers of all skills, and tradesmen's helpers are also in demand. Quite a number have been brought in from outside, and many others supplied through the activity of the local office, which is also giving every attention to the similar requirements of H.M.C. Dockyard. At Weymouth, the ship building company has received authority from the Regional War Labour Board to increase the wages of its employees, and an 8-hour day

is also in force. At Fredericton a barge-building project has started production with some 140 men, and it is expected that this number will be raised to 200 when final arrangements are concluded.

Farther north, Saint John reports that its manufacturing plants are in improved position insofar as general help is concerned. Some orders are anticipated following the mobilization survey, but the prospect is not particularly disturbing to the industries affected, and should be handled gradually. In all parts of the region there is a continuing request for female workers in textile and kindred industries, and heavy labour, as well as skilled, is in great demand.

Construction.—On the whole, the supply of construction labour is equal to the demand at this time, and the most immediate requirements are for projects nearing completion. In Halifax, unskilled and a few skilled workers are needed immediately to carry out a contract for repair and new construction for a local oil company. It will be impossible to secure this labour locally and the company's needs have been placed in clearance. At Minto the initial construction of a power generating plant is almost completed, and the men engaged at this work will be diverted to provide the labour for erecting another plant necessitated by expanding power demands. In the St. Stephen area, of the large number of workers released from airport construction the majority have returned to farming or fishing.

Transportation.—As the season advances transportation makes heavier demands. The situation on the Halifax waterfront seems fairly satisfactory at present, but the Longshoremen's Reserve Labour Pool is still calling for some 100 additional workers. At Sydney the opening of navigation has resulted in an appreciable falling off in freight by rail, and some 200 shippers and trimmers, seasonally employed at the coal piers, are now returning to this work from their winter in high priority industry. At Saint John preparations are being made for the opening of river navigation, and it is anticipated that the heavy import and export trade movements will call for the employment of some 2,000 workers. Some hundreds of track maintenance workers will also be needed by the railways, and these orders are being cleared through the Maritime provinces and Quebec.

Quebec Region

Agriculture—With slight modifying of cold weather during the past two weeks, there has been little advance in agricultural work, even in the southern part of the province. The maple syrup season has concluded, without any complaint of lack of workers, and while returned farm workers are busy with preliminary work it is not expected that any real activity will commence for another fortnight, while in many areas seeding will not begin before the latter part of May. The extension of temporary permits to agricultural workers varies according to the district, and in the farthest north these are being prolonged as late as May 31.

Logging—A temporary lull has occurred in logging operations as farmers and lumberjacks left the bush. In the majority of districts the log drives have been held up by the late Spring break-up, and are being planned for the period from the end of April into mid-May. Chicoutimi reports that there are still some 1,300 men in the bush in that vicinity, the majority engaged in pulpwood cutting and the balance on drive improvements. Only one operator in the Dolbeau area is asking for cutters, but there is a strong demand for men to work on preparations for the drive.

Throughout the lumbering districts the present pressing problem is to satisfy the demand for drivers, and a considerable shortage of skilled men is anticipated as the season advances. Campbell's Bay reports a heavy demand and Hull has orders for 100 men, of whom 20 have already been referred. In the Mont Laurier vicinity at least 300 will be needed, and Quebec has very few applicants available to meet the combined needs of local companies, totalling some 462 men.

In the Shawinigan Falls area loggers are returning for the drive, and at Rouyn the larger companies are beginning to hire a few of the 3,000 required. At Roberval, too, the Consolidated Paper has begun to assemble drivers, of whom they will require 1,200 and the Gagnon and St. Raymond Paper companies, as well as others in the neighbourhood, have similar needs.

Sawmills—Benefiting by the return of the woodsmen, most of the sawmills of the region are expanding their operations. Sufficient manpower for this industry is reported by Lachute and Rimouski, and Baie St. Paul also is well supplied for the time being. Mont Laurier will require some 75 to 100 men during May, and at Matane, where the sawmills will open about May 15, orders are also being placed. Many permits have been issued at Joliette, where a large number of mills will soon be in operation, and Rouyn operators have begun to hire a few of the 1,200 men needed for the industry there.

Mining—Little change is to be noted in the labour situation of the Mining industry, with the northern gold mines still short of men, and

eager to procure some hundreds for prospecting and development work. The exodus of farmers has led to an increased demand for underground workers in the lead and zinc mines at Campbell's Bay, and the fluorspar mine starting operations in that district will also require quite a few men.

Manufacturing—The general trend in the manufacturing industry throughout the region is toward increased labour demand, occasioned to an appreciable extent by the return of agriculturalists to their Summer duties. In Montreal the supply of labour to the packing plants is steady. A shortage in one fertilizing plant has been remedied by the part-time work of farmers from the outskirts of the city, and active recruiting for packing plants in Montreal and Toronto has been carried on in other parts of the region. The inability of one rubber company to obtain suitable help at its St. Jerome plant has led to the transfer of certain operations to Montreal, and this move has involved the hiring of 200 extra girls. The renewed operations of another plant has also created a demand for 150 men and the same number of women. The return of longshoremen to their regular work on the docks has created a serious shortage at a local ordnance works and full replacement has not yet been furnished.

At Chicoutimi the steady demand for local potmen continues. Two additional potrooms have been shut down indefinitely and the 150 men involved have been transferred to other rooms. Joliette reports a constant demand for steel workers, and at Levis a similar call persists for skilled men for the shipbuilding yards, which lost about 60 agricultural workers on April 29. The rubber works at St. Jerome are still calling for general factory labour, reporting a shortage of 463, of which 386 are females.

For the first time in months, the aircraft industry in Montreal is experiencing a decrease in employment. Certain changes in production are making necessary for one plant to lay off 2,000 workers almost immediately, the lay-off to be conducted over a 5-week period. After a lapse of about two months, a corresponding number will be hired. Another lay-off of some proportions is taking place at Quebec, where the shipyards are reducing their staff by some 470. Some 350 separation notices, on one week's notice, have been issued, but a new contract for three merchant ships will keep the remaining workers busy for an indefinite period.

Construction.—The anticipated Spring pick-up in construction has not as yet materialized, although in some sections there are signs of renewed activity. The building of two factories at Drummondville to begin shortly, will give work to labourers in that area, and the construction of a large warehouse at Riviere du Loup will engage the services of carpenters and labourers of that vicinity for several months. Chandler has referred between 50 and 60 labourers to National Defence projects during the month and Chicoutimi has despatched 100 unemployed on clearance to Maritime shipyards and Ontario industries.

Transportation. — Transportation's labour demands continue to increase as the season advances. Navigation on the St. Lawrence opened officially on April 25, with the arrival of three ocean liners. Three Rivers reports that 550 stevedores have obtained permits for loading jobs, and further workers for these duties will have to be recruited outside. The railways are preparing to recruit hundreds of maintenance men, and drivers are in demand for highway trucking and bus services.

Ontario Region

Agriculture.—In Ontario, as elsewhere throughout the Dominion, the backward Spring is delaying the opening up of the agricultural season. While the majority of local offices report a steady return of farmers from industry, the varying climatic conditions have resulted in agriculturalists from the dry areas of the province being released, and others from wet areas where operations are further delayed being retained in industry for the time being. Everything possible is being done to transfer men from their Winter employment to Summer activity without loss of valuable time in either field.

Logging.—Logging's demands on the labour market show a further sharp decrease during the period. Up the Ottawa valley the chief call is for skilled men for the Spring drive. Arnprior, Renfrew and Pembroke are still asking for experienced workers. Farther north, the "Sault" is also in need of drivers, while the exodus of farmer bushmen from Kapuskasing (where deep snow hampered operations temporarily) has been offset by a heavy influx of labourers from the province of Quebec.

Sawmills.—Repairs are the order of the day in the region's sawmills, where a shortage of labour is anticipated when production begins. The Arnprior mills alone are calling for 275 workers, of whom one-half are in view or placed, and the demand at Pembroke is similarly heavy. In the North Bay area steady streams of men are being fed to the 40 odd plants preparatory to opening up operations, and at Timmins, where mill repair work is under way, a considerable shortage of workers is predicted. In the vicinity of Belleville the operators propose to utilize the services of farmers whose work on the land will not begin until the middle of May.

Mining.—Dearth of labour in the mining field shows no abatement. At Sudbury, the manpower situation in the base metal mines is again serious, with no replacements in view for the departing agricultural workers, and others. Timmins is likewise handicapped by a lack of experienced miners, and employers are again taking on inexperienced workers.

Manufacturing.—A notable development in the manufacturing field was the marked tightening of labour supply during the past fortnight. As new contracts for war orders have been released and plants already working to capacity have geared themselves for all-out effort, it has become increasingly apparent that some plants will have to accept almost any kind of men available for training, and cosnequently there is a ready market open to intelligent labourers who wish to learn a trade. The recently announced placing of extensive shell orders is responsible for a considerable part of this mounting labour demand, but the greatest need at the moment is that of plants manufacturing agricultural equipment and parts, and the over-all shortage of heavy foundry labour noted has assumed serious proportions.

In addition to pressing demands for labour for vital war contracts, (which include the recent large shell orders placed with various manufacturers throughout Ontario and have created a need for some thousands of skilled and semi-skilled men and women) there is a general shortage of workers in all the manufacturing centres throughout the region. The pulp and paper mills share in this urgent need, with the Temiskaming mill reporting 150 vacancies and Hawkesbury 200, in their respective barking plants. The textile manufacturers are exigent in their call for workers, and shipbuilding and aircraft production maintain the same high level of orders as for some time past Lay-offs occurring during the period are so small as to offer practically no amelioration of the labour shortage.

Construction.—Increased activity in construction is for the most part confined to residential building, and the consequent demand for labour is gradually absorbing the surplus of carpenters and construction labourers, and even bringing about a shortage of painters, paperers and other building trades. For the time being, there is little prospect of projects of any magnitude getting under way in the province.

Transportation.—The call for transportation labour is steadily increasing. The needs of the lake boats have been well satisfied, but the railways are in immediate need of train and maintenance crews and general construction labour. Some hundreds are required in all parts of Ontario, and there is apparently no likelihood of procuring the requisite type inside the region.

Prairie Region

Agriculture.—With seeding under way in most sections of the prairies, the orders for agricultural labour are on the increase. Some local offices report that they have been able to balance orders with referrals, but others find this impossible, and the shortage predicted earlier is gradually materializing. Some alleviation of the man-power lack may be expected, however, with the return of farm workers from the packing plants at the end of the extension granted to holders of temporary permits.

Logging.—A shortage of men for logging operations persists throughout the prairie provinces. Apart from actual cutting, river driving and pulp peeling are still ahead, though these operations cannot be undertaken until the rivers open and bush conditions improve. In the Port Arthur area, Spring thaws have put an end to pulpwood cutting, and hundreds of men are holidaying in the Twin Cities prior to the river driving, for which, with other woods industries, 2,122 loggers are presently in demand.

Sawmills.—As a result of the lack of labour, the region's sawmills, now in operation, are running on one shift only, but it is hoped that two shifts will be feasible later, as logging crews supplement the present staffs. Some 50 or 75 men are needed for the mill at The Pas, and from 75 to 100 men are required for Fort Frances operations.

Coal Mining.—Coal mining has been somewhat retarded during the period on account of the loss of labour to agricultural work. Sufficient men remain for the operation of the mines at a production level which will take care of Summer fuel demands, but there is no surplus of labour in any area. In the neighbourhood of Edmonton a number of collieries have resumed operations recently, and it is probable that most of the surrounding mines will be reopened soon. About 200 miners have returned to agricultural pursuits, but there should be a sufficient staff available for the Summer months.

Mines in the Lethbridge and Red Deer areas continue to operate on short time, with some miners returning to agriculture, and others averse to the short week being referred to other employment. In the vicinity of Edson, too, the 4- or 5-day week prevails, but full crew is required to maintain the necessary production.

Base Metal Mining.—Shortage of skilled and unskilled workers for the base metal

mines is on the increase. Port Arthur reports that the labour turnover has resulted in a temporary abandonment of development plans and as a result the known ore reserves are being exhausted. The chief immediate need in that vicinity is for 216 muckers. Flin Flon's requirements are as urgent as ever, and Fort Frances is calling for additional heavy labour for the Steep Rock iron mines.

Manufacturing.—The most immediate manpower demand in the manuacturing industry of the prairies is for men equal to the heavy work of the packing plants and flour mills, and very few of the necessary physique are available. The Winnipeg offices report that for the past fortnight packing and cold storage plants have been receiving first attention: the press of work has necessitated the operation of two shifts in some plants, and there is an unprecedented demand for women workers. At Kenora the flour mill is operating 24 hours a day, seven days a week, with husky shippers hard to obtain, and in Moose Jaw there is a similar shortage. Prince Albert is also shorthanded, with its butchers working at night in an effort to catch up with the supply of meat on hand.

Edmonton's packing plants are in serious situation following the lifting of the ban on road transport, with the consequent flood of delayed shipments. To meet the emergency, all able-bodied men available are being referred to this industry. In Calgary, too, heavy shipments from country points have created a temporary rush during the past two weeks.

Other branches of manufacturing have not been so insistent in their calls on the manpower market. At Fort William, the aircraft plant's requirements remain stationary at 500. Fort William shares in the recent award of shell contracts, and approximately 450 workers (mostly semi-skilled) are being asked for by the shell plant. At Port Arthur, all departments of the shipbuilding yards are seeking replacements for departing agricultural workers: some 45 vacancies exist at present and marine electricians are also needed to step up production.

The region's textile trades, while still able to absorb workers, do not seem to be suffering from any great lack of labour. At Edmonton, an aircraft repair plant has received a subcontract for aero-parts, and can re-absorb quite a number of those laid off recently, as well as employing any available skilled engineers, machinists, mechanics, etc., of whom there is a continuing shortage.

Two lay-offs of minor proportions took place during the fortnight. At Moose Jaw 112 men and 113 women were released by the aircraft plant, the lay-off proceeding in an orderly manner, in small groups. Some 100 employees of one Regina industry were separated on April 22, and these should relieve the local labour situation, especially insofar as the demand for garage mechanics is concerned, as a number are former garage workers.

Construction.—Little general activity is evident in construction. Local projects are fairly well supplied with labour, and the boom in private building is absorbing any existing surplus. In the Port Arthur area, however, three large projects which will soon be under way will call for an estimated total of 1,800 construction workers, of whom the majority will have to be brought in from other regions.

Transportation.—As in all parts of the Dominion, transportation is stepping up its labour demands as Summer approaches. Many orders are being received from railway companies for the supply of maintenance-of-way labourers, but few are available at this time. There is a general shortage for the running trades as well, though this is being overcome to some extent by readjustment of schedules. Traction companies are experiencing difficulty in procuring men of the required physique and medical requirements. In general it has been possible to fill orders for water navigation and the greatest difficulty is the securing of stevedores and men to unload grain at the terminal elevators.

Pacific Region

Agriculture.—The agricultural labour situation in British Columbia presents no serious problems as yet. The transition from essential industries to the farms is being completed rapidly, and while there are light, scattered demands for farm helpers no emergency is foreseen at present. Vancouver and New Westminster report fairly heavy calls for experienced workers in the immediate vicinity, as well as for the more distant Fraser Valley districts, and Kelowna is looking for trained orchard helpers, who are not available.

Logging.—In the logging industry a definite shortage of labourers, chokermen and riggers still persists, with demands increasing and applicants decreasing as the season advances. In the southern interior, Cranbrook, Kelowna and Trail are suffering from the exodus of agricultural workers returning to the prairies. Kamloops is in similar plight, but Nelson reports that its operators are able to fill their demands locally for the first time in many months. On Vancouver Island the demand for unskilled and semi-skilled woodsmen shows little sign of abatement.

Sawmills.—As the season advances the sawmills of the region become more insistent in their call for labour reinforcements. The earlier shortages at Kamloops and Kelowna

have been accentuated as production increases, and at New Westminster, where the previous serious dearth of logs has been relieved, manufacturing is impeded by the lack of heavy labourers and certain skilled workers. Little use is being made of women, except in the veneer plants and planer mills of the district. On the Island, too, there is a rising demand for workmen for the mills, and no prospect of relieving the tight labour situation is in view.

Coal Mining.—The coal mining industry on the whole is well supplied with labour although a few orders for miners are as yet unfilled. The Princeton Tulameen Collieries ceased operations on April 30, with separation notices signed by company and men on April 22. Another colliery in the vicinity preparing to increase production, is ready to take over 30 of the retiring company's employees.

Base Metal Mining.—With the continuing exodus of agricultural workers from the base metal mines the demands of the industry have steadily increased. No improvement is reported in the labour supply situation in the smelting plant at Trail, and at Nelson base metal operations are continuingly shorthanded. One mine at Sandon has suspended operations on account of the burning down of the company's mill, and consequently about 25 men are available for employment elsewhere, but very few of these are miners or muckers, as the shortage of water power occasioned a lay-off some time ago.

Mines in the Princeton area are very short of underground workers, and the number supplied on clearance has been practically nil. Another 29 men have recently been released from the mercury plant at Pinchi Lake, and 12 of the company's old employees have been transferred to Kimberley. The Princeton office has been able to refer a few miners and muckers to the gold mines at Wells, but the quota has not yet been filled.

Manufacturing.—British Columbia's demand for workers for the manufacturing industry does not reach the proportions found in other parts of Canada, although a steady call for skilled and unskilled labour is constantly recorded. In Vancouver there has been slight change in man power requirements during the month, with the exception of a temporary increase in orders from the steel shipbuilding yards, where welders, sheet metal workers and ships' joiners are in demand, and from the wooden shipbuilding yards, which report a considerable shortage of experienced shipwrights. The Prince Rupert yards, too, are making continual calls for semi-skilled and unskilled men to replace agricultural workers, but have been able to retain the services of a number of fishermen.

Labour for the region's packing plants is scarce and New Westminster is calling for skilled mechanics and electricians. In Victoria the aircraft plants are making slight demand, and there has been a temporary slacking off in the call for women workers. Lay-offs from the Island's shipyards have been practically nil during the month, with the exception of some rivetting crews affected by a work shortage due to change-over in plan. The net result of previous lay-offs has not materially increased the number of unplaced applicants on file, as the majority, exclusive to those going to the Armed Forces, have been placed in other employment. A lay-off of women workers, mostly welders, is continuing at the local yards, and most of those involved have made initial claims for U.I.C. benefit.

Construction.—Construction continues active in the coastal region, with a perpetual demand for carpenters and labourers. An extensive program of private building, which is going forward in most districts of the region, is utilizing the services of building tradesmen of all types and creating a further need which is never fully satisfied. The only project of any magnitude presently under way, the dam being constructed at Brilliant, is almost completed.

Applications for Employment; Vacancies and Placements; March, 1944

REPORTS of the Employment and Selective Service offices during the four weeks March 3 to March 30, 1944, showed practically no change in the average daily placements as compared with the previous four weeks February 4 to March 2, 1944, and a negligible decrease in comparison with the five weeks February 26 to April 1, 1943. Advances in placements over the preceding four weeks in trade, services, public utilities, construction and agriculture were offset by declines in forestry and logging, manufacturing and mining, though the decrease in mining was slight. When a comparison is made with the five weeks ending April 1, 1943, reductions are noted in manufacturing, construction and services, the most substantial being in manufacturing, and increases in forestry and logging, trade and public utilities.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and

of placements effected for each 100 applications for work registered at Employment and Selective Service Officers throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed upward courses. The ratio of vacancies to each 100 applications being 111·8 during the four-week period ending March 30, 1944, in contrast to 103·7 during the previous four weeks ending March 2, and 108·9 during the five weeks February 26 to April 1, 1943. The ratio of placements to each 100 applications during the period under review was 69·3 compared with 67·6 for the preceding four weeks and 70·2 during the five weeks ending April 1, a year ago.

The average number of vacancies reported daily by employers to the Employment and Selective Service offices throughout Canada during the four weeks March 3 to March 30, 1944, was 8,036 as compared with 7,645 during the preceding four weeks and with 9,155 during the five-week period February 26 to April 1, last year. The average number of applications for employment received daily by the offices during the period under review was 7,186 in comparison with 7,369 during the previous period and with 8,402 during the five weeks February 26 to April 1, 1943. The average number of placements made daily by the offices during the four weeks ending March 30, 1944, was 4,980, of which 4,830 were in regular employment and 150 in work of one week's duration or less, as compared with a total daily average of 4,982 during the preceding four weeks. Placements during the five weeks ending April 1, 1943, averaged 5,904 daily, consisting of 5,716 in regular and 187 in casual employment.

During the period March 3 to March 30, 1944, the offices referred 167,258 persons to vacancies and effected a total of 119,518 placements. Of these, the placements in regular employment were 115,928, of which 73,422 were of males and 42,506 of females, while placements in casual work totalled 3,590. The number of vacancies reported by employers was 123,213 for males and 69,662 for females, a total of 192,875, while applications for work numbered 172,461, of which 109,375 were from males and 63,086 from females. Reports for the four weeks February 4 to March 2, 1944, showed 183,484 positions available, 176,857 applications made and 119,563 placements effected, while from February 26 to April 1, 1943, there were recorded 274,651 vacancies, 252,039 applications for work and 177,114 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year from January, 1934, to date:—

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (13 weeks)	386,501	12,861	399,362

Prince Edward Island and Nova Scotia

Employment opportunities, as indicated by orders received at Employment and Selective Service offices in Nova Scotia and Prince Edward Island during the four weeks ending March 30, 1944, showed a daily average of 282, in comparison with 280 in the preceding period and 359 during the five weeks ending April 1, 1943. The average number of placements effected daily was 204 during the period under review, compared with 188 in the previous four weeks and 245 during the five weeks ending April 1, last year. A fairly large decrease in construction and a moderate loss in services accounted for the reduction in placements when compared with the period ending April 1, 1943. Improvement of moderate proportions was noted in public utilities operation, trade and manufacturing, while changes in all other groups were unimportant. Placements by industrial divisions included manufacturing 1,946; services 945; public utilities operation 710; trade 709; construction 362, and mining 127. There were 3,231 men and 1,579 women placed in regular employment.

New Brunswick

Orders listed at Employment Offices in New Brunswick during the period ending March 30 called for a daily average of 229 workers, compared with 204 in the previous four weeks and 265 during the period ending April 1, last year. There was a daily average of 152 placements compared with 140 during the four weeks ending March 2, and 171 in the five weeks ending April 1, 1943. The decline in placements from the period ending April 1, last year, was greatest in construction with a smaller decrease shown in services. The only increases of importance were moderate gains in logging, public utilities operation and trade. Industrial groups in which most of the placements were effected were: manufacturing 1,026; logging 643; services 611; trade 532; public utilities operation 506, and construction 217. Placements in regular employment numbered 2,520 of men and 1,100 of women.

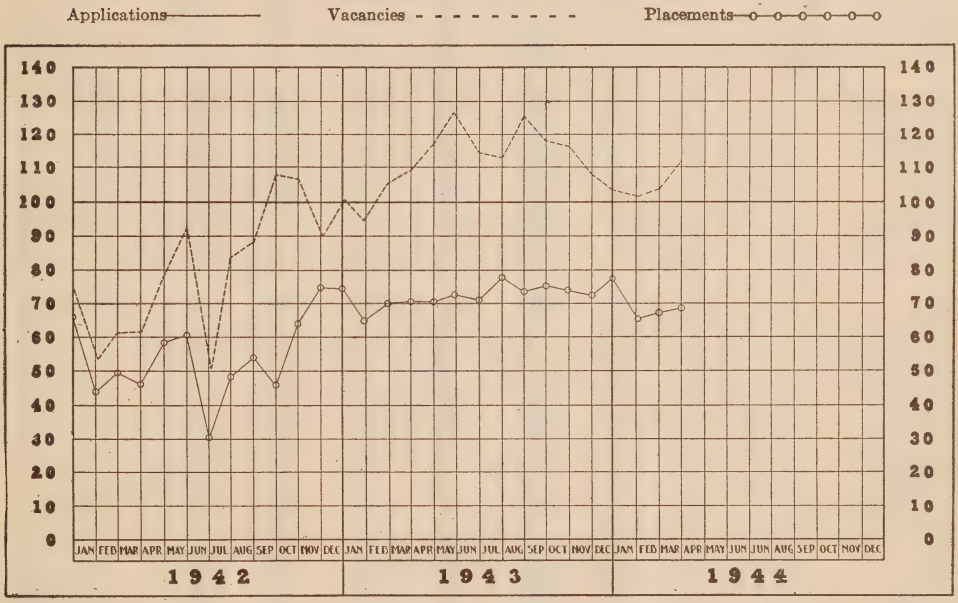
Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the province of Quebec during the four weeks under review, there being 2,322 compared with 2,473 in the preceding period and 2,956 during the five weeks ending April 1, 1943. Placements showed a daily average of 1,487, in comparison with 1,553 in the previous four weeks and 1,484 during the period ending April 1, last year. The most important change in placements from the period ending April 1, 1943, by industrial groups, was a substantial gain in logging, while improvement of more moderate proportions was recorded in trade, services, agriculture, finance and insurance, and public utilities operation. The increases were almost entirely offset by large losses in manufacturing and construction. Placements by industrial divisions included: manufacturing 16,710; logging 5,588; services 5,008; trade 2,917; construction 2,330, and public utilities operation 1,957. Regular placements numbered 24,742 of men and 10,828 of women.

Ontario

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Ontario during the four weeks ending March 30, was 3,366, as compared with 3,061 during the previous period and 3,411 in the five weeks ending April 1, last year. Under both comparisons placements showed a decrease, the daily average being 1,912, as compared with 1,925 in the preceding four weeks and 2,439 during the period ending April 1, 1943. The large reduction in the daily average of placements from the five weeks ending April 1, last year, was mainly due to a marked decrease in manufacturing, although large losses occurred in construction and services. Moderate declines in trade and agriculture were partly offset by gains in public utilities operation and mining. Industrial divisions in which the majority of placements were effected included: manufacturing 22,158; services 8,574; trade 5,411; public utilities operation 4,203; construction 1,804; logging 1,680 and mining 899. There were 26,317 men and 18,505 women placed in regular employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



Manitoba

Positions offered through Employment Offices in Manitoba during the period ending March 30, averaged 397 daily, in contrast with 311 in the previous four weeks and 384 during the period ending April 1, last year. There was a daily average of 255 placements compared with 225 in the preceding period and 307 in the five weeks ending April 1, 1943. Placements were less numerous than those of the period ending April 1, last year, the

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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**397**	**199**	**562**	**457**	**279**	**4**	**219**
Charlottetown	286	156	422	349	186	4	183
Summerside	111	43	140	108	93	.....	36
Nova Scotia	**6,363**	**5,956**	**5,799**	**6,021**	**4,531**	**88**	**2,098**
Amherst	126	137	122	88	77	.....	23
Bridgewater	203	129	121	121	177	.....	5
Dartmouth	239	267	165	157	126	.....	46
Digby	91	84	103	86	64	.....	53
Glace Bay	94	84	138	138	101	.....	111
Halifax	3,018	3,498	2,328	2,702	2,059	3	547
Inverness	18	17	21	2	1	.....	21
Kentville	234	208	189	137	138	.....	76
Liverpool	134	189	130	128	127	.....	26
New Glasgow	480	305	527	539	338	52	364
New Waterford	39	126	95	76	59	.....	25
Pictou	241	47	259	266	231	1	15
Shelburne (1 week)	18	0	14	17	8	.....	0
Springhill	9	79	26	24	21	1	1
Sydney	771	374	831	863	504	27	494
Sydney Mines	140	82	203	172	122	.....	146
Truro	268	152	276	269	181	4	71
Yarmouth Shelburne	240	178	251	236	197	.....	74
New Brunswick	**5,487**	**3,713**	**5,054**	**4,849**	**3,620**	**28**	**1,602**
Bathurst	360	177	389	341	280	.....	110
Campbellton	676	433	403	274	177	20	157
Edmundston	73	80	179	105	140	.....	109
Fredericton	381	279	288	270	209	.....	90
Minto	222	203	122	121	99	.....	12
Moncton	1,623	951	1,572	1,663	1,145	.....	656
Newcastle	92	66	122	116	107	.....	32
Saint John	1,736	1,040	1,683	1,747	1,248	3	363
St. Stephen	108	286	91	82	101	.....	20
Sussex	64	56	119	67	63	5	34
Woodstock	142	142	86	63	51	.....	19
Quebec	**55,738**	**42,410**	**53,903**	**50,866**	**35,570**	**122**	**25,737**
Acton Vale	52	38	44	42	47	.....	43
Asbestos	91	45	74	79	50	4	53
Baie St. Paul	50	242	85	49	41	.....	50
Beauharnois	209	106	220	166	149	.....	55
Buckingham	147	44	223	136	118	7	147
Campbell's Bay	228	294	94	81	52	.....	123
Causapscal	478	441	378	368	409	.....	62
Chandler	341	489	572	548	479	.....	143
Chicoutimi	1,440	533	1,469	1,186	1,118	.....	704
Coaticook	641	47	561	594	571	.....	11
Cowansville	85	70	85	76	69	.....	15
Dolbeau	430	49	498	426	406	.....	116
Drummondville	304	235	453	491	257	.....	567
East Angus	38	83	81	63	58	.....	64
Farnham	142	91	124	117	112	.....	28
Granby	210	180	345	204	192	.....	81
Hull	489	414	896	370	307	.....	465
Joliette	516	238	474	541	300	.....	82
Jonquiere	251	40	910	390	208	.....	637
Lachine	813	428	698	662	536	2	199
Lachute	64	16	72	45	39	6	57
La Malbaie	258	157	411	316	189	.....	112
La Tuque	336	96	106	110	95	.....	103
Levis	998	399	1,207	924	815	.....	391
Longueuil	721	425	481	459	419	.....	130
Louiseville	253	50	322	235	233	.....	82
Magog	100	33	175	155	76	4	115
Matane	228	288	534	383	256	.....	192
Megantic	489	64	591	484	457	.....	72
Mont Laurier	192	96	251	251	194	.....	36
Montmagny	97	13	261	96	95	.....	232
Montmorency	59	3	222	92	64	.....	92
Montreal	31,134	26,855	22,665	26,176	16,214	31	10,928
Nicolet	24	0	24	24	24	.....	0
Plessisville	60	50	137	105	52	.....	49
Pointe aux Trembles	525	253	478	491	418	.....	157
Port Alfred	184	231	252	203	132	.....	106
Quebec	2,206	1,813	3,483	2,633	1,546	.....	2,996
Richmond	72	110	97	45	45	.....	25
Rimouski	269	376	115	252	64	.....	125
Riviere du Loup	481	208	666	456	330	.....	395
Roberval	147	125	175	107	94	.....	83

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					Regular	Casual	
Rouyn	892	853	1,580	1,440	1,211	1	175
Ste. Agathe	152	93	198	82	82	.....	33
Ste. Anne de Bellevue	233	82	235	227	196	.....	41
Ste. Therese	435	254	301	280	345	.....	52
St. Hyacinthe	480	305	434	364	313	2	112
St. Jean	466	260	605	546	368	.....	178
St. Jerome	470	276	400	377	337	.....	114
St. Joseph d'Alma	172	128	238	155	149	.....	250
St. Paul l'Ermite	226	68	284	243	220	.....	67
Shawinigan Falls	551	122	974	584	546	.....	1,126
Sherbrooke	870	288	1,093	1,101	828	43	316
Sorel	403	185	631	447	408	.....	77
Thetford Mines	706	552	1,121	853	774	.....	457
Three Rivers	723	193	2,081	967	651	19	1,311
Val d'Or	421	605	467	411	321	.....	116
Valleyfield	371	195	523	292	208	.....	368
Verdun	2,033	2,011	1,440	1,612	1,084	.....	641
Victoriaville	282	172	289	254	199	3	180
Ontario	**80,772**	**64,162**	**63,670**	**65,049**	**44,822**	**1,071**	**19,425**
Arnprior	303	244	131	111	55	8	51
Barrie	319	148	388	242	188	.....	70
Belleville	761	566	602	628	440	.....	178
Blind River	121	81	89	39	73	.....	20
Bracebridge	232	233	141	113	108	.....	48
Brampton	277	375	182	178	126	.....	25
Brantford	757	936	946	934	689	13	171
Brockville	287	194	297	300	205	.....	100
Carleton Place	79	55	90	75	62	.....	15
Chatham	668	341	617	684	446	3	175
Cobourg	118	49	134	110	104	.....	9
Collingwood	177	144	276	171	143	.....	46
Cornwall	661	145	820	731	563	52	392
Dunnville	61	63	77	67	44	.....	18
Fergus	103	127	78	78	65	1	8
Fort Erie	479	427	189	153	121	.....	35
Fort Frances	553	570	349	223	179	2	123
Fort William	3,735	3,435	792	842	887	3	241
Galt	895	952	411	456	432	.....	61
Gananoque	67	30	68	60	53	.....	16
Goderich	227	187	215	189	136	.....	91
Guelph	702	380	530	610	429	.....	57
Hamilton	5,499	3,850	4,113	5,651	3,358	154	759
Hawkesbury	114	35	286	186	94	.....	90
Ingersoll	232	269	208	218	161	.....	42
Kapuskasing	154	578	421	421	394	.....	76
Kenora	607	646	169	146	120	.....	56
Kingston	818	608	951	956	570	5	333
Kirkland Lake	512	546	879	520	407	19	297
Kitchener-Waterloo	1,652	1,250	731	788	809	1	79
Leamington	121	95	121	94	64	.....	60
Lindsay	128	70	135	121	111	.....	17
Listowel	100	69	99	91	71	.....	20
London	2,171	1,651	1,980	2,473	1,381	181	423
Midland	589	372	499	465	349	.....	152
Napanee	72	51	88	50	46	.....	18
Newmarket	102	107	136	91	82	.....	16
New Toronto	1,444	1,613	982	929	740	2	161
Niagara Falls	677	492	671	582	392	6	195
North Bay	624	318	747	589	471	24	234
Orangeville	50	84	44	38	28	.....	11
Orillia	300	242	364	314	215	.....	68
Oshawa	857	991	833	779	631	17	461
Ottawa	4,373	1,884	3,961	3,990	2,695	57	1,053
Owen Sound	430	251	605	460	306	.....	132
Paris	43	83	33	43	19	.....	10
Parry Sound	79	63	325	146	55	.....	119
Pembroke	308	162	342	259	189	2	132
Perth	203	137	161	164	106	13	34
Peterborough	700	728	725	849	545	.....	196
Picton	110	61	134	110	75	1	55
Port Arthur	2,520	3,308	892	823	642	.....	307
Port Colborne	530	326	456	364	285	.....	130
Port Hope	81	62	82	77	62	.....	19
Prescott	134	160	146	116	95	.....	80
Renfrew	170	181	131	179	125	3	61
St. Catharines	1,209	714	1,049	1,668	903	.....	687
St. Thomas	530	438	413	499	284	9	149
Sarnia	1,018	560	1,187	760	696	.....	257
Sault Ste. Marie	408	733	694	518	430	.....	194
Simcoe	308	188	345	338	240	1	71

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	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Smith's Falls	195	130	134	165	104	.....	34
Stratford	480	386	406	386	230	29	110
Sturgeon Falls	93	81	157	133	88	.....	52
Sudbury	1,763	1,334	1,961	1,210	1,069	44	625
Timmins	735	1,264	1,274	1,072	869	22	592
Toronto	25,386	18,799	18,583	20,693	12,614	278	6,979
Toronto Junction	3,597	2,885	2,337	2,331	1,968	.....	418
Trenton	401	291	327	350	296	.....	73
Walkerton	169	149	156	131	104	.....	30
Wallaceburg	275	197	167	149	126	.....	34
Welland	599	514	633	560	396	.....	115
Weston	1,898	1,660	615	574	971	.....	119
Windsor	3,280	2,450	3,074	3,091	1,951	121	978
Woodstock	342	364	286	345	242	.....	62
Manitoba	**9,523**	**5,879**	**8,751**	**9,372**	**5,139**	**982**	**3,613**
Brandon	364	313	366	365	244	1	124
Dauphin	202	363	227	163	123	.....	79
Flin Flon	280	238	111	106	119	5	17
Portage la Prairie	117	110	136	98	91	5	53
Selkirk	120	71	118	93	76	4	20
The Pas	50	60	80	51	49	.....	41
Winnipeg	8,390	4,724	7,713	8,496	4,437	967	3,279
Saskatchewan	**4,737**	**3,389**	**4,931**	**4,452**	**2,756**	**285**	**1,844**
Estevan	59	39	86	52	33	4	38
Moose Jaw	692	480	612	569	371	16	304
North Battleford	122	88	158	103	78	.....	47
Prince Albert	505	564	450	382	282	7	193
Regina	1,573	926	1,837	1,816	1,070	174	505
Saskatoon	1,408	935	1,391	1,234	702	83	595
Swift Current	84	77	47	45	48	.....	26
Weyburn	137	153	111	78	70	1	34
Yorkton	157	127	239	173	102	.....	102
Alberta	**9,792**	**5,117**	**8,875**	**7,941**	**5,329**	**486**	**3,243**
Blairmore	105	66	58	58	78	.....	4
Calgary	2,908	1,559	3,027	2,742	1,644	237	1,222
Drumheller	130	110	144	151	40	.....	50
Edmonton	5,300	2,479	4,716	4,039	2,784	246	1,582
Edson	239	176	43	44	117	.....	3
Lethbridge	510	344	458	539	340	3	221
Medicine Hat	316	240	252	215	165	.....	96
Red Deer	166	86	106	83	93	.....	53
Turner Valley	118	57	71	70	68	.....	12
British Columbia	**20,066**	**11,657**	**20,916**	**18,251**	**13,882**	**524**	**7,513**
Chilliwack	199	97	231	222	183	.....	88
Courtenay	313	228	154	141	263	.....	66
Cranbrook	191	322	165	166	175	.....	26
Dawson Creek	84	22	83	83	71	.....	8
Duncan	297	271	220	251	244	.....	98
Fernie	163	171	67	58	63	.....	21
Kamloops	340	234	358	308	220	1	118
Kelowna	167	75	174	171	130	.....	154
Nanaimo	241	85	269	267	216	.....	135
Nelson	558	468	415	379	329	.....	114
New Westminster	1,269	386	1,336	1,109	1,010	24	537
North Vancouver	232	151	262	135	129	.....	163
Penticton	132	24	145	125	118	.....	107
Port Alberni	294	173	146	176	197	.....	58
Prince George	478	248	526	508	478	.....	76
Prince Rupert	871	581	754	651	553	.....	192
Princeton	86	124	76	57	74	6	16
Trail	566	508	318	262	157	7	244
Vancouver	11,132	6,304	12,905	10,994	7,416	393	4,533
Vernon	398	136	506	374	379	35	143
Victoria	1,594	783	1,585	1,607	1,165	58	528
Whitehorse	461	266	221	207	312	.....	88
Canada	**192,875**	**142,482**	**172,461**	**167,258**	**115,928**	**3,590**	**65,294**
Males	123,213	96,583	109,375	101,196	73,422	1,080	41,642
Females	69,662	45,899	63,086	66,062	42,506	2,510	23,652

greatest decreases being shown in manufacturing, construction, services and logging. The only advancement of importance was in trade. Industries in which employment was found for more than 100 workers included: manufacturing 1,776; trade 1,684; services 1,563; public utilities operation 561; construction 176 and agriculture 128. Regular placements numbered 2,422 of men and 2,717 of women.

Saskatchewan

Orders received at Employment Offices in Saskatchewan during the four weeks ending March 30, called for an average of 197 workers daily, compared with 180 during the period ending March 2, and with 196 in the five weeks ending April 1, last year. Placements showed a daily average of 127, in comparison with 122 in the preceding period and 150 during the five weeks ending April 1, 1943. The moderate decreases in services and construction were the only changes of importance in placements from the period ending April 1, last year. Placements by industrial groups numbered: services 1,075; trade 846; manufacturing 552; public utilities operation 282 and agriculture 108. There were 1,382 men and 1,374 women placed in regular employment.

Alberta

Employment opportunities, as indicated by orders received at Offices in Alberta during the period ending March 30, showed a daily average of 408, compared with 331 in the previous four weeks and 431 during the five weeks ending April 1, 1943. During the period under review, the average number of placements effected daily was 242, in contrast with 226 in the preceding four weeks and 321 during the period ending April 1, last year. With the exception of a small gain in logging and a nominal increase in fishing and hunting, all industrial groups recorded declines in the daily average of placements from the five weeks ending April 1, 1943. The largest reductions were reported in services, construction, trade, public utilities operation and manufacturing. Placements by industries included. services 1,745; manufacturing 1,053; trade 998; construction 810 and public utilities operation 556. Placements in regular employment numbered 3,181 of men and 2,148 of women.

British Columbia

During the four weeks ending March 30, 1944, the daily average of positions offered through Employment Offices in British Columbia was 836, compared with 806 in the preceding period and 1,153 during the five weeks ending April 1, 1943. The average number of placements registered daily was 600, during the period under review, compared with 602 in the previous four weeks and 788 during the period ending April 1, last year. Placements in manufacturing and construction, on a daily average, were considerably fewer than during the five weeks ending April 1, 1943, and accounted for the decrease for the province as a whole under this comparison. The changes in all other groups were of minor importance. Industrial divisions in which most of the placements were effected were: manufacturing 3,955; services 3,358; logging 2,142; trade 1,671; construction 1,476 and public utilities operation 1,150. Regular placements numbered 9,627 of men and 4,255 of women.

Quarterly Report of Employment and Selective Service Offices, December 31, 1943, to March 30, 1944

BUSINESS transacted by the Employment and Selective Service Offices of Canada during the first quarter in 1944, showed a slight decrease when compared with the first quarter of last year. Gains in vacancies were noted in forestry and logging, trade, mining, public utilities and agriculture, the highest being in forestry and logging but were offset by heavy losses in construction and manufacturing and smaller declines in services, finance and insurance, and fishing, hunting and trapping. Marked reductions in placements were registered in manufacturing and construction, although services, public utilities, and fishing, hunting and trapping also showed declines and advances were shown in forestry and logging, trade, mining and agriculture, the largest being in forestry and logging. All provinces except Ontario, Prince Edward Island and Saskatchewan reported fewer vacancies notified and only the Province of Quebec made more placements.

The accompanying table gives the vacancies and placements of the Employment and Selective Service Offices by industrial groups in the various provinces during the period December 31, 1943, to March 30, 1944.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the Employment and Selective Service Offices for the four-week period March 3 to March 30, it will be noted that the curves of

vacancies and placements in relation to applications showed upward trends during the quarter under review.

During the period December 31, 1943, to March 30, 1944, there were ratios of 105·2 vacancies and 68·4 placements for each 100 applications for employment, as compared with 102·9 vacancies and 68·4 placements during the first quarter of 1943.

The average number of positions offered daily during the first quarter in 1944, was 8,125, of applications registered 7,724, and of placements effected 5,186, in contrast with a daily average of 8,837 vacancies, 8,581 applications and 5,875 placements in regular and casual employment during the first quarter of 1943.

During the thirteen weeks December 31, 1943, to March 30, 1944, the offices reported that they had referred 568,548 persons to positions and effected a total of 399,362 placements, of which 386,501 were in regular employ-

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	32	8	.....	118	36	.....	107	34	.....	621	283	1
Fishing, Hunting and Trapping	2	.....	.....	5	.....	.....	4	2	.....	10	10	.....
Forestry and Logging	59	64	.....	659	324	.....	3,719	2,461	17	25,665	20,964	5
Mining	.....	.....	.....	380	538	.....	291	281	1	2,222	1,789	2
Metallic Ores and Prospecting	.....	.....	.....	10	.....	.....	8	6	.....	1,699	1,410	.....
Coal	.....	.....	.....	350	536	.....	282	273	1	.....	.....	.....
Oil, Gas Wells, Quarrying	.....	.....	.....	20	2	.....	1	2	.....	523	379	2
Manufacturing	377	435	1	8,264	6,016	6	4,379	3,374	2	92,984	52,949	98
Food and Kindred Products	136	128	.....	938	776	2	945	702	.....	9,584	5,136	11
Textiles, apparel, etc	5	3	.....	631	539	1	400	299	.....	24,547	11,551	19
Lumber and Finished Lumber Products	1	2	.....	145	105	.....	966	861	1	4,845	3,310	16
Pulp, Paper Products and Printing	115	190	.....	139	98	.....	276	205	1	5,088	3,001	3
Chemical and Allied Products	32	29	1	75	52	.....	337	271	.....	4,481	2,593	2
Products of Petroleum and Coal	.....	.....	.....	60	45	.....	15	12	.....	592	309	1
Rubber Products	.....	.....	.....	2	2	.....	.....	.....	.....	2,821	1,362	2
Leather and its Products	.....	.....	.....	6	4	.....	39	41	.....	4,269	2,175	2
Stone, Clay and Glass Products	.....	.....	.....	48	27	.....	77	41	.....	1,863	1,184	13
Iron and Steel and their Products	3	2	.....	1,345	1,027	.....	209	117	.....	9,243	6,242	4
Non-Ferrous Metal Products	.....	.....	.....	13	10	.....	6	4	.....	2,989	2,344	1
Machinery	.....	.....	.....	16	17	.....	26	18	.....	5,021	3,169	12
Transportation Equipment	85	81	.....	4,846	3,314	3	977	724	.....	15,306	9,397	16
Miscellaneous	.....	.....	.....	.....	.....	.....	106	79	.....	2,335	1,176	16
Construction	57	45	1	2,505	1,397	4	1,095	786	.....	10,067	7,538	22
Public Utilities Operation	194	145	8	2,875	1,852	74	2,122	1,348	4	11,063	7,045	292
Heat, Light and Power	4	3	.....	75	42	3	25	17	.....	348	253	.....
Transportation and Storage	177	132	8	2,612	1,699	71	2,000	1,248	4	9,696	6,275	291
Communications	13	10	.....	188	111	.....	97	83	.....	1,019	517	1
Trade	218	180	5	2,460	1,761	43	1,841	1,388	6	15,562	8,491	58
Finance and Insurance	17	15	.....	153	120	.....	116	93	4	2,207	1,411	5
Services	356	248	5	3,784	2,402	259	2,773	1,893	90	28,492	15,200	236
Professional and Public	61	50	2	887	616	8	700	526	8	7,723	4,937	13
Recreational	5	5	.....	84	73	5	85	67	1	1,118	660	6
Business	3	2	.....	36	29	.....	20	9	2	583	319	.....
Domestic	72	17	3	444	39	231	138	23	8	2,580	483	196
Personal other than Domestic	30	28	.....	293	208	6	302	239	1	4,317	1,832	1
Hotels and Restaurants	165	131	.....	1,708	1,232	9	1,023	785	.....	8,366	5,152	15
All Others	20	15	.....	332	205	.....	505	244	70	3,805	1,817	5
Totals	1,312	1,140	20	21,203	14,446	386	16,447	11,660	124	188,893	115,680	719
Men	845	774	15	15,259	9,994	120	12,117	8,344	39	124,137	81,778	469
Women	467	366	5	5,944	4,452	266	4,330	3,316	85	64,756	33,902	250

ment and 12,861 in casual work. Of the placements in regular employment 250,508 were of males and 135,993 of females, while casual work was found for 3,869 males and 8,992 females. During the first quarter of 1943, there were 452,307 placements, of which 434,926 were in regular employment and 17,381 in casual work. Applications for employment during the period under review were received from 378,382 males and 216,423 females, a total of 594,805, in contrast with a registration of 660,718 during the first quarter of 1943. Employers notified the offices of 625,670 vacancies, of which 400,486 were for males and 225,184 for females, as compared with 680,378 opportunities for work during the first thirteen weeks of 1943.

Elsewhere in this issue will be found a report in detail of transactions of the Employment and Selective Service Offices for the four-week period March 3 to March 30, 1944.

SERVICE OFFICES, DECEMBER 31, 1943 TO MARCH 30, 1944

Ontario			Manitoba			Saskatchewan			Alberta			Br. Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements			Placements	
Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
2,657	**1,016**	**2**	**601**	**291**	**60**	**1,081**	**318**	**6**	**1,057**	**558**	**7**	**464**	**235**	**12**	**6,738**	**2,779**	**88**
28	**13**	.....	**40**	**34**	.....	**5**	**4**	.....	**7**	**5**	.....	**17**	**7**	.....	**118**	**75**	.....
22,699	**8,636**	**5**	**895**	**432**	**2**	**789**	**752**	.....	**1,480**	**1,021**	.....	**9,326**	**6,888**	.....	**65,291**	**41,542**	**29**
5,769	**3,351**	**3**	**404**	**247**	**1**	**95**	**53**	**3**	**1,372**	**1,089**	**4**	**2,117**	**1,529**	**3**	**12,650**	**8,877**	**17**
5,200	2,931	1	398	246	1	27	.....	.....	83	39	.....	1,061	700	2	8,486	5,332	4
7	6	.....	1	.....	.....	32	31	3	645	556	2	423	347	1	1,740	1,749	7
562	414	2	5	1	.....	36	22	.....	644	494	2	633	482	.....	2,424	1,796	6
126,584	**77,760**	**225**	**8,539**	**5,528**	**381**	**2,545**	**1,843**	**61**	**5,914**	**3,561**	**113**	**20,491**	**14,497**	**135**	**270,077**	**165,963**	**1,022**
13,812	9,390	57	3,274	2,054	111	1,545	1,027	32	3,656	1,861	84	1,882	1,458	27	35,772	22,532	314
14,027	8,410	20	1,420	1,008	31	17	11	.....	246	226	3	683	499	11	41,976	22,546	85
5,127	3,219	20	599	383	67	444	390	2	854	581	9	5,554	4,137	40	18,535	12,988	155
7,648	4,583	40	546	356	54	102	74	6	172	117	4	1,550	1,046	12	15,636	9,670	120
5,946	3,049	4	592	348	9	86	78	1	156	112	6	413	298	4	12,118	6,830	27
772	588	.....	142	92	1	57	41	.....	62	29	1	75	55	4	1,775	1,171	7
4,841	2,835	4	5	1	2	20	11	1	14	13	.....	10	5	1	7,713	4,229	10
2,489	1,419	2	183	122	6	6	4	.....	4	2	.....	113	77	.....	7,109	3,844	10
2,338	1,331	4	110	57	16	16	5	1	347	278	.....	296	141	4	5,095	3,064	38
23,070	13,247	32	572	351	14	131	107	.....	147	101	.....	1,071	763	12	35,791	21,957	62
3,880	2,633	13	97	44	17	8	8	.....	55	42	.....	849	421	4	7,897	5,506	35
17,238	9,826	15	195	141	7	86	51	14	77	63	2	738	519	3	23,397	13,804	53
21,976	15,196	12	627	467	42	25	35	4	84	112	3	7,039	4,924	8	50,965	34,250	78
3,420	2,034	2	177	104	4	2	1	.....	40	24	1	218	154	5	6,298	3,572	28
9,133	**6,609**	**46**	**697**	**477**	**31**	**380**	**228**	**10**	**3,068**	**2,209**	**31**	**5,547**	**4,245**	**25**	**32,549**	**23,534**	**170**
20,323	**11,173**	**232**	**2,683**	**1,518**	**147**	**1,384**	**913**	**35**	**2,677**	**1,612**	**40**	**5,605**	**3,843**	**36**	**48,926**	**29,449**	**868**
876	481	1	38	33	5	19	11	1	34	23	4	328	278	1	1,747	1,141	15
17,412	9,823	229	2,561	1,419	142	1,282	873	30	2,488	1,492	34	4,745	3,269	34	42,973	26,230	843
2,035	869	2	84	66	.....	83	29	4	155	97	2	532	296	1	4,206	2,078	10
26,044	**17,189**	**316**	**5,029**	**3,257**	**607**	**2,804**	**1,866**	**253**	**3,802**	**2,581**	**350**	**7,074**	**4,789**	**653**	**64,834**	**41,502**	**2,291**
3,906	**2,605**	**11**	**451**	**316**	**30**	**236**	**156**	**8**	**321**	**210**	**11**	**938**	**653**	**22**	**8,345**	**5,579**	**91**
45,176	**25,612**	**2,906**	**6,990**	**3,446**	**1,800**	**5,000**	**2,916**	**500**	**7,901**	**4,774**	**935**	**15,670**	**10,710**	**1,554**	**116,142**	**67,201**	**8,285**
13,269	8,923	97	1,715	1,097	125	967	649	21	1,601	1,191	24	5,493	4,050	616	32,416	22,039	914
1,377	762	16	224	108	38	86	60	.....	261	163	28	579	330	17	3,819	2,228	111
1,238	803	4	132	96	3	66	48	1	131	98	1	162	116	4	2,371	1,520	15
6,073	637	2,576	1,844	129	1,406	853	135	306	1,235	208	413	1,671	274	766	14,910	1,945	5,905
4,412	2,353	28	710	469	31	294	234	8	685	504	8	1,224	866	26	12,267	6,753	109
13,909	9,317	67	1,823	1,253	172	1,980	1,486	22	2,717	2,126	45	4,873	3,877	41	36,564	25,359	371
4,898	2,817	118	542	294	25	754	304	142	1,271	484	416	1,668	1,177	84	13,795	7,357	860
262,319	**153,964**	**3,746**	**26,329**	**15,546**	**3,059**	**14,319**	**9,049**	**876**	**27,599**	**17,620**	**1,491**	**67,249**	**47,396**	**2,440**	**625,670**	**386,501**	**12,861**
161,478	92,911	845	13,887	7,708	1,009	7,940	4,911	346	17,700	10,901	527	47,123	33,187	499	400,486	250,508	3,869
100,841	61,053	2,901	12,442	7,838	2,050	6,379	4,138	530	9,899	6,719	964	20,126	14,209	1,941	225,184	135,993	8,992

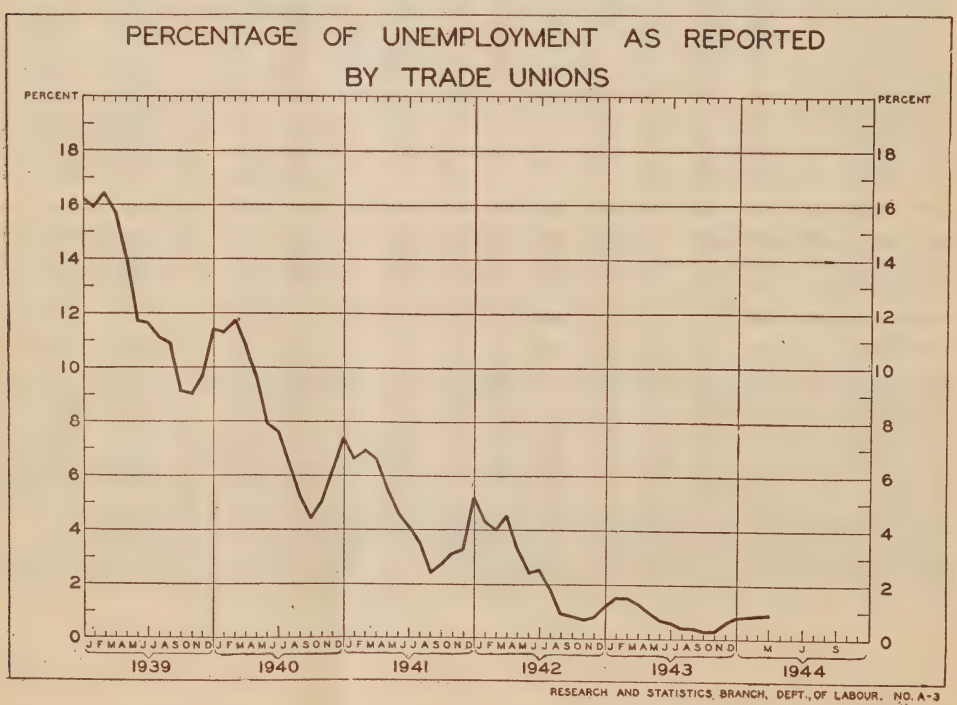
Unemployment in Trade Unions at the Close of the Quarter Ending March 31, 1944

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are without work on account of sickness, a strike or a lockout, or who are engaged at work outside their own trades are not considered as unemployed. As returns from unions making reports vary from quarter to quarter, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference, only, to the organizations reporting.

At the end of March returns were tabulated from 2,318 labour organizations having a total membership of 457,144 persons, of whom 3,954, or a percentage of ·9 were listed as unemployed, in comparison with percentages of ·8 in December, 1943 and 1·3 in March, a year ago. Union members who are reported as without work in these times are to a large extent temporarily laid off. The very minor employment contraction from December was due almost wholly to the usual seasonal dullness which prevailed for those in the building and construction trades; employment among these workers reflected an appreciable reduction, while contractions of lesser degree were manifested also, among those in the mining, fishing and lumbering occupations. These recessions in available work were in a large measure offset by the slightly higher employment levels indicated for union members in the manufacturing and transportation industries.

The percentage of unemployment in each province is shown in table 1. As indicated therein, this ranged from ·4 in Nova Scotia to 1·4 in Alberta. In comparison with December appreciable betterment was in evidence in Nova Scotia, while in Saskatchewan there was a very minor increase in work. On the other hand, slight employment recessions were apparent in Quebec, Ontario, Manitoba and British Columbia; in New Brunswick and Alberta there were more moderate contractions. In comparison with the situation in March a year ago, employment for those in Quebec unions was moderately higher, while minor improvements only, were apparent in Nova Scotia, Ontario, Manitoba and Saskatchewan. In contrast with these changes, slight recessions were in evidence for union members in New Brunswick, Alberta and British Columbia.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the



exception of Prince Edward Island. At the close of March, these percentages ranged from ·3 in Saint John to 2·6 in Edmonton. In comparison with the December returns, conditions in Halifax and Vancouver were slightly better, while the situation in Montreal remained unchanged. Minor recessions in work were observed in Saint John, Toronto, Winnipeg and Regina, while in Edmonton there was a noteworthy decline. In comparison with the situation in March, 1943, union members in Montreal were much better employed, while advances in lesser degree were apparent in Toronto and Saint John. In Regina and Vancouver there were minor betterments, only. The situation in Winnipeg remained unchanged, while in Halifax there was a slight employment contraction; in Edmonton there was a noteworthy decline in activity.

The accompanying chart illustrates the trend of unemployment from January, 1939, to date. The level of the curve in March was slightly higher than in December, 1943, thus reflecting a very minor recession in available work. In comparison with that of March, a year ago, the point of the curve rested at a slightly lower level, which was indicative of somewhat improved conditions.

For the manufacturing industries returns were tabulated from 858 labour organizations, having a total membership of 262,482 persons, of whom, 703, or a percentage of ·3 were listed as without work, in comparison with a percentage of ·6 in December, 1943. The March figure was identical with that recorded in the corresponding month, a year ago. As compared with the December situation, the employment level for those in the iron and steel industry was appreciably higher. Among papermakers, union members in the printing trades, in the vegetable products group, cigar and tobacco workers and bakers and confectioners and in the animal products group, in which is included butchers, meat and fish packers, leather and fur workers, employment levels were slightly higher. Among unclassified manufacturing workers there was an appreciable employment increase, but as the membership in that group is comparatively small not very many were affected. Among electric current employees, etc., a very minor advance only, was necessary to reach full employment. For textile and carpet, hat, cap and glove, rubber, clay, glass and stone and chemical products workers, no unemployment was in evidence at either date, while the situation among garment workers, in which group is included men's and women's clothing workers, remained unchanged. For members in the mineral products division there was a minor decrease in activity. Among those in the non-ferrous metals section, in which is included reports from metal polishers, etc., aluminum, jewellery, and mine, mill and smelter workers, as well as among woodworkers, employment levels were slightly lower. In comparison with that of March, a year ago, a considerably higher employment level prevailed for union members in the animinal products groups, while for those in the printing trades an employment increase was apparent, although it was not quite as pronounced. A minor improvement was reflected in reports tabulated for union members in the vegetable products section and also, for those in the garment trades. On the other hand, reduced activity on a rather small scale was in evidence among wood and non-ferrous metal workers, while the employment level for those in the large iron and steel group was slightly lower, also.

Reports were listed from 56 unions of coal miners, having a total membership of 21,780 persons. Of these, 72, or a percentage of ·3, were unemployed, in comparison with percentages of ·1 in both the months of December and March, 1943. In comparison with the situation in December a slight employment

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
Average 1941	2·2	2·3	6·1	3·4	4·4	3·4	6·7	4·5	4·5
Average 1942	1·1	2·0	2·9	2·2	2·5	1·7	2·9	1·0	2·2
Average 1943	·8	·9	1·1	·6	·9	·7	·8	·4	·8
March 1932	8·0	13·3	23·5	21·6	20·7	17·6	23·2	20·5	20·4
March 1933	22·7	16·4	27·3	26·8	20·3	20·5	25·3	23·8	25·1
March 1934	9·1	10·7	22·3	19·9	21·8	18·5	20·3	19·9	19·5
March 1935	6·6	8·2	20·2	17·2	14·4	12·0	15·7	20·8	16·7
March 1936	7·7	6·6	19·3	12·7	12·5	12·0	17·5	14·9	14·5
March 1937	7·9	4·2	18·9	10·9	9·6	11·8	14·8	9·4	12·9
March 1938	4·0	6·1	16·9	11·6	11·8	10·5	13·0	14·6	12·8
March 1939	9·1	10·6	18·6	15·8	12·9	13·1	16·7	15·3	15·7
March 1940	5·6	4·2	14·7	9·7	8·4	11·4	14·7	7·3	10·8
March 1941	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	6·6
March 1942	2·1	2·2	4·5	5·7	4·0	3·8	7·0	2·5	4·5
Jan. 1943	·4	2·3	2·1	·8	2·7	·9	1·4	1·6	1·5
Feb. 1943	·5	2·6	2·0	1·1	1·9	1·1	3·2	1·1	1·5
March 1943	·6	·8	2·2	1·1	1·1	1·0	1·1	·4	1·3
April 1943	·3	1·3	1·6	·9	1·3	·9	·8	·4	1·0
May 1943	·2	1·2	1·3	·4	·8	·6	·9	·2	·7
June 1943	·3	1·1	1·0	·4	·6	·6	1·1	·1	·6
July 1943	·1	·4	·7	·3	·5	·3	·2	·1	·4
Aug. 1943	·5	·5	·7	·3	·5	·6	·1	·2	·4
Sept. 1943	·1	·4	·4	·3	·3	·7	·1	·2	·3
Oct. 1943	·2	·4	·4	·3	·3	·3	·3	·4	·3
Nov. 1943	2·9	·4	·5	·4	·3	·8	·5	·2	·6
Dec. 1943	2·9	·3	·7	·5	·8	·8	·9	·5	·8
March 1944	·4	·9	·9	·9	·9	·7	1·4	·7	·9

TABLE II.—PERCENTAGES OF EMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month		Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Government (civic)	Miscellaneous	All occupations
March	1932	0	20·5	9·9	18·4	12·4	15·3	23·8	12·1	....	55·4	15·8	17·8	16·1	6·5	21·1	....	16·4	0	30·9	0	....	63·8	62·3	12·3	43·4	14·1	1·2	10·9	11·1	0	3·4	11·6	5·5	21·5	20·4
March,	1933	6·8	35·8	17·5	28·2	15·4	16·8	19·2	15·9	0	41·6	19·8	29·7	19·0	20·0	26·7	....	35·3	35·7	32·6	....	....	58·8	71·0	14·1	51·5	16·3	9·6	14·8	15·1	6·1	6·8	12·2	7·4	20·9	25·1
March,	1934	1·3	9·1	5·4	16·6	6·8	11·1	9·2	12·0	0	15·9	7·6	7·6	5·0	24·8	15·9	....	21·3	30·0	21·9	0	....	65·4	69·6	12·6	39·6	13·3	1·0	13·4	13·6	6·1	7·3	7·6	2·7	19·5	19·5
March,	1935	64·2	5·8	11·3	13·2	14·8	9·5	8·9	10·0	0	26·4	6·1	14·0	6·2	8·8	8·8	....	17·5	16·7	9·4	0	....	48·0	59·2	10·4	62·0	10·7	1·8	11·8	12·1	0	6·5	6·5	2·0	15·4	16·7
March,	1936	1·7	12·7	13·5	12·1	10·5	7·6	4·4	10·3	0	32·0	4·4	15·1	4·3	1·2	19·2	....	14·3	15·5	10·9	0	....	42·3	44·3	9·0	41·1	10·0	.9	11·7	11·9	0	2·0	6·6	4·0	10·4	14·5
March,	1937	9·4	2·7	17·9	12·2	6·4	6·3	6·8	5·7	0	10·2	19·8	·1	22·9	23·1	20·8	....	8·3	12·4	67·8	0	....	42·4	39·1	7·5	49·0	8·4	.4	7·9	8·1	0	0	4·4	1·7	7·7	12·9
March,	1938	16·3	4·3	8·3	11·4	7·1	6·9	7·0	6·8	0	30·6	5·3	2·8	4·4	45·6	29·9	....	12·1	4·5	54·8	3·6	....	39·2	40·8	9·0	23·0	10·2	1·3	7·9	8·2	0	0	4·7	1·3	8·3	12·8
March,	1939	36·7	31·5	12·8	13·3	8·5	7·7	8·7	6·1	0	8·4	11·6	12·4	11·4	12·4	25·8	·6	16·2	2·9	52·1	1·7	....	34·8	40·2	13·2	69·8	12·9	1·7	6·8	7·0	0	.1	6·2	2·2	9·8	15·7
March,	1940	4·3	14·8	13·1	6·9	4·8	4·4	3·1	6·4	10·3	6·6	3·0	·1	2·8	8·8	25·0	22·1	6·1	1·1	27·1	7·9	....	42·2	36·5	9·1	32·5	9·7	4·1	6·0	6·1	0	0	3·5	2·8	4·2	10·8
March,	1941	35·1	2·2	10·8	3·5	2·4	2·9	2·7	3·3	0	14·4	2·9	8·8	1·1	0	9·1	0	2·1	1·3	·2	0	....	22·9	19·9	5·2	22·0	5·9	.5	4·7	4·8	0	0	2·7	1·5	3·8	6·6
March,	1942	21·6	7·4	5·3	3·1	.1	1·4	·8	2·6	0	·9	·8	·0	1·3	·0	12·7	0	3·6	·1	·2	0	....	23·6	16·3	2·7	13·9	3·0	.5	3·6	3·7	0	0	.8	.5	.4	4·5
January,	1943	4·0	7	0	·9	.2	.1	2·0	1·1	0	6·2	·4	0	·3	·0	2·6	0	·2	1·6	·0	0	6·7	11·5	6·2	1·3	4·3	1·5	0	1·2	1·3	0	0	0	0	1·8	1·5
February,	1943	9·3	2·0	·6	·3	.2	.5	7·0	1·0	0	6·2	·2	·2	·4	·1	4·6	0	·1	·0	·0	0	2·4	18·9	8·4	1·3	8·4	1·5	0	1·8	1·9	0	0	0	0	2·4	1·6
March,	1943	.7	0	·2	·5	.3	1·0	0	1·0	0	30·6	5·3	·2	0	·1	2·4	0	·1	0	0	0	0	5·3	9·0	1·1	5·5	1·2	.2	1·8	1·8	0	0	.9	.1	1·6	1·3
April,	1943	.1	0	·2	·6	.4	.6	.6	.5	0	2·8	·8	·2	0	1·1	·2	0	·1	·0	·0	0	0	3·8	5·1	·9	4·9	1·0	.3	1·1	1·1	0	0	.7	.4	1·7	1·0
May,	1943	.1	0	·9	0	.1	1·3	1·8	.5	0	1·3	.2	0	1·1	·1	2·3	0	·1	·0	·0	0	.8	6·1	2·6	.7	1·0	.5	.3	1·6	1·7	0	0	.4	.5	1·2	.7
June,	1943	.1	0	·4	0	.0	.3	.2	.6	0	.3	.2	0	.3	.1	2·3	0	·1	·0	·0	0	.8	6·1	2·8	.6	1·0	.6	.3	1·6	1·7	0	0	.4	.5	.8	.6
July,	1943	.2	0	·5	.7	.2	.1	.2	.1	0	.3	.1	0	.1	.1	1·9	0	·1	·0	·0	0	.7	2·0	1·3	.4	.5	.4	.2	1·6	1·7	0	0	.4	.5	.9	.4
August,	1943	.2	0	·1	.2	.0	.1	.2	.2	0	.2	.2	0	.3	.2	.6	0	·2	·0	·0	0	.7	2·0	1·3	.6	1·5	.5	.2	2·1	2·3	0	0	.6	.5	1·0	.4
September,	1943	.2	0	0	.2	.0	.2	.2	.2	0	.2	.2	0	.3	.0	.5	0	·1	·0	·0	0	0	2·5	1·0	.4	2·4	.5	.0	1·6	1·7	0	0	.5	.0	1·0	.3
October,	1943	.1	0	·1	.2	.0	.2	.2	.2	0	.3	.1	0	.2	.0	.7	0	·1	·0	·0	0	0	2·4	1·2	.5	2·7	.6	.0	1·5	1·6	0	0	.5	.0	1·0	.3
November,	1943	.3	0	0	.4	.0	.2	.2	.3	0	.3	.1	0	.2	.0	.5	0	·1	·0	·0	0	.4	2·0	2·2	.5	2·7	.7	.0	1·1	1·1	0	0	.3	.0	.7	.6
December,	1943	.1	0	·1	.3	.0	.4	.4	.3	0	.1	.1	0	.2	.0	.4	0	·2	·0	·0	0	.3	1·9	3·1	.7	3·2	.7	.0	1·1	1·2	0	0	.4	.0	.8	.8
March,	1944	18·2	0	·3	.6	.4	.3	.3	.2	0	.8	.1	0	.2	.0	.2	0	·3	1·4	.2	0	.5	6·5	4	.4	1·0	.4	.0	0	0	0	0	0	.4	.0	.7	.9
		84·2	.8	.7	.3																															

recession was in evidence in Alberta, while in Nova Scotia and New Brunswick no unemployment was apparent at either date; in British Columbia, there was a very minor employment contraction. As compared with conditions in March, a year ago, Alberta and British Columbia unions reported slight recessions. As in the previous comparison, no unemployment was indicated in New Brunswick at either date, while a very minor improvement was in evidence in Nova Scotia.

In the metallic ores and non-metallic minerals divisions of the mining group, returns were tabulated covering 388 and 3,806 union members, respectively. Among the former, there was a slight increase in available work as compared with December, while in the non-metallic minerals section, there was a minor decline in activity. In comparison with conditions in March, 1943, a moderate employment recession was apparent among those in non-metallic minerals group.

Returns were tabulated from 205 unions in the building and construction trades. These had a total membership of 34,858 persons, of whom 2,259, or a percentage of 6·5 were listed as without work, in comparison with percentages of 3·1 in December and 9·0 in March, a year ago. Among painters, decorators and paperhangers conditions improved slightly over December, while for wood, wire and metal lathers, no unemployment was in evidence at either date. On the other hand, bridge and structural iron and electrical workers manifested minor employment recessions, while for granite and stonecutters and hod carriers and unclassified building workers, the contractions in work afforded were more moderate. Plumbers and steamfitters indicated an appreciable reduction in activity, while employment levels for bricklayers, masons and plasterers and carpenters and joiners were substantially lower. The percentage of unemployment among steam shovel men was up considerably, but as the membership in this group is very small, not many were involved in the change. As compared with the situation in March, 1943, carpenters and joiners were much better employed, while for the smaller group of bricklayers, masons and plasterers the increase in available work was quite noteworthy also. Among painters, decorators and paperhangers and hod carriers and unclassified building workers conditions improved slightly. On the other hand, plumbers and steamfitters indicated a moderate employment reduction, while, as in the previous comparison, a substantially higher percentage of the small group of steam shovel men was reported as unemployed.

Returns were tabulated in the transportation industries from 864 unions with a total membership of 87,020 persons, of whom 314, or a percentage of ·4 were unemployed, in comparison with percentages of ·7 in December and 1·1 in March, a year ago. In the steam railway division is included nearly 80 per cent of the entire group membership. As compared with December, the employment level for these workers was slightly higher, while among navigation workers, whose membership is comparatively small, there was a moderate increase in activity. The very slight percentage of unemployment observed among street and electric railway employees remained unchanged while teamsters and chauffeurs did not report any unemployment at either date. In comparison with the situation in March, 1943, navigation workers were much better employed while the level of work afforded to union members in the steam railway division was moderately higher. The unemployment percentage for those in the street and electric railway division, as in the previous comparison, remained unchanged, while for teamsters and chauffeurs a slight advance only was necessary to attain full employment.

As in March and December, 1943, union members in the retail and wholesale trades were reported as fully engaged. In the service group, in which is included returns from civic as well as hotel and restaurant and theatre and stage employees, barbers, stationary engineers and firemen and unclassified workers, the situation remained identical with that of December, but the employment level was moderately higher than in March, a year ago. For the service group reports were tabulated covering over 25,000 members.

Reports were included covering 269 and 7,815 members respectively, in the fishing and lumbering groups. As compared with conditions in both December, 1943, and March, a year ago, lumber workers and loggers unions indicated a slight recession in activity, while the unemployment percentage among fishermen was up substantially.

Table 1 shows by provinces the average percentage of union members who were unemployed each year from 1933 to 1943, inclusive, and also the percentage of unemployment for March of each year from 1932 to 1942, for each month of 1943 and for the quarter ending with March, 1944. Table 11 summarizes the returns in the various groups of industries for the months included in Table 1.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

RATES of pay for seamen in manning pools have been changed and both a War Service bonus and a special payment for illness instituted. The rules governing masters' examinations have been relaxed. Greater latitude is allowed to children of mothers working in other than war industries to attend day nurseries in Ontario. The Vocational Training program may be extended to cover industries producing essential civilian goods. Free space is to be provided for the concession stands of blind veterans in Dominion buildings.

A new Quebec Minimum Wage Order for glass factories has been made, the Order for stationary enginemen has been amended, and several other Orders renewed. In Saskatchewan, certain regulations regarding electrical workers have been revised, regulations regarding hours of labour in gaols have been issued, and action by a pension authority to recover from the property of an old age pensioner restricted.

Dominion

Seamen

Rates of Pay.—By an Order in Council gazetted April 17, the regulations governing the rates of pay and allowances to seamen in Canadian Manning Pools have been changed. For each class of worker the rate is now to be the basic rate of pay of Park Steamship Company vessels of 4,700 dead weight tons as approved by the National War Labour Board with the addition of the agreed cost-of-living bonus, instead of calculated on the minimum rates of pay laid down by the British National Maritime Board scales, as formerly.

Masters' Exams.—An Order in Council gazetted April 17 relaxes the regulations regarding examinations under the Canada Shipping Act. Due to a shortage of certificated seamen, applicants may now try the examinations for Masters' or Mates' Certificates of Competency in the Home Trade, Inland or Minor Waters without the twelve months of qualifying service within the five years preceding the examination which was previously required, provided that they pass the letter and lantern sight tests.

War Service Bonus.—By Order in Council (P.C. 149/2705) of April 18, provision has been made for the payment of a war service bonus to seamen of 10 per cent of their annual earnings including both the basic pay and the war risk bonus. A seaman eligible for the bonus must have signed an agreement to join a manning pool and to serve at sea on foreign-going ships of Canadian registry for two years or for the duration of the war, whichever is shorter. The bonus is payable through the office of the Director of Merchant Seamen at the end of 12 months' continuous service at sea, including time spent in manning pools. The owner may pay it to any seaman who is permanently employed by him, and be reimbursed by the Minister. Calculation of the service is to begin from the date of signing an agreement except in the case of those who are already serving under Articles of Agreement on a foreign-going ship of Canadian registry and who sign another agreement under this order following completion of the Articles of Agreement. In these cases the bonus is to be calculated from April 1, 1944.

Those trainees entering the Marine Engineering School at Prescott or St. Margaret's Sea Training School or any similar school subsequently established who sign an agreement according to this order to take effect at the end of training period, are eligible for the bonus from the date of entering the school.

Seamen who are discharged for misconduct or incompetence, apart from medical or other reasons accepted by the Director of Merchant Seamen, and those who do not report for reentry to a manning pool immediately after having completed Articles of Agreement, are not to be paid the bonus.

The Minister may extend the Order by means of regulations to cover seamen serving on ships engaged in home-trade voyages or partly in home trade and partly in foreign trade, and he may authorize the payment of the bonus to any seaman who does not come within the Order when special circumstances warrant such extension.

Special Payment Order.—Order in Council (P.C. 152/2705) gazetted April 24 provides for a special payment not exceeding 12 weeks' basic pay for sickness and injury.

Those eligible for the payment are seamen engaged on foreign-going ships of Canadian registry or Canadian Seamen on foreign-going ships of Allied registry, if they have signed a Canadian Manning Pool Agreement to serve at sea for two years or the duration of the war, whichever is the shorter period, or if they have joined a foreign-going ship of Allied registry at a Canadian port under authorization of the Director of Merchant Seamen, or are permanently employed and continuously serving at sea on a foreign-going ship of Canadian registry.

They become eligible for the payment if they are discharged from their ship and placed in hospital at any port outside of Canada, if they have been left abroad because of sickness or injury and been repatriated to Canada as Canadian seamen for treatment, if they are landed at a Canadian port and receive treatment under the provisions of the Canada Shipping Act relating to sick mariners, or if, being on the strength of a manning pool, they are admitted to hospital as Canadian seamen.

No payment will be made where the seaman is entitled to receive a pension or compensation, or to receive his regular wages during the period of treatment, or, except in cases of venereal disease, where the illness is due to the seaman's own wilful act or behaviour.

The owner of the ship is to make the payment and is then entitled to be reimbursed to the extent of 50 per cent of the amount by the Minister. If the owner fails to do this, the Minister will pay the seaman on his return to a Canadian port and make the amount thus paid a debt due to the Crown recoverable from the owner or the Master of the ship. In the case of seamen discharged outside Canada, the Master must notify an appropriate officer so that the eligibility of the seaman may be determined. All seamen entitled to receive the payment must report for duty immediately upon being certified fit for service. In cases where an allotment from his wages is being made by the seaman, the allotment payments shall be continued out of the special payment.

The Minister is given the same power to extend the application of this Order and make regulations to carry out its provisions as he is given by the War Service Bonus Order above.

Other Orders

By an Order gazetted April 17 children whose mothers are working in other than war industries may be admitted to day nurseries in Ontario set up by agreement between the Dominion and the Provincial Governments over and above the previous restriction of 25 per cent of a project's capacity. Children of mothers in war industries will have priority in admission. If the number of children of mothers not in war industries exceeds 25 per cent of the capacity of any project, the Dominion Minister of Labour must give his consent before the Dominion will contribute to the maintenance of the excess number.

The facilities of the Canadian Vocational Training Program have been extended to include industries producing essential civilian goods where designated by the Director of Training. The Order providing for this was gazetted on May 1.

By an Order gazetted May 1, the Minister of Public Works is authorized to enter into agreements with the Canadian National Institute for the Blind granting free space in Canadian Government Buildings for blinded and disabled veterans to operate concession stands. The agreements may make provisions concerning the commodities to be sold, prices, hours of sale, equipment used and other matters.

The following recent Orders in Council are summarized elsewhere in the LABOUR GAZETTE: P.C. 3277 of May 4 amending the Wartime Wages Control Order regarding railway employees; P.C. 2626 and P.C. 2675 of April 13 amending the National Selective Service Civilian Regulations; P.C. 2627 of April 13 making appointments to Regional Selective Service Advisory Boards; P.C. 3062 of April 27 regarding the administration in B.C. and P.C. 2911 governing the administration in Ontario of the Wartime Labour Relations Regulations.

Provincial

Quebec Minimum Wage Act

Glass Factories.—A new Order 45 gazetted April 22 and effective until January 1, 1946, covers undertakings for the setting, working or fashioning of window or plate-glass, glass bricks or sheets, or other vitreous material; mirror manufacture; and framing establishments where any of these materials are cut, processed or fashioned, except where these operations are only incidental to the main undertaking. Different rates are fixed for two zones; Montreal and within a five-mile radius, and certain specified cities and towns.

Employees are divided into 11 categories covering the various glass trades and labourers,

apprentices, watchmen, stationary enginemen, firemen, office and executive employees. Maximum and minimum wages are laid down for each category. For plate cutters and setters the minimum hourly rates are 47 and 50 cents in the two zones respectively, and the maximum in both is 85 cents. For other glass workers, divided into three categories, the minima are 42 and 45 cents, 38 and 40 cents and 36 and 38 cents. The maximum rates are 75, 60 and 55 cents. Minimum rates for labourers are 28 and 30 cents with a maximum of 50 cents; for apprentices 19 and 20 cents with no fixed maximum.

The regular hours of work to which the rates apply are nine from Monday to Friday and four on Saturday for all except watchmen, stationary enginemen and firemen for whom the work-week is 60 hours, and office employees for whom it is 49 hours. Work in excess of these hours, or before 7 a.m. or after 7 p.m., or on Saturday afternoons or on Sundays and holidays is to be paid at the rate of one and one-half times the minimum wage, except in the case of watchmen and office employees for whom "overtime" means any time over the specified work-week. No regular hours are specified for executives. Employees are entitled to the minimum weekly wage if they work every working day, regardless of whether the hours of the establishment are less than the work-week fixed in the Order. Stationary enginemen and firemen are subject to the wage rates of this Order only if they work outside the Montreal district which is governed by Order 6 relating specifically to stationary enginemen and firemen (L.G. 1943 p. 1034). Overtime in both cases is regulated by Order 6. The Order lays down the maximum proportion of workers who may be classified as apprentices in each of the trade classifications. Provisions of General Order 4 which are not inconsistent with this Order apply to glass factories.

Order 6 amended (L.G. 1943, p. 1034). By an Order gazetted April 22, the wage rates of first-class chief stationary enginemen in the district of Montreal have been changed from $220 per month to $51 per week.

Renewals Order 16 governing butter and cheese wholesalers and exporters, and Order 42 relating to peat-bog exploitations have been renewed until May 1, 1945 by Orders gazetted April 15. By Orders gazetted April 22, Order 13 governing the match industry, Order 19 pertaining to full-fashioned hosiery mills, and Order 17 governing laundries and dry-cleaning establishments in Montreal have been renewed until June 1, 1945.

Saskatchewan Gaols Act

On October 7, 1943, regulations governing gaols were gazetted cancelling all previous regulations. It is specified that the daily hours of compulsory labour for prisoners sentenced to hard labour are not to be more than 10 nor less than 7, and no prisoner is to be required to perform any unnecessary labour on the Sabbath, Christmas Day and Good Friday other than keeping the gaol clean. The nature of the compulsory labour, other than ordinary gaol work, will be determined by the Warden or Matron.

Extra-mural labour, performed by ordinary prisoners who are physically capable, consists of farm labour, breaking stones, cutting wood, digging drains and sewers, repairing and keeping public highways, cultivating and improving public grounds or any other work approved by the Warden and the Minister. From November to March inclusive, the length of the working day is 8 hours during daylight with one hour off for dinner, and from April to October, 10 hours with one hour off for dinner.

Saskatchewan Old Age and Blind Persons' Pensions Act

A change in the regulations under this Act gazetted May 1 provides that no claim may be made by the pension authority for the recovery of any part of the pension paid, where the net value of the estate of a deceased pensioner does not exceed $2,000. Also where the applicant for an old age pension shows that the equity of his property is less than $2,000, no caveat will be filed against such property.

Saskatchewan Power Commission Act

Regulations under this Act for safeguarding life and property from hazards arising out of certain electrical works and undertakings, and regulations for securing the safety of workers engaged in operating or maintaining electrical generating stations, substations, and transmission and distribution systems were issued in revised form with only slight changes in the GAZETTE of March 23.

Recent Legal Decisions Affecting Labour

Alberta Court has no Jurisdiction in Case of Dismissal in British Columbia

ON February 5 the Alberta District Court quashed a conviction involving the dismissal of an employee north of Dawson Creek in British Columbia. An Edmonton magistrate held that the man in question had been dismissed contrary to the Masters and Servants Act, which requires the payment of wages if the court finds evidence of improper dismissal. The case was appealed by the company on the ground that the magistrate did not have jurisdiction over the complaint.

Mr. Justice Matheson held that it was immaterial where the employment contract had been signed and unnecessary to decide whether National Selective Service Regulations regarding proper notice of dismissal supersede the Masters and Servants Act. He concluded that the place of the complainant's dismissal determined the jurisdiction, and allowed the appeal. Reference was made to an Ontario case: "That the judicial jurisdiction of a magistrate is limited to matters arising within the limits of the municipality over which his commission extends and goes no farther is well-settled." *Rex ex rel Bowyer* v. *R. Melville Smith Co. Ltd.* (1944) 1 Western Weekly Reports 606.

Ontario Supreme Court Denies Motion for Injunction Restraining Labour Court Registrar from Taking Vote

After a vote had been ordered among its employees by the Ontario Labour Court, the Canadian Westinghouse Company applied to the Supreme Court for an interim injunction restraining the Labour Court Registrar from taking the vote until the final disposition of an action by the Company to have the Collective Bargaining Act declared *ultra vires*. The application was dismissed with costs by Mr. Justice Mackay on April 5. His reasons were the same as those he gave in the Ontario Labour Court in the *Steel Company of Canada* case (see p. 682), where the matters raised were identical.

The circumstances under which the application arose are as follows. The United Electrical Radio and Machine Workers of America applied to the Labour Court to be certified as the collective bargaining agency for the employees of the company and the Employees' Independent Union of the Canadian Westinghouse Company intervened. The company immediately started proceedings in the Supreme Court to have the Collective Bargaining Act declared *ultra vires*.

Before the pleadings in this action were complete the application to the Labour Court came on for trial and on March 10 Mr. Justice Hope ordered a vote to be taken. Before the vote could be taken, however, the Wartime Labour Relations Regulations were issued by the Dominion Government. The company thereupon discontinued its original proceedings in the Supreme Court and started a new action asking first, for a declaration that the Collective Bargaining was *ultra vires* of the Ontario legislature, or, alternatively, that it did not apply to Canadian Westinghouse since this company was under the Wartime Labour Relations Regulations, second, for an order setting aside the direction of Mr. Justice Hope, third, for a further order staying the proceedings in the Labour Court and finally for an order to restrain the taking of a vote by the Registrar of the Labour Court. *Canadian Westinghouse Company Ltd.* v. *Attorney-General for Ontario et al.*, Supreme Court of Ontario, April 5, 1944.

Quebec Court Rules Unemployment Insurance Deductions May Not Be Made After Workers Has Left Employer's Service

When an employer has failed to make deductions from an employee's wages under the Unemployment Insurance Act, he may not recover these deductions when the employee is no longer working for him, the Quebec Court of the King's Bench decided on February 11.

Through an audit it was discovered that $36.96 should have been paid into the Unemployment Insurance Fund, $16.08 on behalf of the employer, and $20.86 as the employee's contribution. The employer brought action to recover this amount after the workman had left his employ.

The employer's counsel pointed out that sec. 19, paras. 2, 3 and 4 and secs. 20 and 21 of the Act provide for cases of recovery other than by the usual wage-deduction method, as, for example, when the employee receives his remuneration from someone other than his employer. The plaintiff also contended that sec. 68 stipulating that an employer convicted of failing or neglecting to pay a contribution under the Act may not recover the employee's contribution from the employee, implies that the employer retains the right of recovery after the employee has left his service. Otherwise the section would be meaningless.

The defence argued that sec. 19, para. 1 clearly limited the methods of recovering the employee's contribution to the period of his employment. The section provides that contributions may be recovered.

> "by means of deductions from the wages of that person or from any other pecuniary remuneration due from or payable by the employer to the person and not otherwise."

The Court held that sec. 68 merely affirmed the responsibility of the employer to pay into the fund by depriving him, when penalized for an offence, of his right to recover from the employed person's wages, when that person is still in his employ.

Sec. 18 of the Act provides that

> "the employer shall in the first instance be liable to pay both the contribution payable by himself, and also, on behalf of, and to the exclusion of, the employed person, the contribution payable by that person."

The Court held that this section, taken in conjunction with the others, shows the intention of the Act to be to exclude the unemployed

person from any responsibility for payment to the fund beyond the time fixed by law for the recovery of it from his wages.

> "To admit the argument that the statute does not limit the time for recovery by the employer from the employed person when that person has left his employment, would in effect so extend the Act as to include liabilities other than those designated or fairly within its terms."

Thus the Court dismissed the action, *Finestone* v. *Vegiard* 1944, Rapports Judiciaires de Quebec, Cour Supérieure, 92.

Woman Teacher's Marriage Does Not Entitle Quebec School Authorities to Cancel Contract

The Quebec Court of the King's Bench held on January 11 that the fact that a teacher marries does not necessarily affect her ability as a teacher and that fear of a possible breach of contract is not sufficient ground for annulling her contract with the school authorities. Also the remuneration received by a married woman forms part of her reserved property and includes not only wages but such indirect returns as damages resulting from a broken contract. Thus, a married woman can claim compensation without her husband's authorization. Accordingly the appeal was upheld and the Superior Court judgment refusing damages quashed. Damages amounting to a year's salary were awarded.

At the end of June, 1942, the appellant was engaged to teach for the school year 1942-43 at $400 a year. She was married on August 17 and ten days later the school authorities terminated the contract because her marriage "might bring all sorts of complications". On the day of the opening of classes, the appellant, stating she was ready to fulfill her contract, protested their action. She then brought an action for damages in her own name for illegal dismissal. The Superior Court held that if the action had been to recover salary, she could have sued in her own name, but that since damages for breach of contract were part of the property owned jointly by a couple, only the husband as head of the household could institute such action. The teacher appealed the case.

Mr. Justice Prévost cited Art. 1425a of the Civil Code of Quebec which reserves to the wife the administration of "the proceeds of her personal work," and Art. 1425g which permits her without her husband's authorization, to make claim in the courts regarding her reserved property. He stated that French jurisprudence, in defining what is meant by "the products of work," has interpreted it to include indemnities for breach of contract. Thus the contention of the defendants that the damages were not the appellant's reserved property was not well founded.

The Court held that the defendants had no right to terminate the contract simply because the teacher had married. In the words of Mr. Justice Prévost.

> "They became agitated too soon; they should have waited until these difficulties and formidable vexations occurred, so that if they had occurred, they could have taken appropriate action at the opportune time."

The Court concluded that the appellant had been illegally dismissed, and her appeal was allowed with costs. *Cote* v. *Commissaires d'Ecoles de la Municipalité de St. Fulgence,* 1944. Rapports Judiciares de Quebec, Cour du Banc du Roi, 165.

Joint Committee in Quebec Awarded Damages on Claim for Wages

An action before the Superior Court of Quebec on August 6 was brought under the Collective Agreement Act by the Joint Committee of Construction Materials against a company to recover the wages of two of its employees. Two receipts dated January 17, 1942, were produced by the defendant to prove that the wages had been paid. However, the evidence advanced by the plaintiff clearly proved that the date was wrong and that the sums had actually been paid on February 6 and February 9, or after the action had been started.

The defence objected to the evidence, invoking Art. 1223 of the Civil Code of Quebec:—

> If the party against whom a private writing is set up do not formally deny his writing or signature in the manner provided in the Code of Civil Procedure, it is held to be acknowledged.

and also Art. 208 of the Code of Civil Procedure:—

> The denial of a signature or of a material part of a bill of exchange, promissory note, or any other private writing or document, upon which any action is founded, or of the fulfilment of the formalities required by law to render the document valid, must be accompanied with an affidavit establishing the facts alleged.

The Court decided that the Joint Committee was in reality a third party between the employers and the workmen and these two Articles did not apply to it. In any case the action was not founded on the documents as Art. 208 requires. Thus the plaintiff had only to deny the written receipts without having to support his denial with an affidavit, in order to force the defendant to verify the date on the receipts. Since the plaintiff established that the date was false, the Court awarded liquidated damages of $17.15 with interest and costs to the plaintiff. *Comité Conjoint des Matériaux de Construction* v. L'Ecuyer 1944, Rapports Judiciaires de Quebec, Cour Superieure, 72.

Montreal Express Company to Pay Damages for Injuries to Employee of Another

Damages amounting to $5,264.75 were awarded by the Montreal Superior Court on February 28, to a chipper employed by Dominion Engineering Works for injuries suffered when he was run over by a truck of the J. B. Baillargeon Express Limited. The Court held both the truck driver and his employer responsible for the accident and ordered the company to pay the damages with interest from the date of the judgment and costs. An action in warranty by the J. B. Baillargeon Express against the Dominion Engineering Works was dismissed on the ground that no negligence had been proved against the latter.

The accident occurred October 30, 1942, when the defendant company's truck was backing along a passageway marked by yellow lines leading from the shipping department of Domin-

ion Engineering Works. The chipper was on his knees working beneath a casting placed about five feet from one of the yellow lines. A wheel of the truck passing about two feet beyond the line, ran over the chipper's leg, causing a fracture. He was unable to work for about 14 months and when he returned was placed on lighter work at an hourly rate of 50 cents, five cents below his former rate.

Since the employer was not responsible for the accident but a third party, the worker could, under the Quebec Workmen's Compensation Act, either claim compensation or bring action. If he elected the former, his right of action would be subrogated to the Workmen's Compensation Commission or to his employer if the employer under the Act was individually liable to pay compensation for any accident to his workmen. The worker chose to bring action himself.

In giving judgment, the Court stated that the driver should have kept within the clearly defined lines marking the passageway, and his employer, knowing the circumstances in which he would have to drive at this plant, should have provided him with an assistant to guide him as he could not see anything on the right side of the truck. The damages awarded covered medical and hospital expenses, convalescent care, a year's wages, loss of clothing, pain and suffering and included $2,000 for a 10 per cent partial permanent incapacity. *Stefan Baczenski* v. *J. B. Baillargeon Express Ltd.* and *J. B. Baillargeon Express Ltd. et al* v. *Dominion Engineering Works Ltd.*, Montreal Superior Court, February 28, 1944.

Quebec Court Holds that Union Members may Sue for Wages Determined by Collective Agreement

On November 10, 1943, the Montreal Superior Court dismissed an inscription in law brought by the defendant in the case of *Yvette Latendresse et al* v. *Charles Rothman*. Costs were reserved. The case concerns 76 members of the International Ladies' Garment Workers' Union who are suing their employer for $122,360 in wages which they claim should have ben paid under the terms of collective agreements signed by the Union and the Montreal Dress Manufacturers' Guild, of which their employer is a member. The agreements have been made legally binding on all employers in the industry by an Order in Council under the Quebec Collective Labour Agreements Act now replaced by the Collective Agreement Act of 1940. Action for the wages was first brought by the Union and its locals against the Guild but the Courts held that the Union had no right to sue (L.G., 1939, p. 544; 1940, p. 991; 1941, p. 724).

The defendant employer claimed that because the unions signing the agreements "do not possess a civil personality, and are not legal entities recognized by law" they are "incapable of entering into a legally valid and enforceable agreement" either on their own behalf or on behalf of the individual plaintiffs. The agreement did not, therefore, "create any legally enforceable contractual relationship and/or obligations between plaintiffs and the defendant."

The Court declared, however, that the only incapacity of the unions "consists in their inability to be, collectively, plaintiffs in a law suit; but that they may be sued collectively, and secure advantages to their members by contracting in their interest." It also pointed out that "the present tendency is to enlarge the scope of *stipulations pour autrui* and to apply same to collective agreements." That is, the provision in Article 1029 of the Civil Code that a party may make stipulations for the benefit of a third person is being applied to collective agreements between employers and unions in which the union members are the third parties benefited by certain stipulations.

Observing that the preamble of the Collective Agreement Act states that "social justice requires the regulating of labour whenever the economic situation involves unjust conditions for the employee," the Court was of the opinion that "the Legislature enforces collective agreements whenever they establish a fair wage or satisfy justice." It held, therefore, that the agreement in question "may or may not be binding upon the defendant according to whether or not it stipulates a fair wage or satisfies justice." It added that "it is for the defendant to prove that the wages claimed by plaintiff are not fair and that the agreement does not further the ends of justice." *Yvette Latendresse et al* v. *Charles Rothman*, Montreal Superior Court, November 10, 1943.

U.S. Supreme Court Holds Decline in Membership after Union Recognized as Bargaining Agent not Proper Ground for Employer's Refusal to Bargain

Two Cases Under National Labour Relations Act

Two decisions of the U.S. Supreme Court on April 10 interpreting the National Labour Relations Act concerned unions each of which lost the support of the majority of the employees after it had been recognized as the bargaining representative. In each case the Court held that the fact of losing majority support did not release the employer from his duty to negotiate with the union. In other respects, the cases differed but in both cases the Supreme Court affirmed a judgment of a Circuit Court of Appeals directing enforcement of an order of the National Labour Relations Board requiring an employer to bargain with a certain union as representing his employees.

In the case which came up for argument first the Medo Photo Supply Corporation had recognized a local of the American Federation of Photo Employees Union as the exclusive bargaining agent of its employees in one department of the store and agreed to meet the union representatives on June 9, 1941, to begin negotiations over a union proposal for an increase in wages.

On June 7, 12 of the union members told the company's manager that they and 6 other members had no desire to belong to the union if by their own efforts they could obtain certain wage increases. The company, on June 9, agreed to grant these increases and the committee of the employees informed the manager and, later, the union representative that they no longer desired the union to represent them. The company thereupon refused to negotiate with the union on the ground that it did not represent a majority of the employees.

The National Labour Relations Board found that the employees had not revoked their desig-

nation of the union as bargaining agent before the wage increases were promised by the company, that the increases were induced by negotiations by certain members of the union before they repudiated the union that the company's decision to increase wages was "occasioned solely by the employees' offer to withdraw from the union if the rates were granted", and that the employees' defection from the union was induced by the company's conduct in dealing directly with the employees.

The Supreme Court by a seven-to-two majority, held that the negotiation by the company with any one other than the union, the designated representative of the employees, constitutes the unfair labour practice described in the Act as interference with the right of employees to bargain collectively through representatives of their own choosing. The obligation imposed by the Act is exclusive and implies "the negative duty to treat with no other":—

> Bargaining carried on by the employer directly with the employees, whether a minority or majority, who have not revoked their designation of a bargaining agent, would be subversive of the mode of collective bargaining which the statute has ordained... Orderly collective bargaining requires that the employer be not permitted to go behind the designated representatives, in order to bargain with the employees themselves,

prior to a revocation of the union as bargaining representative.

It was held, as it had been in earlier cases, to be likewise an unfair labour practice for the company, in response to the offer of its employees, to induce them, by the grant of wage increases, to leave the union.

That the employees asked the company to disregard the obligations of the Act and that the union lost the support of a majority of the employees as a result of the employer's unfair labour practices did not relieve the employer from his duty to bargain with the union:—

> The statute was enacted in the public interest for the protection of the employees' right to collective bargaining and it may not be ignored by the employer, even though the employees consent...[The employer] cannot thus by its own action disestablish the Union as the bargaining representative of the employees, previously designated as such of their own free will. *Medo Photo Supply Corp.* v. *National Labour Relations Board,* U. S. S. C. Adv. Ops. Oct. Term, 1943, 749.

In the second case, 45 of the 80 production and maintenance employees in a clothing factory designated the Amalgamated Clothing Workers as their bargaining representative in June, 1941. On the employer's refusal to bargain, the union sought certification as the representative and a consent election was arranged for July 25. Before the election the Company "conducted an aggressive campaign against the union, even to the extent of threatening to close its factory if the union won the election". The union, thereupon, filed charges with the National Labour Relations Board alleging unfair labour practices. Unsuccessful in bringing the parties together, the Board, on March 2, 1942, issued a complaint against the Company. After lengthy hearings the Board found against the company and in October, 1942, entered an order directing the company to negotiate with the union.

During the seven-month interval between the filing of the charges and the issuance of the complaint, 13 of the union's members were replaced in the normal course of business by new employees, thus reducing the union members to a minority. The Board, as in many previous decisions, concluded that

> the only means by which a refusal to bargain can be remedied is an affirmative order requiring the employer to bargain with the union which represented a majority at the time the unfair labour practice was committed.

The Supreme Court, unanimously, Chief Justice Stone not participating, affirmed the lower Court's decision directing enforcement of the Board's Order. Said the Court:—

> Out of its wide experience, the Board many times has expressed the view that the unlawful refusal of an employer to bargain collectively with its employees' chosen representatives disrupts the employees' morale, deters their organizational activities, and discourages their membership in unions. The Board's study of this problem has led it to conclude that, for these reasons, a requirement that union membership be kept intact during delays incident to hearings would result in permitting employers to profit from their own wrongful refusal to bargain...One of the chief responsibilities of the Board is to direct such action as will dissipate the unwholesome effects of violations of the Act ...The Board might well think that were it not to adopt this type of remedy, but instead order elections upon every claim that a shift in union membership had occurred during proceedings occasioned by an employer's wrongful refusal to bargain, recalcitrant employers might be able by continued opposition to union membership indefinitely to postpone performance of their statutory obligation.

As to the argument that the Board's order was unjust to those employees who wished to substitute another bargaining agent, the Court held that a bargaining relationship rightfully established must be permitted to function for a reasonable period in which it can be given a fair chance to succeed. After such a period, however, the Board may, in a proper proceeding take steps to recognize a changed situation. *Franks Bros. Co.* v. *National Labour Relations Board.* U. S. S. Court Adv. Ops. October Term, 1943, 773.

Decisions of the Labour Court of Ontario

Agreement Held to Bar Certification of New Collective Bargaining Agency

An agreement between Moffats' Limited and the Employees' Council of Moffats' Limited, signed on August 1, 1943, was held by Mr. Justice Kelly to bar the employees of the company for a reasonable time from attempting to negotiate a new agreement through another agency. The Court considered on the basis of the evidence that it was reasonable for the company to conclude, at the time the agreement was executed, that the Council represented a majority of the employees in the plant.

An application by a local of the United Steelworkers of America for certification was therefore dismissed. At the same time, the Court did not consider that the evidence

justified certification of the Employees' Council, which had intervened. The application was dismissed without prejudice to any further application by the applicant or intervener after October 1, 1944. Judgment was delivered on April 11.

The Court found that of the 521 employees, the applicant had, at the time, 218 members in good standing and 33 other employees who desired it to represent them.

In June, 1943, certain employees circulated a petition with a view to forming an association for the purpose of bargaining with the management. On presentation of the petition, bearing 383 signatures, to the management on June 14, the latter indicated its willingness to deal with the proposed association if it was properly constituted. An election of a shop council was then held, at which 422 employees voted, and the shop council drew up a constitution which was posted and circulated in booklet form. Negotiations were started with the company and an agreement signed on August 1.

The evidence showed that when the petition was circulated, the applicant was also carrying on organizing activity and there was considerable discussion in the plant of the respective merits of the organizations. The Court was convinced, therefore, that the employees who signed the petition—about two-thirds of the payroll at the time—were well aware that they were sanctioning the formation of an association to negotiate on their behalf. Moreover, the constitution provided a method of dissolving the association and a petition for its dissolution had actually been circulated in December, 1943, without apparent success.

It was alleged by the applicant that the management had assisted in the circulation of the petition by permitting it to be circulated in working hours and by allowing it to be typed in the company office without a charge. Some witnesses claimed that certain foremen had urged employees to vote. It was admitted, however, that the balloting was secret and no effort was made to influence the way in which tny employee voted. The Court concluded that:

> While the evidence might indicate that the management showed a preference to the organization of the Intervener, rather than the Applicant, I think it falls far short of showing that the Intervener was coerced, restrained or influenced by the management.

Local 3129, United Steelworkers of America v. Moffats' Limited et al., April 11, 1944.

Mine, Mill and Smelter Workers' Union Certified at Lakeshore Mines

On April 8, Mr. Justice Roach ordered certification of a local of the International Union of Mine, Mill and Smelter Workers as the collective bargaining agency of the employees of Lakeshore Mines Limited. The order for the vote to be held was given on March 3 and at that time the Court gave a somewhat different direction regarding organizing and electioneering than in previous cases. Circulation of factual statements approved by the Registrar was permitted, but meetings of the members of either of the competing organizations was prohibited. At the hearings on both March 3 and April 8, the company took objection to certain material circulated by the union but the Court considered it not to be in violation of the orders prohibiting electioneering. (A direction similar to that mentioned above was given in another case dealt with by Mr. Justice Roach on the same day.)

Counsel for the company argued that, while there were "some substantive rights," nevertheless, "in the field of collective bargaining, no right has been conferred, because no one was constituted who was competent to receive that right to exercise or enforce it." In the view of the Court, this argument ignored the fact that the Provincial Legislature, by virtue of its power in relation to property and civil rights, had the power to confer juristic personality on an entity which did not otherwise possess it and that the Collective Bargaining Act had done this by giving a collective bargaining agency the right under certain circumstances to apply to the Court.

To the claim that the Act conflicted with existing legislation of the Parliament of Canada, the Court replied that the purpose of the Dominion Industrial Disputes Investigation Act was not to provide protection for workers in the exercise of their right to organize and bargain with their employers but to establish machinery for the settlement of disputes. Order in Council P.C. 3495 as amended did not alter the situation because it merely extended the coverage of the Act. The only doubt which could arise would be over Sec. 5 of Order in Council P.C. 4020 as amended, which gave the Dominion Minister of Labour power to direct an investigation into an allegation that a person had been discriminated against for trade union activity or coerced into joining a trade union, and to issue remedial orders on the basis of the investigation. Sec. 7 of the Collective Bargaining Act prohibited discrimination against employees for trade union activity, but even if this section conflicted with Sec. 5 of P.C. 4020, the validity of the Act as a whole would not be affected. There was, however, no real conflict even at this point because Sec. 7 of the Act was merely one of several sections which were ancillary to the main purpost of the Act. No difficulty arose out of the recent Wartime Labour Relations Regulations, because Order in Council P.C. 2301 provided that the regulations would not affect the jurisdiction of the Labour Court in regard to proceedings pending on March 30.

Certain other points also arose in connection with the application. It was suggested by the company that because of the hostility between the applicant union and the intervener, the former could not properly represent the adherents of the latter and the Court should therefore direct the bargaining representatives to be chosen by a vote of all the employees. The Court held that it had no authority to require such a vote since the Act leaves the choice of bargaining representatives to the certified agency. The intervener requested that the applicant should be required, as a condition of certification, to refrain from soliciting members from among employees who were not at the time members. The Court could find no warrant for imposing such a restriction.

By agreement between the parties, brickmasons were not included in the bargaining unit. Some disputes arose over the inclusion of 21 employees of the General Smelting Company,

but the Court ordered them included since it found that the General Smelting Company conducted reclaiming operations at the Steel Company plant and that the employees engaged in these operations were hired, supervised and discharged through the Steel Company. *Local 1005, United Steelworkers of America* v. *Steel Company of Canada limited et al*, April 5, 1944.

The case first came before the Court in October, 1943, when the Lakeshore Workmen's Council applied for certification and the union intervened. The Court at that time ordered a vote, but the number of votes cast for neither agency, was sufficient to prevent either from obtaining a majority. On November 23, therefore, the Court ordered another vote, with only two alternatives appearing on the ballot. On November 27, the order calling for a second vote was rescinded because the union had in the meantime circulated a pamphlet which the Court felt would have a disturbing effect and would thus vitiate the results of the vote. The Court ruled that no vote could be held before February 1, 1944. (L.G., 1943, p. 1753.)

In March, 1944, the case again came up. Counsel for the company alleged that further inflammatory material had been circulated, but the Court did not agree. It found that every reasonable effort had been made to call in the pamphlet which had given rise to the original trouble and that though certain further material had been circulated which "might well have been modified in tone", it did not justify a further postponement.

> Having regard to the enthusiasm of the organizers for the intervener and the enthusiasm of those who favour the applicant, the longer a vote is delayed the greater is the danger of the enthusiasm of those persons breaking out to a point where they do or say something that should not be done or said in view of a pending vote.

The Court therefore ordered a vote and gave the direction already mentioned with regard to electioneering.

Of the 472 eligible employees, 444 voted. Three ballots were spoiled and of the remainder 235 were marked for the Union and 206 for the Workmen's Council. The Mine, Mill and Smelter Workers were therefore two votes short of receiving a majority of the votes of all the eligible employees. The Court, however, followed the principle which was first laid down in the *Glass Bottle Blowers* case (L.G., 1943, p. 1751) that when the majority of the eligible employees vote, an agency which receives a majority of the votes cast can be considered to represent a majority of all the employees unless there is evidence to the contrary.

Counsel for the company objected to a circular issued by the union while the vote was pending. The circular as distributed contained the following sentence which the Registrar had struck out of the draft submitted to him: "Make your answer by voting for Local 240." The Court found no objection to this sentence, whether it had been inserted purposely or by oversight, because it merely stated "specifically everything that is contained in" was that a copy of the circular was found on a company bulletin board with a picture of Mr. Stalin pasted on it. The Court, however, could find no evidence that this was anything but ferentially" in the pamphlet. Another objection an isolated copy and it believed that it was the work of some over-enthusiastic person who might be in sympathy or not in sympathy with the union.

The question of the relationship of the Collective Bargaining Act to the Wartime Labour Regulations was also raised. Counsel for the company argued that though the jurisdiction of the Labour Court was reserved to it by Order in Council P.C. 2301, yet effect should be given to the definition of "employee" contained in the Regulations rather than that in the Act. The Court pointed out that P.C. 2301 provided that where the Labour Court had certified a bargaining agency, the agency would be deemed to have certified under the Wartime Relations Regulations. *Lakeshore Workmen's Council v. Lakeshore Mines Ltd.*, April 8, 1944.

Validity of Ontario Collective Bargaining Act Upheld

In certifying a local of the United Steelworkers as the collective bargaining agency for the hourly and production employees of Steel Company of Canada, Mr. Justice Mackay had to deal with the respondent company's argument that the Collective Bargaining Act was not valid. It was argued that the act was *ultra vires* of the Ontario Legislature, or, alternatively, that it did not apply to the Steel Company of Canada, since this company was covered by the Dominion Industrial Disputes Investigation Act as extended by Orders in Council under the War Measures Act. The Court took the view that the act fell within the legislative powers in relation to property and civil rights bestowed on the provinces by the British North America Act and that it did not conflict with any of the provisions of the Industrial Disputes Investigation Act or of the wartime Orders in Council in force at the time.

On January 10 the Court directed a vote to determine if the employees wished to be represented by the United Steelworkers, by an intervening organization called the Independent Steel Workers' Association, or by neither agency (L.G., Feb., 1944, p. 240). The Registrar reported that of 4,463 employees eligible to vote, 3,781 voted, 2,461 ballots being marked in favour of the applicant, 889 for the intervener and 393 for neither, with 38 being rejected. No objection was taken to the Registrar's report but after the vote was taken the company was granted leave to amend its reply to the applicant's statement of facts in order to raise the constitutional issue.

On this point the Court stated that the purpose of the act was to "give legal protection to what have commonly been acknowledged to be the rights of labour, namely the right to organize freely and the right to bargain collectively."

> Legislation of this character falls within the exclusive authority of the province to enact legislation in relation to property and civil rights in the province and it is clear from the case of *Toronto Electric Commissioners* v. *Snider et al* (1925) A.C. 396, that such legislation, save where it is confined to industries within the exclusive jurisdiction of the Dominion, is not within any of the enumerated powers of the Dominion Parliament set out in s.91 of the British North America Act.

Prices

Prices, Retail and Wholesale, in Canada, April, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index registered a further small increase of 0·1 points to 119·1 in April (1935-39=100). (*See* Table I.) Higher food prices were mainly responsible for the advance, a gain of 0·4 to 131·5 for this series reflecting higher quotations for vegetables and oranges. Eggs, lard and meats were lower. The clothing series moved up 0·1 to 121·4 during the month while the remaining groups were unchanged at index levels of 111·9 for rentals; 113·0 for fuel and lighting; 118·4 for home-furnishings and services and 109·0 for miscellaneous items.

On the base August, 1939=100, cost-of-living index movements for eight regional cities generally were higher between February 1 and April 1, 1944. (*See* Table II.) Vancouver recorded a gain of 0·5 to 117·2, due to an increase of 1·8 for foods. City indexes for Halifax at 118·2 and Winnipeg at 115·7 were each 0·3 points higher, while Toronto at 117·2 and Montreal at 121·2 were up 0·2 points. Saint John at 118·7 and Saskatoon at 119·4 were up 0·1 while the Edmonton index remained unchanged at 115·7. City index advances were largely supported by strength in foods.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

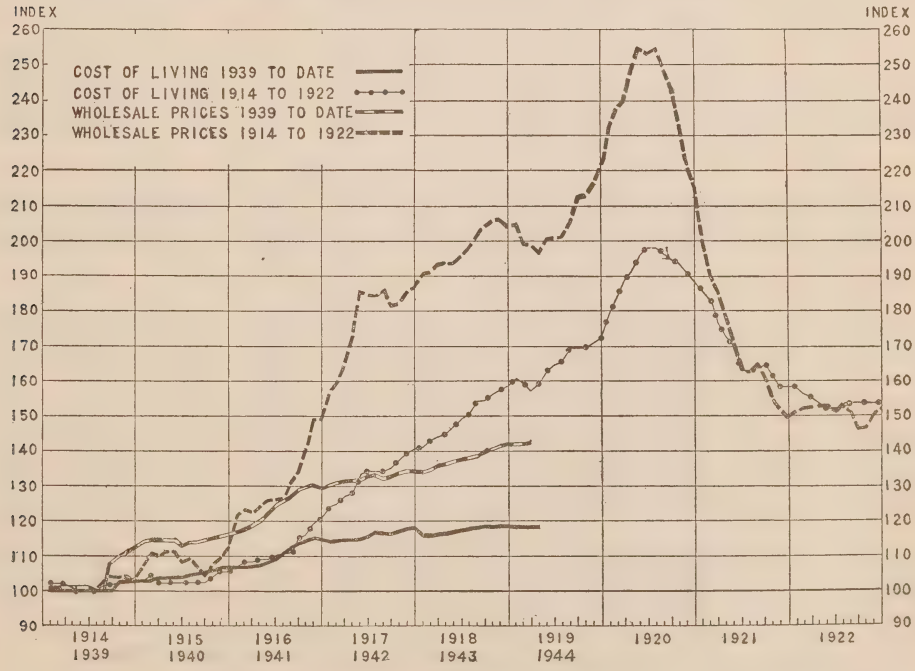


TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·1	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	103·0	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	116·0	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	116·3	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	117·2	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	117·6	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	117·9	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
August 2	118·3	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125·8
September 1	118·5	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
November 1	118·5	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	118·4	119·3	132·7	111·9	111·9	121·1	118·8	108·6	125·9
1944									
January 3	118·1	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	118·0	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	118·1	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1	118·2	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
‡ Commodities in the cost of living index excluding rents and services.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain

TABLE II

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF APRIL, 1944

Base: August, 1939=100

—	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax	118·2	138·7	105·7	107·5	117·6	115·0	108·9
Saint John	118·7	131·6	107·3	114·4	121·7	116·3	109·9
Montreal	121·2	138·5	108·3	113·4	124·3	117·8	106·9
Toronto	117·2	128·9	111·1	119·2	117·8	114·3	108·9
Winnipeg	115·7	129·2	104·4	109·5	119·6	115·7	107·4
Saskatoon	119·4	134·0	113·1	111·4	119·3	120·0	107·4
Edmonton	115·7	131·2	100·0	104·8	124·0	117·1	108·2
Vancouver	117·2	133·7	99·7	113·9	123·4	115·5	108·6

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939–APRIL, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR APRIL, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	Sept. 1942	Dec. 1942	Mar. 1943	June 1943	Sept. 1943	Dec. 1943	Feb. 1944	Mar. 1944	April 1944	Price April 1944
Beef, sirloin steak	lb.	100·0	120·7	133·7	135·8	140·1	144·8	145·5	143·0	143·0	143·0	143·0	39·9
Beef, round steak	lb.	100·0	125·7	142·2	145·1	150·6	157·0	157·8	154·4	154·4	154·9	154·4	36·6
Beef, rib roast	lb.	100·0	125·5	140·0	143·0	148·7	160·4	170·9	173·0	173·9	173·9	173·9	40·0
Beef, shoulder	lb.	100·0	132·7	153·5	157·2	165·4	176·7	181·1	179·9	180·5	180·5	179·9	28·6
Beef, stewing	lb.	100·0	136·7	159·5	165·9	174·6	183·3	183·3	179·4	180·2	181·0	180·2	22·7
Veal, forequarter	lb.	100·0	139·3	155·0	158·6	168·0	181·1	181·1	181·7	177·5	176·3	175·7	29·7
Lamb, leg roast	lb.	100·0	109·9	124·3	122·5	134·9	141·2	146·1	125·7	141·2	141·9	142·3	40·4
Pork fresh loins	lb.	100·0	125·3	129·6	131·2	132·7	137·7	139·2	138·8	138·8	138·5	138·8	36·1
Pork, fresh shoulder	lb.	100·0	127·0	134·2	135·7	139·8	145·9	146·9	147·4	146·9	147·4	146·4	28·7
Bacon, breakfast, sliced	lb.	100·0	132·3	134·8	137·2	139·1	139·1	140·3	140·3	140·6	140·6	140·3	45·6
Lard, pure	lb.	100·0	151·3	139·5	148·2	160·5	162·3	162·3	162·3	162·3	159·6	155·3	17·7
Shortening, vegetable	lb.	100·0	134·7	134·0	134·7	136·8	137·5	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, grade "A" fresh	doz.	100·0	156·4	146·7	186·2	142·4	135·5	171·7	182·2	140·5	137·2	136·5	41·5
Milk	qt.	100·0	111·0	111·9	112·8	95·4	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery, prints	lb.	100·0	140·5	142·9	149·8	146·2	142·9	141·8	145·1	146·2	146·2	146·2	39·9
Cheese, Canadian, mild	lb.	100·0	174·6	164·4	163·0	162·5	164·9	166·3	167·8	166·8	164·9	165·4	34·4
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	9·3
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	130·2	131·1	132·1	131·1	135·8	136·8	137·7	137·7	14·6
Peas, canned, 2's	tin	100·0	117·5	119·2	120·0	120·0	120·8	121·7	123·3	124·2	124·2	124·2	14·9
Corn, canned, 2's	tin	100·0	128·3	131·0	131·9	131·9	132·7	134·5	134·5	135·4	135·4	135·4	15·3
Beans, dry	lb.	100·0	129·4	127·5	127·5	127·5	127·5	129·4	131·4	131·4	131·4	131·4	6·7
Onions	lb.	100·0	108·2	108·2	98·0	116·3	144·9	153·1	144·9	149·0	153·1	157·1	7·7
Potatoes	15 lb.	100·0	89·9	134·1	122·6	135·4	160·4	158·2	136·6	140·5	143·6	147·3	48·3
Prunes, medium	lb.	100·0	115·8	120·2	123·7	123·7	124·6	125·4	127·2	130·7	123·7	123·7	14·1
Raisins, seedless, bulk	lb.	100·0	104·0	104·0	99·3	100·0	105·3	111·3	101·3	101·3	105·3	108·6	16·4
Oranges, medium size	doz.	100·0	132·5	131·4	153·9	131·4	144·7	145·7	141·0	138·2	137·9	139·6	40·9
Lemons, medium size	doz.	100·0	111·3	113·5	127·4	131·7	134·2	146·2	137·8	138·2	137·2	136·6	44·4
Jam, strawberry, 16 oz.	jar	100·0	111·3	112·6	113·8	115·1	115·1	†115·1	113·8	115·1	115·7	115·1	18·9
Peaches, 20 oz.	tin	100·0	101·5	102·0	103·6	105·1	109·6	†109·6	109·1	108·1	107·1	108·6	21·4
Marmalade, orange, 16 oz.	jar	100·0	118·3	120·5	122·0	127·3	129·5	130·3	131·1	131·8	131·8	131·1	17·8
Corn Syrup, 3½ lb.	jar	100·0	138·0	139·7	139·7	140·7	154·7	154·7	153·7	154·7	155·3	155·0	46·5
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	131·7	133·3	133·3	133·3	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	142·0	142·3	130·5	130·8	130·8	131·1	131·1	131·1	131·1	44·3
Tea, black, ½ lb.	pkg	100·0	145·2	148·3	148·3	131·3	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to April, 1944, prices.
† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef							Pork											
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—																					
1—Charlottetown	42·6	37·6	39·6	30·6	24·7	....	38·0	36·1	....	44·9	19·2	20·1	42·2	9·0	41·4	34·7	7·3	4·6	6·0	10·0
Nova Scotia—																					
2—Halifax	41·3	37·6	39·7	30·9	23·8	21·6	40·2	35·9	28·9	44·8	19·0	19·9	45·7	11·0	44·5	34·0	8·0	4·6	6·1	9·9
3—New Glasgow	42·2	38·6	40·3	31·4	25·0	....	45·0	38·6	31·9	47·6	19·2	20·0	45·1	10·0	44·2	35·5	7·3	4·9	6·1	10·0
4—Sydney	45·7	40·6	35·6	30·6	23·7	....	41·3	38·3	32·0	45·2	18·7	19·9	46·2	12·0	44·4	35·2	7·3	4·4	5·8	9·8
5—Truro	42·0	37·8	37·3	31·2	21·5	....	40·0	36·7	29·6	45·0	19·1	20·8	44·5	10·0	43·6	33·6	6·7	4·9	6·0	10·1
New Brunswick—																					
6—Fredericton	41·5	37·5	45·2	29·4	19·7	29·7	41·0	36·8	31·3	46·4	18·1	19·7	43·2	10·0	43·1	35·2	7·3	4·8	6·3	9·5
7—Moncton	42·2	37·8	41·8	29·9	21·8	....	42·7	35·8	30·0	47·5	18·2	20·1	43·9	10·0	42·9	34·9	8·0	4·5	5·8	10·0
8—Saint John	42·4	39·2	39·7	30·9	23·9	30·0	40·1	39·2	30·9	44·7	18·9	19·7	44·0	11·0	42·9	35·9	7·3	4·2	5·9	9·7
Quebec—																					
9—Chicoutimi	38·0	34·3	37·0	28·0	21·5	....	....	31·7	29·2	49·0	19·8	21·0	44·6	10·0	39·9	....	6·7	4·5	....	10·0
10—Hull	39·2	36·3	38·7	27·6	20·5	31·0	40·0	32·1	27·7	46·4	17·4	19·1	42·6	10·0	38·4	32·1	5·3	3·8	5·5	9·5
11—Montreal	40·0	37·5	43·6	26·9	21·7	25·6	39·1	33·6	26·6	45·6	17·9	19·3	45·1	10·5	39·2	34·2	6·0	3·8	5·4	9·3
12—Quebec	38·1	34·5	35·5	26·1	19·4	29·7	39·1	31·1	26·8	42·2	17·4	19·4	43·9	10·0	39·7	34·6	5·5	3·6	5·8	9·7
13—St. Hyacinthe	34·0	33·5	34·3	25·7	21·8	31·6	36·1	28·4	25·2	46·8	17·7	19·5	41·7	9·0	39·4	31·7	5·3	4·1	6·0	9·9
14—St. Johns	38·7	35·5	....	28·0	19·0	....	37·2	37·0	27·0	46·5	18·9	19·7	42·7	9·0	38·2	31·8	5·3	4·1	5·5	9·7
15—Sherbrooke	41·4	39·0	38·5	29·2	21·9	34·1	39·3	33·1	25·9	38·7	18·2	19·5	44·4	9·0	38·0	35·0	5·3	4·2	6·0	9·8
16—Sorel	38·3	37·1	34·0	24·8	18·0	....	37·5	32·3	24·6	45·5	18·7	19·7	43·7	9·0	39·7	32·1	5·3	4·0	5·3	10·0
17—Thetford Mines	33·9	35·4	27·7	24·1	17·3	....	....	25·0	23·9	37·0	18·6	19·5	40·4	8·0	39·3	33·4	5·3	4·1	5·1	9·7
18—Three Rivers	38·1	34·2	36·5	25·3	20·0	....	33·0	28·6	25·9	46·2	18·3	19·6	42·5	9·0	38·7	35·0	6·0	4·0	5·5	9·7
Ontario.																					
19—Belleville	38·5	35·7	39·5	28·3	23·6	30·0	39·7	35·7	29·2	46·0	17·1	19·3	39·9	10·0	39·5	33·0	6·7	4·2	5·4	8·8
20—Brantford	40·3	37·1	41·6	29·5	20·7	31·0	42·0	37·9	29·0	46·1	16·7	19·5	40·0	10·0	39·4	....	6·7	4·2	5·4	9·1
21—Brockville	41·0	37·4	45·5	29·7	21·7	....	42·0	34·6	28·8	46·2	17·5	19·5	41·0	10·0	38·3	29·8	6·3	4·1	5·5	9·0
22—Chatham	40·0	37·3	41·1	29·8	21·4	31·0	41·5	37·9	32·8	46·4	17·2	19·4	39·4	10·0	38·4	....	5·3	4·1	5·1	8·8
23—Cornwall	40·0	37·4	41·0	27·9	19·6	....	43·2	36·3	27·0	45·7	18·0	19·5	38·9	10·0	39·5	30·3	6·0	4·1	5·8	9·2
24—Fort William	40·3	36·6	39·3	28·7	22·7	29·3	40·3	36·6	30·1	45·5	17·3	19·1	44·4	11·0	39·6	34·0	6·0	4·0	5·1	8·9
25—Galt	39·7	36·7	40·7	29·3	24·6	....	40·2	37·3	28·6	46·1	17·9	19·3	38·8	10·0	39·3	38·0	6·7	4·1	5·7	8·8
26—Guelph	39·6	38·1	38·2	29·7	25·9	31·4	42·1	38·9	29·1	46·2	17·7	19·3	38·9	10·0	39·7	35·4	6·0	4·1	5·7	9·0
27—Hamilton	40·3	37·5	42·2	29·8	24·9	31·5	42·4	39·1	30·8	46·3	17·3	19·1	41·2	11·0	40·3	38·7	6·0	4·2	5·6	8·8
28—Kingston	40·0	36·2	39·0	28·1	19·7	....	41·9	36·2	28·0	46·0	17·6	19·3	41·2	10·0	39·1	30·9	6·0	4·3	5·3	9·1
29—Kitchener	39·5	36·8	39·7	28·9	24·6	29·7	41·9	37·7	28·9	45·9	18·1	19·6	38·4	10·0	39·7	35·8	6·3	4·0	6·0	8·8
30—London	39·8	37·3	40·9	29·3	23·3	30·3	40·9	37·3	28·2	44·6	18·0	19·2	42·2	10·0	39·3	33·8	6·0	4·1	5·6	8·9
31—Niagara Falls	40·1	36·4	43·3	29·2	21·8	29·2	42·3	37·9	29·1	44·1	17·9	19·6	40·1	10·5	40·1	38·3	6·0	4·3	5·6	9·0
32—North Bay	40·9	38·0	44·1	30·6	20·7	....	43·2	38·1	31·4	46·5	17·7	19·5	44·5	11·0	39·6	33·5	6·7	4·3	6·3	9·6
33—Oshawa	39·9	36·9	43·8	29·4	24·6	32·7	42·3	38·4	28·6	46·4	17·7	19·5	40·6	10·0	39·9	33·7	6·0	4·1	5·6	8·9
34—Ottawa	40·9	37·9	44·7	30·1	22·9	30·8	41·2	35·8	29·6	48·6	17·4	19·1	42·8	10·0	39·1	31·9	6·7	3·9	5·7	8·9

COAL AND RENTALS IN CANADA, APRIL, 1944

Canned Vegetables														Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice per 20 oz. tin,	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·9	15·3	15·4	6·6	.....	40·4	13·6	18·5	45·8	62·2	39·0	22·0	36·8	50·2	8·6	8·1	54·0	38·0	.....	11·57	24·00–28·00(c)	1
14·8	14·8	15·3	7·4	7·9	48·3	15·3	16·7	46·5	48·8	37·6	18·8	36·6	50·4	8·5	8·2	50·2	38·0	.....	12·29	27·50–31·50	2
15·0	15·1	15·9	6·3	7·7	48·6	15·1	16·8	46·9	49·1	38·0	....	38·3	51·2	8·2	8·2	52·4	38·0	.....	8·42	16·00–20·00	3
14·7	15·0	14·9	6·6	.....	50·6	.....	17·5	47·0	56·7	39·6	....	36·1	49·8	8·6	8·3	50·1	37·8	.....	6·77	18·00–22·00(c)	4
15·1	15·7	15·9	7·0	8·3	49·2	.....	16·1	48·5	51·4	40·7	22·0	37·3	50·2	8·7	8·5	51·3	38·0	.....	11·41	26·50–30·50	5
14·9	15·4	15·5	6·6	7·8	44·6	14·6	17·8	42·3	51·4	39·4	20·5	38·7	50·5	8·5	8·3	50·7	38·0	.....	12·09	21·00–25·00(c)	6
15·3	14·8	15·3	6·7	7·9	46·1	13·4	15·0	44·4	50·2	40·2	....	38·4	50·3	9·0	8·8	53·6	38·0	.....	11·57	26·00–30·00(c)	7
15·2	14·9	15·0	6·8	7·8	47·5	13·9	15·5	45·2	47·6	39·1	20·0	36·2	50·5	8·4	8·3	49·2	38·0	.....	12·70	20·50–24·50(c)	8
14·7	15·4	15·2	6·8	9·7	53·0	16·7	16·7	46·1	59·4	40·3	....	40·0	48·3	8·5	8·1	50·5	39·8	18.36	.....	.....	9
14·1	15·0	15·7	7·1	.....	48·8	13·7	15·6	40·2	40·8	37·5	....	36·7	47·2	8·3	8·0	45·2	38·9	17·09	.....	15·50–19·50	10
13·5	14·5	14·9	6·6	8·1	49·7	14·6	16·6	39·5	40·0	37·0	....	34·9	45·5	8·0	7·9	46·3	39·7	16·97	.....	23·00–27·00(c)	11
14·1	14·1	14·8	6·8	8·0	46·1	14·7	17·0	41·5	48·0	37·4	20·0	35·5	48·0	8·1	7·9	42·7	39·8	16·64	.....	26·00–30·00(c)	12
13·1	14·7	16·5	6·7	9·0	51·8	13·8	15·2	37·7	45·7	39·6	....	36·6	44·6	8·0	7·8	42·1	40·8	16·07	.....	16·00–20·00(c)	13
13·1	15·3	15·0	6·2	9·5	49·8	15·6	18·2	39·1	45·0	38·6	....	37·7	46·3	8·0	7·9	40·5	40·0	15·81	.....	.....	14
13·4	15·6	17·3	6·3	.....	48·9	14·4	18·6	40·8	44·6	39·6	....	39·0	48·3	8·0	8·0	39·8	39·4	17·85	.....	20·00–24·00(c)	15
15·0	15·0	18·0	7·1	9·6	50·2	15·0	17·9	44·2	50·0	40·0	....	36·7	48·7	7·9	7·7	45·8	39·4	.....	.....	.....	16
14·0	13·8	.....	6·0	8·0	47·8	14·3	16·5	40·9	46·3	40·0	....	37·4	47·7	8·0	7·5	48·4	39·4	19·38	.....	14·00–18·00(c)	17
14·3	14·9	14·9	6·1	9·7	48·3	14·6	19·0	39·5	50·0	38·8	18·7	37·2	49·1	8·5	8·0	47·3	40·6	16·32	.....	20·00–24·00(c)	18
13·3	14·4	14·5	6·2	.....	50·6	14·3	15·7	40·0	43·0	....	....	33·8	45·9	8·6	8·4	44·1	39·0	16·00	.....	22·00–26·00	19
14·5	14·5	14·7	6·2	7·6	51·1	14·3	16·0	42·6	43·1	34·6	20·7	33·1	46·8	8·4	8·3	46·4	39·4	16·00	.....	22·00–26·00	20
14·2	14·4	14·7	6·5	.....	50·6	13·3	14·8	39·5	46·2	....	....	34·9	49·2	8·3	8·1	41·4	38·2	16·00	.....	20·00–24·00	21
14·4	15·1	14·7	5·5	8·1	51·6	.....	....	34·4	39·9	36·0	....	33·3	46·0	8·6	8·5	41·1	38·2	16·00	.....	21·50–25·50	22
.....	.....	.....	7·1	.....	50·3	14·7	....	37·6	39·5	....	....	36·7	45·8	8·2	8·2	45·8	38·6	16·50	.....	23·00–27·00(c)	23
14·5	14·7	15·2	6·6	.....	45·3	14·1	18·6	40·9	45·4	38·0	....	36·5	44·5	8·6	8·5	42·2	38·2	16·80	.....	25·00–29·00	24
13·9	14·5	14·4	6·4	.....	49·4	13·6	14·9	43·2	45·7	....	21·7	34·2	46·3	8·5	8·3	44·0	39·5	16·00	.....	22·00–26·00	25
13·9	14·2	14·6	6·2	7·4	51·2	13·5	15·3	41·5	41·9	35·7	....	32·6	44·9	8·6	8·5	43·2	38·5	16·00	.....	22·00–26·00	26
13·9	14·4	14·8	6·0	7·2	51·1	13·7	16·1	44·3	43·6	35·1	....	33·8	46·1	8·2	8·1	41·3	39·3	15·50	.....	26·00–30·00	27
13·9	14·6	14·5	6·8	.....	51·0	14·2	15·3	38·4	42·4	....	....	35·3	45·6	8·1	7·9	43·7	38·7	16·00	.....	28·00–32·50	28
14·2	14·5	14·8	6·5	7·4	51·1	13·1	14·7	40·9	43·5	36·3	....	33·9	45·8	8·7	8·5	40·1	39·4	16·00	.....	26·00–30·50	29
14·1	14·8	15·1	6·1	7·5	51·1	13·2	15·3	39·3	42·0	36·9	....	33·5	44·4	8·6	8·5	44·1	39·2	16·50	.....	26·50–30·50	30
13·3	14·1	15·1	7·0	.....	51·4	.....	....	43·9	40·7	37·0	....	34·4	44·5	8·7	8·7	44·5	39·6	14·63	.....	25·00–29·00	31
14·4	14·5	14·9	6·4	.....	51·8	14·3	15·7	40·7	48·0	38·3	....	36·8	46·8	9·0	8·9	51·6	39·3	17·25	.....	23·00–27·00	32
13·9	14·7	14·6	7·1	.....	49·2	.....	17·7	39·4	42·8	....	....	34·4	45·0	8·6	8·4	47·9	39·3	16·00	.....	23·00–27·00	32
14·3	14·8	14·9	6·8	.....	50·1	13·8	16·6	38·5	43·4	36·9	....	36·2	49·7	8·3	8·1	43·8	39·0	16·75	.....	31·00–35·00	3

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

LOCALITY	Beef							Pork													
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled, oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Ontario—Con.																					
35—Owen Sound	39·5	37·0	40·1	27·9	23·3	....	42·7	36·7	27·7	45·4	18·1	19·2	40·5	10·0	40·0	31·2	6·0	4·0	5·4	9·4
36—Peterborough	40·3	37·9	42·2	28·9	22·9	33·0	41·5	39·0	30·0	46·7	17·8	19·1	39·9	10·0	39·2	35·4	6·0	4·2	5·5	8·7
37—Port Arthur	39·6	37·0	38·2	27·8	23·1	28·0	38·2	35·8	29·0	48·6	17·2	18·9	43·7	11·0	39·5	34·0	6·3	4·2	5·6	9·4
38—St. Catharines	40·0	37·1	41·7	29·1	22·8	32·0	41·7	39·7	29·3	46·2	18·0	19·0	39·3	10·5	40·0	36·5	6·0	4·2	5·5	9·0
39—St. Thomas	40·0	37·0	42·8	29·9	24·7	30·2	42·1	38·7	31·1	46·1	18·2	19·7	41·7	10·0	39·9	33·2	6·0	4·2	5·8	9·6
40—Sarnia	39·9	37·1	41·5	28·9	22·6	33·7	41·4	36·9	30·4	46·3	18·6	19·5	42·8	10·0	40·0	34·7	6·0	4·0	6·0	9·4
41—Sault Ste. Marie	39·9	37·0	38·4	28·6	23·4	....	38·7	36·6	28·7	44·2	17·9	19·2	44·2	11·0	39·9	36·2	6·7	4·0	6·0	9·2
42—Stratford	38·6	37·0	41·6	29·3	23·2	....	....	37·0	29·4	46·0	18·6	20·3	39·3	10·0	39·5	....	5·3	3·9	6·0	9·0
43—Sudbury	40·5	37·8	40·2	28·8	23·6	28·5	38·1	37·2	29·5	44·0	18·4	19·4	43·9	11·0	39·4	34·5	6·7	4·2	6·4	9·3
44—Timmins	39·0	35·9	39·6	28·4	22·7	29·7	41·0	37·9	30·7	44·8	18·9	19·5	45·2	12·0	39·8	34·3	6·7	4·4	5·8	9·5
45—Toronto	40·3	37·0	43·2	29·8	24·0	30·9	41·5	37·4	26·6	48·3	17·5	19·1	43·1	11·0	39·9	38·1	6·7	4·2	5·4	8·8
46—Welland	39·8	36·4	42·0	29·3	23·3	....	....	36·6	28·4	43·7	17·4	19·1	37·0	11·0	40·0	34·7	6·7	4·1	5·2	9·1
47—Windsor	39·6	36·8	41·4	29·4	25·1	31·0	42·3	38·4	30·1	45·3	18·4	19·2	42·0	11·0	39·4	36·0	6·0	4·2	5·4	8·8
48—Woodstock	40·0	37·2	39·3	28·3	23·3	....	39·0	36·8	27·2	44·8	18·0	19·0	38·9	10·0	39·5	32·0	6·0	3·8	5·9	8·8
Manitoba—																					
49—Brandon	39·2	34·5	40·4	27·5	21·5	....	40·3	35·2	27·2	45·5	17·0	21·3	39·8	10·0	37·9	33·8	7·1	3·9	5·7	9·1
50—Winnipeg	38·5	34·4	34·7	27·2	24·3	27·7	38·0	36·0	29·7	46·8	16·7	19·5	42·6	9·0	37·2	34·6	8·0	3·7	5·4	8·9
Saskatchewan—																					
51—Moose Jaw	38·8	34·2	38·0	27·3	20·5	....	40·4	34·3	27·0	45·5	15·6	20·7	....	11·0	37·3	34·5	7·2	3·8	5·7	8·7
52—Prince Albert	34·0	31·0	34·7	25·0	19·7	....	35·3	34·3	27·7	34·7	16·3	20·3	38·3	10·0	38·8	32·4	6·0	4·4	5·8	8·8
53—Regina	38·2	33·8	37·1	26·0	23·3	25·6	36·9	32·8	24·5	43·0	16·1	21·6	41·2	10·0	37·5	....	6·8	4·0	6·1	8·8
54—Saskatoon	38·0	33·7	36·0	27·2	21·4	27·5	38·7	34·3	27·2	44·0	15·8	20·1	40·2	10·0	37·2	34·7	7·2	3·7	5·3	8·9
Alberta—																					
55—Calgary	39·6	35·6	42·2	28·4	24·8	27·5	39·4	35·4	30·6	47·9	16·0	20·0	41·6	10·0	38·1	38·0	7·2	3·9	5·4	8·9
56—Drumheller	37·5	33·7	37·3	26·7	22·0	25·3	....	35·0	26·7	45·2	16·6	21·7	41·7	10·0	39·3	....	8·0	4·3	5·7	9·2
57—Edmonton	38·3	33·0	36·6	23·5	22·8	27·3	35·1	34·2	27·2	46·2	15·5	20·2	41·2	10·0	37·5	34·3	7·2	3·9	5·3	8·7
58—Lethbridge	39·2	34·2	38·6	28·6	21·5	24·7	40·0	34·7	26·7	44·3	16·6	21·2	41·2	10·0	38·1	....	8·0	4·1	....	8·8
British Columbia—																					
59—Nanaimo	43·3	39·0	45·7	30·8	26·3	....	43·0	39·2	32·1	49·9	18·1	20·6	38·5	12·0	43·1	35·7	9·0	4·4	6·0	9·2
60—New Westminster	41·8	37·3	43·9	29·7	24·9	....	41·3	38·0	29·4	46·9	17·3	20·1	38·4	10·0	41·0	34·8	8·0	4·2	6·0	9·4
61—Prince Rupert	42·0	38·0	42·5	28·7	23·7	33·3	41·3	41·7	30·0	49·3	18·7	20·9	43·9	15·0	41·6	40·0	10·0	5·0	....	9·6
62—Trail	41·4	37·6	43·0	29·8	27·9	28·5	42·8	38·8	30·6	47·9	17·6	22·5	35·1	13·0	39·9	33·3	9·0	4·2	6·0	9·3
63—Vancouver	43·1	38·6	42·6	29·6	26·1	30·8	41·7	36·9	29·7	47·9	16·0	19·3	38·8	10·0	40·8	34·6	9·6	4·2	5·8	9·0
64—Victoria	42·7	38·8	45·1	30·0	26·1	32·4	42·7	37·3	29·6	47·1	17·5	20·5	38·1	11·0	41·9	34·6	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, APRIL, 1944

Canned Vegetables														Sugar				Coal		Rent (b)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
13·8	15·0	15·0	6·4	.....	50·5	13·7	13·7	41·5	43·7	36·0	....	34·8	44·4	8·5	8·4	48·7	38·9	16·50	.....	16·00–20·00	35
13·6	14·3	14·6	6·1	.....	48·6	14·2	15·1	39·3	41·7	....	....	34·1	45·1	8·5	8·5	44·3	38·9	16·75	.....	24·00–28·00	36
14·2	14·9	14·9	6·3	.....	46·1	14·6	17·9	40·4	47·8	39·0	....	35·6	43·3	8·5	8·4	42·0	38·1	16·50	.....	23·00–27·00	37
13·8	14·8	14·8	6·9	7·5	52·3	.....	15·5	40·5	44·1	33·7	....	32·4	45·1	8·5	8·3	43·5	38·9	15·75	.....	27·00–31·00	38
14·4	15·5	15·3	6·1	6·7	51·9	16·3	15·1	44·9	44·6	34·6	....	33·8	45·5	8·7	8·6	43·7	39·7	16·00	.....	21·00–25·00	39
14·7	14·8	15·1	6·9	.....	51·8	14·4	16·5	42·1	42·2	....	....	34·3	46·4	8·8	8·8	43·9	39·4	16·50	.....	23·00–27·50	40
14·6	15·4	15·0	6·5	.....	52·1	13·7	....	35·8	41·9	37·3	....	34·7	45·6	8·3	8·3	41·8	39·2	17·00	.....	23·00–27·00	41
15·0	14·9	15·0	6·0	.....	50·1	.....	16·1	43·6	44·3	....	....	35·0	46·4	8·8	8·7	43·6	38·6	16·00	.....	21·00–25·00	42
14·5	15·0	15·0	6·1	.....	51·7	13·4	17·7	37·9	45·2	38·4	....	35·6	47·8	8·8	8·5	44·7	38·5	17·75	.....	27·00–31·00	43
15·1	14·8	15·3	6·2	8·0	53·8	12·9	18·3	41·6	45·8	38·8	....	36·0	49·6	8·9	8·8	39·5	39·0	19·50	.....	22·50–26·00	44
13·5	14·1	14·1	6·1	7·7	50·6	13·4	14·2	40·2	40·6	35·3	....	32·1	45·1	8·2	8·0	44·3	38·6	15·50	.....	32·50–36·50	45
14·1	14·0	15·0	7·2	7·2	50·6	.....	....	41·6	44·8	....	....	32·3	46·1	8·3	8·3	41·2	39·0	15·50	.....	.....	46
13·9	14·9	14·7	6·0	7·7	52·3	14·3	16·3	36·8	37·8	....	....	33·5	45·8	8·2	8·1	38·8	39·1	16·00	.....	25·00–29·00	47
14·4	15·1	14·6	6·3	.....	50·0	13·5	17·7	40·3	43·3	....	....	33·3	46·0	8·6	8·5	45·3	39·0	16·00	.....	22·00–26·00	48
15·5	14·9	15·5	7·0	.....	37·7	13·9	16·0	41·0	41·3	38·6	21·4	39·6	42·8	9·1	9·0	44·5	38·2	.....	8·45	21·00–25·00	49
15·5	15·6	15·8	7·0	7·2	39·2	13·9	16·7	38·7	39·9	39·3	22·3	37·9	43·8	9·0	8·9	37·6	37·9	.....	13·10	26·00–30·00	50
16·8	15·5	15·8	6·2	.....	42·9	14·5	....	35·2	44·7	40·3	....	38·0	44·5	9·3	9·3	41·8	38·7	.....	10·45	21·00–25·50	51
16·0	16·7	16·9	7·4	.....	27·4	15·2	16·0	37·9	40·3	39·5	22·0	40·0	47·6	9·9	9·6	39·3	37·8	.....	10·65	19·50–23·50	52
16·3	15·7	15·2	6·6	.....	43·4	13·9	16·9	36·6	39·4	40·7	21·7	38·6	46·7	9·2	9·6	42·6	38·0	.....	11·65	27·50–31·50	53
17·4	16·6	16·5	7·2	.....	42·0	15·0	16·8	41·2	43·1	39·8	23·3	39·1	46·0	9·5	9·6	43·6	37·9	.....	10·25	22·00–26·00	54
14·9	14·6	14·9	7·4	.....	47·1	14·8	16·7	38·8	45·0	37·2	20·7	34·6	45·9	9·0	9·2	41·3	37·4	.....	8·40	26·00–30·00	55
17·0	15·6	16·4	7·7	6·5	51·2	13·9	16·9	41·5	45·9	40·1	21·8	35·7	47·8	9·5	9·6	42·5	38·0	.....	.....	20·00–24·00	56
15·5	15·0	16·1	7·2	.....	36·3	14·5	17·2	41·6	38·7	38·3	22·1	36·1	45·0	9·2	9·3	43·3	37·9	.....	5·55	24·50–28·50	57
16·0	14·1	14·7	7·1	.....	43·0	.....	.....	40·3	39·0	37·7	20·9	....	43·9	9·3	9·4	45·0	37·5	.....	4·90	22·00–26·00	58
15·4	15·2	15·0	8·0	6·9	48·9	.....	.....	41·8	38·1	35·0	....	30·7	44·9	8·9	8·5	41·3	38·4	.....	.....	17·00–21·00	59
14·9	14·5	15·0	7·3	6·0	44·1	12·0	15·3	36·1	37·4	36·4	21·4	33·9	43·8	7·9	7·8	36·7	38·2	.....	13·00	20·50–24·50	60
16·2	15·5	16·2	8·0	.....	61·9	12·6	17·6	47·2	42·8	38·0	22·5	36·3	44·7	8·9	8·7	44·5	38·8	.....	13·80	20·00–24·00	61
14·9	15·7	17·3	8·7	5·3	46·3	12·3	15·7	37·4	44·7	35·0	23·8	36·6	49·6	8·9	8·9	39·4	37·7	.....	10·90	23·00–27·00	62
14·5	14·5	14·7	7·1	6·2	45·7	11·1	16·6	38·4	37·5	....	21·4	31·1	43·2	8·0	8·0	38·5	37·9	.....	13·00	23·50–27·50	63
15·2	15·1	15·3	7·3	7·4	47·9	13·6	15·3	37·1	38·1	36·7	21·9	33·7	42·2	8·9	8·4	41·7	38·3	.....	13·25	21·00–25·00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	—	1913	1918	1920	1922	Jan. 1926	Jan. 1929	Jan. 1933	Jan. 1939	Jan. 1941	Jan. 1942	Dec. 1943	Jan. 1944	Feb. 1944	Mar. 1944	Apr. 1944
*All commodities	567	64·0	127·4	155·9	97·3	103·0	94·0	63·8	73·2	84·6	94·3	102·5	102·5	102·7	103·0	102·9
Classified according to chief component material—																
I. Vegetable products	135	58·1	127·9	167·0	86·2	105·1	87·1	50·5	60·4	71·8	82·3	94·9	95·1	95·2	95·7	95·4
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	103·0	107·0	57·2	72·9	83·5	98·8	109·6	108·3	107·8	107·7	107·6
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	104·3	93·2	67·9	66·3	84·4	93·3	91·9	91·9	91·9	91·9	91·9
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·6	93·7	63·5	76·2	91·9	100·4	115·8	115·8	117·8	117·8	117·8
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	100·8	93·3	85·4	97·6	106·3	112·9	115·8	116·0	116·0	117·1	117·1
VI. Non-Ferrous Metals and their products	18	98·4	141·9	135·5	97·3	105·7	96·9	56·9	70·3	77·7	78·3	79·7	79·7	79·7	79·7	79·9
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	100·6	93·4	86·0	85·6	91·0	99·3	102·4	102·9	102·9	102·9	102·8
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	100·9	94·9	81·9	78·9	91·3	103·8	100·2	100·1	100·2	100·2	99·9
Classified according to purpose:																
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	103·2	94·1	69·7	74·4	85·5	95·3	97·8	97·8	97·7	98·0	97·9
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	103·1	96·6	59·3	71·7	82·1	95·8	103·3	102·5	102·3	102·6	102·4
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	103·2	92·4	76·6	76·2	87·7	95·0	94·1	94·7	94·7	94·9	94·9
II. Producers' Goods	402	67·7	133·3	164·8	98·8	103·2	93·6	57·8	68·1	79·7	86·6	99·4	99·6	100·0	100·2	100·1
Producers' Equipment	24	55·1	81·9	108·6	104·1	102·7	94·4	87·7	95·0	102·2	108·5	117·5	118·9	118·9	119·1	118·9
Producers' Materials	378	69·1	139·0	171·0	98·2	103·3	93·5	54·5	65·1	77·2	84·2	97·4	97·5	97·9	98·1	98·0
Building and Construction Materials	111	67·0	100·7	144·0	108·7	102·3	98·0	75·7	87·2	98·7	112·7	126·5	126·7	126·8	127·3	127·3
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	103·5	92·5	50·9	61·3	73·6	79·4	92·5	92·6	93·0	93·1	93·0
Classified according to origin—																
I. Farm—																
A. Field	186	59·2	134·7	176·4	91·2	107·2	86·6	51·0	58·8	70·3	80·3	90·6	90·7	90·7	91·1	91·0
B. Animal	105	70·1	129·0	146·0	95·9	104·0	105·1	58·6	73·8	84·5	96·3	101·9	101·4	101·3	101·2	101·2
Farm (Canadian)	70	64·1	132·6	160·6	88·0	105·1	95·6	43·6	64·8	67·2	77·3	104·6	104·0	104·3	104·5	104·0
II. Marine	16	65·9	111·6	114·1	91·7	98·3	105·6	59·1	67·4	84·2	108·3	138·2	138·0	135·3	134·1	134·1
III. Forest	57	60·1	89·7	151·3	106·8	100·7	93·6	63·8	76·0	91·5	100·0	115·1	115·2	117·0	117·0	117·0
IV. Mineral	203	67·9	115·2	134·6	106·4	101·1	92·8	80·4	85·0	92·3	97·7	100·2	100·5	100·5	100·8	100·7
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	106·0	94·2	51·2	64·8	76·6	87·1	104·2	104·1	104·6	104·8	104·7
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	103·0	92·6	67·2	73·4	83·4	92·0	93·8	93·8	93·7	93·8	93·8

† The Dominion Brueau of Statistics issues reports on prices with comprehensive figures as follows:—monthly, Prices and Price Indexes (Canada); annually, Prices and Price Indexes (Canada and Other Countries).

* Prior to 1926 number of commodities was 236; 1926 to 1933 inclusive, 502, and since January, 1934 the number is 567.

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale. Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	805	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	882	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	1024	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	1225	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	1282	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	1536	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	1428	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	1194	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	1053	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1103	1150	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	.....	.....	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	.....	.....	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1242	1176	1416	1109
1943	100·0	118·4	103·1	123·5	162·8	199	218·2	203	1706	1244	1372	1267	1513	(e) 1002
1943—March	98·6	117·2	103·4	122·8	162·2	199	217·2	201	1679	1226	1377	(d) 1266	1475	(e) 1011
April	99·0	117·6	103·7	124·1	162·8	198	217·9	203	1675	1232	1382	.....	1508	.....
May	99·3	118·1	104·1	125·1	163·3	199	218·1	203	1688	1248	1384	.....	1522	.....
June	99·6	118·5	103·8	124·8	163·1	198	218·2	203	1695	1250	1399	(d) 1289	1528	1000
July	100·1	118·8	103·2	123·9	164·0	200	217·9	204	1703	1248	1404	.....	1522	.....
August	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	1395	.....	1522	.....
September	101·1	119·4	103·1	123·9	162·9	198	219·5	204	1725	1259	1398	(d) 1278	1520	996
October	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	1392	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1748	1256	1391	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	(d) 1266	1566	1001
1944—January	102·5	119·0	103·3	(i) 124·2	164·0	199	.....	.....	1767	1264	1391	.....	1566	.....
February	102·7	118·9	103·6	(i) 123·8	164·6	200	.....	.....	1768	1272	1385	.....	.....	.....
March	103·0	119·0	103·8	123·8	164·9	200	.....	.....	.....	.....	.....	.....	.....	.....
April	102·9	119·1	.....	.....	.....	200	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised

store prices were not warranted although chain store prices are used in the calculations of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home-furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title, *Price Control in Canada.*

Wholesale Prices, April, 1944

A decline of 0·1 to 102·9 (1926=100) between March and April marked the first reduction in the general wholesale price index since August, 1942. (*See* Table V.) Four of the eight major groups were lower while four were unchanged. Vegetable products receded 0·3 to 95·4 as lower quotations for potatoes, corn, resin and oranges outweighed increases for rye, hay, onions and bananas. The chemical products group also declined 0·3 to 99·9, with certain tanning material prices, shellac, industrial gases and calcium carbide all reported lower. Animal products were down 0·1 to 107·6 with decreases for furs, live stock, butter and eggs more than offsetting strength for fresh meat, fresh milk and lard. A decrease for domestic bituminous coal was reflected in a decline of 0·1 to 102·8 for non-metallic minerals.

The composite index for Canadian farm products fell 0·5 to 104·0. Field products moved 0·6 points lower to 92·4 with weakness in potatoes and grains of greater consequence than higher prices for hay and onions. Easier live stock and egg prices overbalanced strength in fresh milk in the animal products series to lower the section index 0·3 to 123·4.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at December 31, 1943

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act as amended, and under the various provincial concurrent acts, as at December 31, 1943. (The text of the Old Age Pensions Act was given in the LABOUR GAZETTE for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as $365 a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is $300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds $65* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is $300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to $150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of $140* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of $165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $340*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $140.*

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

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* Amended by Order in Council P.C. 6367, August 10, 1943, passed under the authority of the War Measures Act (L.G., Aug., 1943, p. 1068).

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT DECEMBER 31, 1943

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of Pensioners	240	326	344	720	639
Average monthly Pension	23·99	24·26	24·23	22·98	20·75
*Percentage of pensioners to total population	·030	·040	·047	·155	·109
Dominion Government's contributions for quarter ended Dec. 31, 1943	$13,652 43	$19,137 34	$14,800 68	$35,407 79	$29,527 70
Dominion Government's contributions Apr. 1–Dec. 31, 1943	$34,660 28	$48,353 56	$45,173 92	$99,240 73	$83,904 29
Dominion Government's contributions from inception of amendment to O.A.P. Act	$195,371 23	$299,420 89	$294,578 68	$682,499 81	$577,310 95
Amts. charged to War Appropriation included in Dominion Government's contributions shown above	$3,106 41	$4,484 55	.....	$3,592 12	$2,164 87

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of Pensioners	1,481	113	2,251	321	6,435
Average monthly Pension	23·88	22·41	24·35	24·45	
*Percentage of Pensioners to total population	·039	·118	·066	·035	
Dominion Government's contributions for quarter ended Dec. 31, 1943	$74,491 61	$5,680 92	$133,422 83	$15,475 01	$341,596 31
Dominion Government's contributions Apr. 1–Dec. 31, 1943	$206,122 77	$13,969 79	$327,357 58	$45,376 63	$904,159 55
Dominion Government's contributions from inception of amendment to O.A.P. Act	$1,448,603 14	$82,014 39	$2,023,642 84	$290,897 24	$5,894,339 17
Amts. charged to War Appropriation included in Dominion Government's contributions shown above	$9,333 75	$1,136 18	$32,003 24	$2,281 93[a]	$58,103 05

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT DECEMBER 31, 1943

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners	11,073	14,544	12,294	11,876	14,093	56,364
Average monthly pension	22·66	23·56	23·33	17·03	17·63	22·80
*Percentage of pensioners to total population	1·38	1·76	1·67	2·55	2·40	1·47
*Percentage of persons over 70 years of age to total population	2·98	4·85	3·79	4·52	5·11	4·89
*Percentage of pensioners to population over 70 years of age	46·14	36·36	43·91	56·55	46·98	30·14
Dominion Government's contributions for quarter ended December 31, 1943	$586,865 47	$812,672 13	$498,725 90	$441,881 89	$552,606 40	$2,659,112 18
Dominion Government's contributions Apr. 1–Dec. 31, 1943	$1,507,941 95	$2,034,736 90	$1,512,331 96	$1,262,572 36	$1,574,101 84	$7,374,238 99
Dominion Government's contributions from inception of Act	$18,366,333 69	$25,416,693 58	$24,556,257 96	$11,153,154 77	$17,991,976 05	$114,830,358 87
Amts. charged to War Appropriation included in Dominion Government's contributions shown above	$121,626 35	$183,682 28	.....	$10,020 90	$22,654 48	$317,118 93

	P.E.I. Act effective July 31, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order in Council effective Jan. 25, 1929	Totals
Number of Pensioners	1,902	47,336	12,863	8	182,353
Average monthly pension	18·51	22·38	22·90	25·00	
*Percentage of pensioners to total population	1·98	1·40	1·42	0·07	
*Percentage of persons over 70 years of age to total population	6·25	3·13	2·98	1·65	
*Percentage of pensioners to population over 70 years of age	31·70	44·66	47·64	4·00	
Dominion Government's contributions for quarter ended December 31, 1943	$77,733 88	$2,522,926 70	$547,123 99	$641 99	$8,700,290 53
Dominion Government's contributions Apr. 1–Dec. 31, 1943	$190,180 98	$6,159,813 59	$1,633,242 57	$1,561 07	$23,250 722 21
Dominion Government's contributions from inception of Act	$1,855,012 67	$53,297,183 72	$22,816,674 78	$23,901 32	$290,307,547 41
Amts. charged to War Appropriation included in Dominion Government's contributions shown above	$15,546 77	$645,566 62	$85,062 52[a]	157 70	$1,401,436 55

* Percentage based on the estimated population as at June 1, 1942—Dominion Bureau of Statistics.
[a] Dominion's payment chargeable to War Appropriation for September and October, 1943, not included.

Fatal Industrial Accidents in Canada During the First Quarter of 1944

DURING the first quarter of 1944 there were 227 fatal industrial accidents, including deaths from industrial diseases, reported by workmen's compensation boards, etc. This compares with 293 fatal accidents in the first quarter of 1943. Of the 227 fatalities in the period under review, 86 occurred in January, 71 in February and 70 in March Fatal accidents during each year are recorded by quarterly periods in the issues of the LABOUR GAZETTE for May, August and November of that year, and in February of the following year.

The supplementary list of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain 41 fatalities for 1943.

In this series of reports, it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the LABOUR GAZETTE and newspaper reports.

Classified by groups of industries, the fatalities occurring during the first quarter of 1944 were as follows: agriculture, 10; logging, 39; fishing and trapping, 3; mining, non-ferrous smelting and quarrying, 31; manufacturing, 53; construction, 14; central electric stations, 2; transportation and public utilities, 53; trade, 14; service, 8.

Of the mining accidents, 20 were in "metalliferous mining", 10 in "coal mining", and one in "structural materials".

Of the accidents in manufacturing, four were in "vegetable foods, drink and tobacco", one in "animal foods", one in "textiles and clothing", one in "leather, fur and products", nine in "saw and planing mill products", four in "wood products", two in "pulp, paper and paper products", 13 in "iron, steel and products", four in "non-ferrous metal products", seven in "non-metallic mineral products", four in "shipbuilding", and three in "miscellaneous products".

In construction there were seven fatalities in "building and structures", one in "railway", five in "highway and bridge", and one in "miscellaneous".

In transportation and public utilities, there were 36 fatalities in "steam railways", two in "street and electric railways", four in "water transportation", three in "air transportation", seven in "local and highway transportation", and one in "storage".

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1944, BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)	....	....	....	2	5	....	....	....	....	....	....	....	7
B.—Working machines	....	....	....	....	1	....	....	....	....	....	....	....	1
C.—Hoisting apparatus (elevators, conveyers, etc.)	....	....	....	1	4	....	....	2	3	....	....	....	10
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	2	....	....	1	9	3	1	....	1	....	2	....	19
E.—Striking against or being struck by objects	....	....	....	....	5	....	....	....	....	....	....	....	5
F.—Falling objects	1	27	....	13	5	4	1	2	....	....	....	....	53
G.—Handling of objects	....	2	....	....	4	....	....	....	....	....	....	....	6
H.—Tools	....	....	....	....	1	....	....	....	....	....	....	....	1
I.—Moving trains, vehicles, watercraft, etc.	2	5	1	4	4	3	....	43	7	....	1	....	70
J.—Animals	2	4	....	....	....	....	....	....	....	....	....	....	6
K.—Falls of persons	3	1	2	1	10	4	....	6	2	....	3	....	32
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	....	....	....	9	5	....	....	....	1	....	2	....	17
Totals	10	39	3	31	53	14	2	53	14	....	8	....	227

In trade there were four fatalities in "wholesale", and 10 in "retail" trade.

Of the fatalities in service three were in "public administration", four in "personal, domestic and business", and one in "professional".

There was no serious disaster resulting in the loss of a large number of lives during the period under review. Accidents involving the loss of two or more lives were as follows:

Two aluminum plant workers lost their lives as a result of an explosion in a powder plant, at Arvida, Quebec, on February 8.

Two highway construction labourers were killed in a dynamite explosion in a rock quarry, near Prince Rupert, B.C., on January 3.

A fireman and a brakeman died from a fall from a railway tender at Binscarth, Manitoba, on January 15. When two coaches of a train were derailed, near Dalhousie Junction, New Brunswick, two brakemen were killed on January 18. When a train struck an express truck in which they were riding, at Chippawa, Ontario, on March 22, a motorman and two electricians were killed.

Supplementary List of Accidents

A supplementary list of accidents occurring in 1943 has been made. This includes 41 fatalities of which three were in logging, six in mining, non-ferrous smelting and quarrying, 10 in manufacturing, five in construction, 14 in transportation and public utilities, and three in service. Two of these accidents occurred in July, three in August, three in September, 13 in November and 20 in December.

Annual Report of Department of Labour, Manitoba

THE annual report of the Department of Labour of Manitoba for the fiscal year ending April 30, 1943, gives details concerning the administration of various Acts coming within the jurisdiction of the Department.

Inspections.—During the fiscal period May 1, 1942, to April 30, 1943, the Manitoba Department of Labour made 31,279 inspections under Acts administered by the Department and 12,934 orders were issued. In Winnipeg and district 3,377 inspections were made under the Manitoba Factories Acts which resulted in 1,502 orders for the improvement of safety conditions and 112 for the improvement of health and sanitation. In areas outside the city of Winnipeg and district 617 inspections were made under the same Act and these resulted in 581 orders for the improvement of safety conditions and 28 for health and sanitation.

Minimum Wages.—The number of wage claims adjusted in Winnipeg and district was 518 and outside of Winnipeg 166. The amounts collected in Winnipeg and district was $5,169.21 and outside of Winnipeg $4,346.79. The amounts collected on behalf of employees for back cost-of-living bonus in Winnipeg and district was $9,905.80 and outside of Winnipeg $406.62. Information was laid against one employer on behalf of three employees, but the case was eventually settled out of Court, by the employer agreeing to make substantial instalment payment until the amount in dispute was liquidated.

There were 4,836 day inspections and 3 night inspections made in Winnipeg and environs and 810 day inspections and 3 night inspections outside of Winnipeg in connection with the employment of females. Corresponding figures for males were: 3,066 day inspections and 1 night inspection in the Winnipeg district and 878 day inspections elsewhere in the province.

Overtime Permits—Owing to the scarcity of labour and the increase in production, it was found necessary to grant overtime permits to a greater extent than the Department had ever before experienced. This was mainly due to war contracts awarded in the garment and various other industries, where the Department of Munitions and Supply had entered into contracts with the several firms. During ing the year there were 410 permits to work overtime and 20 permits for legal holidays issued covering work in 28 lines of industry.

A total of 4,605 inspections were made under the Steam Boiler and Pressure Plant Act. As a result of these inspections 2,165 repairs were ordered. A special feature of the year's work was the making of progress and final tests of pressure vessels constructed in Manitoba plants for the Synthetic Rubber plant at Sarnia, Ontario. This work was undertaken at the request of the province of Ontario.

Steam Engineers.—A total of 1,312 Steam engineers' certificates were issued during the year. Of these, 1,147 were renewals and 165 were granted following the quarterly examinations set by the Provincial Board of Examiners, under the Steam Boiler and Pressure Plant Act.

Strikes and Lockouts.—Two applications for Boards of Conciliation were filed with the Registrar under the Strikes and Lockouts Prevention Act. A third case was referred to the Regional War Labour Board. Two other disputes were settled by arbitration, without applications having been made for Boards. In addition, four other disputes were investigated for the Federal government under the Industrial Disputes Investigation Act. In the latter cases, 3 were settled to the satisfaction of both the employers and employees, and the other was withdrawn at the request of the employees.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

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VOLUME XLIV] JUNE, 1944 [NUMBER 6

Notes of Current Interest

Recommendations for protecting welders in Ontario

Health Hazards in Welding is the title of a pamphlet prepared by the Division of Industrial Hygiene of the Ontario Department of Health for distribution by the Ontario Industrial Accident Prevention Associations. Welding hazards are divided into three classes: illness caused by inhaling toxic gases and dusts from fluxes, coated rods or the ingredients of the metal; eye injuries from harmful light rays or flying particles of hot metal; and skin burns from contact with hot metal or from ultra-violet rays.

Hazards of the first type can be controlled by proper ventilation. The place and value of both local exhaust and general ventilation are discussed in the pamphlet and a table indicating the number of cubic feet of air per minute required for different types of welding operations is reproduced from the Special Bulletin of the United States Department of Labor entitled *Control of Welding Hazards in Defence Industries.* Where ventilation is inadequate, as in confined spaces, the use of respirators is recommended.

Eye injuries can be prevented by the use of helmets, shields, goggles and screens to protect nearby workers from "side-flash." A table of recommended shades of lenses for different operations is given. The wearing of protective clothing such as gauntlets, arm guards, etc., is necessary to avoid skin burns. It is the responsibility of supervisors to see that workers use protective devices and wear safety clothing.

Quebec Health Insurance Commission reports on child protection

A report concerning day nurseries and the protection of children which was made by the Quebec Health Insurance Commission has been presented to the Government. The Health Insurance Commission was established pursuant to a statute of 1943 to work out a plan of health insurance. The Commission heard witnesses representing more than 110 organizations and inspected institutions, both public and private. The report includes general observations on the principles and problems of child protection, recommendations of an administrative nature, a draft Children's Protection Act, and a survey of present conditions in day nurseries and in other establishments where children are kept.

The Commission considered that the question of protection involves, first, the fundamental principle of reconstituting the family, and, if this is possible, then deciding whether the child's welfare would be best served by placing it in a foster-home or an institution. Each case must be treated on its particular merits.

As regards administration, the Commission was of the opinion that a Department of Social Welfare should be created to administer all statutes concerning the placing of children and social assistance except hospitalization: the Old Age Pension Act, the Needy Mothers' Assistance Act, the Children's Protection Act when adopted, the Blind Persons' Aid Act, the

Child Protection Tuberculosis Act, and the Quebec Public Charities Act with respect to institutions other than hospitals. As a result of this recommendation, a Bill to this effect has been introduced in the Quebec Legislature.

The draft Bill recommended by the Commission was divided by the Government, with slight changes, into two Bills, the Children's Protection Act and the Child Protection Schools Act. They provide for the setting up of a provincial bureau for the protection of children, the Child Protection Superior Council, and the creation of societies having rights of tutorship over neglected or abandoned children and charged with the responsibility of placing a child in a foster-home, in a child protection school or other institution, under apprenticeship or in domestic service. The Children's Protection Act repeals the Industrial Schools Act.

The Commission examined the adequacy of public day nurseries, private nurseries, children's boarding homes, lying-in hospitals and public charitable institutions, and the laws applying to each. The Dominion-Provincial day-nurseries were considered to be meeting a real need, but the Commission thought that private boarding-homes should be compelled to comply with stringent licensing conditions. Also, the children in these nurseries should be periodically weighed.

Agreements on care of children of working mothers in Quebec and Ontario

The Minister of Labour announces that an Order in Council (P.C. 3733) was passed on May 18, amending the agreement between the Dominion and the Province of Quebec on the care of children whose mothers are working in industry. A similar Order (P.C. 2503) was passed on April 6 amending the agreement between the Dominion and the Province of Ontario.

Previously it had been provided that not more than 25 per cent of the children cared for in any approved project would be accepted from mothers working in other than war industry. Under the amendments now made in the agreements, while priority in accepting children will be given to those of mothers in war plants, the Dominion Minister of Labour may agree to share expenses with the province where more than 25 per cent of the children taken care of by any project are the children of mothers in non-war plants.

The projects for taking care of children include day nurseries, for children below school age, and noon-day lunch and before- and after-school supervision for children attending school.

Increases in allowances under Post Discharge Re-establishment Order

Increases in the maintenance allowances which may be paid to ex-service personnel of the present war under the Post Discharge Re-establishment Order have recently been authorized by Order in Council (P.C. 4/3655, May 15).

The allowances now payable to discharged members of the Forces, continuing their education or taking vocational training, will be at the rate of $60 monthly for a single man and $80 monthly for a man and his wife. Rates for those awaiting returns from private enterprise, such as a small business or a farm, for those fit and available for work, but for whom no suitable employment can be found, and for persons temporarily incapacitated, will be $50 monthly for a single man and $70 monthly for a man and his wife. In addition, in all cases, allowances will be paid for dependent children and certain dependents on approximately the same basis as paid by the Dependents' Allowance Board during the period in service.

Rates in all categories were previously $44.50 monthly for a single man and $62.40 monthly for a man and his wife.

It was explained that the increase in the training grants is larger because a man taking training, or continuing his education, has certain expenses which are directly due to his training. Moreover the desire is to encourage all ex-service personnel who need training and will benefit by it to take advantage of the training provisions of the rehabilitation program.

Post-war preparation in British Columbia

The Post-War Rehabilitation Council of British Columbia, under the chairmanship of Hon. H. G. T. Perry, Minister of Education, has recently issued a comprehensive supplementary report covering its activities subsequent to the publication of its interim report in January, 1943. In addition, it has issued a concise summary of the recommendations contained in both reports.

The Council was established under Section 8 of the Post-War Rehabilitation Act of February, 1942, and of Order in Council No. 354 of March 23, 1942. It is made up of ten members of the provincial legislature who receive no additional compensation other than travelling expenses and living allowances while attending meetings of the Council. It has carried out extensive surveys of possible fields for employment after the war, on the assumption that special forethought is essential if the province is to avoid "the grave repercussions of post-war readjustment which can be reason-

ably expected to arise out of the dislocations of the present war."

In the introduction to the summary it is pointed out that, "the Dominion Government has already assumed leadership in this field, establishing advisory committees and preparing legislation on a wide variety of post-war topics. But as the largest custodians of natural resources and the constitutionally responsible authorities for considerable economic and social policies the Provincial governments will be implicated voluntarily or involuntarily in these Federal post-war measures." Again, "the exploratory studies and decisions made now, in the light of existing information, can be revised as circumstances dictate, but if the matter is left completely untouched, the opportunity to reach a *considered* decision will have been forever removed and last-minute, improvised methods will have to be employed."

It is urged that, "the post-war problems of British Columbia, as elsewhere, will be so complex they cannot be solved by the government alone. They require the fullest co-ordination between the three governments, Federal, Provincial and Municipal," as well as "the intelligent co-operation of workers, farmers, industrialists and all citizens."

With this postulate in mind, the Council has taken stock of the assets of the province and has compiled a considerable volume of current information with respect to such factors as the following: Agriculture and land settlement, including legislative requirements pertaining thereto; fisheries; forests and parks; mining and prospecting; water-power; new industries; apprenticeship and vocational training; co-operatives; public works; transportation; regional and town planning; housing and social security. Numerous recommendations concerning these, which, although necessarily tentative, may prove of great value in formulating lines of action immediately following the end of the war.

Post-war planning in Alberta

The Alberta Post-War Reconstruction Committee set up under an Act of 1943, has presented an interim report to the Legislature containing 180 recommendations dealing with agriculture, finance, natural resources, trade and industry, public works, social welfare, education and vocational training.

In the field of labour and industry, the Committee considers that union agreements and agreements under the Industrial Standards Act should be extended, that minimum wage rates should be adjusted to meet changing conditions, that hours of work should be progressively reduced, and that the principle of equal pay for men and women should be accepted. An apprenticeship Act ensuring high standard of instruction is desirable. The Committee urged that the status of skilled domestic workers be raised.

Under the heading of social welfare the Committee made recommendations concerning housing, medical services, nutrition, decentralization of industry, recreation services, parental education and child guidance, veterans' re-establishment, old age pensions and training of social workers. The resolution is put forward that "full provision be made now to ensure that all families may have the guarantee of adequate economic security with freedom."

As regards agriculture, the Committee recommended the expansion of wool production and linseed oil extraction, soil surveys, chemurgic research, and studies of farm management and rural electrification; the collection of data concerning crop insurance and the distribution of information regarding co-operative associations and credit unions. It considered that the government should retain control over potential water-power sites. The regular employment and equitable treatment of farm labour requires stabilization of "farm price relationships."

The Committee feels that the public should be enlightened about the unsatisfactory conditions in the teaching profession. Salaries, training, legal status, pension provisions and rural living conditions must all be improved. One-room schools should be replaced by graded rural schools. The number of exclusively vocational schools should not be increased until it is seen how well community schools in conjunction with an apprenticeship system will serve the purpose.

Cost of living advances fractionally

The Dominion Bureau of Statistics cost-of-living index increased from 119·1 on April 1 to 119·2 on May 1, 1944. Fractional advances in the food, clothing, and home-furnishings group indexes outweighed a moderate decline in the fuel and lighting section. The food index rose from 131·5 for April to 131·7 for May, as cabbage, carrots and oranges increased in price while small declines occurred for potatoes, eggs, and some cuts of meats. Lower coal prices in western centres and removal of the provincial sales tax on coal in Quebec combined to reduce the fuel and lighting series from 113·0 to 112·5. The clothing index changed from 121·4 to 121·5, while home-furnishings and services also moved up 0·1 to 118·5. Rents remained at 111·9 and miscellaneous items at 109·0. After adjustment to the base August, 1939, as 100 the index was 118·3 at May 1.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada. Continued contraction in industrial employment was revealed at April 1 by the figures published by the Dominion Bureau of Statistics. Although conforming with the seasonal movement since 1921, the decline in April was less than average. The index was 180·5 at April 1 and 181·7 at March 1 as compared with 180·6 at April 1, 1943, and 104·9 at April 1, 1939. The 14,447 establishments reporting to the Bureau showed a total working force of 1,817,600 at April 1 which was 0·7 per cent smaller than at the

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1944			1943		
	May	April	March	May	April	March
Employment Index (1)	.....	**180·5**	**181·7**	**178·2**	**180·6**	**181·5**
Unemployment percentage (trade union members) (2)	.....	0·9	.....	1·0	1·3	1·5
Index numbers, aggregate weekly payrolls (3)	.....	148·4	149·1	139·8	144·1	143·0
Per capita weekly earnings $	.....	32·33	32·27	30·59	31·14	30·72
Prices, wholesale Index (1)	**102·5**	**102·9**	**103·0**	**99·2**	**98·9**	**98·6**
Cost of Living Index (4)	**119·2**	**119·1**	**119·0**	**118·1**	**117·6**	**117·2**
Retail sales unadjusted index (4)	.....	176·8	165·4	162·7	167·3	151·1
Retail sales adjusted index (5) (4)	.....	175·3	177·4	154·4	162·9	167·5
Wholesale sales (4)	.....	171·5	189·0	163·6	163·8	173·4
Common stocks index (4)	79·9	79·3	81·5	83·7	82·6	79·1
Preferred stocks index (4)	†118·5	118·7	119·2	110·1	108·2	106·4
Bond yields, Dominion index (4)	97·2	97·3	97·3	97·3	97·3	97·6
Physical Volume of Business Index (5) (4)	.....	**239·5**	**247·8**	**231·8**	**236·9**	**231·7**
INDUSTRIAL PRODUCTION (4)	.....	270·0	282·7	267·8	274·4	269·1
Mineral Production (4)	.....	247·5	262·6	285·0	248·0	245·3
Manufacturing (4)	.....	291·3	300·5	286·8	296·7	294·1
Construction (4)	.....	140·2	201·8	91·3	83·7	90·8
Electric power (4)	.....	153·1	154·7	161·6	153·4	146·9
DISTRIBUTION (4)	.....	176·2	175·4	157·2	159·2	154·3
Carloadings	.....	146·1	156·7	142·5	144·1	143·7
Tons carried, freight (4)	.....	209·3	217·5	191 7	204·8	202·3
Trade, external, excluding gold. $	.....	424,167,523	440,728,409	407,700,000	379,775,700	352,685,771
Imports, excluding gold $	.....	137,487,106	150,785,685	154,393,000	159,698,520	146,112,853
Exports, excluding gold $	.....	282,890,613	282,682,299	250,607,000	227,730,003	205,170,379
Bank debits to individual accounts $	6,652,617,362	4,561,260,734	4,773,277,391	5,423,710,780	4,070,712,509	4,011,883,239
Bank notes in circulation (6) $	.....	836,500,000	801,000,000	687,500,000	664,200,000	656,200,000
Bank deposits in savings $	.....	2,253,671,574	2,225,417,472	1,732,289,784	1,920,252,212	1,889,542,539
Bank loans, commercial, etc. $	.....	866,976,698	930,914,937	1,153,505,824	905,021,219	936,142,073
Railway— Car loadings, revenue freight cars (7)	282,760	272,724	277,771	262,095	257,686	253,747
Canadian National Railways operating revenues $	.....	.....	33,492,700	32,977,200	34,161,500	32,017,900
operating expenses $	.....	.....	26,286,168	25,338,858	26,162,688	25,188,969
Canadian Pacific Railway traffic earnings $	.....	25,753,427	27,119,666	24,205,061	24,045,596	24,021,211
Canadian Pacific Railway operating expenses, all lines $	.....	21,848,861	23,230,798	19,891,648	20,254,726	20,403,792
Steam railways, freight in ton-miles	.....	.....	5,533,693	5,459,854,000	5,167,117,000	5,083,342,000
Building permits $	16,,869,573	13,611,306	7,091,253	8,663,057	7,538,481	5,026,837
Contracts awarded (8) $	31,694,500	27,696,000	31,019,000	23,486,900	16,047,300	11,100,600
Mineral production— Pig iron tons	.....	170,364	168,047	154,476	150,486	160,101
Steel ingots and castings tons	.....	260,825	275,539	271,737	264,357	270,962
Ferro-alloys tons	.....	12,818	13,427	17,971	18,698	20,324
Gold ounces	.....	.....	264,644	313,396	323,073	347,683
Coal tons	.....	1,236,000	1,549,092	1,300,619	1,387,020	1,665,853
Timber scaled in British Columbia bd. ft.	.....	284,671,498	235,465,951	.....	234,074,823	163,848,119
Flour production bbls.	.....	1,948,537	2,267,307	2,099,996	2,057,355	2,193,029
Footwear production pairs	.....	2,908,348	3,340,343	3,008,030	2,918,389	3,173,967
Output of central electric stations k.w.h.	.....	3,270,098,000	3,515,052,000	3,502,819,000	3,276,544,000	3,337,886,000
Sales of Insurance $	.....	.....	54,366,000	49,023,000	50,244,000	46,015,000
Newsprint production tons	.....	236,000	252,090	254,050	229,570	246,860

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended May 25, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figure for four weeks ended May 27, 1944, and corresponding previous periods. (8) MacLean's Building Review.

beginning of March. The total weekly wages and salaries paid to these employees amounted to $58,766,821, a decrease of 0·5 per cent from the previous month. Per capita weekly earnings advanced to a new high level of $32.33 at April 1, from $32.27 at March 1.

Employment declined at April 1 in the manufacture of both durable and non-durable goods while increased activity was noted in transportation, trade, communication and services. Other industries to show decline at April 1 were logging and construction. Employment in the mining industry remained fairly stable.

The index of the physical volume of business recorded a decline to 239·5 in April from 247·8 in the preceding month. This compares with 236·9 for April, 1943. In the industrial group, lower volume was indicated for mineral production, manufacturing, construction and output of electric power while the distribution group was higher.

The trend of economic conditions averaged higher in the first four months of 1944 than in any other similar period in the record. The business index for this period averaged 5·9 per cent over the first four months in 1943. In the same comparison wholesale prices advanced 4·9 per cent, bank debits 15 per cent, mineral production 7·4 per cent, manufacturing 3·4 per cent, cattle slaughterings 24·8 per cent, hog slaughterings 67 per cent, cheese production 8·4 per cent, steel production 2·1 per cent, construction contracts awarded 44 per cent, the value of commodity exports 34·2 per cent, imports 2·7 per cent, carloadings 10·2 per cent and the estimated national income gained 10·2 per cent. The production of coal declined 4·5 per cent, of creamery butter 12·4 per cent, and the consumption of raw cotton 9·9 per cent in this same comparison.

V. C. MacDonald, K.C., relinquishes office of Assistant Deputy Minister

V. C. MacDonald, K.C., Assistant Deputy Minister of Labour, who has been on leave from the post of Dean of the Law School of Dalhousie University, is being recalled to Halifax to resume his former post, according to an announcement made by Hon. Humphrey Mitchell, Minister of Labour.

Mr. MacDonald, who has occupied the position of Assistant Deputy Minister of Labour since September, 1942, while now returning to the Halifax University, will not completely sever his connection with the Department of Labour. With the title of Assistant to the Deputy Minister of Labour he will continue on a part-time basis with the Department and particularly will assist in the direction of wartime loading at the Port of Halifax. Previous to his full-time connection with the Department, Mr. MacDonald had functioned for the Department as arbitrator of the Port of Halifax, and later as controller of ship-loading operations.

Commenting upon Mr. MacDonald's departure from Ottawa, the Minister of Labour stated: "It is with very genuine regret that I announce that Mr. MacDonald is relinquishing the office of Assistant Deputy Minister. His services to the Department have been outstanding, and while we can appreciate fully the need and desire of Dalhousie University to have him return to his university post, I would like to emphasize that his services have been most valuable while connected with us. We are pleased that we will still be able to call on him from time to time for special assignments."

Department of Labour brochure on labour standards

Provincial Labour Standards Concerning Child Labour, Hours of Work, Minimum Wages and Workmen's Compensation is the title of a brochure published early in June by the Department of Labour. It is a compendium of extensive comparative studies of legislation in the several Canadian provinces. The section on minimum wage rates covers only rates paid for experienced workers. Copies of the brochure may be obtained by applying to the Labour Legislation Branch, Department of Labour, Ottawa.

Accident prevention in British flour milling industry

The Factories Committee of the National Joint Industrial Council for the Flour Milling Industry has recently published a leaflet containing an analysis of the milling accidents reported to the Factory Department of the Ministry of Labour and National Service in 1942 and recommendations for preventing accidents in the industry. The Committee was established in 1927 to study the provisions of the Factories Act and regulations which apply to the flour milling industry. It consists of an equal number of representatives from each side of the National Joint Industrial Council which was formed in 1919, and a Superintending Inspector of Factories.

During the 16 years of the Committee's work from 1927 to 1942 milling accidents have dropped from 628 to 290 in a year. "The Committee feels," it is stated in the leaflet, "that this reduction in the number of accidents reflects the increased interest in the subject of accident prevention taken by the industry and they regard this . . . as one of the most valuable pieces of work that the

council performs." However, the Committee has declared that it will not be satisfied "as long as a single preventable accident occurs."

Of the 290 accidents reported in 1942, 192 were non-machinery accidents such as falls, strains from lifting heavy weights and injuries caused by falling bodies. Only two accidents were fatal, one involving a woman. Total accidents to women rose from 27 in 1941 to 76 in 1942, reflecting the increased employment of women. Three women suffered strains from moving 140-lb. bags a short distance. The Flour Mills (Hours, Safety and Welfare) Order issued in January, 1942, forbids a woman to lift weights exceeding 65 lbs. unassisted, but permits a woman to handle from 65 to 140 lbs. with the aid of another worker. It was found that the greatest number of accidents happened during the morning shift from 6 a.m. to 2 p.m. and very few during the night shift.

Details of all accidents caused by machinery in motion are given and a few non-machinery accidents described. Among the precautions recommended are adequate guarding of machinery, and sleeving of shafts, wearing of protective clothing and goggles where necessary, care in the use of man-hoists, provision of proper first-aid outfits and measures to reduce the hazards from belts and worms. To protect women from weight-lifting injuries, employers are urged to provide a roll conveyor or hand-truck for moving flour bags from the packing spout to the weighing scale. A list of safety rules for workers is also given in the pamphlet.

Labour representation on Department of Labour boards and committees

Organized labour now has a total of 352 representatives serving on 125 boards and committees associated with the Department of Labour, National Selective Service and Unemployment Insurance Commission, according to a return tabled by Hon. Humphrey Mitchell, Minister of Labour, in the House of Commons.

The information tabled shows representatives of trade unions on 11 national, 19 regional, and 95 local boards and committees connected with the Department. In each case trade union representation is paralleled by that of employers.

Among the national boards are the National War Labour Board, the Unemployment Insurance Commission, the National Selective Service Advisory Board, the Vocational Training Advisory Council, the Wartime Labour Relations Board and the Advisory Committee to the Industrial Production Co-operation Board.

Regional boards include Regional War Labour Boards and Selective Service and Employment Advisory Committees. Local committees include Courts of Referees under the Unemployment Insurance Act, which handle as well appeals against Selective Service rulings, and also local employment advisory committees.

Controlling absences and fatigue in British factories

Absence from work and industrial fatigue are the subjects dealt with in the second pamphlet of the British Industrial Health Research Board's series on Conditions for Industrial Health and Efficiency. The causes of poor attendance, fatigue and boredom are analyzed and ways of solving these problems suggested. Short bibliographies on each topic are given.

Excessive hours of work are considered one of the chief causes of both absences and fatigue. It is recommended that weekly hours should be limited to 55 for women and 60 for men and should be further reduced for men on heavy work and women with home duties. Adequate week-end breaks and rest pauses during the day are also very important in preventing fatigue. Those needing to recuperate from accumulated fatigue should take advantage of the holiday facilities provided under the wartime rest-break scheme.

Figures gathered from nearly 60 factories, some employing as many as 25,000 persons, show that women lose about twice as much time as men and married women may be absent three times as often as single women. Women with home responsibilities who cannot manage full-time work without absences and illness are urged to accept part-time employment.

The importance of good labour-management relations in combatting absences and fatigue is stressed. A contented worker is less prone to fatigue and it has been found that:

> Absence is lowest in factories where the workers and the management get together to help each other in solving the problems of factory production, discipline and policy.

It is pointed out that workers must be made aware of the significance of their job in the war effort and impressed with their responsibility to keep fit and to prevent interruptions in production by notifying their foreman when they expect to be away. Efforts should be made to see that each worker is placed in the job for which he is best suited and to adapt the design and speed of machines to the individual.

Unfavourable working conditions such as bad air, poor lighting, extremes of temperature and lack of canteens, rest and recreation facilities, have been found to increase absences and fatigue. Difficulties outside the plant connected with transport, lodgings, shopping and

home responsibilities also affect attendance and efficiency. Employers are urged to improve working conditions and promote community action to solve the external problems.

Boredom which is often confused with fatigue arises from monotonous work, payment on a time rather than a piece basis, discontent and lack of social intercourse in the work. It may seriously affect both attendance and output but can be overcome by granting rest pauses, providing music and recreational facilities, rotating jobs among workers and stimulating interest by competitions, films, pictures and talks on the part played by the plant's products in the war.

Hours of work in wartime Britain

For the first time during this war figures have been collected and published on the actual hours worked by almost all types of industrial workers in Britain, according to the May issue of *Labour and Industry in Britain*, a monthly review published in the United States by the British Information Services.

It is shown that, for the occupations covered, the average for men of 21 years and over was 52·9 hours a week; for women of 18 years and over, 45·9; for youths 14 to 20, 48; and for girls 14 to 17, 45·1. The average for all workers was 50 hours a week. These figures relate to the total number of hours actually worked, including overtime and excluding all time lost as well as recognized intervals for meals. They do not show, however, the considerable differences that exist within single occupations, nor do they show the differences that arise in individual plants which are governed to a considerable degree in wartime by the urgency of the need for the goods produced.

It is pointed out that the basic working-week for men in most union contracts in Britain is about 47 to 48 hours, with overtime pay of one and a quarter to one and a half, and double pay for Sundays and holidays. Except in coal mining, there is no legal limit to the hours of adult men, but the actual hours for women and young persons from 14 to 17 years are limited to between 44 and 48 hours, unless special governmental permission is given.

At the outbreak of war hours increased generally, the greatest expansion coming immediately after Dunkirk in 1940, when hours were increased to 70, 80 and even 90 hours a week. However, it was realized that this could not and should not be maintained and the government set as an objective a maximum of 60 a week for men and 55 for women. The extension of the system of three eight-hour shifts, where it is in effect, brought the weekly hours to 48 for a six-day week. Where the two-shift system is in operation, a shift of ten hours is often worked, giving about 55 to 56 hours for a week of five and a half days, the normal working period.

Instigating strikes prohibited in Great Britain

A new Defence Regulation (No. 1AA) was issued in Great Britain on April 18 providing that anyone instigating or furthering a strike or lockout among persons engaged in essential services will be liable on a conviction on indictment to a maximum penalty of five years' imprisonment, a £500 fine or both. The Regulation does not apply to persons who are withholding their labour nor to any act done by a trade union member at a duly summoned meeting of his union. No prosecution may be instituted under the Regulation except with the consent of the Director of Public Prosecutions.

In addition Regulation 1A has been amended to bring it into line with the new Regulation. It prohibits acts calculated to prevent or interfere with any person engaged in essential services from carrying on his work. It formerly provided that it was not an offence merely to take part in or peacefully persuade others to take part in a lawful strike, but this provision has now been amended to cover only the persons excepted from the application of Regulation 1AA.

The new Regulation was passed after lengthy consultation between the Minister of Labour and National Service and his Joint Consultative Committee which consists of trade union and employer representatives. Both the Trades Union Congress and the British Employers' Confederation endorsed the action of their representatives on the Consultative Committee, although the National Union of Distributive and Allied Workers protested to the T.U.C. for having done so without prior consultation with its affiliated unions. The Minister of Labour explained in the House of Commons that the new Regulation was to be regarded purely as an emergency measure and that it was designed to prevent the recurrence during the invasion period of strikes which did not have union approval.

Industrial welfare and personnel management in Great Britain

A small handbook entitled, *Outline of Industrial Welfare and Personnel Management* was published recently by the "Industrial Welfare Society (Inc.)", 14 Hobart Place, London, S.W.1, which is designed to provide initial information on the organization of welfare and personnel work in industrial plants

It is pointed out in the introduction that "industrial welfare, personnel management, or labour management—by whatever title it is called—forms an essential function of every industrial organization, and upon its proper performance depends to a large degree the prosperity of the business and all employed in it."

In every business concern, however small, workers must be engaged, trained, transferred, promoted, or, if necessary, dismissed. Legal requirements must be met and in many, if not most, plants welfare facilities such as first-aid rooms, canteens, etc., are coming to be regarded more and more as necessities. In all plants, whether large or small, the head of the business must, in the last analysis, assume responsibility for the handling of these matters. In larger plants, however, authority is generally delegated to personnel staffs, to organize, develop and apply the directives laid down by the management.

The handbook outlines the principles involved under the following headings:

(1) Employment; engagement of labour, introduction to the job, personnel records, internal memoranda, information for reference, welfare and personnel reports.

(2) Working conditions; health, accident prevention, etc.

(3) Relationships within the factory or plant.

(4) Outside welfare: housing facilities, transportation, recreation, help to workers in cases of legal and financial difficulties, etc.

Sources of more detailed information, as well as suggested specific plant personnel organizations are given in the appendices.

Safeguarding synthetic rubber workers in U.S.A.

A series of four pamphlets on methods of safeguarding the health of workers making and processing synthetic rubbers is being prepared by the United States Department of Labour. One on Neoprene has just been published; subsequent ones will deal with Buna S, Buna N, Butyl and Thiokol. In 1944 the United States expects to manufacture over 800,000 tons of these products, equalling the amount of natural rubber imported in 1941. Investigation has shown that relatively few workers handling the basic raw materials used in making synthetic rubbers are exposed to health hazards unless enclosed operations break down, but the health of those employed in processing and fabricating operations may be affected if vapours, gases, irritating dusts and excessive heat are not controlled by proper engineering.

In the pamphlet on neoprene, the various types of synthetic rubber, their manufacture and wartime uses are described in detail. Made from coal, limestone, water and salt, neoprene is used in rubber life-boats, barrage balloons, engine cowlings, gaskets, hose, rubber-covered wire and for many other military and industrial purposes. Because of its resistance to oils, sulphuric and hydrochloric acids and other chemicals even at elevated temperatures, it has been used for the past decade in safety clothing. The American Standards Association at the request of the War Production Board is developing specifications for safety clothing which may be manufactured from approved synthetic substitute materials.

It is pointed out that neoprene in the form sold to manufacturers is harmless to workers, but dangerous fumes, gases and dusts and fire hazards may arise in compounding and processing operations. However, most of these hazards were also met in the natural rubber industry, and have been successfully controlled.

Adequate ventilation is very important. Systems of both general and local exhaust ventilation are described and illustrations of effective ventilating devices given. In both cases:

> "the theory of operation in design and installation is simply to take advantage of the natural tendency of heavier-than-air solvents to collect at low levels and to allow solvent vapours to travel the shortest possible path from the point of operation to the point of exhaust."

Effective precautions against fire and explosion are suggested, including the teaching of safe practices to workers. Over 50 per cent of rubber plant fires are caused by electricity, static sparks and friction. A table is included giving the flash point, ignition temperature, explosive or inflammable limits and the extinguishing agent for common solvents used in neoprene processing and fabrication, and safety rules are laid down for the storage, handling and use of these solvents. The importance of personal cleanliness to avoid skin infection from handling neoprenes and their solvents is stressed.

Wartime training courses for women in United States

The War Manpower Commission at Washington has reported that more than 2,000,000 women of all ages in the United States have received training in public vocational and in academic institutions that assist in preparing workers for wartime work. Of these 1,136,576 were trained as war production workers and 678,379 for food production.

A total of 230,411 were enrolled in engineering, science and management courses in colleges, and 160,000 in training-within-industry courses.

U.S. board upholds management's right to discipline workers striking in violation of agreement

On May 16 the United States National War Labour Board over-ruled a decision of the Eleventh Regional Board in Detroit and upheld the right of management to discipline employees who go on strike in violation of the terms of a collective agreement. Labour members of the Board dissented.

The case arose out of a walk-out by 41 employees of the Borg-Warner Corporation at Muskegon, Michigan, in protest against delay in handling a grievance presented by them to the Company against a worker in their department. During the preceding six months the union to which the employees belonged, the United Automobile Workers, affiliated with the American Federation of Labor, had filed three grievances against the same worker. After the company had dismissed the third complaint, the union sought à review by the union's international representative and the general manager of the company—the last step in the grievance procedure provided in the agreement. Before the company and union representatives could meet, the walk-out occurred.

The company refused to reinstate the 41 employees and as a result a plant-wide strike took place on December 22 and lasted till January 3. The Board condemned this procedure, stating that the union should have appealed the discharges on an individual case basis through the recognized grievance procedure, to determine whether discharge was the proper penalty in each case. Dr. G. W. Taylor, Vice-Chairman of the Board stated, in giving the majority opinion, that "the responsibility for disciplining employees must rest with management; it is the right of the union to see to it that discipline of its members is for cause." At another place he said that "a proper use of the grievance procedure by the union could probably have avoided the unfortunate difficulties which have come to so many employees over this case."

The Regional Board in Detroit had ordered the 41 employees reinstated without back pay, but the National Board directed that they make application for re-employment within 15 days and that the company "make every reasonable effort to consider the case of each applicant in relation to his individual responsibility for the stoppage of work."

Increase in placement of handicapped workers in United States

Recent studies of the utilization of handicapped workers in the United States have shown that placements of such workers in 1943 were approximately eight times the number placed in 1940, according to a statement made in the *U.S. Labor Press Service*.

In 1940, when production was stepped up to meet the needs of the allied nations for war materials, 27,703 placements of handicapped persons were made. In 1941, this number was nearly doubled and in 1942, following Pearl Harbour, the total went up to 91,410. At the end of 1943, records showed 194,129 handicapped persons had been placed during that year.

The chairman of the War Manpower Commission, Paul V. McNutt, has pointed out that not all physically handicapped persons are vocationally handicapped, since a person's disability may not interfere with his particular occupation. "Of 8,100,000 physically handicapped men between the ages of 15 and 65 (in the United States) about 6,700,000 need only selective placement, 1,000,000 require rehabilitation before employment in industry and about 350,000 need extensive rehabilitation and should be restricted to sheltered work." He continued: "Proper placement and training, coupled with employer acceptance, has enabled us to use a substantial portion of this reserve to ease our critical labour shortage."

Industry's rapidly changing attitude toward employment of physically handicapped men and women, in the United States, as evidenced by the rapid increase in hiring of such persons since the beginning of the present war has, it is stated, convinced the War Manpower Commission that a far higher percentage of jobs for this war's casualties can be found than was available for those of World War 1.

Workers' vacations in the United States

"Vacations to renew their energies and enthusiasm are needed by American workers and," in the opinion of Donald M. Nelson, Chairman of the War Production Board at Washington, "it is now time to make arrangements for them."

"In a prolonged war, such as this, there is great danger of chronic fatigue and consequent loss of production from increased illness and injuries and decreased quantity and quality of goods produced," Mr. Nelson asserted.

However, in order that vacations may not curtail production, it is essential that labour and management should plan carefully. The shutting down of plants for vacation periods is to be deprecated. Staggered vacation

schedules may be required, other employees may have to be trained to handle the work temporarily and a greater measure of overtime may be necessary, in order to avoid a decline in production.

It is important to emphasize, Mr. Nelson pointed out, that workers should not be permitted to waive their vacations in order to receive vacation pay as additional income. "Such a practice would defeat the whole purpose of vacations."

Nevertheless, it is urged that civilian travel by rail and by bus be avoided as far as possible. Such means of transportation "has reached its peak limits," it is stated, and needless travel must stop if a crisis is to be prevented. "Spend your vacations at home," is urged by the Office of Defence Transportation. It is pointed out that troop movements now account for more than 1,500,000 passengers a month in the United States. This requires the full time use of nearly one-third of the available day coaches and over one-half of the Pullman sleepers.

Industrial poisoning in American shipyards

A total of 495 disabling cases of chemical poisoning or occupational disease in American shipyards were reported to the United States Department of Labour during the first nine months of 1943. While this figure is small compared to the 41,179 disabling accidents in the same period, the medical records of one large yard show that for every disabling case of industrial poisoning, there are approximately three known non-disabling cases. A case is considered disabling if it results in inability to work beyond the day the case is reported.

About 200 of the 495 cases were classed as metal fume fever resulting from the inhalation of zinc oxide fumes produced in welding or burning galvanized metal. Nearly 200 more were from inhalating other fumes, smokes or dusts and 98 were cases of dermatoses caused by various chemicals, fumes and dusts. The fact that two-fifths of the 260 workers overcome by welding fumes were not welders indicated the need for improved ventilation, particularly in confined spaces. The reports showed that many of the burners affected by fumes had little understanding of the hazards of their work and their supervisors did not always see that they used proper respirators and ventilating equipment. Many of the cases resulting from inhaling dusts and fumes in painting and paint-removing operations were traced to wartime substitutes. Effective precautions can be taken only if plant medical and safety departments are fully informed as to the composition of paints, thinners and solvents.

Carbon monoxide poisoning resulted usually from violations of yard rules which alert supervisors should have enforced. A number arose from the use of salamanders or makeshift stoves for heating purposes in enclosed work places. Others were caused by the operation of motor vehicle and portable gasoline engines inside buildings.

In nearly all the dermatosis cases there had been continued exposure over a long period to such irritants as paints, paint thinners and solvents, oil, grease and kerosene, creosote and other wood-preservatives, and the glass wool used for insulation. Nine cases of oak poisoning were reported in wood-construction yards. Preventive measures include the use of gloves, face shields, protective creams, adequate leg protection and insistance on thorough washing after working.

I.L.O. study on post-war economic policy

Just before the Twenty-sixth Session of the International Labour Conference held in April and May, the International Labour Office published a study entitled *World Economic Development—Effects on Advanced Industrial Countries* (Studies and Reports [Economic Conditions] No. 36). Starting with the ideal of "freedom from want" for "all men in all lands" propounded in the Atlantic Charter, the study is an attempt to discover how this ideal may be realized. Though it is admitted that freedom from want is "a very elastic goal" since new wants are discovered as the standard of living rises, it is nevertheless maintained that at least the following are required under modern conditions: "enough food of the right kinds to maintain vigorous health, adequate clothing for comfort and cleanliness, houses safe and pleasant to live in, health care, and at least elementary education for all". The only way in which this minimum can be achieved is through vastly increased production, for though it may appear to those living in the wealthier economies that all that is required is a more even distribution of the fruits of existing production, yet that does not take into account the enormous unfilled material wants of the great majority of the world's people.

Production can be increased sufficiently only by the large-scale economic development of new areas, and this can be realized best by co-operation between the areas which are already industrialized and the at-present undeveloped countries. Large-scale investment by the wealthy countries in the undeveloped areas will be mutually beneficial. To the latter it will mean more rapid economic progress than would otherwise be possible. To the former it will provide an outlet for the tendency towards excess saving which is almost bound to

develop and which, without an outlet, will produce economic depression. Moreover, progress in the undeveloped countries will mean increased markets for the industrial areas.

The danger to the wealthy areas will arise, it is believed, when the new economic areas have reached the point where they can compete successfully in lines of production which are at present the preserve of the existing industrial countries. The remedy, however, is not for these countries to attempt to protect their industries by cutting off investments in the undeveloped areas and by imposing high tariffs. Such a policy will only retard and will not prevent the development of new areas and, by limiting world production and world trade, it will have the effect of limiting wealth not merely in the new countries but in the wealthy countries themselves. The International Labour Office considers that the true solution lies in a policy of intelligent adaptation. As, under changing conditions, one line of production becomes economically unsound in a particular country, resources should be shifted systematically to lines in which a competitive advantage can be maintained. Such a policy, if adopted in all countries in conjunction with multi-lateral international trade, would result in world-wide economic specialization, and this would mean maximum production and thus maximum material wealth in all countries.

Report of apprenticeship commission in Australia

Over 9,000 apprentices in 18 different trades were under the supervision of the Apprenticeship Commission of Victoria in 1943, according to the fifteenth annual report of the Commission. In the engineering industry, which accounted for one-third of the total, the number has trebled over the last five years. The printing and electrical trades had over 900 each and the remainder were distributed over the other trades, subject to the Apprenticeship Act of 1928. These are construction, hairdressing, sheet metal, motor mechanics, boot manufacturing, boilermaking, butchering, baking and cooking. The figures include 2,100 apprentices whose indentures have been suspended while they are serving in the Armed Forces.

The Apprenticeship Commission consists of two representatives each of employers' and workers' organizations and an independent president. Its function is to promote and supervise apprenticeship with the assistance of joint trade committees which it may appoint for the various trades to which the Act has been extended. It may also appoint advisory committees on apprenticeship problems in rural areas. All members of the Commission and the committees except the president serve without remuneration.

During the year ending June 30, 1943, 2,550 applications for apprenticeship were approved by the Commission. Over 1,700 applicants came from junior and senior technical schools, 350 from high schools and 480 from primary schools. The Commission has power to prescribe minimum educational qualifications and ages for apprentices entering the various trades which it supervises. For most trades the minimum age is 15. The required educational qualifications vary from trade to trade but if an applicant shows that he lacked opportunity to obtain the necessary qualifications the Commission may waive them. It approved 85 applications of this type in 1943.

Over 5,000 apprentices were reported in attendance at technical schools during the year. It is compulsory for all apprentices to take prescribed technical school courses for two of the first three years of apprenticeship. Employers must allow them four hours a week off for this purpose. In addition, four hours a week at evening school are also required in most trades over a period of four to five years. During the war the extension of working hours and the introduction of shift work have prevented many apprentices from attending the prescribed 80 per cent of classes. The Commission attributed the satisfactory standing attained by most apprentices in the school examinations to its insistence on preparatory educational standards "as a suitable foundation for the intensive part-time courses prescribed". It reported that the lack of a sufficient number of trained supervising officers prevented it from properly supervising workshop training and enforcing the compulsory school attendance provisions of the Act.

The Commission prepares and distributes through the Education Department pamphlets describing the opportunities and conditions in each trade. It recommended that one authority should be made responsible for organizing a vocational guidance bureau, placement work and research into employment opportunities.

Hon. J. André Doucét, Minister of Health and Labour is Chairman of the New Brunswick Wartime Labour Relations Board. The other members are: C. J. A. Hughes, Vice-Chairman, (who is also Vice-Chairman of the Regional War Labour Board); G. R. Melvin, Secretary-Treasurer of the New Brunswick Federation of Labour; R. F. Gould, Executive Board Member of the Canadian Brotherhood of Railway Employees and other Transport workers; R. W. Cameron and C. A. Beatteay of the Snowflake Lime Co. The latter two will represent the point of view of employers.

Manpower

Extension of Manpower Controls

Minister of Labour Announces Measures to Combat General Shortages of Labour

A three-fold plan to meet manpower shortages in Canada was announced by the Honourable Humphrey Mitchell, Minister of Labour, in a radio address on June 8. Pointing out that the general shortages of labour were threatening war production, and that the Armed Forces required a constant stream of additional men, the Minister outlined the measures proposed to meet the situation as follows:

(1) Some 500,000 men who have been rejected for service in the Armed Forces will be interviewed individually, with a view to moving them, where necessary, to more essential employment.

(2) The Compulsory Transfer Regulations now in effect are to be extended to cover a greater number of occupations and will be applied more vigorously.

(3) The Industrial Mobilization Survey Plan will be extended to cover all industries, with the exception of agriculture. Men on postponement will be called for military training where possible; and the employment of other men aged 16 to 40 will be surveyed with a view to meeting the needs of essential industries.

The Minister further declared that women who are without family responsibilities would be called upon still further to engage in industry, either full time or part time.

As a measure whereby industrial management might try to help itself, the Minister strongly recommended the establishment of labour-management production committees.

The text of the Minister's speech is as follows:—

Text of Minister's Address

I am grateful to the C.B.C. for the opportunity of speaking this evening on a subject of foremost importance to the people of Canada in these critical times—namely manpower.

The invasion of Europe has commenced. Let us not under-estimate the power of the enemy. Much hard fighting lies ahead before victory is achieved.

The greater sacrifices which our men fighting on sea, land, and in the air will now be called upon to make underline the grim necessity of our civilian population backing them up in every practical way; seeing that they have the guns, shells, tanks, planes, ships, food, and everything else they need.

We on the home-front have worked hard for years to make the invasion possible. Now that it has begun, we must redouble our efforts. Standing in the shadow of this great moment of the war, we must re-dedicate ourselves to the task of production.

To-day Canada is faced with general shortages of workers, a situation that is threatening production. War industries, the farmer, essential civilian services—all are crying for help. Ways and means must be found to meet production schedules.

Labour shortages, after four years of war, are not at all surprising. They are both the evidence and the result of the completeness of our war effort.

Actually, if we had labour surpluses at a moment as tense as this we should deserve criticism; for they would show that we had failed to organize to make full use of our manpower in this gigantic struggle.

Failure, however, to adopt measures to overcome the shortages as far as possible, would be just reason for censure.

Labour Supply Position

Our labour supply position is indicated by the unfilled vacancies now listed with Employment and Selective Service Offices across the country. Toward the end of May nearly 100,000 men were required for high priority industries, as well as 41,000 women. Also, 55,000 persons were being sought by industries

in lower priorities, some of which are essential services.

To name the industries short of workers would mean listing all essential lines of employment. Shell filling plants must have 10,000 workers—mostly women—within the next few months. Railways, base metal mines, packing plants, foundries, and agricultural implement factories are all in urgent need of help.

The Armed Forces require a constant stream of additional men.

Agriculture will need anywhere up to a quarter million men and women for summer and fall work.

Our labour shortages can easily be explained. Last December 57·3 per cent of our population 14 years of age and over were in the Armed Forces or in gainful employment —and this figure has increased in the last six months. In spite of the enlistment of over three-quarters of a million men and women in our Armed Forces, from the beginning of the war to last December we increased our working population by more than half a million persons.

Actually, the figure of 57·3 per cent gainfully employed or in the Armed Forces does not tell the whole story. For instance, women on the farm are not included, but in numerous cases they have helped to meet labour shortages on the land. Large numbers of housewives in all communities, rural and urban, have done much through voluntary effort or part-time work.

Sources of Manpower

The question which now arises is—from what sources can personnel for the Forces and workers for essential industry be obtained?

As far as the Forces are concerned, most of the men needed will have to be withdrawn from industry. This means replacements will have to be arranged.

On the civilian side, we will have to call still further for women who are without family responsibilities, to engage in industry, either full-time or part-time. We can use thousands for part-time work. Some of the needs can be met through a more general use of women in many branches of industrial work.

The transfer of workers from plant to plant and place to place will have to be developed further. The services of conscientious objectors and prisoners of war will be necessary. Many other steps will also be utilized to the full.

Only by major readjustments within industry itself, by placing to better advantage those already working in industry, will we be able to overcome shortages.

Over a year ago Selective Service began a system of industrial surveys, checking on men of military age, who were on postponement of military training and who could be replaced or spared by industry, without essential production suffering.

Also last year, men of military age in certain lower priority occupations were made liable for compulsory transfer to more essential work.

Summary of Plan

At this time we are making a concerted effort to meet both military and high priority civilian needs for manpower. Our plan is threefold:—

First, some 500,000 men who have been rejected for service in the Armed Forces will be interviewed individually, with a view to moving them, where necessary, to more essential employment.

I might add that in order to speed up this plan, arrangements have been made for Selective Service and Employment Offices throughout Canada to stay open when necessary during evenings.

Second, the Compulsory Transfer Regulations now in effect are to be extended to cover a greater number of occupations and will be applied more vigorously.

Third, the Industrial Mobilization Survey plan will be extended to cover all industries, regardless of priority. The employment of all men aged 16 to 40 inclusive, in all industrial and commercial establishments will be subject to survey.

These surveys will be made as rapidly as possible. Their primary purpose is:—

> To determine cases where men on postponement can be called for military training without interfering with essential production;
> to arrange transfer to more essential jobs of men who are medically unfit or not callable for military service for any reasons;
> to discover cases where an employer, in any priority, has a temporary or permanent surplus of men in the age groups mentioned who may be moved to essential work.

In view of its peculiar labour difficuties, the agricultural industry will not be included in the survey. I might add that a survey of this nature is being applied to the Civil Service in Ottawa.[1]

I would stress the point that in regard to men in the age groups mentioned, whether callable for military training or not, or whether married or single, all cases will be examined most carefully. Essential and non-essential industries will all be covered.

Every effort will be made to treat fairly the employers and employees involved—but

[1] See page 710.

the paramount importance of war production will be the deciding factor.

To explain further: the officers of the Industrial Mobilization Survey Division of Selective Service will investigate plants, and will report to one of the twelve Industrial Mobilization Survey Committees across Canada.

Workers transferred have the right to reinstatement in former jobs, after the emergency passes.

Under certain conditions, special allowances will be paid to those moved to other jobs where hardship would be involved.

Employers and employees may appeal decisions of these Committees to Courts of Referees, which are widely distributed throughout the country and which include representatives of labour and employers.

The plan I have outlined will be put into effect immediately.

In a democracy compulsion of this sort is acceptable only in an emergency threatening the safety of the State. We are in such an emergency now—these measures are necessary to meet the situation.

Labour-Management Co-operation

This plan has been approved by the National Selective Service Advisory Board—on which labour, employers' organizations, farmers and other interests are represented. I am confident, therefore, it will receive general public approval.

Apart from what the Government can do, industrial management must try to help itself. One course I would strongly recommend is the establishment of labour-management production committees. By the co-operation of the two partners in industry much can be done in the way of increasing production with existing working force. This has been true in other countries. Canadian labour and management can surely do as well, if not better.

We have reached a period in this war when all of us must pull together as never before. More self-reliance by employers and employees; more co-operation with the government; fullest support by all citizens of what we are trying to do.

That is the need of this hour.

Recent Manpower Control Measures

Increased Enforcement of National Selective Service Civilian Regulations

PRIOR to the announcement by the Minister of Labour of plans to meet the manpower needs of the Armed Forces and of industry (see p. 708) measures taken to expedite the functioning of the Government's manpower program during the month of May included the extension of the industrial mobilization survey; changes in the regulations governing the payment of supplementary allowances to transferred workers; and an amendment to the "freezing" regulations. It was announced that manpower controls are being more strictly enforced, with the public having had time to become familiar with them, and that an increasing number of convictions have been secured in the case of employers and employees contravening the National Selective Service Civilian Regulations.

Industrial Mobilization Survey to Cover Male Civil Servants

The extension of the industrial mobilization survey plan to cover the Dominion Government Service was authorized by a recent Order in Council (P.C. 3874, May 23).

For upwards of a year industrial mobilization surveys have been conducted in private industry under the supervision of National Selective Service. Their purpose is to determine whether physically fit men who come in the age groups designated under Mobilization Regulations, and who are on postponement from military training, can be spared from their civilian employment to undertake military duties.

It has been decided to appoint a committee, "The Civil Service Mobilization Committee (Ottawa)" to carry out the survey in the Ottawa area under the direction of the Minister of Labour.

The Committee is to consist of senior civil servants, one of whom is to be appointed by the Minister of the Department undergoing a survey. The committee is to recommend a plan for the orderly withdrawal of all replaceable physically fit men in the designated classes on postponement, for service in the Army, "where such withdrawal is consistent with the efficient selection and utilization of manpower in the national interest".

The Minister is further authorized to set up similar committees to cover the public service outside of the Ottawa area.

Supplementary Allowances for Transferred Workers

The National Selective Service Civilian Regulations (P.C. 246) provide for the pay-

ment, under circumstances authorized by the Director of National Selective Service, of supplementary allowances for persons directed to new employment. These allowances may cover transportation and some other expenses.

In certain cases a separation allowance may be paid, where the worker has dependents who are remaining at home and he thus has to maintain two establishments; and in other cases transportation of the worker's dependents and household effects may be paid. Where the new employment is at a lower rate of remuneration than the worker previously received he may be paid a wage differential allowance.

A recent Order in Council (P.C. 2454, May 26) amends the section of the Regulations dealing with supplementary allowances. The main changes are to raise from $5 to $7.50 a week the maximum amount of separation allowance that may be paid; and to specify that the amount that may be paid in lieu of wages while travelling or awaiting referral shall be at the rate of forty cents per hour on the basis of an eight-hour day and six-day week.

Supplementary allowances provided by Section 212 of the Regulations are payable in specific instances only after payment has been authorized by the Director of National Selective Service. In the case of workers transferred under Compulsory Transfer Orders on or after May 30, 1944, payment of certain of the allowances has now been authorized. Allowances have also been authorized in the case of workers accepting direction to certain essential industries where the man-power shortage is especially acute.

The text of the amended section is as follows:—

212. (1) Where a Selective Service Officer has directed or requested a person to take employment and deems it necessary for the efficient placement of workers he may, in accordance with principles and directions set out in instructions given by the Director

(*a*) advance such person an amount not exceeding his necessary travelling expenses from the place where he was requested to take the employment to the place of employment;

(*b*) advance such person an amount not exceeding his necessary travelling expenses from the place of employment to the place where he was when he was requested to take the employment or to a place equidistant from the employment;

(*c*) if, in his opinion, it is necessary to move such person's dependents, advance him an amount not exceeding the necessary travelling expenses for his dependents and other necessary expenses arising out of his change of residence;

(*d*) pay him at the rate of forty cents per hour on the basis of an eight-hour day and six-day week during the period necessarily spent travelling to the place of employment or during any period when he is requested to hold himself available for referral to employment; and

(*e*) advance such a person an amount not exceeding the necessary travelling expenses for his dependents and other necessary expenses arising out of his change of residence, from the place of employment to the place where he was when he was requested to take the employment or to a place equidistant from the employment.

(2) A person to whom an advance or payment is made under paragraphs (*a*) or (*c*) of subsection (1) of this section shall repay the amount thereof to the Crown upon demand but he shall be deemed to have repaid to the Crown in respect of such advance five dollars for each week during which he remains in the employment which he accepted on the direction or at the request of the Selective Service Officer; or if he remains in the employment for the period which he was, pursuant to this part, directed or requested to remain, or if, for reasons beyond his control, he does not enter or remain in the employment which he was directed or requested to take, he shall be deemed to have repaid the full amount of the advance.

(3) Where a Selective Service Officer directs or requests a person to take employment which involves a change of residence and requires him to be separated from his dependents, and the earnings from the employment are not, in the opinion of the Selective Service Officer, sufficient to compensate him for the increased cost of living occasioned by the separation, the Selective Service Officer may, in accordance with principles and directions set out in instructions from the Director, pay him a supplementary living allowance not exceeding seven dollars and fifty cents for each week he is in such employment.

(4) Where a Selective Service Officer has, under this part, directed or requested a person to take employment at a rate lower than his usual rate of remuneration, the Director may pay him, or authorize the employer notwithstanding the Wartime Wages Control Order to pay him, a supplementary allowance not exceeding five dollars for each week he remains in the employment.

(5) Where a Selective Service Officer directs or requests a person to take employment, he may, in accordance with principles and directions set out in instructions given by the Director

(*a*) advance him an amount not exceeding fifteen dollars to defray living expenses during the first week of employment, and the person to whom such advance is made shall repay the amount thereof to the Selective Service Officer within forty-eight hours from receiving his first wages or salary from the employment or within such further period as the Selective Service Officer may allow;

(*b*) advance him an amount not exceeding his necessary expenses for work clothing, and the person to whom such an advance is made shall repay the amount thereof to the Selective Service Officer within forty-eight hours from receiving his first wages or salary from the employment or within such further period as the Selective Service Officer may allow.

(6) Payments under subsections three and four of this section may be made to the person to whom the supplementary allowance is granted or to his employer on his behalf; and where any such payment is made to an employer, the em-

ployer shall pay it to the person to whom the supplementary allowance is granted within one month from the receipt thereof.

(7) Where an advance is made under subsection one of this section for travelling expenses, the Selective Service Officer may pay the amount thereof or any part thereof to a transportation company in payment of transportation for the person to whom the advance is made.

The same Order in Council amends Section 210 A (8) of the Regulations to provide that supplementary allowances paid to ex-coal mine workers shall be in accordance with the provisions of Section 212.

Employment Permits for Longshoremen

P.C. 2675 of April 13, is intended to regularize employment conditions in certain classes of occupation wherein workers sometimes change their employer frequently although remaining within the same industry. It provides that for such employment as the Director of Selective Service may specify, permit cards may be issued to workers authorizing them to seek, enter or terminate jobs within the employment specified for the period of time and for the place or places specified on the permit, without the necessity of a permit to or notice of separation from each individual job.

The first type of employment that has been so specified by the Director is longshoremen's work. (National Selective Service Director's Order No. 16.)

Amendment in "Freezing" Regulations

Since September, 1943, employees in essential industry have been "frozen" in their jobs.* It has been necessary for an employer to obtain permission in writing from a Selective Service Officer before giving notice of separation to an employee; and similarly an employee has been obliged to obtain permission in writing before giving notice to an employer.

This regulation has now been modified. Instead of requiring permission to "give notice of separation" to an employee, an employer now requires permission to "terminate the employment of an employee or lay him off". In the same way an employee need not obtain permission in order to "give notice of separation" to his employer, but must obtain permission in order to "terminate his employment".

The charge is effected by Order in Council P.C. 3438, May 8, which amends Subsection 4 of Section 202A of the National Selective Service Civilian Regulation (P.C. 246). There were certain difficulties in the enforcement of the original Section 202A which have been removed by the amendment.

The order applies to all "A" or "B" priority industries or other "designated establishments." Local offices have been instructed to investigate all instances of illegal separation from employment in designated establishments and report them to the District Enforcement Officer.

Enforcement of Regulations

Contravention of National Selective Service Civilian Regulations by employers and employees is resulting in an increasing number of convictions, according to a statement made recently by A. MacNamara, Director of National Selective Service.

From July, 1943, to May 1, 1944, more than 18,500 reports of infractions of employment controls were investigated by district and regional enforcement officers. Of the 750 prosecutions recorded, 113 charges laid against employers have resulted in 71 convictions. Employee prosecutions total 375, with 200 convictions. Hearings are still pending in a majority of the remaining prosecutions.

In January of this year, convictions totalled 21. This figure increased to 40 in February and 52 in March, and dropped to 50 in April. Fines ranging up to the maximum penalty of $300 have been imposed by magistrates, and in a few extreme cases consistent violators have been sentenced to serve short jail terms.

Employers were most frequently charged with hiring a person who had no work permit from the local Selective Service officer. Other cases included retaining a worker in employment without a permit, dismissal without proper notice, soliciting labour, and publishing advertisements without permission to do so.

The most frequent employee offense was that of failing to apply for and accept suitable employment when directed to do so. Many persons were charged with leaving a job without giving the required 7 days' written notice. A number of workers were prosecuted for leaving a job, or ceasing to perform duties, within six months of employment, after having been directed to such employment by a Selective Service officer.

Employees were also prosecuted for: leaving a job without giving proper notice; entering employment without a permit; unauthorized leaving of employment in certain designated industries; failure to report to Selective Service for an interview when directed to do so; and alteration or mutilation of Selective Service forms.

Officials state that in recent months prosecutions have increased because violations are

* L.G., Oct., 1943, p. 1333.

being more closely followed up. For example, all Employment and Selective Service offices have been instructed to report cases of illegal separation—i.e., termination of employment in high priority industries, by either employee or employer, without written permission from Selective Service—to the District Enforcement officer. Regulations are to be more strictly enforced, now that the public has had time to become familiar with them.

"Generally speaking, however," Mr. MacNamara stated, "we feel that the public—both employers and employees—are doing their best to co-operate with Selective Service regulations. This has been proven by the small number of prosecutions that have been necessary to date."

To March 31, Courts of Referees handled a total of 2,573 appeals lodged by employers or employees who were not satisfied with local Selective Service rulings on their cases. The appeal was allowed in 776 hearings, 207 were conditionally allowed, 1,353 were disallowed, and the balance are either pending or have been withdrawn.

Female Workers Authorized for Fluorspar Mining

Authority to utilize female labour at certain surface occupations by the Millwood Fluorspar Mines Limited, at Madoc, Ontario, is granted by Order in Council P.C. 4176, May 30.

In order to meet the serious shortage of male workers and maintain the essential production of fluorspar, the employment of women at suitable jobs to be determined by the Minister of Labour has been approved.

Facilities for safeguarding the health and welfare of women so employed may be prescribed by the federal Department of Labour after consultation with the provincial Ministers of Mines and of Labour, according to the Order.

Farm Labour Program, 1944

ALL nine provinces have signed agreements with the Dominion for the current fiscal year, dealing with the joint Dominion-Provincial farm labour program. The purpose of these agreements is to provide the provinces with financial assistance in recruiting, placing and transporting workers for the agricultural industry. Expenditures under the joint program are shared equally by the Dominion and the provinces.

The agreements with the provinces this year will provide a scheme comparable to that of last year, under which the Dominion and the provinces shared jointly the cost of special efforts in locating and moving farm workers.

Maximum sums to be provided for this year's operations are as follows: British Columbia, $60,000; Alberta, $60,000; Saskatchewan, $90,000; Manitoba, $40,000; Ontario, $180,000; Quebec, $50,000; New Brunswick, $15,000; Nova Scotia, $20,000; and Prince Edward Island, $8,000.

In addition to the money made available to the provinces for special efforts in connection with the farm program, a sum of $300,000 has been provided by Order in Council, to meet the cost of interprovincial transfers of farm labour found to be necessary: these will be paid for wholly by the Dominion.

A draft text of the Dominion-Provincial agreements is annexed to Order in Council P.C. 3492, May 12, which authorizes the Dominion Minister of Labour to enter into agreements with the provinces for the current year.

Twenty-Sixth Session of the International Labour Conference

Decisions Reached by Delegates from 41 Countries on Employment Problems, Social Security, and Post-War Reconstruction

THE International Labour Conference, meeting at Philadelphia between April 20 and May 12, gave consideration to the problems of employment, social security and reconstruction that will arise as the war draws to a close, and to the future policy and program of the International Labour Organization and its status in the developing framework of post-war world organization.

Delegates representing governments, employers and workers from 41 member states, including most of the United Nations and a few neutral countries, were in attendence at this, the first regular session of the Conference since the outbreak of the war, and the twenty-sixth in the series of meetings which had formerly been held annually at Geneva, Switzerland. Canada was strongly represented, and her delegates took an active part in the proceedings of the Conference.

As a supplement to this month's LABOUR GAZETTE, the official Report of the Canadian Government delegates is being printed, together with the text of the Recommendations and Resolutions adopted by the Conference. The following is a brief outline of Conference procedure and of the achievements of the twenty-sixth session.

Conference Procedure

Each Member State is entitled to send four delegates to the Conference, of whom two must be government delegates and the other two must represent respectively employers and workers. Each delegate may be accompanied by advisers who may not speak or vote except as authorized substitutes for the delegate.

The decisions of the Conference are not binding on the Governments of Member States. They may take the form of draft international Conventions or Recommendations, which are submitted to the Member States for consideration, and which each country is obligated to bring before the "authority or authorities within whose competence the matter lies, for the enactment of legislation or other action," within 18 months at most after the closing of the Conference.

Work of the Conference

At the Philadelphia session the decisions of the Conference were embodied in the form of seven Recommendations for consideration by governments of Member States, and a number of Resolutions. An important feature of the Conference was its adoption in the form of a Declaration of the set of principles which has become known as the Philadelphia Charter.

Philadelphia Charter.—The Philadelphia Charter is a restatement, in the light of the changing world situation, of the aims and purposes of the I.L.O. Pointing out that "lasting peace can be established only if it is based on social justice," and that "poverty anywhere constitutes a danger to prosperity everywhere," the Declaration asserts the solemn obligation of the I.L.O. to further among the nations of the world programs which will achieve full employment and the raising of standards of living, social security, protection for the life and health of workers, effective recognition of the right of collective bargaining, equality of educational and vocational opportunity, and other basic objectives. The I.L.O. has also the responsibility, in the words of the Declaration, "to examine and consider all international economic and financial policies" in the light of their contribution to human well-being, and to make appropriate recommendations.

Employment.—Three Recommendations were passed by the Conference having to do with employment. (These Recommendations emanated from a special committee of the Conference, whose chairman was Mr. Paul Martin, Canadian Government Delegate.) The first deals in detail with effective governmental organization for aiding workers in finding suitable employment and for enabling employers to find workers during the period of transition from war to peace. Among the points covered in the Recommendation are the collection in advance of information concerning manpower and employment trends; demobilization of the Armed Forces; industrial reconversion; use of the employment service; vocational guidance; training programs; mobility of labour; and employment of juveniles, women, and disabled persons. The second Recommendation deals with the functions of the employment service in a long-term full employment program; and the third, which relates to the national planning of public works, urges the preparation by Member States of long-term development programs which can be accelerated or slowed down according as employment throughout the country is at low or high levels.

These three Recommendations were adopted by votes respectively of 102-0, 100-0, and 102-0, with the Canadian delegates all voting for their adoption.

Social Security.—A comprehensive plan of social security measures similar in principle to the Beveridge and Marsh plans is outlined in the Income Security Recommenda-

tion. The Recommendation makes detailed proposals for a compulsory social insurance program to embrace "all contingencies in which an insured person is prevented from earning his living," and for a supplementary system of social assistance, which would include a scheme of family allowances. The Recommendation was adopted by 92 votes to 4, with six delegates abstaining from voting. The Canadian government and workers' delegates voted for and the employers' delegate against the plan.

Proposals to the effect that public authorities should assume responsibility for extending full and complete medical care to all members of the community form the subject of another detailed Recommendation, adopted by a vote of 76 to 6, with 23 abstentions. Two alternative techniques are offered for putting the plan into application: coverage through a health insurance scheme; and coverage through a public medical care service, with funds raised by a special progressive tax, or from general revenue. The Canadian government and workers' delegates voted in favour of this Recommendation, and the employers' delegate against it.

A third social security Recommendation, adopted by 100-0, aims at providing income security and medical care for persons discharged from the armed forces and assimilated services and from war employment.

Dependent Territories.—The final Recommendation passed by the Conference deals with minimum standards of social policy in dependent territories.

Future Policy, Program and Status of the I.L.O.—The Conference had on its agenda questions as to the future status of the I.L.O. in relation to other international organizations (such as UNNRA and the United Nations Food Commission), and a variety of other matters relating to the future policy and constitutional development of the I.L.O. It was considered that many of these questions could not be decided at the present session, and in order that they should not be allowed to lapse unsettled, the Canadian and United States government delegates with unanimous support brought forward jointly a Resolution to establish machinery to deal with the questions between Conferences, in some cases through the Governing Body of the I.L.O., in other cases through a special continuing committee.

Federal States.—Among the matters referred to this Committee was a resolution brought forward by the Canadian workers' delegate, Mr. Percy R. Bengough, making suggestions for action on draft Conventions and Recommendations in federal countries, where the central government (as in Canada) does not have full authority over labour matters.

Recommendations to the United Nations.—Two important Resolutions adopted by the Conference have to do with (*a*) recommendations to the United Nations as to the measures required to be taken internationally as well as nationally to ensure full employment, social security and rising standards of living; and (*b*) a draft set of social provisions for insertion in the Peace Treaties. The first of these offers a broad basis of suggestions for reconstruction planning, covering the field of international collaboration, and, on the national plane, such problems as rehabilitation, policy on government-owned war industry, continuation or relaxation of wartime controls, tax measures, financing of reconversion projects, public works projects, improvement of workers' opportunities, and other matters. The second Resolution, if concurred in by the United Nations, would bring about the insertion in the peace settlement among other things of a reaffirmation of the Philadelphia Charter and of a recognition by each signatory power of its "duty to maintain a high level of employment."

Occupied Countries.—A Declaration by the delegations of the occupied countries of Europe represented at the Conference brought sharply to the attention of the other delegates the tragic difficulties facing those countries, both now and when the time comes to attempt reconstruction. The Declaration laid stress on the intention to reconstruct free political institutions in the liberated countries. The Conference passed a Resolution expressing "the conviction that the heroic resistance of the occupied countries is one of the essential factors in the struggle of the United Nations against the common enemy," and the desire to help promote the recovery of these countries.

Statement by Canadian Government Delegate

In a speech delivered at the annual meeting of the League of Nations Society in Montreal on May 26, Mr. Paul Martin summed up the achievements of the Conference. "Agreement was reached," he declared, "on principles which a quarter of a century ago would have been labelled as revolutionary—labelled by beneficiaries of privileges as political, economic and social disaster." Praising the tripartite structure of the I.L.O., he said: "It was impressive to see representatives of Governments, workers and employers in common assembly discussing objectively in the common interest problems of domestic and international concern." The I.L.O., he considered, was a practical example of the way in which the three partners in industry are capable of co-operating and working together. "I would hope," he continued, "that we might in Canada recognize more fully in practice the advantages of this tripartite arrangement."

Juvenile Employment Committees in Great Britain

Advisory Services for Employers and Young Workers

A JUVENILE Employment Committee or Juvenile Advisory Committee is attached to many of the employment offices in Britain with the object of facilitating the placing in suitable employment of young persons between 14 and 18 years of age. The committees also give some supervision to juveniles in the first critical years of employment when they may move from job to job with little direction or become unemployed for varying periods. A general description of the organization and work of these committees is given below.

Under the Labour Exchanges Act, 1909, the Board of Trade, which administered the Act, after consulting the Education Authorities, laid down in 1910 special rules with regard to the registration of juvenile applicants for employment. Included in these rules, as revised in 1935, were the following stipulations:

Local advisory committees for juvenile employment shall be established in such areas as the Minister of Labour may think expedient. These committees shall include persons possessing experience or knowledge of education or of other conditions affecting young persons, appointed after consulting such authorities, bodies and persons as the Minister of Labour thinks best qualified to advise him, and shall also include persons representing employers and workpeople, together with a chairman appointed by the Board.

It shall be the duty of a local advisory committee to give advice to the Minister of Labour with regard to the management of any Employment Exchange in its district in relation to juvenile applicants for employment.

Subject to these rules a local advisory committee may take steps, either by themselves or in co-operation with any other bodies or persons to give information, advice and assistance to boys and girls and their parents with respect to choice of occupation and other matters bearing upon the employment of juveniles.

The Minister of Labour may establish special advisory committees for juvenile employment to consider and advise him upon matters pertaining to the employment of boys and girls arising in any region or district he may think fit. He may also establish special advisory committees, after consultation with such educational or industrial interests as he may think expedient, to advise and assist in the placing in employment of any special class or classes of boys and girls. (Added in 1935.)

Later in 1910, the Education (Choice of Employment) Act was passed. This statute gave to local Education Authorities

power to make arrangements, subject to the approval of the Board of Education, for giving to boys and girls under 17 years of age assistance with respect to the choice of suitable employment, by means of the collection and the communication of information and the furnishing of advice.

The age limit was raised to 18 by the Education Act, 1921.

Two kinds of committees for juvenile employment developed: advisory committees for juvenile employment appointed by the Minister of Labour and juvenile employment committees appointed by the local Education Authorities. The constitution and functions of the two types are very similar. They contain representatives of the local Education Authority within whose area they operate, of teachers, of representatives of employers and workpeople in the principal local industries and other persons having a special knowledge of, or special interest in, matters concerning the welfare of boys and girls. The Minister of Labour has recommended that each committee should have at least two women members and that one-third of the committee should consist of employers and workers nominated by local employers' and workers' organizations. Members serve without remuneration for terms of two or three years.

The chief duties of the committees are: (1) to advise boys and girls and their parents, especially at the time the juvenile leaves school, on the choice of a suitable occupation; (2) to help to obtain the required employment; (3) to try to meet the demands of trade and industry for young labour; (4) to keep in touch with boys and girls during the early years of their industrial life.

An advisory committee for juvenile employment works through the juvenile department of the employment exchange to which the committee is attached, the employment officer acting as secretary to the committee. In the case of the local Education Authorities, juvenile employment bureaux have been established. Wherever there are juvenile employment bureaux, they administer unemployment insurance for juveniles.

At first, the Board of Education supervised the juvenile employment committees and the Minister of Labour was responsible only for the committees attached to the employment exchanges. But in 1927, both systems were brought under the Ministry of Labour. Both types of committees are financed by the Ministry of Labour and are required to submit annual reports to it. Officers of the Ministry may attend the meetings of any com-

mittee and inspect the work of the juvenile employment bureaux operated by Education Authorities. Problems common to all committees are studied by the National Advisory Councils for Juvenile Employment, one for England and Wales and one for Scotland. The Councils are composed of representatives of juvenile committees, employers' and workers' organizations and educational authorities.

In 1938 there were 107 local Education Authorities operating juvenile employment bureaux and committees and 200 juvenile advisory committees appointed by the Ministry of Labour were attached to its employment exchanges. In general, the Education Authorities exercise their powers in the larger urban centres with the exception of London, Bristol and Sheffield, while the juvenile advisory committees serve these cities and the smaller centres. Throughout Scotland the Ministry of Labour carries on all choice of employment work except in Edinburgh where a joint scheme has been administered by the Education Authority and the Ministry since 1911.

Work of the Committees

For the remainder of this article the term "juvenile employment committee" is used in relation to either a "juvenile advisory committee" or a "juvenile employment committee".

The greatest problem before the committees has been getting in touch with boys and girls seeking employment. In 1934 it was estimated by the National Advisory Councils that 25 per cent of juveniles between 14 and 18 obtained employment through an exchange or juvenile employment bureau and that about one-third of the boys and girls leaving school received expert individual advice on the choice of a career before taking their first job, and probably 65 per cent of the school-leavers obtained official advice, individually or collectively, in selecting an occupation or obtaining employment.

In 1934 unemployment insurance was extended to cover juveniles under 16 and over the statutory school-leaving age. Under the Unemployment Insurance Act young persons between 14 and 18 must report at an employment exchange or bureau to obtain or exchange their insurance books and to apply for benefit. They are thus brought into touch with the committees as soon as they enter insurable employment. Another means of contact is through voluntary organizations which cooperate with the committees by directing their juvenile members to seek the advice of the committees on problems of employment.

War conditions have also brought a larger proportion of juveniles to the employment exchanges. In peacetime there is no compulsion on young persons to obtain jobs through an employment exchange. Since the war, under the Essential Work Orders and the Undertakings (Restriction on Engagement) Order, the volume of juvenile labour passing through the exchanges has greatly increased.

Each committee devises its own methods. Most committees get in touch with children about to leave school by means of a school conference. This is held near the end of the term and parents are invited to attend. Addresses are given by members of the committees and by employers and workers from the local industries to acquaint parents and pupils with the fields of employment open in the area, to point out the factors which should be considered in choosing a job and to urge them to use the facilities of the employment offices. Often films on industrial life are shown and pamphlets distributed describing employment opportunities in the local trades. Tours of local plants may be arranged. In addition, most committees have the schools fill out report cards on all pupils leaving school so that they will have on file information on the educational record of each child, his capabilities, character and vocational plans if any. If reports are also obtained from the school medical officer, the committees can consider the fitness of the child for various types of employment.

Children and their parents who indicate at the school conference or on the report cards that they wish individual advice are invited to attend for interviews either at the school or at the employment office. Members of the committees take turns in sitting on the interviewing sub-committees and may be assisted by teachers, employers, workers or other persons not on the juvenile committees. If possible each interviewing sub-committee includes at least one employer and worker. Holding the interviews at the school has the advantage of placing the child in familiar surroundings, facilitating attendance and securing the co-operation of school officials who know the child. On the other hand, those who are interviewed at an employment office become acquainted with its facilities from the outset and are more likely to return to it for help when changing jobs. Interviewing committees may sit in the evening when parents can attend.

In order to give useful vocational guidance, committees must have full information regarding both the young person seeking advice and the local employment field. For many juveniles they have school reports on file. For others they must obtain the information from the child, his parents, teachers, employers and other persons who know him.

Some committees of local Education Authorities in co-operation with the National Institute for Industrial Psychology have experimented in the use of psychological tests to estimate the capacities of boys and girls in relation to various types of employment but the National Advisory Councils for Juvenile Employment in their 1934 report stated that

> Psychological tests alone cannot in our view afford a sufficient basis for giving advice to the individual upon choice of career.

Knowledge of local industry is usually obtained through surveys and personal visits to employers. Some committees prepare booklets or leaflets on local trades such as the "Guide to Employment for London Boys and Girls".

The advice given depends on the individual's needs. If the committee considers that the child would benefit from further education and his parents are not in urgent need of his earnings, he is advised to continue at school, and courses of study may be suggested which will lead to a suitable career. If the child is to take employment, the committee endeavours to guide him into an expanding trade with opportunities for training and promotion and into an occupation suited to his capacities and inclinations. Wherever possible committees advise boys and girls to enter industry as apprentices or learners.

Committees assist juveniles to obtain suitable jobs through the employment exchanges. The British Ministry of Labour in a recent memorandum to employment officers declared that

> No employment can be regarded as really satisfactory for the young unless the management is actively conscious of its responsibility for the future of the boys and girls whom it employs.

Unfortunately a number of factors may militate against satisfactory placings. Often the child's parents cannot afford, or think they cannot afford, to let him take an apprenticeship or job with good prospects for the future when higher earnings may be obtained immediately in less desirable jobs. Many young persons and their parents are prejudiced against certain occupations such as domestic service or coal mining. Employers with the best openings may recruit privately so that the employment offices do not have satisfactory vacancies to offer. Committees can attempt to remedy this situation by pointing out to employers the advantages of hiring young workers through an employment office and by urging those with satisfactory openings to employ a larger proportion of juveniles. They can also try to improve conditions of work so that unsuitable jobs become more satisfactory and to overcome prejudices against certain types of employment. In large centres a fair distribution of suitable vacancies among employment offices can be arranged by means of a clearing-house.

In most places the number of satisfactory openings may be insufficient to meet the demand and committees will be forced to offer less suitable jobs to many young persons or to offer none. In an early handbook for juvenile advisory committees, it was observed:

> The point of importance is not whether vacancies of the less satisfactory kind shall be filled or not filled—they will be filled in any case—but whether they shall be filled with the knowledge or without the knowledge of the Labour Exchange . . . It is best that they should be filled with the knowledge and under the supervision of the advisory committees.

However, the latter should point out to the young person and if possible to his parents the reasons why a particular job is not satisfactory and should impress upon the juvenile that such a job is to be regarded as a temporary expedient only.

Follow-Up Work

Moreover, by careful follow-up work juvenile employment committees can mitigate some of the evils of blind-alley or unsuitable employments. They can watch for more satisfactory openings to which the juveniles may be transferred. They can encourage the boys and girls to train for better positions by attending night school or persuade their employers to grant them time off for day-continuation classes. They can assist young persons to get in touch with social and recreational clubs which can sometimes compensate for the lack of stimulation and the monotony of many jobs. They may be able to influence employers to improve the conditions of work.

Follow-up of juveniles placed in satisfactory jobs is also important. As the Ministry of Labour pointed out in its circular to local education authorities engaged in choice of employment work in 1935:

> The first object of this is to ensure, on the one hand, that the child settles down contentedly in employment and makes due progress in his industrial career, and on the other that the employer is satisfied so far as possible with the quality of service given. At the same time the committee can assure itself that the general welfare of the child has not suffered by the transition from educational to industrial life. If this industrial supervision is adequately carried out, it should serve also as a valuable means of testing the suitability of employment found for juveniles and the effectiveness of the advisory and placing work of the committee.

Methods of keeping in touch with juveniles placed in employment vary. Often the boy or girl is given a card of introduction to his or

her prospective employer who is requested to mail the card back to the employment office if he hires the applicant. A member of the juvenile employment committee visits the establishment about six weeks later to see what progress is being made and whether the employer is satisfied. On this visit a canvass may also be made for other vacancies. Further visits may be necessary in the case of juveniles in unsatisfactory jobs or those who need special supervision for any reason. Occasionally, visits are made to a child's home if the parents' attitude or home conditions are hindering the child's progress or if the committee has lost touch with the child. In some areas arrangements have been made with employers of juveniles to forward periodic reports to the exchange. Sometimes a standard report form is prepared by the committee. Often the co-operation of factory doctors and welfare officers is enlisted to watch the progress of delicate or difficult children.

Young persons are urged to drop into the employment office frequently to report progress and talk over problems. If they are unable to do this, they are asked to send postcards or notes. Many committees hold "open evenings" at the offices during which juveniles and their parents may obtain further advice and assistance in problems of employment, information about apprenticeship, educational courses, emigration, etc. Sometimes written invitations are sent to recently placed juveniles and their parents or to those with whom employers have reported difficulties. Attendance at the employment office is not compulsory but the sub-committees of the juvenile employment committees which conduct supervisory interviews have been able to help a great many boys and girls discover the cause of an unsatisfactory attitude to a job and remove it before dismissal or resignation became necessary. For example, one girl reported that she did not like her work because it was dirty and soiled her clothes. At the committee's suggestion, the employer overcame this objection by supplying overalls. Supervisory sub-committees also advise young persons on the use of leisure, encourage them to continue their education and join clubs and in general act as a steadying influence on juveniles who might otherwise drift from job to job. Juveniles needing special advice or asistance are put in touch with the appropriate agencies such as health authorities, social welfare officers and education authorities.

Additional Functions

Special arrangements are made by most committees for groups of juveniles requiring slightly different treatment from the average child who takes up a job on leaving elementary school. Some appoint sub-committees to deal with secondary school pupils, mentally and physically defective children, juveniles transferred from one area to another, and so on. In many areas secondary school teachers have been added to the committees or form advisory bodies to asisst the committees. The Associations of Headmasters and Headmistresses in London have established their own juvenile employment committees for secondary school children. Advice on careers for secondary school pupils is available in a series of pamphlets published by the Ministry of Labour. Committees report that an undue proportion of children with secondary education seek "white-collar" jobs. To secure a greater variety of both vacancies and applicants, regional committees and councils have been organized by the Ministry to deal with secondary school pupils over wider areas than are covered by local employment committees.

Special care has to be exercised in advising and placing physically and mentally defective children and they usually require additional supervision. Committees seek positions for them with sympathetic employers offering exceptionally favourable conditions of work and usually enlist the co-operation of some voluntary organization to watch over the child after he has been placed and to report to the committee on his progress. They often refer such juveniles to agencies which can provide them with special training or medical assistance. The Edinburgh committee has established careers committees in special schools for handicapped children.

At first, committees were reluctant to place boys and girls away from home because juvenile wages were seldom sufficient to support a young person in lodgings and additional problems of supervision were involved. However, the lack of employment opportunities in the depressed mining areas made it necessary to begin a policy of industrial transference in 1928. Under the scheme, which was later extended to other areas with a surplus of juvenile labour, the Government provided travelling expenses, a maintenance allowance if the wages were inadequate to meet the cost of living away from home, and assistance in emergencies such as illness or temporary unemployment. No juvenile is transferred without his parents' consent. Juvenile employment committees in the depressed areas select young persons for transfer and those in the receiving areas see that suitable accommodation is available, make arrangements for receiving transferred juveniles and put them in touch with churches and social clubs. They secure the co-operation of voluntary organiza-

tions in after-care work for transferred boys and girls or set up special care committees of their own. In the 10-year period, 1928-38, over 70,000 boys and girls were transferred under the scheme.

Juvenile employment committees also concern themselves with general problems of juvenile employment. They make studies of hours or other conditions in local industries and try to persuade employers to improve them. In some areas they have attempted to decasualize certain types of employment and to control street-trading by a local licensing system requiring juveniles to obtain their licences through the committees. They are interested in the enforcement of child-labour laws and often make proposals for new legislation. Through personal contact, addresses to local societies and public meetings of parents, employers, workers and teachers they arouse community interest in problems affecting juveniles.

However, it was soon recognized that most of the problems could not be solved by individual local committees. In 1928 the two National Advisory Councils for Juvenile Employment, one for England and Wales and one for Scotland, were established to carry out nation-wide studies. They have published reports on the hours of boys and girls in unregulated trades, unemployment insurance for juveniles, junior instruction centres for unemployed youth and other related questions. Local committees assist in these studies by supplying statistics and reports on conditions in their areas. The present scheme of Approved Courses of Instruction which juvenile claimants for unemployment insurance are required to attend and which others may attend was based on a recommendation of the National Advisory Councils.

Conclusion

In 1922 about 113,000 vacancies for juveniles were filled through the local offices. In 1938 the number had risen to 500,000. In 1931, the Royal Commission on Unemployment Insurance stated: "A much larger proportion of the total number of engagements is effected through official agencies in the case of juveniles than in the case of adults."

Statistics of placings, however, cannot serve as a basis for judging the worth of the committees. As was pointed out by an officer of the Ministry of Labour before the Committee inquiring into the Work of the Employment Exchanges in 1920,

> The object of the Juvenile Employment Exchanges and Committees is not primarily to adjust the supply of labour to the demand but to direct juvenile labour in such a way that as many boys and girls as possible may be assured of a future career suited to their qualifications and in general to aim at an improvement in the existing condition of juvenile employment.

The Departmental Committee on Juvenile Education in relation to Employment after the War which reported in 1916 and 1917 was greatly impressed with the value of the committees and urged the extension of the scheme to all parts of Great Britain. The British Ministry of Labour and National Service during the present war is also looking to the committees for help in the post-war period. It has stated in a 1943 memorandum to employment offices:

> The work of Committees has made no small contribution during the past quarter of a century to strengthening the hands of the Department in the task of helping the young workers of this country. During the days of depression they did valiant work and mitigated to a considerable degree the worst ills of that time. In wartime the need of their services may be less apparent but it is there, and during the period of resettlement in the course of transition to peace conditions there will be undoubtedly many ways in which they can give advice and support.

Joint Production Machinery in Great Britain

Employers and Workers Join Forces to Increase Production

THE International Labour Office has recently published an extensive study on *British Joint Production Machinery* (Studies and Reports, Series A (Industrial Relations) No. 43).* It is the latest of a number of reports on different aspects of wartime labour supply and production problems which the Office has prepared for meetings of Canadian and United States Government officials, employers and workers. An earlier report entitled *Joint Production Committees in Great Britain* (Studies and Reports, Series A, No. 42) was presented to one of these meetings in February, 1943 (L.G., 1943, p. 306). Discussions at the meeting showed the need for a fuller report and a member of the staff of the Office therefore spent the summer of 1943 in Britain studying the machinery in action. It was found that the joint production (labour-management) committees and similar bodies in individual workshops depended for their effectiveness on joint machinery of national and regional scope and the report was therefore expanded to include a description of this machinery.

Origins

It is stated at the beginning of the report that the development during the present war of consultation between employers, workers and the Government on a national and regional basis and of employer-worker consultation in individual plants owes much to the firm belief in Great Britain "in the established processes of collective bargaining, that grow out of a long and generally satisfactory experience of organized industrial relations and a tradition of self-government of industry". The machinery with which the present report is concerned, however, is to be clearly distinguished from the background of normal collective bargaining since its purpose is not to deal with wages, hours and other conditions of work but to devise means of solving production problems including the closely related problem of labour supply.

Moreover, the movement is to be distinguished from the shop steward movement of the last war which "was partly a defensive action by the workers against innovations, and partly a constructive move to secure a place in the direction and not merely in the regulation of industry". It is also to be distinguished from the recommendations made towards the end of the last war by the Whitley Committee on Relations between Employers and Employed. This Committee proposed that workers should be given "a greater opportunity of participating in the discussions about, and adjustment of those parts of industry by which they are most affected" by means of plant, regional and national joint councils in industries where trade unions and employers' associations were already well established and that trade boards should be set up in industries where there were no collective agreements regulating conditions of work. The shop steward and joint council movements were part of the background of industrial responsibility from which the present movement stemmed. The latter, however, arose much more directly from the workers' demand for a direct part in the planning of production, and "this demand, when taken up by the national trade union movement, has led to the more integrated system of workers' committees, related on the one hand to trade union organization, and on the other to the official production organization".

The aim in establishing joint production machinery in the present war has been to contribute to the solution of the numerous technical problems which have arisen, particularly in rapidly expanding industries, to secure a better distribution of skilled workers in essential occupations and to facilitate the upgrading of workers. The machinery has developed gradually as needs changed. At first there was a highly centralized system with both departmental responsibility and employer-worker consultation concentrated at the national level. At the same time, however, a movement for joint production committees was afoot and it received a great fillip early in 1942 when two national agreements were signed to provide for the establishment of such committees in the Royal Ordnance Factories and in private munitions and metal-working plants. The development of regional and district machinery lagged until the issue in May, 1942, of the Report of the Citrine Committee on Regional Boards, but since then there has been considerable devolution of executive authority from the centre to the regions, and facilities for bringing employers and workers into the picture at the regional level have been improved. Another recommendation of the Citrine Committee is being put into effect by the steady integration of the joint production committees in individual

*May be obtained from the International Labour Office, 3480 University Street, Montreal, at $1.25 per copy.

plants with the regional and national machinery so that problems which cannot be solved in the plant may be referred to the regional and national advisory bodies.

Description of the Machinery

War production policy is ultimately determined, of course, by the War Cabinet and policy within particular fields is the responsibility of the Ministers concerned. Provision has been made, nevertheless, for securing the advice of employers' and workers' representatives at every stage in the formulation and application of both production and labour supply programs.

The Minister of Production is responsible for co-ordinating production policy and the National Production Advisory Council, comprising representatives of the national employers' and workers' organizations and the employer and worker vice-chairmen of the regional boards, advises the Minister as to the effects on industry both nationally and regionally of production policies. Parallel to the Production Advisory Council is the National Joint Advisory Council of the Minister of Labour and National Service, or perhaps rather the Joint Advisory Committee, a smaller body formed from the membership of the Council which meets much more frequently. This Committee, however, is not immediately concerned with production problems, but rather with labour supply and industrial relations policies. Advice on special aspects of production policy is given by numerous other joint consultative bodies which have been set up by the Ministers of Production and Labour and also by the various supply departments and the Minister of Fuel and Power.

In each of the eleven regions into which the country is divided there is a board consisting of the regional controller of the Ministry of Production as chairman, the regional representatives of all the departments most directly concerned and employers' and workers' representatives. This board is responsible for co-ordinating production and manpower policies in the region and thus the employer and worker representatives here perform some administrative functions. The regional boards have set up district committees consisting of the district office manager of the Ministry of Production and employers' and workers' representatives.

Joint production committees in individual plants, or labour-management committees as they are called on this continent, are sponsored by both the national trade unions and employers' associations, with the result that they are being widely accepted even though there is no obligation to establish them. It is now becoming accepted practice that questions on which the workers' and management sides cannot agree or matters such as the late arrival of raw materials which are beyond their control, will be referred to the regional boards. By their constitutions, as set forth in the agreements under which they are established, the plant committees are firmly linked with the trade union movement. They may not discuss matters which are within the scope of collective bargaining, their functions being limited to giving advice to management on problems of production and the utilization of manpower. The appendices to the I.L.O. report include extracts from the annual reports, agenda and minutes of actual committees showing some of the results achieved in various plants in improving production methods, welfare facilities, etc.

Value of the Machinery

Some consideration is given at the conclusion of the report to the value of this joint production machinery. No attempt is made to assess in detail the achievements of the various bodies which have been set up but favourable opinions from trade union, employer and Government sources are cited. The Minister of Aircraft Production said in a letter to the I.L.O. that

> In my view industrial efficiency is largely a problem of human relationships and the best way to achieve it is to seek the highest possible level of willing co-operation between the various sections of industry; that is to say, between managements, designers and workers. One of the most important methods of achieving this co-operation is the establishment of joint production committees. Through such committees workers and technicians, with their store of practical knowledge, can contribute to the smooth and efficient running of their factories, and managements can, by explaining the nature of their technical problems and difficulties, deepen the understanding, and win the confidence of their rank and file workers.

The author of the I.L.O. report suggests that a study of the British experience might be valuable for other countries and for the post-war world:—

> The details and even some of the principles of this experiment would clearly be inapplicable outside Great Britain. Nevertheless, British experience suggests some national and international parallels. For Federal countries, it suggests that wide measures of decentralization are possible without disregarding 'basic principles and methods. For other countries where industrial relations are in an initial stage, it suggests that the discussion of grievances and the negotiation of agreements are not the sole aim of industrial policy. On the international plane, it suggests that international labour legislation, negotiated by Governments, employers and workers, may be paralleled by similar collaboration in the consideration of such questions as international public works, international migration, and international problems resulting from the operation of particular industries.

Convention of Industrial Accident Prevention Associations of Ontario

ATTENDANCE at the Annual Convention of the Industrial Accident Prevention Associations as held in Toronto in April was the largest on record. More than 4,500 persons from 142 towns and cities and including representatives from five Canadian provinces and nine of the United States, were present.

Numerous administrators and other experts in the industrial accident prevention field, from both Canada and the United States, contributed to the program of addresses and discussions.

Mr. William Morrison, K.C., chairman of the Workmen's Compensation Board in Ontario, traced the development of compensation legislation in that province, from 1915 to the present time. He pointed out that over a period of years, there had been a progressive increase in benefits to injured workers or their dependents, with full hospitalization and medical attention. But, "although the accident hazard had gone up the accident cost had gone down". He suggested that this decrease in assessments was due to three things: (1) efficient accident prevention; (2) an increase in the knowledge and use of first aid; (3) the great progress made in providing medical care for injured workers.

In an outline description of the safety operations of General Motors Corporation at Detroit, Mr. H. W. Anderson, Vice-President of the company, stated: "In looking back over our safety experience, we find that our safety record is largely due to the application of six general principles . . . . . These principles are: (1) interest in safety on the part of top management; (2) a definitely established safety organization throughout the supervisory organization to each individual employee; (3) adequate and capable full-time safety personnel; (4) written safety procedure and instructions for each occupation; (5) thorough safety instruction of new employees; (6) stimulation of interest in safety on the part of every employee".

In a graphic description of the losses to the war effort resulting from industrial accidents, Dr. J. H. Couch, of the Department of Surgery, University of Toronto, stated: "Since the start of the war, we, in Canada—not the United States—but in Canada, have lost enough time due to industrial accidents to have produced eight more super battleships and—not or—50 more destroyers . . . and—not or—4,500 more medium sized bombers and 20,000 tanks. We have lost enough time to have produced those items, or their corresponding parts in other munitions."

Mr. E. E. Sparrow, Works Manager, Imperial Varnish and Colour Co., in the course of his address, referred to the "sponsor system", by which an older employee was made responsible for a certain time for the new employee, to see that he or she learned the ways of the plant. He suggested that in nearly every instance a new employee was anxious to please. There was, he said, generally a certain amount of fear of accidents and, for that reason, too often new employees were injured. For that reason, he felt that it was necessary to develop confidence in new employees coupled at the same time with a desire to do a good job.

Mr. E. D. Morgan, Canadian National Carbon Co., Limited, the newly elected President of the Association, in his address to the convention, asserted that it was his belief that accident prevention can be divided into three phases: "(1) create interest; (2) find out the facts; (3) take action based on the facts." With respect to the first point he asserted that management and workers alike must be sufficiently interested so that all will co-operate actively in any safety program that may be set up. This co-operation cannot be obtained by mere chance. The second phase, that of ascertaining the facts about accidents, their types, their nature, and their causes, not only in specific plants, but in others as well, should lead naturally into taking essential action. It was in this phase that Mr. Morgan felt the Industrial Accidents Prevention Associations could be of the most tangible assistance in preventing accidents in individual plants. He pointed out that the Associations are comprised of 17 classes of industry formed into 10 Class Safety Associations. The directors of the class associations meet several times each year to discuss accidents and types of accidents and are thus in a good position to give current service in reducing the number and preventing the recurrence of these accidents.

Mr. J. C. Macfarlane, K.C., Vice-President of the Canadian General Electric Co., stressed the need for stimulative leadership by management which should provide ample authority or directives to install safety devices and educational measures. But, he declared, it was essential that the workers must contribute their active and full co-operation, if progress was to be made.

Conditions in Aluminum Industry Reported on by Quebec Commission

AN extensive study of the conditions of work of potmen employed by the Aluminum Company of Canada in two plants at Shawinigan Falls, Quebec, has recently been made by a three-man Commission appointed by the Minister of Labour for Quebec. A dispute between the company and the workers in regard to the number of aluminum pots which each man should be required to watch led to the appointment of the Commission to determine the best arrangement of the work in the potrooms having regard to technical and human factors. The commissioners were Dr. F. J. Tourangeau, Director of Industrial Hygiene, Quebec Department of Health and Social Welfare, J. A. Isabelle, head potman at Shawinigan Falls and P. E. Radley, manager of the plants at Arvida. The Commission's report was presented on March 11 and contained a bibliography on industrial fatigue.

Study of Health and Fatigue

After making statistical studies of labour turnover, absences, illness and accidents in the potrooms, subjecting groups of workers to medical and radiological examinations and fatigue tests and having the atmospheric conditions of the potrooms tested, the Commission concluded that there was no sign of chronic industrial fatigue among the potmen and no evidence that their health was seriously affected by their conditions of work. Absence, sickness and accident rates at Shawinigan Falls were found to be generally below the rates reported for American industries of a similar nature. The absence rate was higher in the potrooms than in the other departments in five of the seven years, 1937-43, but turnover was lower in the potrooms except in 1937, 1942 and 1943. In plant No. 2, which had been put into operation in 1942, labour turnover was greater than in plant No. 1. The Commission attributed this to less rigid physical standards in the selection of workers for plant No. 2, more inexperienced employees, and the fact that the work was harder in this plant.

The records of the Relief Association of Shawinigan Falls showed that the potmen who were members appeared to have fewer illnesses than workers in other departments. The statements of 13 physicians who had practised in Shawinigan Falls also failed to establish that the potmen's health was affected by their work. Medical and radiological tests of groups of potmen revealed some signs of abnormal lung and bone conditions caused by dust and fluorine in the air of the potrooms among those with more than two years of service but none of the conditions was considered serious. The Commission considered that a large number of men would have to be examined before definite conclusions could be reached on the prevalence of these conditions among potmen.

Physiological tests for fatigue given to 32 potmen did not show any signs of chronic fatigue but did reveal that workers who used a hammer to break the crust on the pots in order to introduce ore needed more rests than those who used a machine. It was observed that all signs of fatigue disappeared in the 16 hours between shifts.

Recommendations

The Commission recommended annual medical examinations for potmen and maintenance of a high physical standard in selecting men for the work. It also urged improvement in the ventilating system at plant No. 1 and a study of the question in plant No. 2 as the atmosphere of both plants was very dusty and in plant No. 1 the concentrations of fluorine found in the air were unduly high. It recommended that efforts should be made to reduce the temperature of the potrooms in the summer. The Commission considered the lighting inadequate and proposed a minimum standard of 10 foot-candles for potrooms and 15 foot-candles under the travelling cranes.

Considering the problem of how many pots each worker could reasonably be expected to attend, the Commission observed that it had been the custom to assign seven pots to each man in summer and eight in winter. The National Catholic Syndicate of the Aluminum Industry, claimed that seven was sufficient all year round as the work was very arduous, the workers were exposed to fumes, dust, and extremes of temperature, and during the war added burdens had been placed on the older workers through the employment of many inexperienced workers of a lower physical standard. During the inquiry the number of pots assigned to each worker in plant No. 2 had been reduced to 7½ under a temporary compromise suggested by the Commission.

The Commission was of the opinion that no step should be taken in wartime which would diminish production per man unless it was proved to be desirable from a health

viewpoint. Since the investigation showed that even potmen with many years of service did not appear to be harmed by the work, it concluded that the arrangement of work at plant No. 1 was satisfactory. It recommended certain modifications in the system at plant No. 2 where the work was harder due to a different type of pot and different methods. It proposed that each man should be assigned 7½ pots and the work lightened further by reducing from three to two the number of times per shift that each worker must break the crust on the pot and by relieving potmen of responsibility for taking specimens from the pots.

The Commission observed that the aluminum industry must continue to increase its output per man-hour if it wished to compete in world markets after the war, but it considered that this could only be done by the introduction of new methods and labour-saving machinery. It recommended that in order to determine the number of pots which each man could be expected to supervise under such new conditions, a table should be drawn up showing the time required for each operation and the amount of rest needed to avoid fatigue, and the work divided accordingly. A sample table was drawn up by the Commission after securing the opinions of a number of industrial management experts on the rest periods required to obtain optimum production in various types of work. The table set out the number of minutes of rest which should be allowed for every 100 minutes of work in each operation. For example, for every 100 minutes of work in operations involving considerable physical effort and constant exposure to heat such as breaking the crust on the pot, it recommended 140 to 175 minutes of rest; for less arduous operations such as taking samples of the metal or cleaning the pots, 75 minutes; and 24 minutes for light work such as sweeping the floors.

Development of Columbia River Basin as Post-War Project

PLANS for the development of the resources of the Columbia River basin are to be studied by an international joint commission, with a view to joint action in the future by the governments of Canada and the United States. Announcement to this effect was made in the House of Commons on March 9 by the Prime Minister, Rt. Hon. W. L. Mackenzie King, who indicated that the commission was expected to report from time to time on projects which might be integrated with post-war rehabilitation plans.

The reference to the commission is being made under the terms of a Treaty of 1909 relating to boundary waters between the United States and Canada.

"The present reference," the Prime Minister declared, "concerns the entire Columbia river system. It is based on the realization that a large part of the water resources of the two countries in this important river basin is being allowed to go to waste because of lack of adequate regulation and control, and upon the desirability of more effective flood control. The investigation by the commission will cover domestic water supply and sanitation, navigation, efficient development of water power, the control of floods, the needs of irrigation, the reclamation of wet lands, the conservation of wild life and other beneficial public purposes.

"When the commission has completed its investigations there will be available to the two governments a complete and detailed report on the best uses to which the waters of this vast river basin can be put.

"The Columbia river is 1,200 miles long. In comparison, the St. Lawrence from Duluth to Father Point is 1,700 miles long. The watershed of the Columbia river is 259,000 square miles, of which 39,400 are in Canada.

"At present there is a total installed capacity of approximately 450,000 horsepower in the Columbia river basin in Canada. The studies to be undertaken by the commission will determine the total potential water power in the basin.

"The Columbia is a truly international river. Any development, and particularly any power development, of the resources of the river on one side of the boundary is certain to have an effect in the other country. For this reason it is necessary that the plans for development of the river basin in one country should be adapted to those in the other.

"It is unlikely that a complete report by the commission will be available for several years, but it is expected that the commission will bring out interim reports from time to time with regard to projects which might be integrated with post-war rehabilitation plans."

The Prime Minister explained that the commission's reports would not be binding on the governments concerned, but that "it is likely that the investigations of the commission will result in suggestions and recommendations which will be carried into effect by joint action of the two governments."

Decisions of National War Labour Board

Amendment to Wartime Wages Control Order

ON May 4, 1944, P.C. 3277 was passed amending the Wartime Wages Control Order, 1943 (P.C. 9384 of December 9, 1943, as amended by P.C. 1727 of March 13, 1943) to enable the National Board to permit:

(1) changes of time rates to rates based on other forms of calculation (such as commission or incentive rates) and vice versa:

(2) increases in rates paid to employees engaged in international train service and established pursuant to collective agreement or to a recognized practice of long standing, such increased rates to correspond with increases already made outside of Canada by collective agreement, established practice or competent authority.

The first amendment clarifies a sub-section of the Order. The second permits the National Board, in its sole discretion, to increase rates payable to occupational classifications of employees engaged in international railway train service to correspond with the rates paid to employees in similar occupational classifications in the same employer's employment outside of Canada. Such authority has given the National Board the power to adjust rates paid by certain American railroads operating railway services in Canada such as New York Central System, Père Marquette Railway Company, Wabash Railroad, Great Northern Railway, Vancouver, Victoria and Eastern Railway and Navigation Company, Nelson and Fort Sheppard Railway, and the Midland Railway of Manitoba.

Copy of a National Board's reason for decision issued in respect of an application of this nature will be contained in the next issue of the LABOUR GAZETTE.

A consolidation of the Wartime Wages Control Order, P.C. 9384, and its amendments, has recently been printed.

List of Decisions

Recently the National War Labour Board has issued decisions in the following cases:—

Victory Aircraft Limited (Malton, Ont.), and International Association of Machinists, Lodge 717.

Hayes Steel Products Limited (Merritton, Ont.), and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 676.

Halifax Power and Pulp Company, Limited (Sheet Harbour, N.S.), and International Brotherhood Pulp, Sulphite and Paper Mill Workers, Local 301.

Brosseau, Limitee (Montreal, Que.), and Le Syndicat des Employes de la Boulangerie et de la Patisserie de Montreal, Inc.

Aluminum Company of Canada, Limited, and La Federation Nationale des Employes des Industries de l'Aluminium, Inc.

Aluminum Company of Canada, Limited, and La Federation Nationale des Employes des Industries de l'Aluminium, Inc. and International Union of Aluminum Workers.

Gouin Lumber Company, Limited (Trois-Rivières, P.Q.), and United Brotherhood of Carpenters and Joiners of America, Local 2617.

J. C. Wilson Limited (Lachute, Que.), and International Brotherhood of Paper Makers, Local 437.

Bryce Bakeries Limited (Winnipeg, Man.), and Canadian Bakery Workers' Union, Local No. 1.

Dominion Bridge Company, Limited (Calgary, Alta.), and Rolling Mill Employees' Local Union No. 23180.

Oliver Co-operative Growers' Exchange (Oliver, B.C.).

Dominion Bridge Company, Limited (Toronto, Ont.), and United Steel Workers of America, Local 2808.

The Garlock Packing Company of Canada, Limited (Vancouver, B.C.).

Johnson Wire Works Limited, and International Association of Machinists, Lodge 1758.

Grover Mills, Limited (Montreal, Que.), and National Clothing Workers' Union.

S.M.T. (Eastern) Limited, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1229.

Sorel Steel Foundries Limited, and Le Syndicat National des Fonderies de Sorel, Inc.

Knitters, Limited (Marieville, P.Q.), and United Textile Workers of America, Local 7.

Royal Securities Corporation Limited (Montreal, Que.).

Detroit and Windsor Subway Company, and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195.

The Skinner Company, Limited (Oshawa, Ont.), and United Automobile Workers of America, Local 222.

Ontario Steel Products Company, Limited (Chatham, Ont.), and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 127.

National Union of Operating Engineers of Canada, and Ordinance No. 6 of the Quebec Minimum Wage Commission.

Hudson's Bay Company (Vancouver, B.C.).

Re: Victory Aircraft Limited (Malton, Ontario) and International Association of Machinists, Lodge 717

Reasons for Decision

This is an application by the Union for general upward wage adjustments and double time for overtime worked after 12 hours on any one shift.

The case for revision of the wage schedule must rest upon a comparison with rates paid at the De Havilland plant near Toronto. On paper, the two schedules do not disclose much variation, at least not enough in our opinion to constitute a "gross inequality". The Union argues, however, that the real story is told not by the schedules but by the rates actually paid to the workers according to their classification. The inequality is alleged to result from the Company's unwillingness to classify some production workers as journeymen. The parties have agreed upon a set of specifications for the various classifications. The factual question then arises as to what individual workers are to fit into the higher brackets of skill and remuneration.

Generally speaking, that matter belongs to management subject to the worker's recourse to the grievance procedure of the collective agreement. Ordinarily it should be no part of the business of this Board to have to interfere. In this case, however, the Union strongly urges that upon comparison with the classifying done at De Havilland, a manifest condition of inequality prevails at Malton. On this factual condition, we have no immediate means of informing ourselves. We think the parties should get together and agree within 15 days upon a referee or investigator to examine into the situation at Malton and De Havilland and to report to the Board with recommendations. If the parties do not report agreement within the time stated, then the Board will appoint an investigator of its own.

On the matter of overtime, the Board has recently expressed its view in the case of Canadian Car & Foundry (Fort William Aircraft Division), decision dated March 16, 1944. Following that decision, this part of the application must be denied.

With respect to the adjustments agreed to tentatively and without prejudice by the Company, we think this is a matter on which any decision should be deferred until the Report of the Referee has been obtained.

May 3, 1944.

Re: Hayes Steel Products Limited (Merritton, Ontario) and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 676

Reasons for Decision

This is an appeal by the Union, by leave of the Regional Board for Ontario, concerning the effective date of a decision authorizing wage increases.

The application was made by the Union on July 26, 1943. The Regional Board did not fix the date upon which its decision of October 15, 1943, would take effect, but left it to be negotiated by the parties. The Union insisted upon the effective date being the date of its application, while the Company offered the half-way date of September 6, 1943. The Regional Board adopted the Company's compromise.

Our policy has been to refrain from interfering with a Regional Board's discretion in matters of this kind. This is a case, however, where the Board does not appear to have exercised any discretion of its own and we see no reason why the increases should not be effective from the date of application. Consequently, we shall allow the appeal.

May 3, 1944.

Re: Halifax Power and Pulp Company, Limited (Sheet Harbour, N.S.) and International Brotherhood Pulp, Sulphite and Paper Mill Workers, Local 301

Reasons for Decision

This is an application by the Union by way of appeal from a decision of the Regional Board for Nova Scotia on a joint application dated May 26, 1943, for approval of a vacation with pay plan to be effective from May 1, 1943, upon the basis of continuity of service acquired prior to that date.

The Regional Board refused the application and much later, on January 13, 1944, following the Union's request for a review of the decision, issued a direction to inaugurate a vacation plan as of January 1, 1944, based upon service in the calendar year 1943.

It appears to us that an appeal taken from the original decision would have been allowed to the extent that the plan submitted was in conformity with the provisions of Decision Bulletin 17. Considerable time has since been consumed before the Regional Board, but the delay does not seem to be entirely chargeable to the Union. In those circumstances, it would be unfair to deprive the workers of the decision which could have been rendered several months ago.

We think that paragraph A of the D.B. 17 provisions attached to the Regional Board's direction of January 13, 1944, should be amended to conform with the original application, to the extent necessary to give effect to the retroactive feature; so that, any worker covered by the application who on May 1, 1944, had accumulated the required continuous service record during the two years becomes entitled to 2 weeks' paid vacations.

The appeal is therefore allowed.

May 3, 1944.

Re: Brosseau, Limitée (Montreal, Que.) and Le Syndicat des Employés de la Boulangerie et de la Pâtisserie de Montréal, Inc.

Reasons for Decision

This is an appeal by the syndicate from a decision of the Quebec Regional Board dated January 11, 1944, declining an application made on behalf of certain employees of the Company. Leave to appeal was granted by the Regional Board.

The application is dated December 13, 1943, and must be dealt with under the provisions of P.C. 9384. It requested the full cost-of-living bonus, an increase in the rate of commission paid to salesmen with a guaranteed minimum weekly salary of $25, and an increase for inspectors.

With respect to cost-of-living bonus, War Labour Boards no longer have the power to grant increases except in the cases where the application was received prior to December 9, 1943, which is the date of the new wages control order.

On the other matters involved, the Regional Board did not think that the case was one where it was necessary to rectify a "gross injustice" (section 20 (*a*) of P.C. 9384), because the commission rates paid by this company compare favourably with those paid by most bakeries in Montreal.

In the circumstances, we must dismiss the appeal.

May 12, 1944.

Re: Aluminum Company of Canada, Limited and La Fédération Nationale des Employés des Industries de l'Aluminium, Inc.

Reasons for Decision

This appeal by the Federation is from a decision of the Quebec Regional Board dated October 2, 1943, refusing to increase the cost-of-living bonus from $3.30 to the then maximum of $4.25 in its plants located in the Province of Quebec.

The power of a War Labour Board to deal with this matter is in the following section 34 (3) of P.C. 5963:—

"The National Board may direct any employer to pay a cost-of-living bonus calculated on the rise in the cost-of-living index number above the index number for such month prior to the month of October, 1941, as such Board finds fair and reasonable, but not, in any event, earlier than the effective date of the last general increase in wage rates paid by such employer and not earlier than August, 1939, whichever is the later.

"Provided that where in the opinion of the National Board, the application of this subsection has resulted in, or will result in, unequal and unfair combinations of wage rates and cost-of-living bonuses within an industry, it shall be within the power of the National Board to order such adjustment of the cost-of-living bonus through the use of a month other than as prescribed above but not earlier than August, 1939, as the National Board may determine. (Amended, P.C. 2370.)"

We find that the present amount of authorized bonus was adopted on the unanimous recommendation of a Board of Conciliation

and Investigation under the Industrial Disputes Investigation Act. (Report dated November 13, 1941—see volume 41, LABOUR GAZETTE, p. 1484.) That being the case, we think that, under the subsection as it first stood, the question must now be taken as a settled matter.

But, the Fédération contends that by virtue of the proviso added to the subsection on March 23, 1943, by P.C. 2370, the Board should now order the full bonus because of the situation prevailing in other war industries. In our opinion, it would be straining the words "within an industry" beyond all reasonable limit to order a full bonus in the aluminum industry for the reason that it is being paid in, for example, the aircraft plants or the shipyards.

We must conclude that there is no case for an increase and the appeal will therefore be dismissed.

May 11, 1944.

Re: Aluminum Company of Canada, Limited and La Fédération Nationale des Employés des Industries de l'Aluminium, Inc. and International Union of Aluminum Workers

Reasons for Decision

This is an Appeal from Findings and Directions of the Regional War Labour Board for Quebec dated 2nd October, 1943, 20th October, 1943, and 7th December, 1943, regarding payment at the rate of time and one-half for overtime worked by plant employees in excess of 8 hours per day *and* 48 hours per week, and on Statutory Holidays, at Arvida, Beauharnois, Shawinigan Falls and LaTuque.

Under prevailing practice, established by agreement or otherwise, previously approved by the Regional War Labour Board for Quebec, plant employees of the Aluminum Company at the places mentioned have been paid overtime at the rate of time and one-half for work required in excess of 8 hours per day, subject to their having worked the number of hours in regular shifts during regular pay periods (generally 96 hours).

In various industries and plants, including many which are engaged in the production of war materials, it is established practice for employees to be paid at the rate of time and one-half for work required in excess of 8 hours per day *or* 48 hours per week. There would appear to be justification for the claim that the requirement of a minimum of 96 hours work in a pay period before the time and one-half rate for work in excess of 8 hours in any one day would be payable is rather unreasonable. During the hearing of the Appeal it was voluntarily stated on the behalf of the Company that it would be agreeable to a reduction of this requirement to 48 hours per week. In an industry in which continuous operation of the plant throughout 24 hours a day, 7 days per week, is required, as in the case of the Aluminum Company's operations, it is apparent that absence of certain classes of employees from duty on Sundays and Statutory Holidays could not be allowed without interference with regular operations and production. Under wartime conditions changes in principle in rules governing overtime pay established by agreement are not warranted.

Having regard to all the conditions involved in this case, it is the opinion of the National War Labour Board that the Appeal should be allowed to the extent that the Company's overtime pay conditions should be adjusted to provide that effective from this date its plant employees at Arvida, Beauharnois, Shawinigan Falls, LaTuque and Isle Maligne, should be paid at the rate of time and one-half as overtime for work required to be performed in excess of 8 hours per day *or* 48 hours per week, provided that payment for overtime at time and one-half for work required to be performed by an employee in excess of 8 hours in any day shall not be invalidated if during any week in which such overtime is worked it is impossible for him to work 48 hours because of approved absences from duty due to such causes as layoffs, seventh day off duty, vacations, or on Statutory Holidays specified in agreements.

There will be Finding and Direction accordingly.

May 12, 1944.

Re: Gouin Lumber Company, Limited (Trois-Rivières, P.Q.) and United Brotherhood of Carpenters and Joiners of America, Local 2617

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Quebec dated January 3, 1944, refusing the Brotherhood's application for a general wage increase, full cost of living bonus and an overtime rate. The application falls to be decided under the provisions of P.C. 5963.

The Regional Board found that under the conditions required by section 25, there was no case for the increases asked. On the hearing of the appeal, the company stressed its

inability to pay the increased wage bill and it submitted financial statements for the years 1941, 1942 and 1943. From these statements it would appear that this business had made practically no profits during the past three years. It was disclosed that this was partly due to Mr. Gouin's death in 1942.

Whatever the financial position may be, it appeared at the hearing that the Brotherhood had not been recognized by the Company as the employees' bargaining agency. We recommended to the parties that they get together and settle first the Brotherhood's status and to negotiate then on the matter of wages.

In the circumstances, we think we must dismiss the appeal, without prejudice however to any new application the parties or one of them may submit to the Regional Board following the negotiations.

May 12, 1944.

Re: J. C. Wilson Limited (Lachute, Que.) and International Brotherhood of Paper Makers, Local 437

Reasons for Decision

An application by way of appeal by the Brotherhood from a decision of the Quebec Regional Board dated December 27, 1943, under P.C. 5963.

The application was for a general wage increase in a craft paper mill and the Regional Board, after an investigation of prevailing rates in the Lachute area, allowed increases to 45 of the 115 employees covered by the application.

The Regional Board found that the rates were low within the meaning of section 25 and then, in what appears to have been a spirit of compromise, proceeded to raise some of them, mostly in the higher paid classifications. There is no evidence from which it could be argued that prevailing differentials in the plant should be disturbed, and no reason appears for refusing to some classifications the increases found to be justified under the section. We therefore conclude that the application should have been granted in toto.

As to the effective date of the decision under appeal, the Regional Board rather than make a direction left the matter to further negotiation. This is a course which in many cases side-steps responsibility and invites trouble. We think this decision should be effective from the date of application, October 12, 1943.

The appeal is allowed.

May 19, 1944.

Re: Bryce Bakeries Limited (Winnipeg, Man.) and Canadian Bakery Workers' Union, Local No. 1

Reasons for Decision

This is an application by the Company by way of appeal from a ruling dated February 23, 1944, of the Manitoba Regional Board. The matter to be determined was whether a form of contract was a contract of service creating the relationship of employment governed by the provisions of the Wages Control Order. The Regional Board concluded that it did. It refused leave to appeal.

The question involved is of the kind which in our view should be allowed to come to the National Board on appeal. Their decision undoubtedly appeared to the Regional Board to be unassailable, but where the matter is one of interpretation rather than an exercise of discretion, we do not think leave should be withheld and we therefore allow the application.

On the merit of the appeal, we are of opinion that the Regional Board made the proper ruling when it found that the direction and control maintained by the company under the contract submitted was such as to leave intact the substantial relationship which was that of employment as contemplated by P.C. 9384, alhough the relationship established in form is that of vendor and purchaser. The result is that in so far as the contract alters the terms of employment it must receive the approval of the War Labour Board.

The appeal is therefore dismissed.

May 19, 1944.

Re: Dominion Bridge Company, Limited (Calgary, Alta.) and Rolling Mill Employees' Local Union No. 23180

Reasons for Decision

This is an appeal from a decision of the Alberta Board refusing, under the provisions of P.C. 5963, a 5 cent hourly increase in the base labour rate. The original application covered other matters, but leave to appeal appears to have been granted by the Regional Board in respect only of the base rate increases.

The decision of the Regional Board is based upon local comparisons. It was found that the 45 cent rate plus full cost of living paid

in this mill compared favourably with the prevailing unskilled labour rate paid in the construction industry in the Calgary district.

This case is similar in this respect to the James Pender & Company case (1944 LABOUR GAZETTE, p. 282) and it must be held that it was not an error of principle for the Regional Board to adopt a local comparison rather than one further afield.

We must therefore dismiss the appeal.

May 19, 1944.

Re: Oliver Co-operative Growers' Exchange (Oliver, B.C.)

Reasons for Decision

This is an appeal from a decision of the British Columbia Board under P.C. 9384 in respect of an application for salary increases to office and permanent staff. The increases applied for were 15 per cent of the salaries of $15 monthly in the case of salaries less than $100. The application was first refused on the ground that it had not been shown that the increases were necessary to rectify a "gross inequality" or "gross injustice". Then upon reconsideration, the Regional Board agreed to allow a $5 monthly increase in all classifications.

By leave of the Regional Board, this appeal is now brought from the latter decision.

The principal ground proposed in support of the appeal is that the increases to the permanent staff are justified by the substantial increases previously approved for the hourly-paid classifications employed seasonably by the Exchange.

Although our judgment of the application on this ground may have perhaps been different, if we had had to deal with it in the first instance, the Regional Board have arrived at their decision upon what appears to have been a thorough consideration of all relevant facts, including comparative data on salary rates paid in similar businesses. That being so, and in view of our policy, we do not consider this to be a case where we should interfere and substitute our judgment for that of the local Board.

We must therefore dismiss the appeal.

May 19, 1944.

Re: Dominion Bridge Company, Limited (Toronto, Ontario) and United Steel Workers of America, Local 2808

Reasons for Decision

This appeal is taken by the Union from a decision of the Regional Board for Ontario declining an application for payment of the full cost-of-living bonus, under the provisions of P.C. 2370, in the Company's Sorauren Avenue Munitions Plant. The weekly bonus paid was $2.48.

Prior to the Order in Council amending section 34 (3) of P.C. 5963, the increase in the bonus which a War Labour Board could direct was limited to the amount represented by the rise in the cost-of-living index since the effective date of the last general increase in wage rates. The amendment of March 23, 1943, gave the Boards the power to direct payment of the full bonus in any case, but only when an unequal and unfair combination of wage rates and cost-of-living bonus had been shown to exist *"within an industry"*. We must say that no attempt was made to establish a case of disparity within the munitions industry. That the full bonus was ordered in the Company's Shaw Street structural steel plant, is of course of no assistance to the appeal, nor is the fact that the Company was willing to pay the full bonus.

We have no alternative but to dismiss the appeal.

May 3, 1944.

Re: The Garlock Packing Company of Canada, Limited (Vancouver, B.C.)

Reasons for Decision

This appeal is from a decision of the British Columbia Board dated December 8, 1943, on an application for an increase in basic rate of an office employee. The increase sought resulted from the discontinuance by the Company of a voluntary periodical bonus and was meant as a compensatory adjustment.

The Regional Board was of the view that the adjustment proposed was insufficient and refused the application. Under section 60 of P.C. 5963, the Company was clearly free to discontinue payment of the bonus and the effect of the Regional Board's decision in reality defeats what appears to have been its intention.

Our view is that the appeal should be allowed and the rate of $145 be approved.

May 22, 1944.

Re: Johnson Wire Works Limited and International Association of Machinists, Lodge 1758

Reasons for Decision

(Oral Decision)

We think we can dispose of this case. This is an application within the proviso of section 34 (3) of P.C. 5963, for an increase in the cost-of-living bonus.

The one and only condition laid down by the enactment made by P.C. 2370 is that there be within the industry an unfair and unequal combination of wage rates and cost-of-living bonus.

In this case, on the evidence, we must come to the conclusion that that condition has not been met, and consequently we must confirm the decision of the Quebec Regional War Labour Board, and dismiss the appeal.

May 16, 1944.

Re: Grover Mills, Limited (Montreal, Que.) and National Clothing Workers' Union

Reasons for Decision

(Oral Decision)

I do not think it necessary to reserve decision in this matter.

Notwithstanding the fact that the appeal does not ask for an increase in the cost-of-living bonus, the Board is of the opinion under all the circumstances of this case, that it can properly disregard the date of any general increase, there having apparently been no authorization for it, and being a matter in dispute as to whether there ever was a general increase or not. The Board can disregard that.

A direction will issue that the Company pay the full cost-of-living bonus of 18·4. The Company, however, will not be required to continue to pay the attendance bonus.

The direction as to the increase in cost-of-living bonus will be retroactive to the date of the application.

May 22, 1944.

Re: S. M. T. (Eastern) Limited and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1229

Reasons for Decision

(Oral Decision)

It is apparent that this application made on behalf of the employees of the New Brunswick Power Company was considered at the same time as this application was considered, and that the factors relating to comparability which were required by the relevant Order in Council P.C. 5963 were fully considered by the Regional War Labour Board of New Brunswick.

It is entirely a question of fact. After hearing the appeal in the New Brunswick Power Company case this Board dismissed it, and we see no reason why we should do otherwise in the present case.

The appeal is therefore dismissed.

May 24, 1944.

Re: Sorel Steel Foundries Limited and Le Syndicat National des Fonderies de Sorel, Inc.

Reasons for Decision

This appeal by the syndicate is from a decision of the Quebec Regional War Labour Board dated January 18, 1944, on an application for full cost-of-living bonus under section 34 (3) of P.C. 5963. The sequence of relevant events is as follows:—

On September 27, 1943, the syndicate petitioned the Regional Board for an increase in the bonus from $1.85 to the then full amount of $4.25. This was apparently done in anticipation of the expiration on October 31, 1943, of the current collective agreement. There was a hearing and the Board requested the parties to come to an agreement upon the bonus question. The parties renegotiated their agreement generally, but failed to arrive at an understanding on the bonus and the following clause was inserted in the new contract dated November 2, 1943:—

"Le boni de vie chère sera celui que détermineront les Conseils régional et national du Travail en Temps de guerre après avoir entendu les deux parties contractantes et sera sujet aux conditions établies par le Conseil en cause et aux augmentations prescrites en vertu du C.P. 5963."

Subsequently on November 24, 1943, the syndicate renewed its application for the full bonus retroactively to the date of the new agreement. By that time the bonus paid by the Company had become $2.20 as a result of the mandatory increase of November 15, 1943. By the decision now under appeal the Regional Board ordered the Company to add to the basic rate on February 15, 1944, when the bonus was to be merged, "un montant de ·05

l'heure, prenant crédit toutefois de la dernière augmentation de 1·4 point dans le boni de vie chère (ordonnance du 3 novembre 1943 du Conseil National)".

The parties interpreted the decision to practically mean a dismissal of the application.

At the hearing we placed a different interpretation upon the Regional Board's decision and have since communicated with its Chief Executive Officer who has confirmed our view. What the decision meant to do was to increase the weekly bonus by $2.05 (48 hours x 5 cents=$2.40—35 cents), so as to in effect bring it up to a total of $4.25. In the light of the decision in the Hull Iron and Steel Foundries Ltd. case (Dominion Labour Service 38-1043; 43 LABOUR GAZETTE, p. 1261), we are of the view that there was a factual basis under the relevant proviso to section 34 (3) of P.C. 5963 for the increase ordered by the Regional Board.

We think also that in the circumstances related above there is considerable merit in the syndicate's argument for retroactive payment to November 2, 1943, and the finding and direction will give effect to it. To this extent the appeal is allowed.

May 17, 1944.

Re: Knitters, Limited (Marieville, P.Q.) and United Textile Workers of America, Local 7

Reasons for Decision

The Union applies by way of appeal from a decision of the Quebec Regional Board dated December 16, 1943, refusing an application for full cost-of-living bonus under P.C. 5963. The Company was paying the mandatory amount of 95 cents or 3·8 per cent of the basic wage.

Under section 34 (3) of the Order in Council the Regional Board could increase the bonus on either of two bases: (1) by resorting to the rise in the cost-of-living index since the date of the last general increase in the mill; or (2) by adjusting an unfair combination of wage rates and bonus within the knitting industry. In any event, the Regional Board felt that it was incumbent upon it to examine the comparative situation prevailing and having found that the rates and bonus paid by this Company compared favourably with those paid by employers considered by the Board to be "similar", it denied the application.

The Union argued their case upon a comparison with mills located at Lachute and St. Jerome where the full bonus was being paid. The Company's reply is that these mills are much larger and more modern than the smaller mills located at Marieville. From the material filed, it appears that the Lachute and St. Jerome mills were also proposed to the Regional Board as a basis of comparison. In the circumstances we do not think we can properly interfere and we must of necessity dismiss the appeal.

May 31, 1944.

Re: Royal Securities Corporation Limited (Montreal, Que.)

Reasons for Decision

The Company appeals from decisions of the Regional Boards for Ontario, Alberta and British Columbia declining to grant authorization to pay a voluntary bonus for the year 1943 on the common ground that there was no power in the Wartime Wages Control Order, 1943, to do so.

The Company had first applied to the Quebec Board under the provisions of P.C. 5963 and received an authorization stated to be pursuant to section 29 of that Order. Then, it applied to the Regional Boards for the six other provinces in which it has employees. They all dealt with the application under the provisions of the new Order P.C. 9384. The Manitoba, New Brunswick and Nova Scotia Boards gave the authorization, while the three mentioned above refused it.

We must first say that on the material submitted we cannot find that the Company had established a practice of paying voluntary periodic bonuses prior to November 15, 1941, and consequently section 60 of P.C. 5963 was inapplicable. The last bonus paid was in 1936. It must also be said that section 29 of P.C. 5963 does not afford a basis for the Quebec Board's decision which in our opinion was rested upon an entirely wrong view of the meaning and intent of that section. The proper conception of this case was taken by the New Brunswick and Nova Scotia Boards. The application to the Quebec Board was none other than one for a wage increase for the year 1943. To meet the prohibition against decreasing wages in subsequent years, the establishment of a range and the general authorization of section 24 (2) of P.C. 5963 were available.

The present wage control order affords no greater authority than the former with respect to the inauguration of periodic voluntary bonuses, notwithstanding what is stated in section 26 of P.C. 9384. Taking that view, we can only dismiss the appeal, but we shall reserve to the company the privilege of making fresh applications to the three Boards concerned upon the proper basis, that is upon

the basis of comparative rates, and for that purpose, because the original application was made under the former order, consideration of the matter could very well be under section 25 of P.C. 5963.

May 3, 1944.

Re: Detroit and Windsor Subway Company and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 195

Reasons for Decision

This is a joint application for approval of a wage increase, under the provisions of P.C. 5963.

The employees involved are the Canadian-resident employees of the Detroit & Canada Tunnel Corporation, a United States corporation who, together with the applicant company (a wholly-owned Canadian subsidiary), owns and operates a vehicular tunnel under the Detroit River between downtown Windsor and downtown Detroit. There is one agreement covering both Canadian and U.S. employees who are represented by the same bargaining agency. The evidence before us was to the effect that from the inception (fourteen years ago), all employees in the classifications mentioned in the application, whether residing in Canada or in the United States, were paid the same rates of pay, except that Canadian employees were paid in Canadian dollars and the United States employees were paid in U.S. dollars.

The present application covers a general 5 cent hourly increase contemplated in the parties' latest agreement dated November 1, 1943. We are advised that this increase has received the approval of the appropriate United States authority.

These facts, in our view, place the case within the purview of section 62 of the Order and we need not be bound by the principle of comparison laid down in section 25.

We are of opinion that in the circumstances described the application should be granted with effect from November 1, 1943. However, effect must also be given to the following subsection 2 of section 62:

"In any such case, if the Board directs that a range of wage rates or a wage rate be increased, no cost of living bonus shall be paid to any employee to whom any such increased wage rate is paid."

We were informed that the Canadian employees have been receiving the mandatory cost of living bonus. What has been received since the effective date of this decision will be considered to have been paid on account of the present increase, and for the future established rates will be the rates mentioned in the collective agreement and now approved, and not those arrived at under the terms of the Wartime Wages Control Order, 1943 (P.C. 9384). In other words, these employees should not receive the benefit of the cost of living bonus in addition to that of U.S. rates of pay.

The applicants have also requested that our interim finding and direction of February 26, 1944, on vacation pay and overtime conditions be made effective from November 1, 1943. Having acceded to the agreement date for rates of pay, we see no reason to refuse that date on the other matters.

There will be findings and directions accordingly.

May 11, 1944.

Re: The Skinner Company Limited (Oshawa, Ontario) and United Automobile Workers of America, Local 222

Reasons for Decision

An appeal by the Union from a decision of the Ontario Regional Board refusing an application for full cost of living bonus under P.C. 5963.

The bonus paid by this Company was first considered by the Regional Board on March 11, 1943, prior to P.C. 2370. Under section 34 (3) as it then stood, the Board directed payment of a bonus calculated on the rise in the cost-of-living index number above 112·8. The present application must therefore be considered under the subsequent Order in Council which added the proviso to the section, and we must find "within (the) industry" such an unequal and unfair combination of wage rates and bonus as to make it necessary to order an increase in the bonus paid to these employees.

The Union rely upon the fact that a full bonus was paid in many of the plants located in Oshawa. Unfortunately this is not enough to give us jurisdiction. The nature of the comparability contemplated by the words "within an industry" of P.C. 2370 is of a much different character than that which lay at the root of section 25 of P.C. 5963. We must follow a much narrower process and find, in this instance, within the metal stamping industry the basis for an increase.

Upon examination of the evidence we have arrived at the conclusion that there is no ground upon which we can reverse the Regional Board's decision and the appeal will have to be dismissed.

May 26, 1944.

Re: Ontario Steel Products Company Limited (Chatham, Ontario) and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 127

Reasons for Decision

An application was made by the Union under P.C. 5963 for a general wage increase. Later the Company joined in the application after certain modifications had been made. The latter application was approved by decision dated December 3, 1943, of the Regional Board for Ontario, except as to five of the unskilled classifications. Leave to appeal in respect of these classifications was granted below and the Company joins in the appeal.

The Regional Board proceeded upon the basis that the rates submitted would exceed the common labour rate in the Chatham area. We must say that we have no information upon which it could be said that the Board came to a wrong conclusion and we must therefore dismiss the appeal.

May 26, 1944.

Re: National Union of Operating Engineers of Canada and Ordinance No. 6 of the Quebec Minimum Wage Commission

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Quebec dated December 10, 1943, refusing an application under P.C. 5963 for an upward revision of some of the basic rates as well as a reduction in the hours of the work week and other changes in the working conditions provided by Ordinance No. 6, 1943, of the Quebec Minimum Wage Commission. Leave to appeal was granted by the Regional Board.

Ordinance No. 6 governs stationary enginemen and firemen in the district of Montreal and the current edition came into force on June 12, 1943, under the provisions of the Minimum Wage Act (R.S.Q., 1941, c. 164), and remains in force until January 1, 1945. Early in 1943, the Commission with the approval of the Regional Board ordered a general increase in basic rates. The further increase requested is a substantial one ranging from 20 to 25 cents in the minimum hourly rates of class enginemen and firemen with the establishment of a 48-hour week and direction to pay full cost-of-living bonus. In effect the appellant is seeking a fairly thorough revision of the Ordinance. Counsel for the Union made a strong argument of the recent rates approved by the Regional Board for the trades in the construction industry in the District of Montreal and subsequently enacted by the provincial authorities pursuant to the provisions of the Collective Agreement Act (R.S.Q., 1941, c. 163). In the view we take of the matter, there is no need to decide whether the comparison is a proper one for the purpose of applying section 25 of the Order in Council.

The Ordinance applies to a "category of employees" (section 13 of the Act) in a given territory. Stationary enginemen are employed by all types of employers and in many kinds of industry and buildings. The Regional Board felt that the raising of the minimum rates to the high level requested might disrupt wage structures and disturb many established differentials. With that view we agree and we also feel that it would be a procedure hardly contemplated by the Wages Control Order to cut across many existing wage relationships by raising minimum rates for certain occupational classifications in a whole territory to what might conceivably in the case of certain employers be prevailing rates. Surely the effect would be anything but stabilizing for a large number of the wage schedules which would be affected. In any event the matter should rest primarily with the provincial authorities and a step of this kind should not be taken without the concurrence of the Minimum Wage Commission.

We are therefore of the opinion that the appeal must fail.

June 2, 1944.

Re: Hudson's Bay Company (Vancouver, B.C.)

Reasons for Decision

An appeal from the British Columbia Board, by the leave of that Board in respect of a decision dated March 9, 1944. The application was originally made under P.C. 5963 and requested blanket approval of a voluntary bonus plan for department managers in the Company's Vancouver retail store, described in the Company's brief as follows:—

"Bonuses are not based on any fixed percentage to net results but, instead, important considerations used to determine the amount of bonus earned are the final net profit of the department, volume of sales, departmental margin, continuity of successful operation, and a certain number of intangibles such as spirit

of co-operation, ability to teach, general all-round attitude toward the job, etc."

The Company had a set schedule of "units" upon the basis of which individual bonuses were calculated. The practice was said to have been established long before the effective date. The governing provision was section 60 which read as follows:—

"Notwithstanding anything contained in this Order, any employer who, prior to November 15, 1941, paid to his employees any voluntary periodical bonus other than a cost-of-living bonus, may continue or discontinue the payment of such bonus, provided that, if payment thereof is continued, the *rate of payment* shall not exceed the *rate* established by practice for the year ending on November 15, 1941, but no employer shall inaugurate the payment of any such bonus after such date."

The Regional Board ruled that the Company could pay voluntary bonuses not exceeding the "*amounts* which were paid prior to November 15, 1941, with respect to the occupational classifications on (the Company's) payroll."

The application was renewed under P.C. 9384 and the Regional Board found that there was nothing in the new Order which permitted it to alter its previous decision. The relevant provision is now section 26 which reads as follows:—

"No employer shall make any gratuitous payment or other gift of any kind whatsoever having a pecuniary value, other than a monetary Christmas gift not in excess of twenty-five dollars, to any of his employees in any occupational classification for which he is required to establish, or to obtain a direction of the National Board establishing a single rate or range under this Order; provided that where an employer paid to his employees in any such occupational classification prior to November 15, 1941, or thereafter pursuant to any authorization of the National Board, a voluntary periodical bonus other than a cost-of-living bonus, he may continue or discontinue the payment of such bonus to such employees, but if he continues payment thereof, the *yearly rate of payment* shall not exceed the *rate of payment* established by practice of the year ending November 15, 1941, or by such authorization."

It is perhaps useful to note that the redrafted section assumes that War Labour Boards have had the power of authorizing the inauguration of voluntary bonuses after November 15, 1941. We can find no such power in either of the two preceding Orders in Council P.C. 8253 and P.C. 5963.

What the order stabilizes is the "yearly rate", not the amount, of voluntary bonus at the *rate of payment* in the basic year ending November 15, 1941.

We are of opinion that the word "rate" in this context should be taken in a fairly broad sense. The Concise Oxford Dictionary gives to the word a meaning connoting "numerical proportion", but it also opens the more flexible notion of "standard or way of reckoning". Taken in the latter sense, we think the Company could under the authority of either section continue payment of bonuses in accordance with the plan established prior to wage control and in effect for the basic year. If modifications in the plan were proposed in the applications, we must say that War Labour Boards are without jurisdiction to approve upward adjustments; but we take it that such is not the case and that bonuses are to be reckoned in exactly the same manner as they were for the basic year. We are confident that the Company will operate its bonus plan in compliance with the intent and purposes of wage control.

We therefore conclude that the appeal should be allowed.

May 22, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Proceedings under the National Labour Relations Board, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Wartime Labour Relations Regulations.—Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field, to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the regulations.

Provision is made in the regulations for an agreement between the Dominion and any province to set up suitable provincial agencies for the administration of the regulations. Such agreements have been made with the provinces of Ontario, British Columbia, New Brunswick, Manitoba and Saskatchewan.

The National Board has adopted a set of Regulations governing rules of procedure, which are reproduced below.

Also appearing in this month's section is an account of the Ford Motor Company of Canada strike.

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Rules of Procedure of the Wartime Labour Relations Board

Regulations Governing Various Types of Applications

THE Wartime Labour Relations Board (National) on June 7 adopted the Board Regulations, reproduced below, with respect to rules of procedure in making various types of applications to the Board under the Wartime Labour Relations Regulations, P.C. 1003 (L.G., Feb., 1944, p. 135).

The rules of procedure laid down concern applying for certification of bargaining representatives, seeking the intervention of the Board for conciliation services, requesting a procedure for the final settlement of grievance disputes, appealing from the decisions of Provincial Boards, and asking leave to institute prosecutions under the Regulations.

These Board Regulations were adopted in accordance with the provisions of Section 27 (1) of P.C. 1003, which reads as follows:

> The Board may, with the approval of the Minister, make such regulations as may be necessary to enable it to discharge the duties imposed upon it by these regulations and to provide for the supervision and control of its officers, clerks and employees.

The Minister of Labour has given his approval of the Board Regulations as required by the section.

10247—4½

Wartime Labour Relations Board (National) Board Regulations

1. (1) In these Regulations, unless the context otherwise requires,

(*a*) "National Board" means the Wartime Labour Relations Board;

(*b*) "Provincial Board" means a Labour Relations Board exercising any of the powers of the Wartime Labour Relations Board in any province;

(*c*) "Person" includes firm, corporation, trade union, employees' organization or employers' organization.

(2) Other words and expressions used in these Regulations shall, unless the context otherwise requires, have the same meaning as in the Wartime Labour Relations Order (Order in Council P.C. 1003 of February 17, 1944 and any amendments thereto).

Procedure

Applications for Certification

2. Any application for certification of bargaining representatives shall be required to be submitted in writing duly verified by statutory declaration.

3. (1) The following rules shall apply to proceedings before the National Board and also to proceedings before a Provincial Board unless and until such Provincial Board adopts its own rules of procedure. The Board shall give notice in such manner, as, in the circumstances, it deems sufficient to any person having an immediate interest in the matter in respect of which application is made and shall furnish a copy of the application to him and shall give an opportunity for representations to be made and evidence adduced by or on behalf of every such person with regard thereto.

(2) Every person shall within seven days of the receipt by him of such notice and copy of application notify the Chief Executive Officer of the Board in writing whether he wishes to contest the application and in such case he shall within fourteen days of the receipt by him of such notice and copy of application file in the office of the Board his reply and the reply shall be verified by statutory declaration in the same manner as in the case of an application.

(3) The reply shall contain a concise statement of the material facts upon which the person replying intends to rely and shall specifically admit, deny or explain each of the statements made in the application. The name and address of the person replying shall be stated in the said reply.

(4) If any person shall fail within seven days of the receipt by him of a copy of the application to notify the Chief Executive Officer that he wishes to contest the application or, having so notified the Chief Executive Officer, shall neglect to file his reply in the office of the Board within the time hereinbefore limited or to give his name and address in such reply he shall not be entitled to any further notice of the proceedings commenced by the application and relief under the said application may be granted without giving any further opportunity for representations to be made or evidence adduced by or on his behalf with regard thereto, but nothing herein contained shall prevent the Board from hearing further representations or evidence from any such person.

(5) Upon the filing of a reply the Chief Executive Officer shall forthwith send a copy of the reply to the applicant and shall give notice to the applicant at the address stated in the application and to all parties filing replies at the address set out in the said replies respectively fixing a time and place for the hearing of the application. If necessary, this notice may be given by telegraph or telephone.

(6) The Board shall make such inquiries and investigations into the matter in respect of which such application is made as it deems necessary for the proper disposal thereof.

Applications for Intervention of a Board Pursuant to Section 11 of the Wartime Labour Relations Regulations

4. An application by a person for the intervention of a Board pursuant to Section 11 of the Wartime Labour Relations Regulations may be made by letter or telegram to the Chief Executive Officer of the Board.

(1) The application shall set forth the time spent and the efforts made by the parties to negotiate an agreement and state the grounds for the belief that an agreement will not be completed in a reasonable time.

(2) Upon receipt of the application for intervention, the Chief Executive Officer may request such additional information as may be necessary from the applicant and a statement from the other interested party or parties concerned, or may request the parties to appear before the Board for a hearing of the application prior to reference of the matter to the Minister as specified in Section 12 (1) of the Regulations.

Applications for the Establishment of an Appropriate Procedure for the Consideration and Settlement of Disputes, Pursuant to Section 18 (2) of the Wartime Labour Relations Regulations

5. An application for the establishment by a Board of an appropriate procedure for consideration and settlement of disputes concerning the interpretation or violation of a collective agreement pursuant to Section 18 (2) of the Wartime Labour Relations Regulations may be made by letter or telegram to the Chief Executive Officer of the Board.

(1) The application shall set forth the names and addresses of the parties to the dispute, the date of the execution of the collective agreement, and a statement that the agreement contains no appropriate procedure for consideration and settlement of disputes concerning its interpretation or violation. If the applicant claims that the procedure contained in the agreement is inappropriate, the reasons for so claiming must be given.

(2) The applicant shall also file a copy of the collective agreement in connection with which it is desired that an appropriate procedure be established.

(3) On receipt of the application for the establishment of an appropriate procedure, the Chief Executive Officer may request such

additional information as may be necessary from the applicant and a statement from the other interested party or parties concerned, or may request the parties to appear before the Board for a hearing of the application, or may instruct an officer to investigate the application and report thereon to the Board.

Applications for Leave to Institute Prosecutions Under the Wartime Labour Relations Regulations

6. An application to a Board for leave to institute a prosecution under the Regulations may be made by letter or telegram to the Chief Executive Officer of the Board.

(1) The application shall specify the provision of the Regulations alleged to have been violated and material facts regarding such violation.

(2) On receipt of an application for leave to institute a prosecution, the Chief Executive Officer may request such additional information as may be necessary from the applicant and a statement from the other interested party or parties concerned, or may request the parties to appear before the Board for a hearing of the application, or may instruct an officer to investigate the application and report thereon to the Board.

Appeals

7. (1) Any person directly affected by any decision or order of a Provincial Board may appeal to the National Board, if

(*a*) The Provincial Board making such decision or order grants leave so to appeal and the request for such leave to appeal has been made within fifteen days of the announcement of the decision or order of such Provincial Board; or

(*b*) The National Board grants leave so to appeal and the request for such leave to appeal has been made within sixty days of such announcement.

(2) Within fifteen days after the granting of such leave to appeal the appellant shall appear before the National Board and present the said appeal provided, however, that the National Board may for good cause adjourn the hearing of the said appeal from time to time.

(3) On any such appeal, the decision or order of the National Board shall constitute the decision or order of the Provincial Board as if originally made by it.

General

8. The National Board may from time to time amend these Regulations.

Made pursuant to Section 27 of the Wartime Labour Relations Regulations of February 17, 1944, P.C. 1003, this 7th day of June, A.D. 1944.

G. B. O'Connor,
Chairman.

Bernard Wilson,
Secretary.

Recent Proceedings under the Wartime Labour Relations Regulations

During the month of May eleven applications for certification were granted by the Wartime Labour Relations Board (National). These were:

1. Canadian Brotherhood of Railway Employees and Other Transport Workers and Provincial Transport Company, Montreal, P.Q. Certified May 9.

2. National Syndicate of Electric Power Employees of Shipshaw, and Aluminum Power Company, Shipshaw, P.Q. Certified May 9.

3. Canadian Air Line Pilots Assn., and Canadian Pacific Air Lines, Ltd., Winnipeg, Man. Certified May 9.

4. Catholic Syndicates of Joliette, Que., and Joliette Steel Ltd., Joliette, P.Q. Certified May 9.

5. Canadian Brotherhood of Railway Employees and Other Transport Workers, Div. Nos. 224 and 231 and the National Harbours Board, Halifax, N.S. Certified May 11.

6. National Syndicate of Aluminum Workers of St. Joseph d'Alma, Inc., and the Aluminum Company of Canada, Ile Maligne, P.Q. Certified May 11.

7. Canadian Seamen's Union and Canadian Pacific Railway Co. (S.S. *Princess Helene*), Saint John, N.B. Certified May 23.

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (A.F. of L. & T. & L.C.) and Quebec Railway, Light, Heat & Power Co., Ltd., Quebec, P.Q. Certified May 23.

9. B.C. Seamen's Union and Canadian National Steamships Ltd. (*Prince Rupert* and *Prince George*). Certified May 11.

10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the National Harbours Board (Grain elevator) Montreal, P.Q. Certified May 23.

11. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and National Harbours Board, Quebec, P.Q. Certified May 23.

Cases Investigated and Decision Pending

At the end of the month there were four cases concerning which reports of investigating officers had been received and the decision

of the Board was pending, following preliminary consideration of the Board. These cases, together with the name of the investigating officer concerned are:

1. Association of Employees "Aircraft Division" and Canadian Car & Foundry Co., Ltd., Montreal, P.Q. B. Rose.

2. Chemical Workers Union, Local 23639 (A.F. of L.) and Merck and Company Ltd., Montreal, P.Q. L. Pepin.

3. International Union of Mine, Mill & Smelter-workers' Union, Local 688 and Noranda Mines, Ltd., Rouyn, P.Q. F. LaFortune.

4. Association of Employees and Canadian Car & Foundry Co., Ltd. (Car Division) Turcot & Dominion Works, Montreal, P.Q.

Reports of Investigation to be Referred to Board

In thirteen cases the reports of investigating officers had been received and were awaiting consideration by the next meeting of the Board.

1. United Gas, Coke and Chemical Workers of America and St. Clair Processing Corp., Ltd. (Polymer Corp.) Sarnia, Ont. F. J. Ainsborough.

2. Deepsea and Inlandboatmen's Union of the Pacific, B.C. Division (C.C.L.) and Park Steamships Ltd., Vancouver, B.C. G. R. Currie.

3. United Steelworkers of America and the Steel Company of Canada (St. Ambroise St. plant), Montreal, P.Q. R. Trepanier.

4. United Steelworkers of America, Local 3272 and Western Steel Products, Corp., St. Boniface, Man. H. S. Johnstone.

5. International Union of Mine, Mill & Smelterworkers' Local 690, and Alberta Nitrogen Products, Ltd., Calgary, Alta. F. E. Harrison.

6. Canadian Seamen's Union and St. Lawrence Steamship Company, Buffalo, N.Y. J. P. Nicol.

7. Val d'Or Mine & Mill Workers' Union, Local 654 and Lamaque Mining Co., Ltd., Bourlamaque, P.Q. F. LaFortune.

8. Val d'Or Mine & Mill Workers' Union, Local 654 and Golden Manitou Mines, Ltd., Val d'Or, P.Q. F. LaFortune.

9. International Union of Mine, Mill & Smelterworkers' Local 688 and Beattie Mines (Quebec) Ltd., Duparquet, P.Q., and Toronto, Ont. F. LaFortune.

10. United Steelworkers of America and Dominion Bridge Company, Lachine, P.Q. R. Trepanier.

11. National Catholic Brotherhood of Transport Employees of Quebec, Inc., and Quebec Railways, Light & Power Company (Tramways & Autobus Div.) Quebec, P.Q. R. Trepanier.

12. International Union of Mine, Mill & Smelterworkers' Local 688 and Powell-Rouyn Gold Mines, Ltd., Rouyn, P.Q. and Toronto, Ontario. F. LaFortune.

13. International Union of Mine, Mill & Smelterworkers' Local 688 and Senator-Rouyn Mines, Rouyn and Hull P.Q. F. LaFortune.

Applications Referred to an Investigating Officer

At the end of the month twenty-seven applications for certification had been referred to departmental officers for preliminary investigation and report. These, together with the name of the officer concerned, are as follows:

1. Brotherhood of Railroad Trainmen and Canadian National Railways and Canadian Pacific Railway Co. (Conductors). C. W. Rump.

2. Employees' Welfare Board of the Hudson Bay Mining and Smelting Co., Ltd., and the Hudson Bay Mining and Smelting Company, Ltd., Flin Flon, Man. H. S. Johnstone.

3. Sodium Sulphate Workers' Union, No. 2, and Horseshoe Lake Mining Co., Ltd., Ormiston, Sask. H. S. Johnstone.

4. International Association of Machinists and MacDonald Bros. Aircraft Ltd. (Office and Stores Depts. of Robinson St. Division), Winnipeg, Man. H. S. Johnstone.

5. United Steelworkers of America and Steel Company of Canada (Dominion Wire Works), St. Joseph St., Lachine, P.Q. R. Trepanier.

6. United Steelworkers of America and Steel Company of Canada (Notre Dame and Charlevoix Sts. plant), St. Henri, P.Q. R. Trepanier.

7. Stelco Employees' Association and the Steel Company of Canada, Ltd., Lachine, P.Q. R. Trepanier.

8. Stelco Employees' Association and the Steel Company of Canada, Ltd. (Notre Dame St. plant), Montreal, P.Q. R. Trepanier.

9. Brotherhood of Railway and Steamship Clerks and Freight Handlers, Express and Station Employees and Canadian Pacific Railway (clerical employees and freight handlers). B. Rose.

10. Canadian Union of Asbestos Workers, Local No. 5, and Bell Asbestos Mines, Ltd., Thetford Mines, P.Q. B. Rose.

11. Employees' Union of Wartime Metals Corp. (C.C.L.) and Wartime Metals Corp., Black Lake, P.Q. B. Rose.

12. Winnipeg Electric Employees' Federated Council, One Big Union, Winnipeg, Man., and Winnipeg Electric Company, Winnipeg, Man. H. S. Johnstone.

13. Association of Employees, Propeller Division and Canadian Car & Foundry Co., Ltd., Ville St. Pierre, P.Q. R. Trepanier.

14. Montreal Harbour Staff Employees' Assn. and the National Harbours Board, Montreal, P.Q. L. Pepin.

15. United Association of Locomotive Engineers, Firemen, Brakemen and Dispatchers and the Aluminum Company of Canada, Ltd., Arvida, P.Q. L. Pepin.

16. National Harbours Board Employees' Assn., and the National Harbours Board (Mechanical Employees), Montreal, P.Q. L. Pepin.

17. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express & Station Employees and the National Harbours Board (Cold Storage), Montreal, P.Q. L. Pepin.

18. Canadian Union of Asbestos Workers, Local No. 6 and Johnson's Company, Thetford Mines, P.Q. B. Rose.

19. Calgary Trades & Labour Council (Building Trades Section) and Alberta Nitrogen Products, Calgary, Alta. F. E. Harrison.

20. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Div. No. 591 and Gatineau Bus Company, Ltd., Hull, P.Q. J. L. MacDougall.

21. Coal Handlers Federal Union, Local 102 and Canadian Import Company, Montreal, P.Q. L. Pepin.

22. Coal Handlers Federal Union, Local 102 and Dominion Coal Company, Montreal, P.Q. L. Pepin.

23. Coal Handlers Federal Union, Local 102 and Scotch Anthracite Company, Montreal, P.Q. L. Pepin.

24. Canadian Seamen's Union, Local 5 and Dartmouth Ferry Commission, Dartmouth, N.S. H. R. Pettigrove.

25. United Steelworkers of America and Canadian Tube and Steel Products Ltd., Montreal, P.Q. F. LaFortune.

26. Canadian Brotherhood of Railway Employees and Other Transport Workers, Div. 229 and Levis Ferry Ltd., Quebec, P.Q. F. LaFortune.

27. International Brotherhood of Electrical Workers, Local B1106 and Quebec Power Company, Quebec, P.Q. F. LaFortune.

Applications Referred to Provincial Administration

During the month seventeen applications were referred to provincial administration under agreements between the Dominion and Provincial Governments. Of these four were referred to Ontario, twelve to British Columbia and one to Manitoba.

Those referred to Ontario were:

1. International Brotherhood of Electrical Workers, Local B1023 and Port Arthur Shipbuilding Co., Port Arthur, Ont.

2. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 279 and Eastview Bus Service, Ltd., Eastview, Ont.

3. United Brotherhood of Carpenters & Joiners of America, Local 2308 and Kingston Shipbuilding Co., Kingston, Ont.

4. United Electrical, Radio & Machine Workers of America, Local 512 and Bakelite Plastics, Toronto, Ont.

Those referred to British Columbia were:

1. United Steelworkers of America and the Lawrence Manufacturing Company, Vancouver, B.C.

2. United Steelworkers of America and Western Steel Products Corp., Ltd., Vancouver, B.C.

3. Amalgamated Shipwrights, Joiners, Boatbuilders and Caulkers, Local No. 2 and various shipyards, Vancouver, B.C.

4. United Steelworkers of America, Local 2765 and National Machinery Co., Ltd., Vancouver, B.C.

5. Independent Smelterworkers' Union and the Consolidated Mining and Smelting Company of Canada, Ltd. (Tadanac and Warfield plants), Trail, B.C.

6. International Association of Machinists, Lodge No. 692 and Vivian Diesel & Munitions, Ltd. (Plants Nos. 1 and 2), Vancouver, B.C.

7. United Steelworkers of America, Local 3254 and Blair Iron Works, New Westminster, B.C.

8. United Steelworkers of America, Local 2952 and Vivian Diesel & Munitions, Ltd. (Vivian Engine Works), Vancouver, B.C.

9. Shipwrights, Joiners and Caulkers Industrial Union, Local No. 1 and Burrard (Vancouver) Dry Dock Company, Ltd., Vancouver, B.C.

10. Shipwrights, Joiners and Caulkers Industrial Union, Local No. 1 and Burrard Dry Dock Co., Ltd., North Vancouver, B.C.

11. Shipwrights, Joiners and Caulkers Industrial Union, Local No. 1 and North Van Ship Repairs, Ltd., North Vancouver, B.C.

12. Trail and District Smelterworkers' Union, Local 480, C.I.O.-C.C.L. and the Consolidated Mining and Smelting Company of Canada, Ltd., Trail, B.C.

That referred to Manitoba was:

United Steelworkers of America, Local 3238 and Canadian Rogers Sheet Metal & Roofing, Ltd., Winnipeg, Man.

Applications Rejected

1. Application *re* Canadian Brotherhood of Railway Employees & Other Transport Workers and Canadian Pacific Railway Co. (Ticket Sellers, Union Station, City Office and Royal York).

2. Plastic and Linoleum Workers', Local 677 (A.F. of L.) and Dominion Oilcloth & Linoleum Co., Ltd., Montreal, P.Q.

3. International Association of Machinists, Lodge 1758 and Johnson Wire Works, Ltd., Montreal, P.Q.

4. Brotherhood of Railroad Trainmen and Canadian Car and Foundry Co. (Turcot & Dominion Works), Montreal, P.Q.

Applications Recently Received

1. Montreal Packing Plant Employees' Federal Union, Local 66 and Eastern Abattoir Ltd., Montreal, P.Q.

2. Association of Employees and Canadian Car and Foundry Co., Ltd. (Car Division), Turcott and Dominion Works, Montreal.

3. Canadian Union of Soap-stone Workers, Local No. 1 and Mr. Oliva Cyr, employer, Thetford Mines, P.Q.

4. International Union of Mine, Mill and Smelterworkers', Local 688 and Waite-Amulet Mines, Ltd., Rouyn, P.Q., and Toronto, Ont. F. LaFortune.

5. International Union of Aluminum Workers and Aluminum Company of Canada, Ltd., Shawinigan Falls, P.Q.

Ford Motor Company of Canada Strike

THE Ford Motor Company of Canada Limited, Windsor, Ontario, had contractual relations with Local 200, United Automobile Workers of America, the two parties having signed an agreement in December, 1942, and renewed the same with some slight changes in January, 1944.

Under this agreement provision was made for a procedure whereby stewards would handle and investigate grievances. A dispute arose as to the interpretation of this procedure, the Company claiming that the agreement was being violated by the stewards. It was the contention of the Union that a practice had arisen over the last two years under which stewards served grievances without any restrictions and because the Company decided to adhere to its interpretation of the written terms of the contract, representations were made to the Wartime Labour Relations Board (National) for an interpretation or clarification of the grievance procedures in the light of current practice. The Board had arranged to hear the parties on April 25, but in the meantime the Company issued misconduct slips to stewards who were considered to be violating the terms of the agreement. Later four stewards were suspended for six days and this culminated in a decision of the Union to call a meeting of all employees on April 20, which the Company interpreted as a stoppage of work.

There was a clause in the agreement which provided that if a strike occurred the agreement could be terminated immediately and pursuant to this provision the Company, immediately the stoppage of work above referred to took place, served notice on the Union that it considered the agreement at an end.

The Wartime Labour Relations Board (National) invited representatives of the Company and the Union to appear before the Board and for four days of the week of April 24 made an effort to conciliate the dispute. On Saturday, April 29, the Company and the Union accepted a proposal drafted by the Board. This provided for the bargaining representatives to apply for certification under the Wartime Labour Relations Regulations and to negotiate a new agreement with the Company. In the interim the parties would be governed by the terms of a proposal of settlement which included certain provisions of the old agreement.

It was an important condition of this proposal that the Wartime Labour Relations Board (National) would determine the procedure applying to representation and the settlement of grievances for the period during which the parties would be negotiating for a new contract, and that in the event of a dispute as to the interpretation or application of the provisions of the settlement or of the grievance procedure established by the

Board, it would be submitted to arbitration under the direction of the Board.

The Board submitted the grievance procedure to both parties on May 1 and immediately appointed Mr. Bernard Rose, K.C., Montreal, one of the senior Industrial Relations Officers of the Department of Labour, as an umpire to facilitate the application of the grievance procedure and the final adjustment of disputes arising in connection therewith, his decision to be final and binding on both parties.

On May 2 it developed that the Union objected to the grievance procedure as laid down by the Board and at a mass meeting decided on a further stoppage of work which became effective on midnight of that date.

Mr. Justice G. B. O'Connor, Mr. M. M. Maclean and Mr. Bernard Wilson, Chairman, Chief Executive Officer and Secretary, respectively, of the Wartime Labour Relations Board (National), visited Windsor on May 6 in order to deal with the dispute and to obtain information for the Board. On return to Ottawa, Mr. Justice O'Connor reported to the Wartime Labour Relations Board on the attitude of the parties as revealed by his visit.

On May 9 counsel for the parties were heard by the Board. After the hearing their representations were considered by the Board and a communication was addressed to them advising that the Board was not prepared to deal with a further clarification of the grievance procedure as long as the strike continued contrary to the Wartime Labour Relations Regulations, P.C. 1003.

Following a mass meeting of the employees at which this communication was submitted, the recommendation of the union executive that the men return to work next morning (May 11), on the understanding the Board would then proceed to clarify the grievance procedure, was accepted by the workers. The Board later dealt with the matter and its clarification was transmitted to counsel for the parties on May 12.

For reasons of health Mr. Bernard Rose, K.C., was unable to continue to act in this capacity of umpire and Mr. Louis Fine, Chief Conciliation Officer of the Ontario Department of Labour, was appointed by the Dominion Minister of Labour to succeed him.

Conciliation Work of the Industrial Relations Branch During May, 1944

DURING the month of May officers of the Industrial Relations Branch were called upon to handle 45 industrial disputes or controversial situations involving 13,114 workpeople employed in 49 different establishments. Of these 36 were new disputes which originated during the month while 9 were situations which had been unterminated as at April 30 and received further attention in May. They were dealt with under the provisions of the Conciliation and Labour Act.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Sydney, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Sydney, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the 45 disputes occurred as follows:—

MINING:	
Coal mining	5
MANUFACTURING:	
Animal food products	3
Metal products	16
Textile clothing products, etc.	4
Wood products	2
Shipbuilding	7
Non-metallic minerals, chemicals, etc.	2
Rubber products	3
TRANSPORTATION:	
Steam railways	3

A statistical analysis of the nature of the disputes handled, their cause, disposition, etc., is given below:—

NATURE OF DISPUTE OR SITUATION:	
Strike	13
Threatened strike	4
Controversy	9
Arbitrations	6
Requests to conduct consent elections	10
Services of Commissioners	3
PREDOMINANT CAUSE OR OBJECT:	
Increase in wages	6
Reduced hours	2
Other causes affecting wages and working conditions	4
Recognition of Union	10

PREDOMINANT CAUSE OR OBJECT—*Con.*	
Discharge of workers for union activity or membership	5
Other union questions	2
Discharge of workers (*a*)	6
Employment of particular persons (*a*)	5
Unclassified	5
DISPOSITION:	
Strike terminated by mediation	9
Threatened strike averted by mediation	2
Decision rendered in arbitration	3
Election or vote conducted	8
Industrial Disputes Inquiry Commissioner appointed under P.C. 4020	2
Dispute lapsed or called off; no further action required	8
Referred to N.W.L.B. or R.W.L.B	2
Referred to Provincial authorities	4
Other disposition	1
Disposition Pending	6
RESULTS:	
In favour of employees	14
In favour of employer	7
Compromise or partially successful	6
Indefinite or unterminated	10
Not known	8
METHOD OF SETTLEMENT:	
Conciliation or mediation	13
Direct negotiations	4
Arbitration	4
Administrative action	6
Investigation only	3
Technical Services	8
Settlement Pending	7

(*a*) (Other than in connection with Union questions.)

Brief summaries of the cases of chief interest or importance are given below:—

Metal Workers, Montreal, P.Q.—During February, 1944, charges were made to the Department of Labour by a District Representative of the United Electrical Radio and Machine Workers of America that the Montreal Locomotive Works Limited, Montreal, P.Q., had dismissed nine employees because of their union membership and activities. The Company denied the charges, claiming that the dismissals were mainly due to a reorganization in the plant which was made necessary by the abolition of a third shift in the Tank Arsenal Division. Following a preliminary investigation by Mr. R. Trepanier, Industrial Relations Officer, Montreal, the Minister of Labour appointed His Honour Judge C. E. Guerin, of the Court of Sessions of Montreal, as an Industrial Disputes Inquiry Commissioner to conduct a formal investigation under the provisions of Order in Council P.C. 4020. The Commissioner found that three of the nine men had been dismissed because they favoured and belonged to the Union in question and recommended that the Minister of Labour should order their reinstatement. He was unable to find that the other six employees had been dismissed because of Union activities. Following receipt of the Commissioner's report, the Minister of Labour, on May 24, ordered the Company to re-employ the three men whom the Commissioner found had been discriminated against, requiring the Company to reinstate them in the same positions they were formerly engaged in, without loss of seniority or other rights, at no lesser rates of pay, and with reimbursement for wages lost.

Railway Employees, Quebec, P.Q.—On April 4, 1944, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees complained to the Department that certain of its members had been dismissed for union membership and activity, or demoted to lesser positions for the same reason, by the management of the Quebec Railway, Light and Power Company, Quebec City, P.Q. The Department assigned Mr. R. Trepanier, Industrial Relations Officer, Montreal, to make a preliminary inquiry and to try to adjust the case. When the Investigating Officer recommended that an Industrial Disputes Inquiry Commissioner should be appointed under Section 5 of Order in Council P.C. 4020, the Minister of Labour on May 12 appointed the Honourable Mr. Justice Oscar L. Boulanger of Quebec City to make a formal inquiry. Later the Company laid counter-charges that certain employees had been engaged in organizing a Union during working hours at the place of their employment and had used coercion and intimidation to induce another employee to join a trade union. Following a recommendation by the officer who conducted the preliminary investigation, the Commission of the Honourable Mr. Justice Boulanger was enlarged, early in June, to permit all the charges to be investigated at once.

Machine Workers, Longueuil, P.Q.—When a dispute between the Dominion Engineering Works Limited, Longueuil Plant, and Lodge 1596, International Association of Machinists, arose over the dismissal of an employee, allegedly in violation of their collective agreement, each of the parties named one person to act on an Arbitration Board, and under the terms of their Agreement requested the Minister of Labour to name a Chairman. The Committee was comprised of Mr. Bernard Rose, K.C., Montreal, Chairman, Mr. T. R. Ker, K.C., Counsel for the Company, representing the employer, and Mr. Adrien Villeneuve, Grand Lodge Representative of the International Association of Machinists, representing the local union. By a majority award, the Board of Arbitration decided that the employee in question had suffered discrimination, inasmuch as he had seniority over several other employees and equal qualifications, but had been among the first to be laid off, and that he had suffered prejudice largely as a result of the carrying out of his

duties in the matter of union administration and activity. It was recommended that the man should be immediately reinstated in his employment and paid his wages from the date of the expiry of his separation notice. A Minority Report was filed by the Arbitrator representing the Company but the award of the majority was accepted as final and binding.

Textile Workers, Cornwall, Ont.—Four employees in the Canada Mill of Canadian Cottons Limited, Cornwall, Ont., quit work on May 4, 1944, in protest against the manner in which they were treated by a section hand in the Napping Room. They resumed work the following afternoon, but quit again on May 8, when nothing had been done in regard to their complaints. This action was followed by a strike by some 750 employees in the Canada Mill. Later the same day the Stormont and Dundas Mills of the Company were also affected, making a total of approximately 1,460 on strike. The employees were members of Local No. 2, United Textile Workers of Canada. The Department of Labour learned of the situation on the morning of May 8. That evening Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ont., arrived in Cornwall, but unfortunately by that time the employees had held a mass meeting and voted not to return to work until the dispute was settled. The Company refused to enter into any discussions until the employees returned to work. After considerable difficulty, Mr. Nicol secured a signed agreement to the effect that work would be resumed on the morning of May 10, after which the dispute would be arbitrated. Both sides undertook to accept the decision of the arbitrator as final and binding, and the Company gave assurance that time lost during the work stoppage would not be counted as absenteeism in computing the production or efficiency bonus or in determining time allowed for vacation, subject to the approval of the Regional War Labour Board. Mr. Nicol heard evidence as arbitrator on May 10 and found that the section hand, while a first-rate workman, did not have the qualities of leadership or personality needed for a supervisory position. He recommended that the man be given another position, as nearly equivalent as possible to that of section hand, but not involving authority over other machine operators.

Shipyard Employees, Halifax, N.S.—When the management of Halifax Shipyards Limited, Halifax, N.S., instituted change in the method of distributing and collecting time-cards, representations were made to the Department that the custom and practice as to an accepted day's work had been altered in contravention of the Industrial Disputes Investigation Act and of the Wartime Labour Relations Regulations. Officials of Local No. 1, Industrial Union of Marine and Shipbuilding Workers of Canada, requested that the dispute be referred to a Board of Conciliation and Investigation under the Chairmanship of Mr. Justice J. L. Smiley, which was then dealing with certain other labour problems at the Shipyards. The situation was investigated by Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., who reported that it could not be held that the Company had changed the accepted hours of work which had been in effect by Agreement for a period of years. The Union was notified that the matter could not be referred to the Board of Conciliation and Investigation and that it could not be regarded as coming under the provisions of Order in Council, P.C. 1003.

Woodworkers, Saint John, N.B.—On May 15, 1944, an Officer of Local No. 2533, United Brotherhood of Carpenters and Joiners of America, called Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., advising him of a dispute between Canada Veneers, Limited, Saint John, N.B., and its employees over the dismissal of five employees for alleged refusal to accept employment in the log yard of the Company. Mr. Pettigrove communicated with the Union by letter, advising it as to its proper method of procedure under the Wartime Labour Relations Regulations (P.C. 1003), but before receipt of this letter a Union meeting was held which resulted in a strike by about 450 employees on the morning of May 16. During the day both Mr. Pettigrove and Mr. C. J. A. Hughes, Vice-Chairman of the Wartime Labour Relations Board for New Brunswick conferred with the president of the Union. The employees returned to work on May 17 and subsequently reached an agreement with the Wartime Labour Relations Board for New Brunswick whereby the Board would establish a grievance procedure for the final settlement of the dispute, which would be utilized by the employees.

Coal Miners, River Hebert, N.S.—About 135 employees of the Standard Coal Company, River Hebert, N.S., went on strike on May 30, 1944, over the refusal of the Company to re-employ, in a position on the surface, a former employee who had been released from the Armed Forces. The employee in question had gone into the Army some months before and his job on the surface had been filled by an older man who had served overseas for three years during the present war. The Com-

pany offered the younger man an underground job in the mine, which he refused. The employees, through Local Union No. 746, United Mine Workers of America, claimed that both men should be given jobs on the surface but the Company maintained that this was not possible and that, if the Union persisted in its demands, it would be necessary to discharge the older "returned" man. Mr. Allan MacDonald, Industrial Relations Officer, Glace Bay, N.S., acted as conciliator and persuaded the employee in question to take the position offered him in the mine, with the understanding that he would be given the first job available on the surface. This settlement was satisfactory to both the Company and the Union.

Rubber Workers, St. Jerome, P.Q.—Dissatisfaction with time standards on which wages were computed under the Company's "task and bonus system" gave rise to a strike on May 25, 1944, on the part of some 1,350 employees of the Dominion Rubber Company Limited, St. Jerome, P.Q. The employees were members of the Rubber Workers' Federal Union No. 144 (T.L.C.C.). During the day the Department was assured by a representative of the Trades and Labour Congress of Canada that the employees had agreed to resume work on the understanding that a federal conciliation officer would be sent to St. Jerome by Monday, May 29. However, when no solution of the dispute was reached at a meeting on the evening of May 25 between a union committee and representatives of the Company, the employees refused to return to work on the morning of May 26. Mr. Bernard Rose, K.C., a representative of the Department resident in Montreal, proceeded at once to St. Jerome where he conferred with representatives of the Company and the Union executive and attended a large mass meeting of the local union. The employees voted to resume work and did so on Monday, May 29. That day a conference was held in Montreal attended by officials of the Company and some 30 shop stewards and other union officials, with the Department of Labour represented by Mr. Bernard Rose and Mr. J. L. MacDougall, Industrial Relations Officer, Ottawa. Demands of the Union for the abolition of the "task and bonus system" and the inauguration of a straight piece-work system were flatly rejected by the Company. The Union representatives then made demands that the Company agree in writing to lower time standards in those departments where the majority of the employees were unable to attain an efficiency rating which would entitle them to obtain the premium or bonus. The Company contended that it could not agree to the demands as made, since they would involve a general wage increase, but undertook to re-study any time standards to which the Union objected and to check the general rate structures in the departments affected. The Company also insisted that any grievances should be dealt with under the procedure provided in the Collective Agreement between the parties and, failing satisfactory settlement thereof, should be arbitrated in accordance with the Wartime Labour Relations Regulations. These counter-proposals failed to satisfy the Union, and most of the Company's St. Jerome employees went on strike again on May 30th. The following day Mr. M. M. Maclean, Director of Industrial Relations, Ottawa, visited Montreal and convened a meeting of Company and Union representatives. He insisted that the grievances should be taken up in accordance with established collective bargaining procedure and got the parties to agree in writing to a formula under which, following resumption of work, the Company would meet immediately with the Union Negotiating Committee to review all time standards in the Fuel Cell, Shoe Room, and Sewing and Fitting Departments in an effort to adjust same so as to be acceptable to the employees concerned. A representative of the Union was to co-operate with the Company's time-study man in a review of the standards. If agreement was reached on changes which involved wage increases, the Company promised to make a joint application with the Union to the Regional War Labour Board for Quebec for adjustments retroactive to the time work was resumed, provided no further work stoppages occurred. The membership of the Union agreed to this solution at a mass meeting in St. Jerome on May 31, attended by Mr. R. Trepanier, Industrial Relations Officer, Montreal. Normal operations were resumed on June 1.

Union Representation Votes

Packinghouse Workers, Saskatoon, Sask.—On May 25, 1944, by joint consent of the parties a vote was conducted among employees of Intercontinental Pork Packers Ltd., Sas-

katoon, Sask., under the supervision of Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg. A total of 278 out of 331 workpeople who were entitled to vote cast their ballots. There were 251 votes cast for representation for collective bargaining purposes by Local No. 248, United Packinghouse Workers of America, while 22 votes were cast for a Plant Relations Committee, and there were 4 spoiled ballots.

Chemical Workers, Copper Cliff, Ont.—Pursuant to a joint request by the parties made to the Ontario Department of Labour, Mr. E. Perkins, Federal Industrial Relations Officer, Toronto, supervised a vote on May 3, 1944, among employees of Canadian Industries Limited at Copper Cliff, Ontario. There were 27 persons eligible to vote on the question "Do you wish to be represented by Sudbury Mine, Mill and Smelter Workers' Union, Local 598, as sole bargaining agent for the purpose of collective bargaining with Canadian Industries Limited, respecting Copper Cliff Works?" Twenty-three employees voted in favour of union representation and one against.

Metal Products Works, Sudbury, Ont.—On May 4, 1944, Mr. H. Perkins, Federal Industrial Relations Officer, Toronto, supervised a representation vote among employees of the Sudbury Construction and Machine Company Limited, Sudbury, Ontario, following a request made by the employees to the Department of Labour for Ontario which was concurred in by the Company. There were 39 persons eligible to vote, of whom 33 cast their ballots in favour of representation by Sudbury Mine, Mill and Smelter Workers' Union, Local No. 598, while two voted in opposition to union representation.

Metal Products Workers, Toronto, Ont.—By joint consent of the parties Mr. J. P. Nicol, Industrial Relations Officer, Toronto, conducted a vote on May 3, 1944, to ascertain the wishes of employees of the Turnbull Elevator Company, Toronto, Ont., in regard to representation for the purposes of collective bargaining with their employer. There were 261 workers eligible to vote and 230 participated in the balloting. A total of 133 voted in favour of the United Electrical Radio and Machine Workers of America as against 95 voting in favour of the employees Shop Committee. Two ballots were spoiled.

Textile Workers, Hanover, Ont.—On May 18, 1944, a representation vote took place by mutual consent of the parties among employees of Allen Brothers Company Limited, Hanover, Ontario. Out of 164 persons eligible to vote, 148 voted in favour of the Textile Workers' Organizing Committee, Local No. 20 (C.C.L.) and 12 voted against the Union. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, acted as Returning Officer.

Dairy Workers, Ottawa, Ont.—With the joint consent of the parties a representation vote was conducted on May 31, 1944, under the supervision of Mr. F. MacKinnon, Industrial Relations Officer, Ottawa, among the employees of Central Dairies Limited, Ottawa. A total of 29 employees out of an eligible group of 39 voted in favour of collective bargaining through the National Union of Dairy Workers, Local No. 4 (C.C.L.). No votes were cast in opposition to union representation and one ballot was spoiled.

Metal Products Workers, Toronto, Ont.—A Union representation vote was conducted on May 22, 1944, among employees of Graham Nail and Wire Products, Ltd., Toronto, Ont., under the supervision of Mr. J. P. Nicol, Industrial Relations Officer, Toronto. All parties were in agreement in regard to the election. There were 100 employees eligible to vote and 96 cast their ballots. A total of 51 voted in favour of being represented by the Nail, Wire and Steel Rollers' Union, Federal Local 23651 (A.F.L.) as against 44 votes in favour of the Employees' Shop Council. There was one spoiled ballot.

Railway Employees, Lines in Canada.—During April and May a representation vote was conducted to determine whether the Yardmasters and Assistant Yardmasters employed by the Canadian Pacific Railway Company were in favour of bargaining with their employer through representatives of the Brotherhood of Railroad Trainmen. The vote was conducted by mail under the supervision of Mr. B. Rose, K.C., Montreal, as Returning Officer. There were 184 persons eligible to vote, of whom 147 cast their ballots. A total of 127 voted in favour of the Union and 20 were opposed.

Strikes and Lockouts in Canada during May, 1944

THE number of strikes and lockouts in existence in Canada for the month of May showed an increase of 15 as compared with the previous month but there were 15 less than in May, 1943. The number of workers involved and the resulting time loss in man-working days were greater than in the preceding month and in May, 1943. Preliminary figures show 25 strikes in existence for May, 1944, as compared with 10 in April, 1944, and 40 in May, 1943; the workers involved numbered 26,043 in May, 14,923 in April and 15,306 in May, 1943; and the time loss amounted to 128,422 man-working days in May, 126,609 in April and 47,229 in May, 1943.

Preliminary figures for the first five months of 1944 show a total of 88 strikes, with 45,481 workers involved and a time loss of 321,387 man-working days. For the same period last year there were 155 strikes on record, involving 78,661 workers and causing a time loss of 373,003 days.

During the month under review a strike of motor vehicle factory workers at Windsor, Ont., accounted for more than half the workers involved and over 85 per cent of the time loss. This strike, involving 14,000 workers, was carried over from April and 24 commenced during May. Of these 25 strikes, three resulted in favour of the workers, six in favour of the employers, four were compromise settlements and eleven were indefinite in result, work being resumed pending final settlement. At the end of the month there was one strike unterminated, namely, coal miners at River Hebert, N.S.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO MAY, 1943-1944

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
1944					
*January	26†	26	8,140†	8,140	23,408
*February	17	19	8,740	8,785	39,868
*March	11	13	1,635	1,680	3,080
*April	10	10	14,923	14,923	126,609
*May	24	25	12,043	26,043	128,422
Cumulative totals	88		45,481		321,387
1943					
January	33†	33	19,860†	19,860	166,715
February	27	31	2,611	5,239	24,301
March	25	27	16,688	16,993	30,822
April	35	37	32,292	32,496	103,936
May	35	40	7,210	15,306	47,229
Cumulative totals	155		78,661		373,003

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time, is frequently not received until some time after its commencement

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1944

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to May, 1944				
MANUFACTURING—				
Metal Products—				
Motor vehicle factory workers, Windsor, Ont.	1	14,000	112,000	Commenced April 20, 1944; *re* grievance procedure; terminated May 11; reference to Wartime Labour Relations Board (National); compromise.
Strikes and Lockouts Commencing during May, 1944				
MINING—				
Coal miners, Gardiner Mines, N.S.	1	53	53	Commenced May 5; *re* working conditions (dirty coal left on bottom); terminated May 5; return of workers; in favour of employer.
Coal miners, Coalburn, N.S.	1	100	100	Commenced May 8; against delay in payment of retroactive wage increase; terminated May 8; conciliation, federal; in favour of workers.
Coal miners (loaders), Glace Bay, N.S.	1	24	24	Commenced May 30; against proposed change in rate for cleaning off wall; terminated May 30; return of workers pending settlement; indefinite.
Coal miners, River Hebert, N.S.	1	135	270	Commenced May 30; for re-employment of an ex-serviceman at surface work; unterminated.
MANUFACTURING—				
Rubber and Its Products—				
Tire factory workers, New Toronto, Ont.	1	*(a)* 105	30	Commenced May 8; for adjustment of piece-rates for two operations; terminated May 8; return of workers pending settlement as provided in agreement; indefinite.
Rubber factory workers (shoes, etc.), St. Jerome, P.Q.	1	40	11	Commenced May 9; against change in time standards; terminated May 9; negotiations and return of workers pending settlement; indefinite.
Tire factory workers, Kitchener, Ont.	1	538	900	Commenced May 17; against change in time standard; terminated May 18; conciliation, federal, and recheck of operation; in favour of employer.
Rubber factory workers, Kitchener, Ont.	1	1,100	115	Commenced May 24; *re* wages of guards, supervisors and inspectors; terminated May 24; return of workers pending further negotiations; indefinite.
Rubber factory workers, St. Jerome, P.Q.	1	1,351	3,675	Commenced May 25; for revision of tim standards; terminated May 27; conciliation, federal, and return of workers pending further negotiations; indefinite.
Rubber factory workers, St. Jerome, P.Q.	1	1,435	2,750	Commenced May 30; for revision of time standards; terminated May 31; conciliation, federal, and return of workers pending recheck of operations; indefinite.
Textiles, Clothing, etc.—				
Cotton factory workers, Cornwall, Ont.	3	1,459	2,500	Commenced May 8; against working under a certain section hand; terminated May 9; conciliation, federal, and reference to arbitration; (section hand given another job) in favour of workers.
Pulp, Paper and Paper Products—				
Paper mill workers, St. Jerome, P.Q.	1	351	450	Commenced May 9; against suspension of three workers and time study of operations; terminated May 10; conciliation, provincial, and reference to arbitration; (two workers reinstated on probation) compromise.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1944—*Continued*

Industry, occupation, and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments.	Workers		
Strikes and Lockouts Commencing during May, 1944—Con.				
MANUFACTURING—*Conc.*				
Miscellaneous Wood Products:				
Wood veneer factory workers, Saint John, N.B.	1	450	450	Commenced May 16; against dismissal of five workers for refusal to transfer to other work; terminated May 16; conciliation, federal, and reference to Wartime Labour Relations Board (Provincial); (three workers reinstated to work where required) compromise.
Metal Products—				
Motor vehicle factory workers, Oshawa, Ont.	1	4,000	4,000	Commenced May 5; for increased rates for domestic trucks; terminated May 5; negotiations and return of workers ending time study of operations; indefinite.
Freight car factory workers, Trenton, N.S.	1	(*b*) 48	24	Commenced May 6; against dismissal of four workers for inefficiency; terminated May 6; return of workers; in favour of employer.
Freight car factory workers, Trenton, N.S.	1	196	300	Commenced May 8; misunderstanding of one worker *re* payment of check time; terminated May 9; return of workers; in favour of employer.
Freight car factory workers, Trenton, N.S.	1	185	278	Commenced May 27; for adjustment of wage rates; terminated May 29; return of workers; in favour of employer.
Shipbuilding—				
Shipyard workers, Vancouver, B.C.	1	57	57	Commenced May 29; against working with a certain foreman and alleged discrimination in lay-off procedure; terminated May 30; conciliation, federal, and return of workers pending investigation; indefinite.
Non-metallic Minerals, Chemicals, etc.—				
Plastic factory workers Oshawa, Ont.	1	60	105	Commenced May 5; for change in time standards; terminated May 6; conciliation, provincial; compromise.
CONSTRUCTION—				
Buildings and Structures—				
Labourers, Wallaceburg, Ont.	1	20	20	Commenced May 22; for increased wages; terminated May 22; conciliation, provincial; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES—				
Other Local and Highway—				
Drivers and warehousemen, Saskatoon, Sask.	1	48	24	Commenced May 5; for increased wages; terminated May 5; negotiations and return of workers pending reference to RWLB‡; indefinite.
Electricity and Gas—				
Linemen, York Township, Ont.	1	69	38	Commenced May 30; for reclassification of a lineman; terminated May 30; conciliation, provincial, and return of workers pending reference to Wartime Labour Relations Board (Provincial); indefinite.
SERVICE—				
Business and Personal—				
Window cleaners, Montreal, P.Q.	40	200	200	Commenced May 1; for increased wages and payment for Labour Day; terminated May 1; negotiations; in favour of workers.
Laundry workers, Truro, N.S.	1	19	48	Commenced May 15; for increased wages; terminated May 17; negotiations and joint application to RWLB; indefinite.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board.

(a) 180 indirectly affected; *(b)* 148 indirectly affected.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods

MONTREAL, QUEBEC.—CANADA PACKERS LIMITED AND THE MONTREAL PACKING PLANT EMPLOYEES FEDERAL UNION NO. 139 OF THE TRADES AND LABOUR CONGRESS OF CANADA.

Agreement to be in effect from May 11, 1944, to May 10, 1945, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for the employees. Neither the company nor the union will discriminate against or coerce any employee because of union membership or non-membership.

Hours: 10 per day, 54 per week, but providing similar action is taken by other meat packers, wholesale butchers and provision merchants in Montreal, the company will join the union in an application to the Regional War Labour Board for permission to pay overtime rates after 9 hours any day and 5 hours on Saturday. Overtime: time and one-half for overtime and for all work on Sundays and on six holidays, except shift workers working on Sundays who receive equivalent time off. Guaranteed time: under certain conditions, regular employees are guaranteed a 40-hour week.

Wages: the union agrees to accept the prevailing rates of all wages for all employees but the union reserves the right to make an application to the Regional War Labour Board for a revision of the wage scale. Vacation: one week annually with pay for 48 hours, after one year's service; two weeks after five years; three weeks after 15 years' service for female employees and after 20 years for male employees. Provision is made for seniority rights and for the settlement of grievances.

HULL, QUEBEC.—CANADA PACKERS LIMITED AND FEDERAL UNION NO. 92 OF THE TRADES AND LABOUR CONGRESS OF CANADA.

Agreement to be in effect from May 22, 1944, to May 21, 1945, and thereafter from year to year, subject to notice. This agreement is similar to the one summarized above for the Montreal packing plant of this company.

TORONTO, ONTARIO.—CANADA PACKERS LIMITED AND THE UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 114.

This agreement covers the employees of the Company's Harris and Gunns West Toronto plants, fertilizer and feed plants, public cold storage, wool pullery, Federal cold storage, soap works and west and east markets. It is to be in effect from June 21, 1943, to June 20, 1944, and thereafter from year to year subject to notice. The Company recognizes the union as the sole collective bargaining agency for the employees. The union is not to coerce employees to become union members.

Hours: 8½ per day Mondays through Thursdays, 9 hours on Fridays and 5 on Saturdays, a 48-hour week. Overtime is payable at time and one-half for time worked in excess of 9 hours Mondays to Fridays and 5 hours on Saturdays and for all time worked on Sundays and six holidays (except for shift workers who receive equivalent time off). Guaranteed time: under certain conditions, regular employees are guaranteed a 40-hour week.

Wages: the wage rates existing at the time the agreement was made are to continue in effect; in addition, subject to the approval of the Regional War Labour Board, the company agrees to pay to employees 5 cents per hour extra to be known as a special wartime premium. The cost-of-living bonus is to be paid in accordance with federal government Orders in Council. Vacations: one week's vacation annually, with pay for 48 hours, after one year's service; two weeks after 5 years' service; three weeks after 15 years' service for female employees and after 20 years' service for male employees. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Textiles and Clothing

MARYSVILLE, N.B.—CANADIAN COTTONS LIMITED AND UNITED TEXTILE WORKERS OF CANADA, NO. 16.

Agreement to be in effect from April 1, 1944, to April 1, 1945, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, March, 1943, p. 338, with these exceptions:—

The minimum wage rates are omitted but it is provided that current wage rates remain in effect, subject to 30 days' notice. Vacation: the company plans to grant to all of its eligible employees one week's vacation with pay.

Manufacturing: Pulp, Paper and Paper Products

HULL, QUEBEC.—E. B. EDDY CO. LTD. AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCALS 35 AND 43) AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 50).

Agreement to be in effect from May 1, 1944, to April 30, 1945, and thereafter from year to year subject to notice. The Company recognizes these unions as representing their membership. Any employee who is a member or who later becomes a member shall maintain such membership; new employees must join the union. When hiring new employees, the management will give preference to union members.

Hours: for tour workers, 8 per day, 48 per week; for day workers, 8 per day in most departments, 8¾ to 10 hours for certain other classes. Overtime: for tour workers, time and a half for all time worked on Sundays and holidays; for day workers, time and one-half for all overtime and for all work on Sundays and holidays. Grievance procedure is provided for.

Manufacturing: Shipbuilding

LAUZON, QUEBEC.—DAVIE SHIPBUILDING AND REPAIRING CO. LTD. AND BOILERMAKERS AND IRON SHIPBUILDERS UNION OF CANADA, LOCAL NO. 3.

Agreement to be in effect from July 2, 1943, to July 1, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for the employees unless some other organization demonstrates to the satisfaction of the federal Department of Labour that it represents the majority of employees involved.

Hours: 8 per day, 48 per week. Overtime is payable at time and one-half; work on Sundays and holidays at double time. The wage scale is not included in the agreement. Time and one-quarter for work on repairing ships recognized as dirty work.

Provisions for seniority rights and grievance procedure are included.

HAMILTON, ONTARIO. — CARTER-HALLS-ALDINGER CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS AND IRON SHIP BUILDERS AND HELPERS AND OTHER UNIONS (PLUMBERS, CARPENTERS, PAINTERS, OPERATING ENGINEERS, MACHINISTS, SHEET METAL WORKERS AND LABOURERS) OF THE AMERICAN FEDERATION OF LABOUR.

Agreement to be in effect from September 20, 1943, to September 20, 1944, unless the contract for the operation of this ship fitting out yard is terminated sooner. The Company recognizes the unions as the representatives of the employees. All employees covered by the agreement shall become union members.

Hours: 8 per day, 48 per week. Overtime is payable at time and one-half; double time for work on Sundays and holidays.

Hourly wage rates for some classes: blacksmith 82½ cents, carpenters 95 cents, electricians 90 cents, electricians' improvers 71 to 80 cents, labourers 55 cents, machine hands 90 cents, truck and tractor drivers 55 to 60 cents, roll and press operators 82½ cents, punch and shears operators 70 cents, millwrights 85 cents, sheet metal workers $1, ship and engine fitters 85 cents, shipwrights 85 cents, steel erectors 90 cents, pipefitters and coppersmiths $1, painters 75 cents, spray painters 85 cents, plumbers 95 cents, riggers 75 cents, welders 90 cents and $1; improvers to nearly all above trades are 10 to 20 cents below the journeyman's rate; helpers are paid from 55 to 80 cents.

VANCOUVER, B.C.—WEST COAST SHIPBUILDERS LTD. AND UNITED WELDERS, CUTTERS AND HELPERS, LOCAL NO. 1.

Agreement to be in effect from May 15, 1944, to May 14, 1945, and to two months' notice. The union is recognized as long as it remains the certified bargaining representative of the employees. All employees who are members of the union or who later join the union must maintain their union membership.

Hours: 8 per day on first shift, 7½ on second shift and 7 hours on third shift. Overtime is payable at time and one-half for the first four hours and double time thereafter; double time for all work on Sundays and holidays. Time and one-quarter for dirty work and for work in places without efficient ventilation. Hourly wage rates, with the cost of living bonus added as of the date of this agreement: welders and burners $1, improvers 77 cents for one month, 90 cents for next three months, helpers 77 cents, journeyman leading hand $1.10, journeyman chargehand $1.10 to $1.20. Incentive bonus piece rate to be paid on a basis mutually agreeable to the parties. Second shift employees to receive 9 hours' pay for 7½ hours' work, third shift employees 9 hours' pay for 7 hours' work.

Vacation: all employees entitled to such annual vacations with pay as prescribed by the National War Labour Board. Grievance procedure is also provided for.

VANCOUVER, B.C.—HAMILTON BRIDGE WESTERN LTD. AND BOILERMAKERS AND IRON SHIPBUILDERS UNION OF CANADA, LOCAL NO. 1.

Agreement to be in effect from April 1, 1944, to March 21, 1945, and until two months' notice. The company recognizes the union as the representative of the employees as long as it remains the certified bargaining representative of the employees. Employees who are or who later become union members must maintain their membership.

Hours: 8 per day on first shift, 7½ on second shift and 7 hours on third shift. Overtime is payable at time and one-half for first four hours and double time thereafter; double time for all work on Sundays and nine specified holidays.

Hourly wage rates, with the cost of living bonus added: slab mechanic $1.10, spray painter $1.05; template, plater and layerout, bumper operator, press operator mechanic, rolls operator mechanic, chipper and caulker, driller, riveter, linerman, welder, burner, head storekeeper, fitter, expeditor, blacksmith, carpenter, $1; slab mechanic helpers 80 to 90 cents, improvers in several trades 77 cents for one month and 90 cents for next three months, brush painter 90 cents, overhead electric travelling crane 80 to 90 cents; table punchman 88 cents, punch and shearman 86 cents, holder-on 86 cents, storekeepers 85 cents, crane chaser lead hand 87 cents, steel checker 85 cents, furnace attendant 82 cents; reamer, countersinker and rivet heater, 80 cents; stores attendant 70 to 77 cents, steel racker and hooker-on 77 cents; labourer 60 cents; passer boy (under 21 years of age) 53 cents; mechanics' helpers 77 cents; journeyman leading hand 10 cents over journeyman's rate; journeyman chargehand 10 to 20 cents over journeyman's rate. Incentive bonus piece rate to be paid on a basis mutually agree-

able. Second shift employees to receive 9 hours' pay for 7½ hours' work; third shift employees 9 hours' pay for 7 hours' work. Time and one-quarter allowed for dirty work and work in confined places.

Construction: Buildings and Structures

REGINA, SASK.—REGINA BUILDERS' EXCHANGE AND THE BRICKLAYERS', MASONS' AND TILE SETTERS' UNION No. 1.

Agreement to be in effect from May 1, 1944, to May 1, 1945, and thereafter subject to notice. The shop steward elected on each job shall be recognized.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime is payable at time and one-half between 5 p.m. and 7 p.m., all other overtime including all work on Saturday afternoon and on four holidays at double time.

Wages: The hourly rate for bricklayers and stonemasons, including cost of living bonus, is $1.26 per hour; foremen at least 10 cents per hour over regular rate. Apprentices: one apprentice allowed to each firm; not more than two apprentices on a job unless 20 or more bricklayers are employed on that job.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension of two new agreements and the amendment of nine others, all of which are noted below. Requests for the amendment of the agreements for building trades at Quebec and Val d'Or and Amos were published May 20. Requests for amendments of the agreements for the corrugated paper box industry, men's and boys' clothing industry and the work glove industry throughout the province, and bakers, and clock-makers at Montreal were gazetted May 27.

In addition, Orders in Council were published in the *Quebec Official Gazette* during May approving or amending the constitution and by-laws of certain joint committees, and others approving the levy of assessments on the parties, or amending previous Orders in Council in this connection by certain other parity committees.

Manufacturing: Vegetable Foods, etc.

BAKERS, MONTREAL.

An Order in Council, dated May 2, and gazetted May 6, extends the previous Orders in Council for this trade (L.G., Oct., 1939, p. 1064; Sept., 1940, p. 970; Jan., 1941, p. 70, Feb., p. 183; Jan., 1942, p. 110, Mar., p. 352, Apr., p. 483; May, 1943, p. 639, Nov., p. 1529; Jan., 1944, p. 70, May, p. 637) to December 31, 1944.

Manufacturing: Fur and Leather Products

TANNERY INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated May 9, and gazetted May 13, amends the previous Orders in Council (L.G., March, 1940, p. 282; Feb., 1941, p. 183; Aug., p. 1008, Oct., p. 1313; March, 1942, p. 353, Sept., p. 1097, Dec., p. 1490; April, 1943, p. 489, Oct., p. 1381; March, 1944, p. 359) by adding two contracting parties to the agreement.

Manufacturing: Metal Products

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL.

An Order in Council, dated May 17, and gazetted May 27, amends the previous Order in Council for this trade (L.G., May, 1944, p. 637). This amendment does not affect the summary already given.

Construction: Buildings and Structures

BUILDING TRADES, VAL D'OR AND AMOS.

An Order in Council, dated May 17, and gazetted May 27, amends the previous Orders in Council for this agreement (L.G., June, 1941, p. 704; Oct., p. 1315, Dec., p. 1573; March, 1942, p. 353; Feb., 1943, p. 220; March, 1944, p. 359). The agreement includes operations of all kinds pertaining to the construction, repairs, upkeep, installation and improvements of buildings, as well as road or bridge works. Permanent maintenance men in manufacturing or industrial establishments paid weekly, fortnightly or monthly shall not be governed by the decree.

Trade

HARDWARE AND PAINT STORES, QUEBEC.

An Order in Council, dated April 22, and gazetted May 6, amends the previous Orders in Council for these stores (L.G., April, 1940, p. 391, Dec., p. 1312, Jan., 1941, p. 70, June, p. 705; June, 1942, p. 739; Sept., p. 1097, Dec., p. 1490; Oct., 1943, p. 1381). Hours are from 8 a.m. to 6 p.m. on Monday to Friday inclusive and between 8 a.m. and 10 p.m. on Saturdays. Between December 18 and December 23, regular employees to work evenings without extra pay.

Minimum weekly wages including cost-of-living bonus: bookkeeper from $11.85 during first year to $22.45 after six years and $27.70 after nine years; sales clerk from $9.50 during first year to $20.95 after six years and $27.70 after nine years; clerk in receiving, shipping, unpacking, labelling and storing departments, from $11.85 during first year to $20.90 after six years and $23.50 after nine years; clerk (orders) from $11.85 during first two years to $21.40 after six years and $25.60 after nine years. One-half of the clerks in each of the above categories must receive the maximum wage rate; the other employees, after nine years, shall receive a wage rate equivalent to that of the eighth year of service until a vacancy occurs in the half of the employees receiving the maximum wage rate. Extra clerks to be paid 47 cents per hour; female employees, 21 cents per hour; skilled tradesmen performing general work $27.60 per week; unqualified workers $25.60 per week; junior employees and store and elevator boy $9.50 per week if under 21, $12.60 per week if over 21.

Other amendments do not affect the summary already given.

RETAIL FOOD STORES, QUEBEC.

An Order in Council, dated May 17, and gazetted May 20, makes obligatory the terms of an agreement between "La Section des Marchands de Produits alimentaires" of the Retail Merchants Association of Canada, Inc., District of Quebec; "La Section des Marchands de Levis" of the Retail Merchants Association of Canada, Inc., and L'Association patronale du Commerce de Québec and Le Syndicat National Catholique des Employés de l'Alimentation en Detail du District de Quebec and L'Union Fédérale des Bouchers et Coupeurs de Viande, local 77. This agreement to be in force from May 20, 1944, to February 28, 1945, and from year to year thereafter. The decree applies to Zone I—the City of Quebec and the town of Quebec-West; Zone II—the City of Levis and the town of Lauzon.

Hours: 56 hours per week. No payment of overtime to regular employees during Christmas time. Overtime is payable at time and one-half; double time on Sundays, holidays and for sales, counter or telephone work done by an employee outside the regular working week.

Minimum wage rates including cost-of-living bonus: All regular employees except messengers are divided into four classes: the proportion in each class is tabulated in the agreement; Class A, 48 cents in Zone I; 39 cents in Zone II; Class B, 38 cents in Zone I, 31 cents in Zone II; Class C, 28 cents in Zone I; 23 cents in Zone II; Class D, 23 cents in Zone I; 20 cents in Zone II. Messenger (with bicycle) 16 cents in Zone I, 13 cents in Zone II; messenger (without bicycle) 13 cents in Zone I, 11 cents in Zone II; temporary employee working a maximum of 30 hours per week, male, senior and skilled, 53 cents in Zone I, 43 cents in Zone II; male junior 24 cents in Zone I, 20 cents in Zone II; female, 31 cents in Zone I, 25 cents in Zone II.

Vacation: one week with pay after two years' service.

RETAIL STORES, BAKERIES, HOTELS, ETC., MAGOG.

An Order in Council, dated May 9, and gazetted May 13, amends the previous Orders in Council for this industry (L.G., Nov., 1940, p. 1203; Mar., 1941, p. 335; Aug., 1942, p. 978; Aug., 1943, p. 1131; Feb., 1944, p. 199). In commercial establishments hours are 59½ per week. In butcher shops, groceries, etc., the work week is 62 hours. Other amendments do not affect the summary already given.

Service: Public Administration

MUNICIPAL EMPLOYEES, JOLIETTE.

An Order in Council, dated May 9, and gazetted May 13, makes obligatory the terms of an agreement between the city of Joliette and "L'Association des Employés Municipaux de Joliette" local 141, and "L'Association des Policiers et Pompiers de Joliette." This agreement to be in effect May 13, 1944, to December 31, 1944, and year to year thereafter. The agreement applies to the employees of the police and fire departments, of the hydraulic system department and the department of the municipal services.

Hours: In police and fire departments all employees work two shifts of 11 hours on day shift and 13 hours on the night shift; a 56-hour week for employees in hydraulic system department; a 48-hour week for employees in all other departments. Overtime is payable at time and one-half for all work in excess of 48 hours and for work on Sundays and holidays. This does not include firemen, constables and employees of the hydraulic system.

Weekly wages: In police and fire departments, assistant chief, $30.19, captain $27.77, lieutenant $28.98, fireman enginemen $30.43, fireman inspector $26.62, fireman constable $26.62. In municipal services, electricians $22.34 to $32.84; garagemen 50 cents per hour to $30.19 per week; stores $20.79 to $27.90; watchman $21.73; specialized occupations, assistant general foreman-inspector of sewers, aqeducts, parks, roads $27.90, foreman street fountains $26.62, cement mixer operator 45 cents per hour, lawn mower operator 45 cents per hour; general service—roads and sanitary incineration 40 cents per hour to $26.62 per week; hydraulic system workers $27.90 to $32.97 per week.

Vacation: two weeks with pay for more than one year of service.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, THREE RIVERS.

An Order in Council, dated May 9, and gazetted May 13, amends the previous Orders in Council for these trades (L.G., March, 1942, p. 353, Sept., p. 1098; April, 1943, p. 490, Aug., p. 1131; May, 1944, p. 637). The amendment does not affect the summaries already given.

HAIRDRESSERS, MONTREAL.

An Order in Council, dated May 17, and published in the *Quebec Official Gazette* May 27, extends the term of this agreement (L.G., Oct., 1941, p. 1315, Dec., p. 1573; July, 1942, p. 857; Apr., 1943, p. 490, June, p. 813; Jan., 1944, p. 71) to June 7, 1944.

BARBERS AND HAIRDRESSERS, ROUYN AND NORANDA.

An Order in Council, dated May 17, and gazetted May 27, amends the previous Orders in Council for these trades (L.G., April, 1942, p. 484, July, p. 857) by providing for a 52-hour week. Other amendments do not affect the summaries previously given.

Canadian Vocational Training

WITH the beginning of April, 1944, War Emergency Training commenced the fifth year of its operation, but is now part of the broader program known as Canadian Vocational Training, which also includes projects carried on on a shareable basis with the Provincial Governments for Youth Training, Assistance to Students, Co-operative Apprenticeship Agreements with Provincial Governments, and any other form of post-war training which may be approved later by the Dominion Government.

From its inception up to April 30, 1944, the gross enrolment under War Emergency Training and assistance to students, has been as follows:—

Training in Industry	217,815
Army Tradesmen	41,080
Navy Tradesmen	7,586
R.C.A.F. Tradesmen	64,936
Rehabilitation (discharged persons from the forces)	3,264
Students	5,373
Total	340,054

Training for Industry and the Armed Forces

The enrolment during the month in all types of projects showed a very marked drop from the enrolment of previous months. This was particularly noticeable in the full-time pre-employment classes for industry and in the training for R.C.A.F. tradesmen. Apart from the Provinces of Ontario and Quebec, only a few dozen trainees were still enrolled in full-time pre-employment classes.

Following discussions with the Wartime Prices and Trade Board, an Order in Council was passed authorizing the extension of the facilities of the Training Program to industries engaged in essential civilian production as determined, from time to time, by the Wartime Prices and Trade Board. Up on that time assistance had been available only to industries engaged in actual war production.

Rehabilitation Training

More field representatives were added to the staff in the different provinces to assist the Regional Directors and the District Rehabilitation Boards of the Department of Pensions and National Health in arranging for the training of ex-service men and women in industrial and commercial establishments. The number of applicants in any one area for the type of training which can best be given in schools or training centres was so small that very few special classes for ex-service persons are actually in operation. About fifteen per cent of the enrolment are placed for training on the job in industry and the majority of the balance are being trained in private trade schools and business colleges or in regular War Emergency Training classes. Reports received from the different provinces, as well as personal visits by headquarters' representatives indicate that the happiest relations prevail between representatives of Canadian Vocational Training and the District Boards of the Department of Pensions and National Health.

Two additional Teacher Training classes for prospective instructors in rehabilitation work were opened during the month; one in Calgary for the three Prairie Provinces and one in Hamilton for instructors from Ontario, New Brunswick and Nova Scotia. A number of the graduates of the previous Teacher Training classes are now being used as field representatives until such time as there is sufficient demand for rehabilitation training classes to be established.

Costs of Program, 1943-44

The expenditures for the fiscal year ended March 31, 1944, showed a substantial reduction from the expenditures in the previous fiscal year due, in large part, to a marked reduction in the trainees in full-time pre-employment classes who were being paid weekly training allowances. The total payments made by the Dominion up to April 30, 1944, for the fiscal year, were approximately $4,530,000, as compared with payments of $6,115,000 for the fiscal year 1942-43. Under Schedule "K", which includes all types of industrial training, as well as training for the Army and the Navy, the gross cost per trained day in 1943-44 was 1.82, as compared with $2.03 in the previous year, due largely to a reduction in the amount of training allowances. On the other hand, the cost per trainee day, less expenditures for allowances and machinery, increased from $1.09 in 1942-43 to $1.14 in 1943-44, accounted for largely by an increase in the cost of instructors' salaries per trainee day. This, in turn, was due to a marked reduction in the enrolment in the average class. The gross cost of Schedule "G", training of R.C.A.F. tradesmen, decreased from $1.47 per trainee day to 81 cents. Most of this reduction was due to the R.C.A.F. having assumed payment of trainees' allowances instead of War Emergency Training paying them a weekly subsistence allowance as in the previous year. The cost per trainee day less allowances and machinery, for the training of Air Force Tradesmen, decreased from 82 cents in 1942-43 to 78 cents in 1943-44, accounted for by a reduction in general operating costs and expenditures for materials and supplies although the cost of instructors remained unchanged in the two fiscal years.

CANADIAN VOCATIONAL TRAINING

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING MONTH OF APRIL, 1944

(Subject to Revision)

		Numbers in Training			Placed in Employment
		At first of April	Enrolled in April	At end of April	(2) In April
DOMINION SUMMARY					
Pre-employment Classes	Men	924	260	697	352
	Women	281	106	213	162
Part-time Classes (1)	Men	767	72	433	.....
	Women	92	11	21	.....
Total		2,064	449	1,364	514
NOVA SCOTIA					
Pre-employment Classes	Men	15	2	14	3
	Women	.....	.....	.....	.....
Total		15	2	14	3
NEW BRUNSWICK					
Pre-employment Classes	Men	43	.....	32	10
	Women	2	.....	2	.....
Total		45	.....	34	10
QUEBEC					
Pre-employment Classes	Men	350	135	283	99
	Women	32	20	20	32
Part-time Classes (1)	Men	67	.....	43	.....
	Women	.....	.....	.....	.....
Total		449	155	346	131
ONTARIO					
Pre-employment Classes	Men	349	94	246	179
	Women	230	76	186	111
Part-time Classes (1)	Men	431	50	195	.....
	Women	82	11	13	.....
Total		1,092	231	640	290
MANITOBA					
Pre-employment Classes	Men	50	7	34	24
	Women	.....	.....	.....	.....
Part-time Classes (1)	Men	14	1	.....	.....
	Women	.....	.....	.....	.....
Total		64	8	34	24
SASKATCHEWAN					
Pre-employment Classes	Men	15	9	15	9
	Women	6	.....	.....	3
Part-time Classes (1)	Men	.....	.....	.....	.....
	Women	.....	.....	.....	.....
Total		21	9	15	12
ALBERTA					
Pre-employment Classes	Men	77	6	46	24
	Women	6	10	5	11
Part-time Classes (1)	Men	57	8	51	.....
	Women	.....	.....	.....	.....
Total		140	24	102	35
BRITISH COLUMBIA					
Pre-employment Classes	Men	25	7	27	4
	Women	5	.....	.....	5
Part-time Classes (1)	Men	198	13	144	.....
	Women	10	.....	8	.....
Total		238	20	179	9

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to April 30, 1944 were not so reported until after April 1, 1944.

(3) The numbers shown as completed, but not reported placed, in Province of Quebec (56) includes all unplaced Trainees, who have completed their courses since the commencement of the War Emergency Training Program (Canadian Vocational Training) in that Province.

CANADIAN VOCATIONAL TRAINING

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF ARMED FORCES DURING MONTH OF APRIL, 1944

(Subject to Revision)

	Numbers in Training			Completed Training
	At first of April	Enrolled in April	At end of April	In April
DOMINION SUMMARY				
R.C.A.F. Classes	4,389	752	3,527	1,493
Army Classes	2,351	785	2,245	819
Navy Classes	673	157	536	273
Total	7,413	1,694	6,308	2,585
NOVA SCOTIA				
R.C.A.F. Classes	.....	.....	.....	.....
Army Classes	75	44	110	8
Navy Classes	7	1	8	.....
Total	82	45	118	8
NEW BRUNSWICK				
R.C.A.F. Classes	164	.....	137	23
Army Classes	255	36	231	60
Navy Classes	.....	.....	.....	.....
Total	419	36	368	83
QUEBEC				
R.C.A.F. Classes	301	58	273	79
Army Classes	304	57	257	103
Navy Classes	21	17	25	.....
Total	626	132	555	182
ONTARIO				
R.C.A.F. Classes	1,912	390	1,557	689
Army Classes	845	346	822	367
Navy Classes	570	138	454	246
Total	3,327	874	2,833	1,302
MANITOBA				
R.C.A.F. Classes	416	91	297	195
Army Classes	81	38	47	70
Total	497	129	344	265
SASKATCHEWAN				
R.C.A.F. Classes	495	85	451	128
Army Classes	298	80	304	74
Total	793	165	755	202
ALBERTA				
R.C.A.F. Classes	417	90	364	132
Army Classes	154	55	135	17
Navy Classes	55	.....	32	23
Total	626	145	531	172
BRITISH COLUMBIA				
R.C.A.F. Classes	684	38	448	247
Army Classes	339	129	339	120
Navy Classes	20	1	17	4
Total	1,043	168	804	371

CANADIAN VOCATIONAL TRAINING

TABLE 3.—TRAINING IN INDUSTRY DURING MONTH OF APRIL, 1944

(Subject to Revision)

		Numbers in Training			Completed Training	Transferred to Production before Training Finished
		At First of April	Enrolled in April	At End of April	In April	In April
DOMINION SUMMARY						
Plant Schools	Men	493	359	436	351	3
	Women	688	618	566	672	1
Part-time Classes	Men	643	55	557	156	.....
	Women	244	.....	93	151	.....
Total		2,068	1,032	1,652	1,330	4
NOVA SCOTIA						
Plant Schools	Men	46	2	33	.....	.....
	Women	.....	.....	.....	.....	.....
Part-time Classes	Men	.....	7	22	.....	.....
	Women	.....	.....	.....	.....	.....
Total		46	9	55	.....	.....
NEW BRUNSWICK						
Plant Schools	Men	7	.....	6	.....	.....
	Women	4	.....	2	.....	.....
Part-time Classes	Men	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....
Total		11	.....	8	.....	.....
QUEBEC						
Plant Schools	Men	235	239	244	198	3
	Women	245	143	141	218	.....
Part-time Classes	Men	229	20	179	70	.....
	Women	35	.....	33	2	.....
Total		744	402	597	488	3
ONTARIO						
Plant Schools	Men	205	118	153	153	.....
	Women	388	440	374	435	.....
Part-time Classes	Men	361	28	319	70	.....
	Women	209	.....	60	149	.....
Total		1,163	586	906	807	.....
MANITOBA						
Plant Schools	Men	.....	.....	.....	.....	.....
	Women	29	19	28	14	.....
Total		29	19	28	14	.....
ALBERTA						
Plant Schools	Men	.....	.....	.....	.....	.....
	Women	22	16	21	5	1
Part-time Classes	Men	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....
Total		22	16	21	5	1
BRITISH COLUMBIA						
Plant Schools	Men	.....	.....	.....	.....	.....
	Women	.....	.....	.....	.....	.....
Part-time Classes	Men	53	.....	37	16	.....
	Women	.....	.....	.....	.....	.....
Total		53	.....	37	16	.....

CANADIAN VOCATIONAL TRAINING

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES DURING THE MONTH OF APRIL, 1944

(Subject to Revision)

		Numbers in Training			Placed in Employment
		At first of April	Enrolled in April	At end of April	(1) In April
DOMINION SUMMARY					
In Schools	Men	591	117	524	117
	Women	132	50	162	3
In Industry	Men	90	37	117	7
	Women	4	1	5	.....
Total		817	205	808	127
NOVA SCOTIA					
In Schools	Men	10	3	6	5
	Women	.....	.....	.....	.....
In Industry	Men	.....	.....	.....	.....
	Women	.....	.....	.....	.....
Total		10	3	6	5
NEW BRUNSWICK					
In Schools	Men	15	4	17	1
	Women	.....	.....	.....	.....
In Industry	Men	1	.....	.....	.....
	Women	.....	.....	.....	.....
Total		16	4	17	1
QUEBEC					
In Schools	Men	114	33	111	18
	Women	25	15	38	1
In Industry	Men	11	2	10	3
	Women	.....	.....	.....	.....
Total		150	50	159	22
ONTARIO					
In Schools	Men	97	19	93	18
	Women	20	8	27	.....
In Industry	Men	32	7	37	1
	Women	2	1	3	.....
Total		151	35	160	19
MANITOBA					
In Schools	Men	74	9	63	15
	Women	24	11	28	2
In Industry	Men	11	10	21	.....
	Women	1	.....	1	.....
Total		110	30	113	17
SASKATCHEWAN					
In Schools	Men	61	6	52	14
	Women	12	4	52	14
In Industry	Men	12	4	16	.....
	Women	7	4	10	1
Total		80	14	78	15
ALBERTA					
In Schools	Men	121	11	71	44
	Women	27	7	28	.....
In Industry	Men	12	2	14	1
	Women	.....	.....	.....	.....
Total		160	20	113	45
BRITISH COLUMBIA					
In Schools	Men	99	32	111	2
	Women	24	5	25	.....
In Industry	Men	16	12	25	1
	Women	1	.....	1	.....
Total		140	49	162	3

(1) Includes graduates from previous month's classes who were not reported placed until after April 1, 1944.

Activities of the Unemployment Insurance Commission

New Ruling Affects Unemployment Insurance Contributions—Statistical Report on the Operation of the Unemployment Insurance Act for April, 1944

COMPENSATION paid by an employer to an employee, whether as payment in lieu of notice in the case of discharge or as a gratuity in the case of voluntary separation of an employee from his employment, will not in future be regarded as wages or salary in respect of which unemployment insurance contributions must be made, according to instructions sent out by the Unemployment Insurance Commission to its field officers across Canada. The instruction follows a ruling of the Department of Justice, which has interpreted the Unemployment Insurance Act to require contributions only in regard to earnings paid in relation to the period of time when a person is actually in employment.

At the same time the Commission has pointed out to its field officers that an employee will be deemed to be employed, for the purposes of the Act, on any day for which remuneration is paid while an employee is on leave, either as a vacation or on account of sickness, where leave is given in pursuance of the contract of employment between employer and employee.

In collecting contributions under the Act field officers are now instructed to observe these interpretations of the law.

Analysis of Unemployment Insurance Statistics, April, 1944

During April 6,463 applications for benefit payments under the Unemployment Insurance Act were filed in the local offices throughout Canada. This represents a considerable decrease from 10,667 registered in March and reflects, in part at least, the normal seasonal increase in employment during the spring as well as increased employment in certain war industries. During the same two months of last year a similar decrease in the number of claims filed occurred, 5,046 being registered in March and 3,953 in April.

As an indication of current unemployment in the insured population the number signing the "live unemployment register" is of greater signification than the number of claims filed. The number of claims records merely the number of persons who, during the period, became unemployed and applied for benefit. Many of these persons are placed in employment within a few days, so the monthly total of claims filed gives little indication of the extent of unemployment at any given time. Each claimant reports to the local office once a week on his days during the preceding week. So long as he remains unemployed and his benefit rights have not terminated for some reason, his claim remains live and he continues to report each week and to sign the live unemployment register. The number of persons signing the live unemployment register during the last six working days of April, then, represents the number of live claims in that week, i.e., the number who, during the week, reported unemployment days either as "waiting days" etc., or as days for which compensation should be paid. During the last working week in April, 12,053 persons signed the live unemployment register compared with 16,406 during the last week in March.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that, as at April 1, 1944, there were 2,203,756 employees who were currently contributing to the fund, although a total of 3,172,617 were registered as contributors since the inception of the Act in 1941. The difference is accounted for by those who have joined the Armed Forces since 1941, those in seasonal employment, but not in employment at April 1, 1944, school students registered only during summer months, and those no longer in insurable employment.

Between April 1 and May 31, 1944, 74,439 new entrants to insurable employment were registered, making a total of 2,278,195 persons registered from April 1 to May 31, 1944.

As at May 31, 1944, 125,927 employers were registered as having insurable employees, the drop from 138,366 reported at April 1, is accounted for by summer seasonal firms, those that have ceased business or have no longer any insurable employees. The great majority of these latter were small employers employing less than 3 employees.

TABLE 1—REGISTRATIONS AS AT MAY 31, 1944

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	9,662	162,905
Quebec	34,552	722,014
Ontario	46,620	912,194
Prairie	22,830	285,204
Pacific	12,263	195,878
Total for Canada	125,927	2,278,195

TABLE 2—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942, TO APRIL, 1944

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562
January, 1944	11,751
February, 1944	12,284
March, 1944	10,667
April, 1944	11,723

TABLE 3—CLAIMS FOR BENEFIT, BY PROVINCES, APRIL, 1944

Province	Claims filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		Pending
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	
Prince Edward Island	27	24	3	27	26	9	20
Nova Scotia	279	197	82	283	265	47	27
New Brunswick	169	155	14	199	205	52	106
Quebec	3,083	2,452	631	3,264	3,206	1,026	1,271
Ontario	1,062	855	207	1,123	1,031	234	146
Manitoba	596	501	95	642	430	124	289
Saskatchewan	175	114	61	199	175	17	18
Alberta	625	558	67	812	805	80	275
British Columbia	447	404	43	456	468	75	137
Total for Canada, April, 1944	6,463	5,260	1,203	7,005	6,711	1,664	2,289
Total for Canada, March, 1944	10,667	9,042	1,625	11,187	11,069	1,891	3,659
Total for Canada, April, 1943	3,953	3,269	684	4,095	3,431	777	918

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT, APRIL, 1944

Reason for Non-Entitlement	Month of April, 1944	Cumulative total for current fiscal year
Insufficient contributions and not in insurable employment	514	514
Not capable of and not available for work	22	22
Loss of work due to a labour dispute		
Refused offer of work and neglected opportunity to work	22	22
Discharged for misconduct	109	109
Voluntarily left employment without just cause	874	874
Other reasons	123	123
Total	1,664	1,664

(1) These include: Claims not made in prescribed manner, claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, APRIL, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	47	13	565	865
Nova Scotia	533	97	6,508	12,899
New Brunswick	206	118	2,394	4,498
Quebec	5,107	2,247	93,947	183,063
Ontario	2,732	703	27,309	55,261
Manitoba	1,033	315	12,353	24,048
Saskatchewan	440	119	4,957	9,590
Alberta	2,162	859	19,887	42,068
British Columbia	1,004	284	12,810	24,914
Total, Canada, April, 1944	13,264	4,755	180,730	357,206
Total, Canada, March, 1944	16,679	6,337	158,455	301,393
Total, Canada, April, 1943	5,434	2,558	75,876	142,723

Average duration of unemployment compensation	13·6 days
Average amount of benefit paid per person	$ 26.93
Amount paid per compensated day of unemployment	$ 1.98

Outline of Industrial Welfare Service

The Industrial Welfare Society of Great Britain published an *Outline of Industrial Welfare and Personnel Management* in January, 1944. This is a revision of the Society's earlier pamphlet *Elements of Industrial Welfare and Personnel Management* issued in July, 1940, as a guide to firms undertaking this important work in wartime.

A personnel manager is considered essential for factories with 250 or more employees, and the establishment of a personnel and welfare department is recommended for large plants. It is pointed out in the instruction that a personnel officer "can only succeed in so far as the firm's personnel policy permeates *all* the activities of the business." The policy must be clearly formulated and the responsibilities of the personnel manager made known to all the other executives and to the workers' representatives.

The scope of a personnel officer's work is indicated by a tabulation of his functions under the headings, employment of workers, working conditions, industrial relations and outside welfare. His responsibilities in regard to accident prevention, introducing new employees to the factory, keeping personnel records and safeguarding the workers' health are outlined. Reference is made to the Society's comprehensive publications on *Health Services in Industry* issued in July, 1942, for more detailed suggestions on the organization of a factory medical service. Appendices include a select bibliography on legislation, employment, health, canteens, accident prevention, industrial relations and outside welfare, an annotated list of Government agencies and voluntary bodies concerned with industrial welfare and descriptions of actual personnel and welfare departments in five plants employing from 130 to 12,000 workers.

TABLE 6—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-FOUR MONTHS ENDED APRIL 30, 1944

REVENUE — EXPENDITURE

Month	Contributions (Gross, less refunds)						Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government				
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
Total for the year ended Dec. 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended Dec. 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,006,862 48	97,795 32	6,138,970 22	302,464 53	182,613,627 92
March	3,396,594 48	1,233,726 84	1,531,457 47	18,159 12	6,179,937 91	1,235,987 59	1,052,416 93	8,468,342 43	753,599 95	190,328,370 40
April	2,507,008 56	875,674 55	1,487,585 87	11,455 47	4,881,724 45	976,344 89	465,233 20	6,323,302 54	357,152 72	196,294,520 22
TOTAL	11,215,206 46	4,261,249 19	5,874,571 47	41,921 10	21,392,948 22	4,278,589 65	1,654,170 43	27,325,708 30	1,543,321 38	196,294,520 22
GRAND TOTAL	86,915,930 74	34,935,461 09	38,530,295 85	93,078 35	160,474,766 03	32,094,953 20	6,546,997 64	199,116,716 87	2,822,196 65	196,294,520 22

The column "Interest on Investments and Profit on Sale of Securities" represents:—

(a) Interest received on due dates of the various Government bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.

(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Penalties	1,961 78
Contributions in respect of services in the armed forces	89,572 66
Miscellaneous	1,543 91
	$93,078 35

Unemployment Insurance, Element of Social Security

Summary of Address by L. J. Trottier, Chief Commissioner of the Unemployment Insurance Commission, Ottawa, Canada

UNEMPLOYMENT Insurance in its relation to social security was dealt with by Louis J. Trottier, Chief Commissioner of the Unemployment Insurance Commission, with headquarters at Ottawa, Canada, in a speech before the thirty-second annual convention of the International Association of Public Employment Services.

Mr. Trottier chose as the subject of his address "Unemployment Insurance, Element of Social Security". His purpose, he said, was to "better acquaint the public with what unemployment insurance represents and what it means to the country and to the workers particularly".

Unemployment Insurance is a permanent organization, he pointed out, but, on account of the exigencies of the war, it is administered together with the National Selective Service Civilian Regulations.

Mr. Trottier reviewed the history of unemployment insurance in various countries and described its progress in Canada. He defined the philosophical meaning of social security, and declaring that unemployment insurance was an integral part of social security, reviewed the principal characteristics and maintained that although unemployment insurance was compulsory, the dignity of the human being was preserved. He summed up the four statutory conditions which the applicant must fulfil in order to receive benefit. They are in substance: Payment of a certain number of contributions—application in prescribed form—capacity and availability for work and inability to obtain suitable employment—attendance at approved courses of training.

Mr. Trottier declared that the aim of unemployment insurance was to provide for the payment of benefit in the contingency of involuntary unemployment. "It has nothing in common with the system of direct relief," he said, and also pointed out that employers and employees were equally represented on the Commission, avoiding "the danger of developing into a bureaucracy or becoming an instrument of political influence".

After reviewing briefly the activities of the free Placement Service of the Unemployment Insurance Commission, Mr. Trottier emphasized that it did not interfere with the right of labour to organize freely, that it provided for handicapped persons, war veterans, and afforded free vocational training. 240 local offices and 5,400 officers are administering the Act, which affects more than 2½ million wage earners.

Mr. Trottier then went on to describe the internal organization of the Commission, the mode of administration of the unemployment insurance scheme through contributions paid by employers and employees in practically equal proportion. He reviewed the actuarial principles on which the payment of contributions as well as benefits rests. Quoting official figures, he stated that as at February 29, 1944, the Unemployment Insurance Fund had to its credit $182,613,628 and that since its inception $1,711,444 was paid as benefits. Such a reserve was maintained in order to take care of any possible large scale unemployment. For the purposes of unemployment insurance, Canada is divided into five regions: Maritimes, Quebec, Ontario, Prairies and Pacific, so that regional problems may be disposed of by people who are conversant with local or regional conditions.

In concluding, Mr. Trottier paid a deserved tribute to the staff of the Unemployment Insurance Commission for its efforts and efficient work during these troubled days of war, and summed up his address in the five following points: That unemployment insurance has refrained from invading the field of private enterprise; that it does not constitute state paternalism distributing allowances for direct relief; that it does not touch questions of education or family matters concerning only the provinces, save by way of auxiliary technical help in some cases; that it encourages initiative and individual enterprise, refusing insurance benefits to voluntary idleness, and, finally, that it tends to provide social security for all members of society.

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:—

The employment situation at the beginning of April, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the trend of employment over a period of years.

A continued curtailment in industrial employment was indicated at the beginning of April, according to returns tabulated from 14,447 firms whose employees numbered 1,817,600, compared with 1,829,857* at March 1. This was a reduction of 12,257 persons or 0·7 per cent.

The index number of employment (based on the 1926 average as 100) was 180·5 as compared with 181·7* in the preceding month and was 0·1 per cent lower than at April 1, 1943.

Incorporated in the monthly article is information concerning payrolls, which is furnished by the co-operating firms. The per capita average weekly wage of $32.33 showed an increase from that of $32.27* at the beginning of March, while at April 1, 1943, the figure was $30.94.

Report on employment conditions for May.—A summary of employment conditions for the month of May has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

*Revised

Applications for employment; vacancies, and placements, April, 1944.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period March 31, to April 27, 1944, reported a slight increase in the daily average of placements in employment when compared with the previous four weeks March 3 to March 30, and a nominal decrease in comparison with the four weeks April 2 to April 29, 1943. With the exception of a decline in logging, all industrial groups showed gains in placements under the first comparison and all industrial divisions apart from forestry and logging, public utilities and trade recorded losses over the four weeks in April last year, the most pronounced being in manufacturing and construction. During the four weeks under review there were 225,624 vacancies reported, 179,911 applications for employment and 125,026 placements effected in regular and casual employment.

Unemployment in trade unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

The statistical article summing up the information contained in these reports, formerly run monthly in the LABOUR GAZETTE, is now appearing quarterly. The last quarterly article was published in the May issue.

Unemployment as reported by the Unemployment Insurance Commission.—In the article *Activities of the Unemployment Insurance Commission* appears each month a statement showing the number of claims made for unemployment insurance benefit.

During April, 1944, 6,463 persons made claim for benefit, as compared with 10,667 in March, 1944, and 3,953 in April, 1943.

The Employment Situation at the Beginning of April, 1944, as Reported by Employers

INDUSTRIAL employment showed curtailment at the beginning of April, in conformity with the trend in 19 of the previous 23 years of the record. The general decline, which was rather below-average in extent, took place largely in manufacturing, logging and construction, from which some 5,300, 8,900 and 4,400 persons, respectively, were released by the co-operating firms. Coal mining also was quieter. The loss in manufacturing as a whole was contra-seasonal, the second in succession of the kind; there was a falling-off in the production of both durable and non-durable manufactured goods. Heightened activity was indicated in the remaining industrial groups, the greatest expansion being in transportation and trade, with smaller additions in communications and services. The general increases, however, like the decreases, were not on a large scale; the gain of 3,050 workers in trade was the greatest. A contraction in industrial activity had also been noted at April 1, 1943, but the loss then recorded was somewhat smaller. For the first time since the early part of 1939, employment at the date under review was below its level of 12 months earlier. With the exception of April 1, 1943, however, the latest index was higher than at that date in any other year.

Data were tabulated by the Dominion Bureau of Statistics from 14,447 firms, whose employees numbered 1,817,600* at April 1;

*Sex Distribution of the Persons in Recorded Employment at Apr. 1, 1944.

This total of 1,817,600 was made up of 1,343,618 males and 473,982 females, the latter constituting 261 per thousand employees of both sexes in the eight leading industries. This proportion of women workers was somewhat higher than that of 253 per thousand indicated at Oct. 1, 1943.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



compared with 1,829,857 at the beginning of March, this was a reduction of 12,257 persons, or 0·7 per cent. The weekly payrolls distributed by these establishments amounted to $58,766,821, being less by $280,290, or 0·5 per cent, than the disbursements they had reported at March 1. The general per capita weekly earnings rose from $32.27 at that date, to a new high of $32.33 at April 1. The April 1, 1943, average had been $31.14, and that at April 1, 1942, $28.41.

The shrinkage in employment at the date under review lowered the crude index (based on the 1926 average as 100) from 181·7 in the preceding report, to 180·5 at April 1, as compared with 180·6 at the beginning of April in 1943. Since then, there has been a very slight loss in employment, accompanied by a rise of three per cent in the aggregate weekly payrolls. As already stated, the percentage decrease in employment between March 1 and April 1, 1944, was rather less-than-average according to the experience of past years, so that the seasonally-adjusted index showed an upward movement, advancing from 189·3 at the former, to 191·2 at the date under review.

Payrolls

The weekly payrolls reported at April 1 by the firms furnishing statistics in eight leading industries aggregated $58,766,821, as compared with $59,047,111 distributed on or about March 1. The decrease amounted to 0·5 per cent. The weekly average earnings of the typical individual in recorded employment, however, rose from their previous maximum of $32.27 at March 1, to $32.33 at the date under review, when the sum was $1.19 higher than that at April 1, 1943, and $3.92 above the April 1, 1942, figure.

TABLE 1—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision.)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
June 1, 1941	100·0	100·0	$25·25	100·0	100·0	$25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	120·1	131·7	$27·92	130·7	142·5	$28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·7	143·0	30·72	133·0	162·1	31·49
April 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1943	108·4	112·1	$26·13	111·4	114·3	$26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
April 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1944	121·5	140·4	$29·69	134·8	156·5	$30·18
Feb. 1	119·8	148·1	31·76	135·3	170·6	32·76
Mar. 1	118·8	149·1	32·27	134·8	172·2	33·23
April 1	118·1	148·4	32·33	134·2	171·4	33·22

Including the figures for financial institutions, the most recent survey shows that the total number of persons in recorded employment in the nine leading industrial groups was 1,882,322, as compared with 1,894,806 at the beginning of March. The weekly payrolls of these workers totalled $60,866,570 at April 1, as compared with $61,120,385 in the preceding report. The per capita average for the nine main industries, including finance, was $32.34, as compared with $32.26 at the beginning of March, and $31.13 at April 1, 1943. In the months since then, the number in recorded employment in the nine leading industries has shown practically no general change, but there has been an advance of 3·2 per cent in the reported salaries and wages.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at March 1, 1944, and April 1, 1943.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at April 1, 1944, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at April 1, 1944, March 1, 1944, and April 1, 1943, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at April 1, 1944	Aggregate Weekly Payrolls at April 1, 1944	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Apr. 1 1944	Mar. 1 1944	Apr. 1 1943	Apr. 1 1944	Mar. 1 1944	Apr. 1 1943	Apr. 1 1944	Mar. 1 1944	Apr. 1 1943
(a) Provinces		$	$	$	$						
Maritime Provinces	**134,194**	**4,213,510**	**31·40**	**30·52**	**28·98**	**116·3**	**114·9**	**112·4**	**167·8**	**161·2**	**150·5**
Prince Edward Isld.	2,764	72,233	26·13	25·11	24·09	131·2	123·9	100·8	160·3	145·4	114·3
Nova Scotia	78,769	2,611,570	33·15	32·11	30·38	113·6	113·5	113·5	168·2	162·3	154·5
New Brunswick	52,661	1,529,707	29·05	28·36	26·96	120·4	117·0	111·8	167·7	159·2	145·5
Quebec	**573,965**	**17,684,166**	**30·81**	**30·58**	**29·28**	**123·5**	**125·3**	**124·4**	**158·8**	**160·0**	**153·8**
Ontario	**743,790**	**24,778,851**	**33·31**	**33·40**	**32·21**	**113·0**	**113·6**	**114·6**	**138·8**	**139·9**	**137·6**
Prairie Provinces	**193,586**	**6,114,568**	**31·59**	**31·39**	**30·37**	**111·1**	**110·9**	**105·5**	**134·0**	**132·9**	**122·9**
Manitoba	91,474	2,863,104	31·30	31·05	30·07	111·6	109·8	106·7	131·7	128·8	121·4
Saskatchewan	36,134	1,106,533	30·62	30·34	28·81	102·3	101·3	95·5	125·0	122·7	110·5
Alberta	65,978	2,144,931	32·51	32·39	31·64	116·0	118·5	109·7	142·6	145·2	132·3
British Columbia	**172,065**	**5,975,726**	**34·73**	**35·37**	**35·06**	**136·9**	**138·1**	**137·1**	**169·1**	**173·8**	**173·2**
CANADA	**1,817,600**	**58,766,821**	**32·33**	**32·27**	**31·14**	**118·1**	**118·8**	**118·1**	**148·4**	**149·1**	**144·1**
(b) Cities											
Montreal	292,497	9,402,007	32·14	31·89	30·66	134·7	134·9	131·3	169·8	168·6	161·1
Quebec City	38,971	1,140,994	29·28	28·88	25·62	165·2	165·5	161·7	233·3	230·5	201·7
Toronto	255,256	8,431,378	33·03	33·03	32·04	129·0	129·2	126·7	158·6	158·7	152·4
Ottawa	21,298	587,467	27·58	27·82	26·83	107·2	106·7	109·7	128·4	128·8	127·9
Hamilton	58,864	1,998,001	33·94	34·03	33·46	111·0	110·5	118·3	137·0	136·7	144·1
Windsor	40,231	1,789,608	44·48	44·30	43·24	128·5	129·2	134·7	150·2	150·3	153·3
Winnipeg	60,774	1,773,167	29·18	29·22	28·54	118·2	116·5	110·2	135·9	134·2	124·5
Vancouver	88,541	2,925,490	33·04	34·32	33·92	174·2	177·3	169·4	219·5	232·1	222·2
(c) Industries											
Manufacturing	1,178,693	39,155,485	33·22	33·23	31·81	134·2	134·8	133·5	171·4	172·2	164·3
Durable Goods[1]	660,661	24,081,501	36·45	36·45	34·96	154·7	155·4	153·9	201·1	202·1	193·3
Non-Durable Goods	500,864	14,430,181	28·81	28·82	27·49	115·8	116·3	115·0	140·7	141·3	134·2
Electric Light and Power	17,168	643,803	37·50	37·81	35·86	90·0	90·3	90·3	104·6	105·9	100·4
Logging	71,992	1,993,428	27·69	27·99	23·91	151·9	170·8	119·4	214·8	244·1	149·3
Mining	74,215	2,788,987	37·58	37·76	36·51	89·8	89·9	90·6	107·1	107·7	105·7
Communications	28,178	860,289	30·53	30·67	28·49	108·5	107·9	105·8	122·2	122·1	111·2
Transportation	147,919	5,510,737	37·26	36·01	36·48	118·0	115·7	110·3	138·0	130·8	126·8
Construction and Maintenance	103,211	3,139,356	30·42	30·77	30·86	58·6	61·1	85·2	78·3	82·6	115·4
Services	44,778	871,905	19·47	19·38	18·48	116·4	115·2	106·0	139·4	137·3	122·4
Trade	168,614	4,446,634	26·37	26·45	25·28	101·7	99·8	94·9	114·5	112·8	105·5
Eight Leading Industries	**1,817,600**	**58,766,821**	**32·33**	**32·27**	**31·14**	**118·1**	**118·8**	**118·1**	**148·4**	**149·1**	**144·1**
Finance	64,722	2,099,749	32·44	31·92	31·01	108·0	108·4	105·5	121·6	120·1	113·6
Total—Nine Leading Industries	**1,882,322**	**60,866,570**	**32·34**	**32·26**	**31·13**	**117·6**	**118·4**	**117·6**	**147·3**	**147·9**	**142·8**

[1] This classification comprises the following:—Iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

been converted from their original base, 1926=100, to June 1, 1941, as 100. The report indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 18·1 per cent, while the aggregate weekly earnings of these workers are higher by 48·4 per cent. Including finance, the gain in employment from June 1, 1941, to April 1, 1944, amounted to 17·6 per cent, and that in payrolls, to 47·3 per cent. The explanation previously given for the much greater rise in the reported salaries and wages than in employment during the period of observation may again be stated:— (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work; (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944, and (3) the progressive up-grading of employees as they gain experience in their work. In a considerable number of cases, higher wage-rates have also been granted.

The effect of wartime demand for manufactured commodities is seen in the growth in employment and payrolls in factories, which in the period since the institution of the payroll statistics has greatly exceeded the gain in the non-manufacturing industries; the index of employment in the former has risen by almost 34·2 per cent from June 1, 1941, and that of payrolls by 71·4 per cent. The weekly earnings of the typical individual engaged in factory work have increased by practically 29·9 per cent, while the all-industries' average has risen by 28·0 per cent. The factors given above as influencing the general trends have had an even greater influence in the case of manufacturing.

The expansion in employment and payrolls in the production of durable goods has been particularly noteworthy in the months for which data are available; in this class, the index of employment shows a gain of 54·7 per cent, accompanied by an increase of 101·1 per cent in the salaries and wages distributed in the period from June 1, 1941, to April 1, 1944. In the non-durable manufactured goods, the index number of employment at the latter date was higher by 15·8 per cent than that indicated at June 1, 1941, since when there has been an increase of 41·3 per cent in the

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)

(The latest figures are subject to revision)

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Apr. 1, 1928	102·3	98·5	.....	.....	.....	99·2	106·0	101·9	.....	.....	.....	100·0
Apr. 1, 1929	110·4	107·5	.....	.....	.....	101·1	117·4	113·9	.....	.....	.....	106·0
Apr. 1, 1930	107·8	107·8	.....	.....	.....	103·7	112·7	103·2	.....	.....	.....	106·0
Apr. 1, 1931	99·7	102·3	.....	.....	.....	98·5	102·4	97·7	.....	.....	.....	92·4
Apr. 1, 1932	87·5	88·3	.....	.....	.....	85·0	91·1	86·1	.....	.....	.....	80·9
Apr. 1, 1933	76·0	78·3	.....	.....	.....	73·1	78·3	78·3	.....	.....	.....	68·8
Apr. 1, 1934	91·3	95·1	.....	.....	.....	85·1	98·7	83·3	.....	.....	.....	86·6
Apr. 1, 1935	93·4	95·8	.....	.....	.....	85·9	100·7	86·9	.....	.....	.....	91·8
Apr. 1, 1936	97·4	101·8	.....	.....	.....	91·4	103·4	90·5	.....	.....	.....	95·9
Apr. 1, 1937	103·0	105·4	.....	.....	.....	102·2	108·8	89·4	.....	.....	.....	97·5
Apr. 1, 1938	105·0	103·6	80·0	115·6	90·5	107·4	109·6	89·4	89·2	87·4	91·0	100·2
Apr. 1, 1939	104·9	99·7	88·3	114·7	82·3	109·4	108·0	91·7	88·9	91·9	95·8	100·5
Apr. 1, 1940	111·9	111·8	94·0	123·7	98·4	112·2	118·8	96·7	94·8	94·4	101·2	102·8
Apr. 1, 1941	141·3	135·6	93·4	151·2	119·4	143·1	152·0	116·7	113·3	106·6	128·5	129·4
Apr. 1, 1942	165·2	155·6	92·0	175·0	135·3	176·8	174·8	127·2	125·5	112·9	139·4	149·6
Apr. 1, 1943	180·6	171·3	108·0	190·6	150·8	195·7	185·6	135·3	133·1	121·7	147·6	185·0
Jan. 1, 1944	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Mar. 1	181·7	175·1	132·7	190·6	157·9	197·1	183·9	142·3	136·9	129·0	159·4	186·3
Apr. 1	180·5	177·3	140·5	190·7	162·4	194·2	182·9	142·6	139·2	130·3	156·0	184·7
Relative weight of employment by Provinces and Economic Areas as at Apr. 1, 1944.	100·0	7·4	·2	4·3	2·9	31·6	40·9	10·6	5·0	2·0	3·6	9·5

Note.—The "Relative Weight" as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

payrolls disbursed by the co-operating establishments.

With regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Apr. 1 1944	Mar. 1 1944	Apr. 1 1943
Manufacturing	**64·8**	**225·5**	**226·5**	**224·3**
Animal products—edible	2·3	209·9	207·4	170·5
Fur and products	·2	125·6	122·8	128·4
Leather and products	1·6	140·2	140·0	143·0
Boots and shoes	1·0	127·7	125·4	128·5
Lumber and products	3·4	115·4	115·8	110·3
Rough and dressed lumber	1·8	90·8	89·8	90·0
Furniture	·6	123·7	123·1	109·2
Other lumber products	1·0	198·8	205·9	188·0
Musical instruments	·03	29·5	30·4	46·9
Plant products—edible	2·7	150·6	152·8	136·5
Pulp and paper products	4·6	133·0	133·2	126·7
Pulp and paper	2·0	117·4	117·4	115·1
Paper products	·9	209·0	208·3	188·8
Printing and publishing	1·7	127·7	128·4	120·6
Rubber products	1·1	159·5	153·6	129·4
Textile products	7·7	161·4	159·9	165·4
Thread, yarn and cloth	2·7	160·4	159·3	169·5
Cotton yarn and cloth	1·3	113·8	113·9	123·6
Woollen yarn and cloth	·7	171·9	172·8	197·4
Artificial silk and silk goods	·6	599·0	579·7	557·8
Hosiery and knit goods	1·3	151·3	149·7	138·0
Garments and personal furnishings	2·8	162·5	160·7	171·0
Other textile products	·9	177·4	175·3	179·6
Tobacco	·6	140·4	151·6	160·6
Beverages	·7	230·3	230·9	214·3
Chemicals and allied products	4·1	590·3	613·2	696·1
Clay, glass and stone products	·9	137·5	137·3	130·1
Electric light and power	·9	134·9	135·3	135·3
Electrical apparatus	2·6	330·9	329·5	292·2
Iron and steel products	25·7	341·6	343·3	342·3
Crude, rolled and forged products	1·9	249·9	249·5	254·8
Machinery (other than vehicles)	1·3	222·2	224·6	253·5
Agricultural implements	·6	133·3	135·9	135·3
Land vehicles and aircraft	10·9	312·2	314·9	281·7
Automobiles and parts	2·4	294·6	300·9	313·8
Steel shipbuilding and repairing	4·4	1,519·3	1,518·5	1,480·9
Heating appliances	·3	164·0	168·2	161·9
Iron and steel fabrication (n.e.s.)	1·0	292·6	297·0	335·5
Foundry and machine shop products	·7	280·8	283·1	287·1
Other iron and steel products	4·6	397·7	396·3	470·5
Non-ferrous metal products	3·7	454·1	460·0	483·6
Non-metallic mineral products	·9	209·6	212·8	204·6
Miscellaneous	1·1	371·4	367·3	399·2
Logging	**4·0**	**240·5**	**270·4**	**189·0**
Mining	4·1	159·1	159·3	160·6
Coal	1·5	99·2	101·1	92·4
Metallic ores	2·0	292·5	292·3	315·7
Non-metallic minerals (except coal)	·6	156·2	150·0	151·5
Communications	**1·5**	**105·5**	**104·9**	**102·8**
Telegraphs	·4	129·1	128·9	132·3
Telephones	1·1	99·0	98·3	94·8
Transportation	**8·1**	**117·1**	**114·8**	**109·4**
Street railways and cartage	2·4	179·9	177·7	162·9
Steam railways	4·6	105·0	104·5	100·3
Shipping and stevedoring	1·1	90·9	82·3	83·2
Construction and Maintenance	**5·7**	**81·8**	**85·3**	**118·8**
Building	2·0	83·0	90·4	171·3
Highway	1·7	79·7	81·4	96·3
Railway	2·0	82·5	83·7	86·2
Services	2·5	198·9	196·8	181·2
Hotels and restaurants	1·6	196·6	195·7	173·5
Personal (chiefly laundries)	·9	203·0	198·8	194·6
Trade	**9·3**	**159·4**	**156·5**	**148·8**
Retail	7·0	166·4	162·8	155·7
Wholesale	2·3	141·4	140·3	130·6
All Industries	**100·0**	**180·5**	**181·7**	**180·6**

[1] The relative weight shows the proportion of employees reported in the indicated industry to the total number of employee reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions for May, 1944

The following summary of employment conditions for the month of May has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

THE total net labour demand of Canadian industry, as of May 25, called for 175,000 additional workers, of whom 50,000 were women. The summary of employment conditions for the month of May presents a picture of the manner in which this shortage of manpower is affecting war production and essential industry in all parts of the Dominion.

The greatest need is for workers (women, for the most part) to participate in the huge shell production program now under way from coast to coast. The resources of local and regional offices alike are being taxed to supply the thousands of workers requisite for the task, and Ontario factories are possibly the most exigent in their demand for this labour. Still another urgent call for female helpers has gone out from Canada's hospitals and sanitoria, hard pressed to maintain minimum staffs.

Maritime Region

Agriculture—Although seeding is well advanced in most parts of the maritime provinces, with every promise of a good season ahead, agriculture is still calling for more workers for immediate tasks such as property and equipment repairs. The regional office is acting in the closest co-operation with the various provincial Departments of Agriculture in the endeavour to procure the necessary supply of labour.

In the Bridgewater area of Nova Scotia the considerable number of farmers and farm labour rejectees are fully occupied either on their own farms or on full time work for other agriculturists of the area. Throughout the district many men whose services are needed at home for the busy seasons are working between times in local industries, but a number of local offices report that as the farmers do not always apply for help through National Selective Service channels, it is difficult to gauge the extent of the current labour demand with accuracy.

Logging—Low water in the rivers has seriously hampered the logging drive, delaying the completion of this work. If rain does not alleviate the condition, there will be difficulty in bringing out pulpwood in the smaller streams of the region. In the Campbellton area some 1,200 to 1,500 men are employed on the drive, and will be occupied for another week, after which they will return to the land or be directed to industry. St. Stephen is still calling for many additional fuelwood and pulpwood cutters, but few applicants are to be found.

Sawmills—Production in the maritime sawmills has begun, and the scarcity of experienced workers is general throughout the region. The exodus of men to the farms is largely responsible for the increase in unfilled orders, which continue to mount as the mills get into full swing.

Mining—No notable change has occurred in the mining industry during the month. While the shortage of certified miners persists (New Glasgow's vacancies, for instance, total some 80 skilled men and 35 labourers), the mines are all able to carry on steady production.

Manufacturing—In the manufacturing industries, the labour requirements of the meat packing and fertilizer plants are receiving first consideration until their pressing seasonal need is satisfied. Textile factories, too, are suffering from a dearth of female workers. Fredericton, St. Stephen and Truro are especially exigent in their demand, and the increasing need of girl employees in maritime industries has made it necessary to cancel present orders in clearance from Ontario and Quebec firms.

As the new shell program gets under way, additional orders are being placed and it is anticipated that these will increase as production proceeds.

The call for shipbuilding workers is also pressing. The shipyards at Bridgewater and Mahone Bay are continuingly handicapped by the lack of a substantial number of carpenters and labourers: only a few are available locally, and there has been slight response to orders in clearance in Ontario and Quebec.

At Charlottetown the naval refitting of a mine sweeper has proved more extensive than anticipated, and the large layoff expected at the yard has not materialized. The Halifax Shipyards continue to report a large number of vacancies for first-class workmen, but their need for labourers has been met for the present, and orders for improvers and helpers have been cancelled. H.M.C. Dockyard is similarly short of skilled tradesmen of all kinds, as well as 107 labourers, and the shortage of labourers for the barge building project at Fredericton has not been relieved.

Construction—As the season advances, construction is making heavier demands on the labour market, with the call for skilled carpenters, brick-layers, etc., especially high in

the Halifax area, and very few coming in on clearance. About 100 carpenters and 250 labourers are required for high priority construction in the seaport city, and in addition there are 50 orders on file for carpenters for lower priority projects, chiefly private homes. Bricklayers and helpers are in demand for the completion of the gas plant of the Nova Scotia Light and Power Company, and it is also difficult to satisfy the requirements of Charlottetown contractors.

In New Brunswick, Moncton and Saint John alike report that construction is seriously handicapped by the lack of general labour. A marked decrease is noted in the number of applicants for such work, and many seemingly suitable labourers have been found absolutely unfit on medical examination.

Transportation—The labour outlook for transportation has not improved during the past month. The railways' orders for track maintenance gangs are not yet satisfactorily filled, but it is expected that the completion of the river drives will release several hundred men, of whom a goodly number should be available for this work. At Halifax there are still shortages at the Reserve Labour Pool and some 200 men could be placed to advantage.

Quebec Region

Agriculture—With spring seeding well under way throughout Quebec, except in the colder Lake St. John area, agriculture continues to call for farm help which is difficult to supply. In the neighbourhood of Levis the lack of proper equipment is the most serious deterrent to agricultural activity, and the local farmers are sharing their implements in order to overcome this handicap. Plessisville has succeeded in filling its immediate needs with the assistance of the agricultural production committee of the area, but Ste. Anne de Bellevue reports that there are no local workers available to overcome its existing shortage.

In the Sherbrooke area a few of the many outstanding agricultural orders have been filled, but with difficulty, and the situation later may be serious. At Port Alfred some 130 farmers are still engaged on the river drive, but as sowing in that vicinity is just beginning there is no urgency for their return to the land.

Logging.—There is as yet no sign of easement in the labour demands of the logging industry. A late spring freeze-up in the Lake St. John country delayed the spring drives, which are finally under way. Some 307 drivers were placed in the Port Alfred area lately, and at Chicoutimi, 356 bushmen are still engaged in cutting, and another 1,022 on the drive and river improvements. At Jonquiere the recruiting of men still required is going slowly, and Roberval reports that only 1,000 men have been secured of the necessary 2,000 for the short driving season.

La Tuque and Shawinigan are calling for 250 skilled men for sorting, work which is both strenuous and dangerous, and farther west, where the drive is in full swing, Rouyn requires a further complement of 150, as well as another 200 for the summer camps now in operation. Val d'Or requires an additional 200 bushmen immediately, and expects to need a much larger number later.

South of the St. Lawrence, the river drives are drawing to a close, with the exception of the Causapscal section where unfavourable river conditions are holding up operations.

Sawmills.—As activity quickens in the region's sawmills, the seasonal labour demands have risen steadily. For the most part the mills are operating without a full quota of workers but the shortage is not especially acute. Rouyn is the most exigent in its requirements, with a shortage of 75 skilled workers of various types for the larger mills, and East Angus and Lachute also need recruits for the industry.

Mining.—The difficulty of replacing men returned to the land has augmented the problem of procuring workers in the mines. Production at the chrome mine in the Richmond area has been seriously curtailed by the agricultural exodus, and muckers and machine men are urgently needed. At Buckingham, output is continuing at steady level, but with a shortage of workers, and St. Jerome is calling for surface miners and general labour. Exploratory operations continue in the Rouyn section, where 100 diamond drillers, 80 helpers, cooks and woodcutters are still needed. During the period the Siscoe Mine at Montauban-les-Mines ceased operations, and 183 men were laid off: the majority of these were farmers, bushmen and labourers residing in the vicinity.

Manufacturing.—As the region's manufacturing centre, Montreal is most vitally affected by the steadily mounting demand for manpower in essential war plants and industry of all kinds. Heavy demands for aircraft workers will be partially met, at least, by a lay-off in one of the local airplane plants, but the call for women volunteers for vital shell filling programs is meeting with little response.

No headway is being made in remedying the serious shortage in Montreal's packing plants, where the present labour supply is merely covering the wastage, and current demands cannot be met. As a result of the exodus to agriculture, to the wharves and the

lake boats, the shortage of labourers in warehouses, foundries, strip mills and other industries has reached the highest recorded point.

In other parts of the province the manpower outlook is correspondingly difficult. Heavy labour for foundries, etc., is still much needed in most districts, and there is a continuing call for a large number of potmen for the aluminum plants. Ste. Therese reports heavy demand for munitions workers, and at Valleyfield increased shell production has resulted in the placing of clearance orders for 200 men and 100 women.

As in Montreal, the call for female employees predominates throughout the region. At Coaticook, the need for unskilled girls has grown still further: orders in first and second zone clearance have been unsuccessful so far, and advertisements in local newspapers are being tried. Drummondville is calling for women to work on a new war contract, and the local rubber company is greatly in need of them for its night shift. At Three Rivers, increased industrial activity has resulted in heavy orders for local factories. The Quebec tobacco factories are also calling for young girls, who are hard to obtain because the arsenals are again taking on new staff, in addition to re-engaging former employees.

Construction.—Although few really large construction projects are in progress in the Quebec region, nearly all the available building tradesmen and labourers throughout the province have been absorbed. In Montreal private housing and repairs are utilizing the services of practically all construction workmen. In the Chicoutimi area the number of men on Unemployment Insurance benefit has dropped to 200, most of whom are being despatched on clearance to other regions, while the remainder will find work locally during the summer months.

In the vicinity of LaTuque, contractors are calling unavailingly for carpenters and labourers for construction work, and will have to look to other districts for the complement required. At Sherbrooke all the carpenters and electricians available locally and in the first zone are being absorbed on a new plant construction, thus creating a shortage of workmen for private projects.

Transportation.—Transportation's most pressing problem continues to be the recruiting of railway maintenance gangs, but the result of a concerted effort to supply these is discouraging. In Montreal, freight handling also is giving the railways grave concern, and the airlines and Transport Command at Dorval are suffering from a lack of repair mechanics, many of whom are working as artisans in garages.

Ontario Region

Agriculture.—Agricultural work is progressing favourably in most sections of the province, with seeding nearing completion except in such districts as Welland, Stratford and Fergus, where continued wet weather will retard low-lying land seeding about two weeks. In the vicinity of Wallaceburg power equipment has enabled the farmers to finish their early work expeditiously, and they are now applying for permission to enter industry: permits have been granted farm hands to work at the sugar refinery on a day-to-day basis.

However, on the whole, the need for assistance on the land remains pressing. From the majority of local offices comes the report of many vacancies, especially in such districts as Welland, where vegetable growers are very anxious to secure help from high school students for transplanting, and Belleville, where there is immediate need of assistants in the setting out of some 2,000,000 tomato plants for cannery crops. At Chatham, the first group of prisoners of war has arrived, and is available for field work as soon as the beets are ready for blocking and thinning. In fruit and vegetable areas the close of school will be welcomed by hard-pressed agriculturalists, and already schoolboys are being placed in some localities.

Logging.—The call for loggers for the river drive is diminishing as the season draws toward a close, and the current demand is for pulpwood cutters to man the summer camps. Transfer of bushmen from the drive to cutting operations is helping materially to satisfy the labour need, and orders are dwindling in consequence. While camps at Timmins could use many more men, and Peterborough is unable to meet the continued demand, the over-all shortage is not extreme.

Sawmills.—The sawmills of the region are more insistent in their call for manpower, and no district engaged in this industry reports a full complement of workers. In the North Bay area some 40 mills are trying to operate with part staffs and inexperienced personnel, and 50 per cent of the current permits being issued in the vicinity are for sawmilling. Some 300 additional workers are needed for the Sudbury operations, and Pembroke and Perth are also calling for reinforcements. Sturgeon Falls seems to be fully satisfied with its current labour situation, and surplus mill hands from that vicinity are being placed outside.

Mining—Little change is noted in mining's labour demands, the general shortage of men for actual mining operations continuing without abatement. While mines in the Timmins

district are managing to produce to approximately the same capacity in spite of the manpower deficiency, Sudbury's efforts to procure miners have proved fruitless, and mining and smelting companies there will be forced to curtail production if no remedy is forthcoming in the near future.

Manufacturing—With skilled and semi-skilled men needed in all branches of manufacturing endeavour, local offices in all parts of Ontario are hard-pressed to meet the mounting demand. No improvement is noticeable insofar as heavy labour is concerned, and every industry employing this type of labour, in whatever industrial centre, is suffering proportionately.

The year-round call for workers of both sexes for the textile mills cannot be met, and the seasonal needs of the packing plants and canneries are adding considerably to the strain on the already over-taxed labour pool of the region. At Leamington one food processing company estimates its needs for the current year at approximately 1,500 workers additional to the present large staff—double last year's requirements—as the pack of tomatoes will be much higher than usual. At Trenton the beginning of pea canning about June 20 will require 400 to 500 men and women workers on full and part time, and the Collingwood canneries, recently re-opened, are employing a large number of women and placing orders for many more.

Wherever shell contracts have been placed with Ontario factories, orders for workers are taxing the local office labour resources to their limit. The munitions plant at Oshawa, with an increased shell program, has stepped up its order to 800 women, required before the end of August, and these must be brought in from outside points. Toronto's shell and radio factories are calling for hundreds of female helpers, Wallaceburg's munition plants have placed orders for approximately 200 women and an equal number of men, and in Welland renewal of shell contracts has created a demand for an additional 330 female and 65 male employees; the Welland orders will be spread over a 6-weeks period, at the rate of absorption of 50 to 60 weekly, and there is a further call for 125 women shell inspectors within the next six weeks for the Inspection Board of the United Kingdom and Canada. All of these requirements will be difficult to fill.

The staff reduction at Central Aircraft in London has relieved the local labour stringency to some extent, supplying Toronto war plants with a number of experienced workers. The women laid off in many cases are taking the summer to rest, but some of them are being referred to the needy textile mills. The recent lay-off of 150 from the Toronto shipyards helped to meet the demands of other war production, but such small releases are of slight benefit.

The Ford Motors dispute at Windsor having been settled, practically all employees are back at work, and the approximately 1,500 personnel of affected feeder plants have also returned to their jobs. Some 58 employees of Canadian Bridge, released recently, were transferred directly to other essential industries, and no difficulty is experienced in placing the many university students arriving in Windsor from all parts of the Dominion.

Construction—Construction throughout the province is not as yet sufficiently advanced to require skilled tradesmen, and the greatest demand is for general labour. In Gananoque, a $150,000 housing plan will be begun early in June, and construction labourers and carpenters are required for the project. At Ingersoll, new bridge building at the quarries calls for rough carpenters, labourers and cement men, and at Kingston the building of a new Canada Steamships warehouse will absorb all available local labour. The greatest shortage in the industry exists at Port Colborne, where only 10 per cent of the labour required for the erection of storage silos can be procured, and in consequence the work may have to be called off.

Transportation—The urgency of transportation labour needs continues acute. Local officials of the railways are pressing daily for machinists, boilermakers and labourers for track maintenance gangs, and the transport companies need mechanics to keep their rolling stock in condition. The lake boats are well supplied on the whole, but the ferry boats at Cobourg are still looking for coal-passers and deck hands.

Prairie Region

Agriculture—With the completion of the seeding in Manitoba and the eastern parts of the prairie region, calls for agricultural labour are steadily declining, and many farm workers are taking temporary employment in packing plants and mines, or on railway maintenance gangs. Seeding in Saskatchewan and Alberta is not so far advanced, however, and an urgent need for helpers is still registered in some sections. Moose Jaw, with 90 unfilled orders of which only the most pressing can be filled, reports that the local farmers are carrying on with the limited help available by exchanging with their neighbours, running outfits at night, etc., and Regina has practically the same number of unfilled vacancies.

The heaviest demand is anticipated for the haying season in July and the threshing in

August. In the meantime, farmers are overcoming the shortage to some extent by co-operative effort, and the general situation at present is not acute, although the irrigation areas of Alberta are still seriously handicapped by lack of labour for beet work and other canning crops.

Logging—The spring logging drive is well under way, and bush operations in many parts of the region are slowing down. The greatest need for labour in this industry is recorded at the Lakehead, where the year-round demands of contractors must be met. Port Arthur reports that to the lack of pulpwood cutters and the impossibility of cutting enough wood to maintain mill operations and export requirements, is now added a new threat to the future of the industry in the district—a spruce budworm blight which has attacked over 3,000 square miles of the Nipigon forest area.

Sawmills—There is a persisting demand for sawmilling labour, but this is not so great as earlier in the season. One mill at The Pas is operating satisfactorily on a single shift basis, as the combination of two shifts has provided enough key men for efficient production, and by continuing sawing operations later in the fall most of the winter's wood supply can be cut. With lakes and rivers open, Flin Flon is calling for more workers, and in the Edmonton area 85 could be placed if available. Forest fires in the northwestern part of that district are still bad and one large stand of virgin timber has been destroyed.

Coal Mines—No great change is noted in the labour situation insofar as the region's coal mines are concerned. Estevan reports that the number of men now actually working in the lignite field is very small but in the Drumheller area ten mines have returned to a 6-day week, and labour is once more in demand. At Blairmore the need for unskilled workers in the bituminous and sub-bituminous mines is assuming greater proportions; production has been further lowered during the past two months and replacements for the agricultural workers have not been available. Generally speaking, there are sufficient certified miners in the area, although more could be used, if procurable. At Lethbridge the two largest mines are operating practically full time and there are enough miners in the vicinity to take care of any immediate vacancies. The majority of the mines in the neighbourhood of Edmonton are in steady production, with a nominal demand for miners which is unlikely to increase for some time.

Base Metal Mines—Shortage of miners continues to hamper production in the region's base metal mines. The three Flin Flon operations are calling urgently for miners, helpers, electricians and machinists, and additional labourers and carpenters are requested for the Steep Rock iron mines. Kenora's gold mines are short of workers of all kinds, but Port Arthur reports that in spite of the difficulty of maintaining a sufficient underground staff to carry on developments economically, some of the gold mines of the area are continuing to show operating profits. The immediate requirements in that vicinity total 134 underground workers.

Oil Wells—With development work progressing in the oil fields, Calgary has no applicants available to meet the fairly heavy demand for refinery and pipe line labourers. A new refinery and cleaning plant is to be built in the Turner Valley. This project will extend the need still further and it is expected that university and high school students may be directed to the work. In the Lethbridge district, too, new drilling is going forward, and there is a like scarcity of suitable workers to satisfy the increased demand.

Manufacturing—In common with the rest of the Dominion, the prairies underline the constantly augmenting labour demand of the manufacturing industries. War industries make prior claim on the region's resources, and Fort William tops the list with an approximate 1,200 workers needed for the aircraft factory. Of this number, about 800 must be skilled, and are not available locally. Hoped-for reinforcements from the local E.F.T.S., recently closed down, will not be forthcoming, as arrangements have been concluded for the transfer of most of the men to other schools. Fort William's shell plant, also, is urgent in the call for mechanics for rehabilitation work, and these are unobtainable in the vicinity.

The labour demand for Winnipeg industries still greatly exceeds the supply: sheet metal workers are particularly needed, and there is an acute shortage of skilled men and women in the garment factories. The aircraft plant alone has a total requirement of some 200 or 300 men; semi-skilled or unskilled workers are being taken on and women previously laid off are being rehired.

Little change is noted in the serious labour shortage in Edmonton packing plants, in spite of the transfer of a considerable number of labourers from British Columbia. In other centres the packing plants are continuingly short of the requisite heavy labour, but the situation on the whole is slowly improving, and the lack of husky labourers for the region's flour mills, foundries, etc., is more pronounced. In Port Albert two creosote

plants have large tie contracts with the railways and part-time workers have been directed to these companies to help fill their need of a large number of men capable of heavy manual labour. At Port Arthur the shipbuilding yards are calling for 76 skilled and semi-skilled tradesmen in all, and the pulp mills in the Lakehead city report 138 vacancies.

Construction—Activities in the prairie region are quite limited and for the time being private building projects are absorbing all available skilled tradesmen, as well as building labourers. There is, however, a serious manpower shortage developing in Port Arthur, as the area's extensive schedule of construction gets under way. On projects being undertaken in the district, a total of some 1,400 construction labourers will be required, and there is scant prospect of securing workers in such numbers.

Transportation—There is little likelihood of meeting the over-all demand of transportation throughout the prairie region, although the requirements of the running trades are less insistent for the time being. Casual work by local farmers is affording some relief to railway gangs. One of the greatest handicaps to be overcome is the lack of grain shovellers at the head of the Lakes, which has resulted in lake ships being held up unduly and a large number of box cars kept standing in the yards.

Pacific Region

Agriculture—The agricultural industry in British Columbia remains quiet, though there is an increase in the demands of dairy farmers, and for these vacancies no applicants are available. Farmers throughout the region, appreciative of the seriousness of the general labour shortage, are operating as well as possible with the help of their families, of women and high school students, who will also be needed later for the harvesting of the berry crops in such areas as Cranbrook and Kelowna.

In the Vernon area the apple crops are expected to be among the largest in the history of the Okanagan valley. Between June 5 and October 1 approximately 900 helpers will be required for orchard work, and an effort is being made to secure 300 Japanese girls and boys from Slocan City to assist in this labour. The fruit farmers are building accommodations for their assistants this year, and this should help to attract outsiders.

Logging—Every logging camp of the province is calling for more and more experienced and inexperienced bushmen—chokermen, boommen, loggers, riggers, fallers and buckers. With the exception of Nelson, all operations are working to capacity with the crews available, but there are no applicants for the many vacancies on file in local offices. Requirements have not altered substantially during the past month, but some of Cranbrook's operations have been temporarily curtailed by forest fires, and men taken from the camps for fire duty. At Chilliwack, one large company has suspended operations for the next few weeks, but the loggers laid off are being satisfactorily placed with other operators. Nelson, profiting by the release of men from the dam construction at Brilliant, is in better labour position than at any time during the past two years.

Sawmills—The sawmills of British Columbia are equally exigent in their call for labour—and equally hard to satisfy. In all parts of the province the demand is a heavy one, but New Westminster, as the largest milling centre, is most seriously handicapped, and production there has been greatly curtailed. Some women are being placed, but not enough to raise the total of workers to any appreciable extent.

Coal Mines—Orders for underground workers in the coal mines are very heavy, and few suitable applicants are to be found. While the shortage at the Crow's Nest Pass coal field near Fernie has been relieved somewhat by the transfer of miners from Princeton, experienced underground workers are still a vital necessity for haulage and general labour.

Withdrawal of machinery and the dismantling of the Princeton Tulameen mine has been completed. The Tulameen colliery, also in the Princeton area, has been closed down for a short time on account of a breakdown in compressor bearings, and the Granby has completed the electrification of the mine and henceforth will use its steam plant only as a standby. Citizens in the district are being urged to stock up with coal early, in order that local requirements may be met.

Base Metal Mines—The base metal mines are unanimous in their call for underground and heavy labourers, and the only relief in view will be afforded by the services of a few university students. The mine at Kimberley is fairly well supplied with surface men but still requires 200 underground workers, 100 experienced miners and 100 heavy labourers. The company is prepared to advance employees to higher jobs as they require experience, but the housing situation in the neighbourhood is an impediment to securing anyone from outside.

The "Twin J" mines at Duncan closed down during the month, releasing 72 men, who are relieving the acute need of local logging

camps and sawmills. The Wartime Metals Corporation's Kootenay-Florence project also closed on May 16, with 44 miners affected. The single men were allocated to other mines in the region and a number of the local married men are gradually being referred to the same operations. Women are being placed at the smelter at Trail as fast as they can be absorbed.

Manufacturing—The employment picture in the region's manufacturing industries remains practically static. Prince Rupert shipyards register a fair demand for steel workers and unskilled labourers. Shipbuilding demands in Vancouver are on the increase, and on the whole are being well met, but calls for helpers of all types are difficult to fill. In Victoria, also, the shipyards are placing more orders than for some time past, thus preventing lay-offs and even causing shortage of workers in the iron trades. The call for iron workers at the Victoria machine depot is also causing concern, and the services of students are only partially remedying the deficiency.

Aircraft needs remain fairly steady in Vancouver, and in Victoria they have eased somewhat. Foundry workers and women workers for the war plants are still in constant demand in Vancouver and other parts of the province, but very few are available. In New Westminster one aircraft plant is transferring about 100 skilled aircraft workers from a subsidiary plant at Moose Jaw.

Construction—From almost every employment office area comes a heavy demand for construction workers, especially finishing carpenters to meet the needs of the building boom which is extending to all parts of the province. Plasterers and electricians are also difficult to secure. Apart from such private construction, there is no great activity in larger projects. At Prince George all old National Defence contracts are completed and several new ones begun. Two survey parties are out locating the route for the highway from Prince George to Peace River, and when construction on the first portion commences shortly many labourers will be needed for the undertaking.

The completion of the dam at Brilliant has led to the release of approximately 400 men. The lay-off is being conducted by a representative of the Mobilization Survey in Vancouver, and the men referred to other industries throughout the region. A crew of some 250 are remaining at work for another two or three months.

Transportation—The pressing needs of the railways continue to be foremost in the transportation picture. Extra men for track maintenance are increasingly difficult to obtain, and the shortage in the Kamloops area is especially great. Bus drivers, heavy truck drivers and swampers are needed for Vancouver and Victoria, and there is an unceasing call for mechanics from all parts of the region.

Throughout the Dominion

Services—From coast to coast, the labour demands of the services continue unabated, and the likelihood of filling orders for domestic servants and staffs for restaurants, hotels, etc., is slight. The more pressing and most vital need of hospitals and sanitoria is being considered by National Selective Service, and an appeal has been issued for all graduate nurses and others with some institutional training to do their share in meeting a national emergency.

The close of the university year and the impending collegiate vacation should be of material assistance to industries which can utilize the services of students. Already hundreds of students have been added to the staffs of war plants or are working on the land, and as the summer advances Canadian youth will play an essential part in relieving manpower shortages throughout the country.

Applications for Employment; Vacancies and Placements; April, 1944

THE volume of business transacted by Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period March 31 to April 27, as indicated by the average daily placements effected, showed a negligible increase when compared with the preceding four weeks and a slight decrease in comparison with the period April 2 to April 29, 1943. All industrial divisions, excepting forestry and logging, showed gains in the daily average of placements effected in comparison with the previous four weeks. When comparison is made with the four weeks ending April 29, last year, all industrial groups apart from forestry and logging, public utilities and agriculture showed losses, the decrease in manufacturing and construction being most pronounced.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and placements effected for each 100 applications for work registered at Employment Offices

throughout Canada. It will be seen from the graph that the curve of vacancies in relation to applications followed a decidedly upward trend while that of placements took a downward course. The ratio of vacancies to each 100 applications was 125·4 during the four weeks ending April 27, in contrast with 111·8 during the previous four weeks and 116·5 during the four weeks April 2 to April 29, 1943. The ratio of placements to each 100 applications during the period under review was 68·9 compared with 69·3 during the preceding period ending March 30, and 70·1 during the four weeks ending April 29, last year.

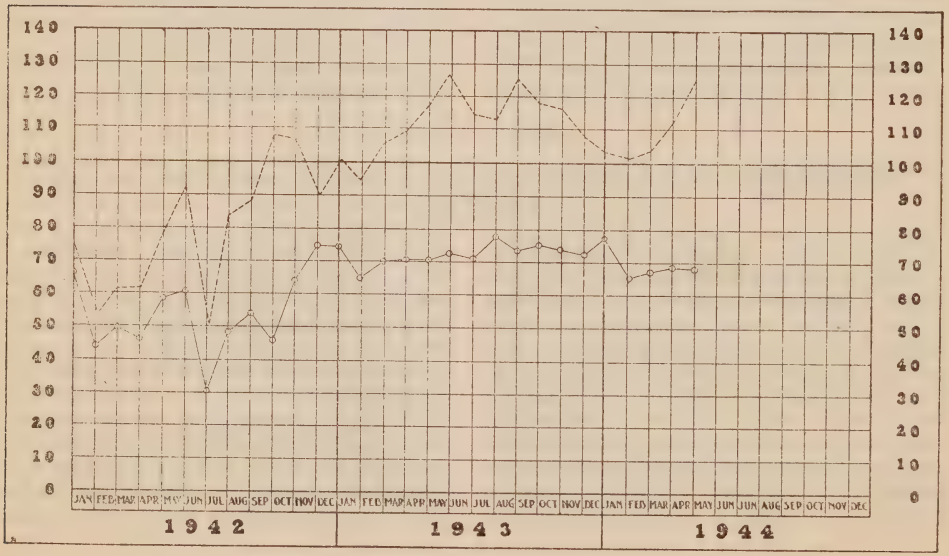
The average number of vacancies reported daily by employers to Employment and Selective Service Offices throughout Canada during the period under review was 9,810 in comparison with 8,036 in the preceding four weeks and with 10,435 during the four weeks ending April 29, a year ago. The average number of applications for employment received daily during the four weeks March 31 to April 27, was 7,822 compared with 7,186 during the previous period and with 8,957 during the four-week period in April, 1943. The average number of placements made daily by the offices for the four weeks ending April 27, was 5,436, of which 5,275 were in regular employment and 161 in work of one week's duration or less, in comparison with a daily average of 4,980 during the previous four weeks. Placements during the four weeks April 2 to 29, 1943, averaged 6,277, consisting of 6,083 in regular employment and 194 in casual work.

During the period March 31 to April 27, 1944, the offices referred 174,829 persons to employment and effected a total of 125,026 placements. Of these, the placements in regular employment numbered 121,325, of which 81,034 were of males and 40,291 of females while placements in casual work totalled 3,701. The number of vacancies reported by employers was 151,262 for males and 74,362 for females, a total of 225,624, while applications for work numbered 179,911 of which 118,195 were from males and 61,716 from females. Reports for the four weeks ending March 30, 1944, showed 192,875 positions offered, 172,461 applications for employment and 119,518 placements effected, while in the four-week period April 2 to April 29, 1943, there were reported 240,025 vacancies, 206,022 applications and 144,373 placements in regular and casual employment. The following table gives the placements effected by the offices each year from January, 1934, to date:—

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (17 weeks)	507,826	16,562	524,388

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———— Vacancies - - - - - - - - - Placements—o—o—o—o—o—o



REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
MARCH 31 TO APRIL 27, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**544**	**304**	**579**	**466**	**341**	**3**	**179**
Charlottetown	340	208	423	330	218	3	148
Summerside	204	96	156	136	123	.....	31
Nova Scotia	**6,535**	**6,716**	**6,548**	**6,339**	**4,634**	**136**	**2,162**
Amherst	73	142	102	45	38	.....	44
Bridgewater	347	219	145	135	249	.....	38
Dartmouth	193	304	156	149	110	.....	54
Digby	99	59	111	109	116	.....	33
Glace Bay	94	44	236	169	127	.....	94
Halifax	3,034	4,156	2,621	2,712	1,820	.....	599
Inverness	21	32	28	9	5	.....	16
Kentville	215	266	164	117	93	5	71
Liverpool	191	203	202	195	157	.....	34
New Glasgow	704	392	738	707	447	78	385
New Waterford	27	102	67	50	43	.....	25
Pictou	252	60	275	265	230	4	29
Springhill	19	61	45	40	34	3	3
Sydney	489	247	797	841	531	34	490
Sydney Mines	234	69	320	268	216	12	111
Truro	231	114	265	251	191	.....	51
Yarmouth-Shelburne	312	246	276	277	227	.....	85
New Brunswick	**5,026**	**4,278**	**5,247**	**4,717**	**3,407**	**19**	**1,725**
Bathurst	123	132	277	232	157	.....	89
Campbellton	414	512	393	191	90	18	259
Edmundston	284	230	295	261	120	.....	214
Fredericton	433	348	426	400	301	.....	136
Minto	115	181	145	145	137	.....	11
Moncton	1,346	1,007	1,533	1,513	1,050	.....	599
Newcastle	353	312	147	128	96	.....	69
Saint John	1,694	1,057	1,721	1,645	1,292	.....	251
St. Stephen	39	274	97	74	47	.....	34
Sussex	89	82	85	57	43	1	39
Woodstock	136	143	128	71	74	.....	24
Quebec	**66,271**	**56,743**	**52,293**	**49,871**	**33,418**	**200**	**27,432**
Acton Vale	118	115	126	122	41	.....	124
Asbestos	120	59	119	115	87	.....	47
Baie St. Paul	151	133	165	118	110	.....	45
Beauharnois	127	116	168	96	90	.....	51
Buckingham	212	72	310	181	146	22	150
Campbell's Bay	276	417	165	152	143	.....	125
Causapscal	293	555	266	243	177	.....	116
Chandler	1,664	1,500	900	803	642	.....	309
Chicoutimi	1,088	580	1,176	1,081	948	.....	656
Coaticook	139	89	89	118	91	.....	5
Cowansville	105	73	96	91	86	.....	17
Dolbeau	835	388	668	644	475	.....	265
Drummondville	555	203	462	509	301	.....	513
East Angus	50	4	40	53	45	3	26
Farnham	107	103	98	82	78	.....	30
Granby	235	144	343	207	193	.....	84
Hull	905	792	1,166	599	456	.....	540
Joliette	319	319	345	307	149	.....	77
Jonquiere	1,111	687	682	655	395	.....	678
Lachine	1,023	670	682	695	559	.....	221
Lachute	274	145	373	262	186	2	83
La Malbaie	182	47	183	143	141	1	59
La Tuque	503	185	184	211	179	.....	97
Levis	726	441	838	659	594	23	361
Longueuil	828	719	617	471	389	.....	176
Louiseville	177	35	275	195	186	.....	97
Magog	177	63	220	238	121	.....	139
Matane	1,721	1,457	949	855	523	.....	482
Megantic	415	176	355	289	284	.....	74
Mont Laurier	341	174	278	275	226	.....	39
Montmagny	143	32	273	131	120	.....	218
Montmorency	157	35	259	210	113	.....	120
Montreal	33,044	32,283	21,213	24,186	14,381	88	11,396
Nicolet	55	0	55	55	55	.....	0
Plessisville	117	74	115	129	67	.....	54
Pointe aux Trembles	553	329	465	442	349	.....	100
Port Alfred	445	548	264	235	115	4	144
Quebec	2,834	2,306	3,292	2,682	1,514	.....	3,604
Richmond	70	120	81	43	43	.....	14
Rimouski	275	405	270	263	175	.....	56
Riviere du Loup	404	212	605	434	258	.....	419
Roberval	157	111	160	134	120	.....	87

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
MARCH 31 TO APRIL 27, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Rouyn	1,196	1,155	1,165	996	689	.....	188
Ste. Agathe	182	139	211	117	102	1	31
Ste. Anne de Bellevue	309	105	309	277	258	.....	4
Ste. Therese	433	352	280	274	222	.....	73
St. Hyacinthe	1,123	807	622	579	417	9	196
St. Jean	546	362	516	583	371	.....	113
St. Jerome	588	434	361	336	384	.....	80
St. Joseph d'Alma	271	109	285	208	203	.....	234
St. Paul l'Ermite	440	215	435	399	270	.....	127
Shawinigan Falls	885	205	1,017	940	749	.....	1,004
Sherbrooke	1,021	395	1,069	1,073	725	42	188
Sorel	603	307	815	508	403	.....	107
Thetford Mines	531	564	908	517	508	5	464
Three Rivers	1,190	480	2,236	1,246	885	.....	1,491
Val d'Or	512	560	507	404	383	.....	145
Valleyfield	565	485	482	317	252	.....	425
Verdun	2,572	2,945	1,373	1,432	1,068	.....	474
Victoriaville	273	208	312	252	178	.....	190
Ontario	**94,053**	**77,764**	**68,603**	**68,662**	**49,723**	**1,090**	**19,493**
Arnprior	127	202	227	200	163	2	59
Barrie	342	187	407	313	235	.....	96
Belleville	722	523	627	682	534	.....	177
Blind River	38	25	56	26	44	.....	23
Bracebridge	678	723	244	190	173	.....	51
Brampton	179	414	175	187	84	.....	52
Brantford	1,405	1,484	870	831	700	9	148
Brockville	320	255	301	323	201	.....	52
Carleton Place	118	113	94	76	60	.....	23
Chatham	670	422	628	722	495	9	146
Cobourg	121	62	159	134	99	.....	25
Collingwood	335	260	252	205	193	.....	35
Cornwall	938	247	844	903	718	23	263
Dunnville	70	60	85	62	57	.....	8
Fergus	149	199	92	75	58	6	11
Fort Erie	292	479	202	167	166	.....	51
Fort Frances	308	564	346	290	266	2	95
Fort William	2,662	3,401	1,318	1,312	1,379	1	310
Galt	647	923	384	421	421	.....	58
Gananoque	71	36	91	64	63	.....	21
Goderich	215	186	188	137	166	1	50
Guelph	649	438	619	639	450	.....	64
Hamilton	6,720	5,615	4,656	5,417	3,404	107	923
Hawkesbury	272	166	186	226	126	.....	57
Ingersoll	210	246	250	245	181	.....	54
Kapuskasing	376	503	478	478	438	.....	85
Kenora	221	545	238	211	177	.....	55
Kingston	1,364	846	1,173	1,269	932	3	271
Kirkland Lake	531	559	883	527	439	14	297
Kitchener-Waterloo	1,331	1,256	892	969	979	1	91
Leamington	133	104	140	105	77	.....	48
Lindsay	160	103	177	151	123	1	34
Listowel	139	101	119	121	77	.....	22
London	2,311	1,850	2,027	2,434	1,337	221	469
Midland	569	310	660	560	547	.....	152
Napanee	129	85	133	111	80	.....	28
Newmarket	104	99	149	117	88	.....	28
New Toronto	1,438	1,837	1,179	1,090	935	1	233
Niagara Falls	594	548	727	717	485	1	199
North Bay	1,238	766	1,082	980	656	58	348
Orangeville	66	102	73	65	42	2	10
Orillia	475	409	380	349	254	.....	88
Oshawa	1,498	1,157	1,088	961	727	54	427
Ottawa	6,079	2,568	4,132	4,145	2,889	25	875
Owen Sound	392	232	454	423	320	3	76
Paris	49	90	47	55	41	.....	8
Parry Sound	107	51	272	136	85	.....	110
Pembroke	567	352	513	442	302	.....	154
Perth	144	120	189	173	144	1	23
Peterborough	887	770	883	957	678	.....	197
Picton	133	63	140	116	116	1	50
Port Arthur	2,812	3,764	1,345	1,314	999	1	389
Port Colborne	462	229	548	437	457	.....	114
Port Hope	105	72	97	101	80	.....	11
Prescott	149	188	169	116	109	.....	27
Renfrew	228	180	168	229	148	.....	66
St. Catharines	1,307	717	1,229	1,717	1,199	.....	582
St. Thomas	1,058	929	565	604	466	9	120
Sarnia	929	483	1,178	858	819	.....	137
Sault Ste. Marie	1,453	1,284	1,162	1,000	883	4	262
Simcoe	419	275	349	344	297	3	55

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS MARCH 31 TO APRIL 27, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Smiths Falls	150	99	181	186	170	.....	31
Stratford	460	442	427	449	282	21	113
Sturgeon Falls	159	114	191	170	97	.....	99
Sudbury	3,137	2,358	1,706	1,223	937	30	665
Timmins	860	1,261	1,394	1,105	737	26	722
Toronto	31,442	24,326	18,755	19,679	12,545	312	6,962
Toronto Junction	4,214	3,370	2,015	2,072	1,655	.....	473
Trenton	321	311	269	320	234	.....	58
Walkerton	245	202	178	138	107	.....	40
Wallaceburg	173	130	294	258	186	.....	73
Welland	1,111	904	827	745	509	.....	186
Weston	1,598	1,646	620	578	1,160	.....	106
Windsor	2,577	1,360	3,124	3,169	2,004	138	918
Woodstock	391	464	283	341	239	.....	54
Manitoba	**10,340**	**8,179**	**9,978**	**10,670**	**5,403**	**911**	**4,086**
Brandon	440	372	424	387	276	.....	196
Dauphin	236	219	318	223	133	.....	138
Flin Flon	487	448	127	127	112	11	31
Portage la Prairie	196	153	174	146	122	1	51
Selkirk	104	44	156	137	120	.....	17
The Pas	112	116	123	69	47	3	35
Winnipeg	8,765	6,827	8,656	9,581	4,593	896	3,618
Saskatchewan	**6,927**	**5,137**	**6,151**	**5,936**	**3,532**	**327**	**2,005**
Estevan	97	63	87	111	50	.....	59
Moose Jaw	864	694	806	825	567	9	339
North Battleford	213	102	250	176	148	.....	47
Prince Albert	808	713	567	607	388	18	214
Regina	2,322	1,654	2,259	2,174	1,086	202	581
Saskatoon	1,971	1,349	1,558	1,571	974	98	568
Swift Current	200	134	131	131	114	.....	32
Weyburn	151	153	123	97	81	.....	28
Yorkton	301	275	370	244	124	.....	137
Alberta	**11,953**	**7,515**	**9,467**	**9,512**	**6,514**	**444**	**2,995**
Blairmore	184	164	59	59	83	.....	4
Calgary	3,889	2,088	3,222	3,375	2,148	207	1,013
Drumheller	83	109	146	169	61	.....	43
Edmonton	6,029	3,810	5,021	4,799	3,322	212	1,658
Edson	309	292	45	44	82	.....	13
Lethbridge	707	470	511	637	434	25	143
Medicine Hat	477	398	273	253	213	.....	72
Red Deer	213	143	98	90	94	.....	28
Turner Valley	62	41	92	86	77	.....	21
British Columbia	**23,975**	**14,800**	**21,045**	**18,656**	**14,353**	**571**	**7,492**
Chilliwack	277	110	289	277	243	.....	105
Courtenay	300	237	182	177	235	.....	83
Cranbrook	259	383	189	179	183	.....	51
Dawson Creek	86	35	51	51	68	.....	7
Duncan	364	321	241	263	301	4	83
Fernie	104	217	59	59	58	.....	23
Kamloops	493	321	413	336	323	.....	124
Kelowna	239	137	201	189	146	.....	114
Nanaimo	288	120	255	273	229	.....	133
Nelson	456	542	429	355	321	.....	145
New Westminster	1,465	645	1,329	1,254	1,030	19	591
North Vancouver	239	174	253	164	151	.....	98
Penticton	206	94	168	147	136	.....	102
Port Alberni	240	159	204	209	210	.....	83
Prince George	654	353	570	552	485	.....	81
Prince Rupert	709	600	708	613	594	.....	197
Princeton	123	152	78	64	76	3	23
Trail	321	447	411	330	272	78	275
Vancouver	13,718	7,919	12,611	10,920	7,388	401	4,440
Vernon	463	143	546	378	394	28	137
Victoria	1,729	921	1,589	1,570	1,150	38	501
Whitehorse	1,242	770	269	296	360	.....	96
Canada	**225,624**	**181,436**	**179,911**	**174,829**	**121,325**	**3,701**	**67,569**
Males	151,262	125,360	118,195	110,405	81,034	1,067	43,037
Females	74,362	56,076	61,716	64,424	40,291	2,634	24,532

Nova Scotia and Prince Edward Island

Positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the four weeks ending April 27, 1944, averaged 295 daily compared with 282 in the preceding period and 442 during the four weeks ending April 29, 1943. There was a daily average of 213 placements compared with 204 in the previous four weeks and 256 during April of last year. The reduction in placements from April, 1943, was greatest in construction, with a moderate loss shown in services. Of the changes in all other groups, gains in public utilities operation and manufacturing were the most important. Placements by industrial divisions numbered: manufacturing 2,000; services 1,032; trade 682; public utilities operation 673; construction 486 and mining 139. There were 3,563 men and 1,412 women placed in regular employment.

New Brunswick

There was a decrease in the average number of positions available daily at Employment Offices in New Brunswick during the period ending April 27, 1944, there being 209, compared with 229 in the previous four weeks and 283 during April of last year. Placements, likewise, showed declines under both comparisons, the daily average being 143 during the four weeks under review, as compared with 152 in the preceding period and 175 during the four weeks ending April 29, 1943. The decrease in placements from April last year was not large for the province as a whole under this comparison. The only changes of importance were declines in construction and manufacturing, and an increase in logging. Placements by industrial divisions included: manufacturing 1,133; services 762; trade 476; public utilities operation 381; logging 302 and construction 251. Placements in regular employment number 2,321 of men and 1,086 of women.

Quebec

Opportunities for employment at Employment Offices in the Province of Quebec during the four weeks ending April 27, showed an increase when compared with the period ending March 30, but a decrease in comparison with the four weeks ending April 29, 1943. The daily average being 2,761 during the period under review, 2,322 in the preceding four weeks and 2,929 during April of last year. The average number of placements effected daily was 1,401, in contrast with 1,487 in the previous period and 1,547 during April, 1943. All industrial divisions, with the exception of a substantial decrease in manufacturing and a fairly large loss in construction, recorded advances in placements when compared with April of last year. The most important increases were in logging and public utilities operation with improvement of more moderate proportions in agriculture, services and trade. Industries in which employment was found for more than 500 workers included: manufacturing 14,782; services 5,044; construction 3,348; logging 3,084; trade 2,889; public utilities operation 2,868; mining 667 and agriculture 542. Regular placements numbered 24,427 of men and 8,991 of women.

Ontario

Orders received at Employment Offices in Ontario during the period under review, called for an average of 3,919 workers daily compared with 3,366 in the preceding four weeks and 4,147 during April of last year. Placements showed a daily average of 2,117, in contrast with 1,912 in the previous period and 2,531 during the four weeks ending April 29, 1943. A substantial reduction in placements in manufacturing, augmented by a smaller decline in construction accounted for the loss from April last year under this comparison. In addition, however, services and trade reported moderate declines, while a fairly large gain was registered in public utilities operation. The changes in all other groups were small. Industrial divisions in which the majority of placements were effected were: manufacturing 22,305; services 9,675; public utilities operation 6,620; trade 5,714; construction 2,615 and logging 1,570. There were 31,347 men and 18,376 women placed in regular employment.

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Manitoba during the four weeks ending April 27, was 431, as compared with 397 during the period ending March 30, and 531 in the four weeks ending April 29, last year. There was a daily average of 263 placements compared with 255 in the preceding four weeks and 414 during April, 1943. All industrial groups, except agriculture, fishing and hunting, recorded declines in placements from April of last year. The largest reductions being in manufacturing and construction, while smaller losses occurred in services, trade, public utilities operation and logging. Placements by industrial groups included: manufacturing 1,977; services 1,970; trade 1,134; public utilities operation 594, construction 294 and agriculture 161. Placements in regular

employment number 3,110 of men and 2,293 of women.

Saskatchewan

Employment opportunities, as indicated by orders received at Offices in Saskatchewan during the period ending April 27, showed a daily average of 289, compared with 197 in the previous four weeks and 315 during April of last year. The average number of placements recorded daily was 161 during the four weeks under review, in comparison with 127 in the preceding period and 196 during the four weeks ending April 29, 1943. With the exception of a moderate increase in manufacturing and a minor gain in public utilities operation, all industrial groups show declines. The greatest decreases were reported in services, trade and construction. Placements by industrial divisions numbered: services 1,242; manufacturing 789; trade 762; public utilities operation 495; agriculture 311 and construction 182. Regular placements numbered 2,193 of men and 1,339 of women.

Alberta

Orders listed at Employment Offices in Alberta during the period under review, called for a daily average of 498 workers compared with 408 in the preceding four weeks and 528 during the period ending April 29, 1943. Placements showed a daily average of 290, in comparison with 242 in the previous period and 358 during April of last year. When comparing placements by industrial groups with April of last year, none of the changes was large. Moderate declines in agriculture, public utilities operation, services, trade and an increase in manufacturing were the most important. Placements by industries included: services 2,002; manufacturing 1,361; trade 1,144; construction 958; public utilities operation 740 and agriculture 335. There were 4,057 men and 2,457 women placed in regular employment.

British Columbia

During the four weeks ending April 27, 1944, the daily average of positions offered through Employment Offices in British Columbia was 999, compared with 836 in the previous period and 1,262 during the four weeks ending April 29, 1943. The average number of placements registered daily was 622 during the period under review, in contrast with 600 in the preceding four weeks and 801 during April of last year. Placements in manufacturing were considerably less numerous than during April last year, while a fairly large decline was registered in construction. Logging was the only group in which a gain was recorded. Industrial divisions in which most of the placements were effected included: manufacturing 4,215; services 3,268; logging 2,007; trade 1,796; construction 1,614 and public utilities operation 1,382. During the period under review, placements in regular employment numbered 10,016 of men and 4,337 of women.

Booklet on Canada's Rehabilitation Program

A BOOKLET recently prepared to inform members of the armed forces and Canadians generally of steps taken for civilian rehabilitation of those in uniform is entitled *Back to Civil Life*.

In a foreword, the Honourable Ian A. Mackenzie, Minister of Pensions and National Health, explains that

> Canada has been making plans for the civil re-establishment of its service personnel since a few months after the outbreak of the war. Many of the steps which have been taken are in full operation. Hundreds have received financial assistance, other hundreds have been given training. Those discharged, up until the present time, have given us a testing basis and results of this testing have been encouraging.
>
> Canada's rehabilitation belief is that the answer to civil re-establishment is a job, and the answer to a job is fitness and training for that job. Our ambition is that these men and women who have taken up arms in defence of their country and their ideals of freedom shall not be penalized for the time they have spent in the services and our desire is that they shall be fitted in every way possible to take their place in Canada's civil and economic life. We believe this ambition and this desire can be achieved. Results up until the present indicate this belief is well founded.

The booklet outlines in non-technical language the various provisions for the benefit of ex-service personnel, including the right of reinstatement in former employment, allowances under the Post Discharge Re-establishment Order, opportunities for vocational training and university education, treatment facilities, pensions, and benefits under the Veterans' Land Act.

Labour Law

Labour Legislation in British Columbia and Alberta in 1944

British Columbia

THE British Columbia Legislature, in session from February 1 to March 15, 1944, passed laws to make the Wartime Labour Relations Regulations of the Dominion (P.C. 1003) applicable to industries in which employer-employee relations are within the jurisdiction of the Province, to control further the employment of children, to enable the Provincial Government to make agreements with the Dominion to carry out the Vocational Training Co-ordination Act, and to extend to certain seamen who have served in a war zone all rights enjoyed by members of the armed forces. Acts dealing with minimum wages and old age pensions were amended.

Wartime Labour Relations Regulations

The Wartime Labour Relations Regulations Act, which was proclaimed in force on April 18 and is to remain in force until its termination is proclaimed, provides that the Wartime Labour Relations Regulations of the Dominion (P.C. 1003, Feb. 17, 1944), which are set forth in the Schedule to the Act, shall apply to employer-employee relations which are ordinarily within the jurisdiction of the Province and to organizations of such employers and employees. The Act enables the British Columbia Government through the provincial Minister of Labour, to make an agreement with the Dominion Minister of Labour to provide for the administration within the Province of the Dominion Wartime Labour Relations Regulations or any part of them. The agreement may provide the manner in which the Dominion Minister may exercise the powers conferred on him in appointing or constituting administrative officers or agencies in the Province and in delegating to them such of his own powers under the Dominion Regulations as he considers necessary. The agreement may also provide for the transfer to the Provincial Government, or some person specified by it, of all or any part of the jurisdiction conferred on the Dominion Wartime Labour Relations Board by the Dominion Regulations and for the procedure whereby an appeal may be had to the Dominion Board from a decision of the provincial authority. Provision for reimbursing the Province for expenses incurred under the Act may also be included in the agreement. If no agreement is made, Dominion authorities may administer the Dominion Regulations with respect to industries within provincial jurisdiction.

Any changes in Dominion Regulations may be given effect to, for the purposes of the British Columbia Act, by regulations made by the Lieutenant-Governor in Council.

While this Act is in force, the Industrial Conciliation and Arbitration Act is to be suspended except as to matters covered by that Act but not covered by the Dominion Regulations and except as to matters pending under that Act.

Employment of Children

The Control of Employment of Children Act forbids employment of a child under 15 in any industry, trade or business covered by the Act unless written permission has been obtained from the Minister, setting forth the number of hours per day and the conditions of employment. The Act applies to the employments set out in a schedule, namely, manufacturing, shipbuilding, electrical industries, logging, construction, catering (i.e., all operations connected with the serving of meals or refreshments), places of public amusement, and such shops or stands for the sale of fresh fruit, vegetables, soft drinks, cut flowers, and dairy products as are exempt from the provisions of the Weekly Half-holiday Act. The Lieutenant-Governor in Council may, by regulation, add industries to the Schedule or remove them from it and may declare the Act applicable only to certain parts of the Province or to a part of any industry, trade, business or undertaking set out in the schedule.

The Minister may require the employer to keep the employment permit posted in a conspicuous place in his establishment as long as the child referred to remains in his employment. A fine not exceeding $50 may be imposed for failure to post the permit when

required. A similar penalty may be imposed for employing a child without a permit or under conditions other than those specified in the permit, and on the parents or guardian of a child for permitting employment in contravention of the Act. No prosecution may be instituted without leave of the Minister. In any prosecution proof of the age of the child is on the defendant.

Where an employer obtains a permit under the Factories Act to employ a child he is not required to obtain one under this Act with respect to the same child.

Wages

Identical amendments in the Male and Female Minimum Wage Acts, effective June 1, 1944, require employers to furnish on every pay-day a written wage statement to each employee, showing his earnings for the pay-period, any bonus or living allowance, and the amount and purpose of each deduction. The Minister may, by written notice to the employer, require that the statement also show overtime earnings.

Any person authorized to inspect payrolls and records of an employer may also examine the form of wage statement used and any statement of wages furnished to any employee. If the Minister is not satisfied that a wage statement meets the requirements, he may direct the employer to change it.

Where an employer has furnished the required statement and in consecutive pay-periods after the period to which the statement applies there has been no change in wages, bonus, living allowance or deductions, the single statement is to suffice until such a change occurs.

These provisions apply to every employer and employee in every industry, business, trade or occupation to which the Acts apply, whether or not a Minimum Wage Order applies.

A private member's Bill to bring farm labourers, fruit pickers and domestic servants under the Female Minimum Wage Act failed to pass.

An amendment was made in the Attachment of Debts Act, which defines the powers of a judge or a district registrar with regard to the attachment of debts and provides that no debt due or accruing due to a mechanic, workman, labourer, servant, clerk or employee in respect of his wages or salary shall be liable to seizure or attachment unless such debt exceeds $60 and then only to the extent of the excess, except where the debt is wages for less than a month when a proportionate amount is unseizable. The amendment defines "debt or moneys accruing due" and similar expressions to include wages or salary which would in the ordinary course of employment become due or payable within four days after the day on which an affidavit in support of a garnishing order has been sworn. A new subsection then provides that a person shall be deemed to be indebted or liable for wages or salary if such wages or salary is a debt or money accruing due, but that no garnishee is to be liable to pay under an order attaching debts any money that, but for this subsection, he would not be liable to pay. Other amendments are merely consequential.

Vocational Education

The Vocational Training Co-ordination Enabling Act authorizes the Government of the Province to enter into an agreement with the Dominion Minister of Labour for any of the purposes mentioned in the Vocational Training Co-ordination Act, 1942, of the Dominion (L.G., 1942, p. 921). The Dominion Act authorizes the Dominion Minister to provide training to fit persons for employment contributing to the prosecution of the war or to the conservation or development of the natural resources of Canada and to fit for employment former members of the Canadian Forces, former members of any other of His Majesty's Forces who at the time of enlistment were domiciled in Canada, persons approved for training by the Minister of Pensions and National Health and persons whom the Unemployment Insurance Commission has directed to attend a course of training. The Dominion Act also enables the Minister, with the approval of the Governor in Council, to give financial assistance to the Provinces for vocational training undertaken in the Province for the above purposes and assistance up to 50 per cent of the cost of continuation of projects carried on under the Dominion Youth Training Act, 1939, the development by the Province of any scheme recommended by the Advisory Council set up under that Act to provide training for apprentices and supervisors in any industry, and the development after the war of vocational training on the secondary school level.

Seamen

The War Mariners' Benefits Act defines a "mariner" as a person who has served in deep-sea waters in a war zone during the present war in any ship whose port of registry was, during such service, in a port of the British Commonwealth and who during his period of service was domiciled in British Columbia.

Every mariner is to enjoy any benefit, right, privilege or exemption conferred by any statute of the Province on members of the Allied Forces. Where, in such statute, any time is to be computed with reference to the date of discharge of a member of the Allied Forces, the reference is to be deemed to be to the date of the termination of the war.

Pensions and Superannuation

The Old Age Pension Agreement Ratification Act ratifies an agreement between the Dominion Government and the Government of British Columbia under the Dominion Order in Council (P.C. 6367, August 10, 1943) providing for a special war supplement not exceeding $5 per month to old age and blind pensioners. The supplement is payable by the Dominion and the Province on the same basis as the pensions, 75 per cent and 25 per cent, respectively.

Amendments in the Municipal Superannuation Act are retrospective to April 1, 1939, when the principal Act came into effect. Any person who has been employed by the same employer for a period of twelve months becomes a permanent employee for purposes of the Act. The Commissioner of Municipal Superannuation may reinstate, as an employee under the Act, any person who has been previously employed for twenty years or more by an employer under the Act and who has been re-employed by the same employer but who at the time of re-employment is over the age of entry prescribed by the Act but below the maximum retiring age.

Miscellaneous

The National Physical Fitness Act authorizes the Government of the Province to make agreements with the Dominion under the National Physical Fitness Act, 1943.

Amendments in the Credit Unions Act enable any ten or more credit unions to form a central credit union which is to be incorporated like other credit unions. Its rules are to conform as nearly as possible to those prescribed by the Act but may be varied as approved by the Inspector. A central credit union may make loans to members of any amount without security other than the covenant or obligation of the borrower, and may, without the approval of the Inspector, make loans to a member credit union. A member of a credit union who holds fewer than five shares and has not in any fiscal year subscribed and paid in full for at least one other share may be required by the directors to do so, on penalty of cancellation of his membership. Where a share is forfeited for default in payment or because the moneys paid on it have been applied to a debt due by the holder to the credit union, any amount paid on the share is also forfeited. Notice of the suspension or removal of suspension of a credit union is now to be given in the manner required by the Inspector instead of being published for four weeks in the *Gazette* by the Registrar, as formerly required. The Trust Companies Act is not to apply to a credit union.

Bills not Passed

Two Bills which failed to pass would have amended the Female Minimum Wage Act and the Industrial Conciliation and Arbitration Act. The former was noted above under "Wages". The latter would have added to the definition of "collective bargaining" the words "culminating in the signing of an agreement", and would have defined a "member of a trade union" as a person who has been duly admitted to membership and who is in good standing according to the constitution and by-laws of the union.

Resolutions

On March 8 the Legislature adopted Resolutions urging the rescinding of the Dominion Wartime Wages Control Order (P.C. 9384), opposing the establishment of any more company unions in the Province, and requesting that a petition be sent to the Dominion Government asking an amendment to the Old Age Pension Act to provide for a maximum pension of $365 a year, maximum income of $500 a year and a lowering of the pensionable age to 65 for men and 60 for women. Resolutions adopted on March 10 approved the calling of a Dominion-Provincial Conference to discuss post-war matters, and requested that the House urge upon the Dominion Government the need of a Dominion-wide housing program, including housing and improvement loans applicable to urban and rural municipalities, low rental housing for low-income groups, and rural and farm housing. A Resolution adopted on March 15 requested that the Minister of Labour be asked to institute an inquiry into the conditions of employment in domestic service, taking into consideration living conditions, hours of work, wages, training, and part-time and daily employment, in order to establish standards for this occupation.

Alberta

The Alberta Legislature which opened on February 10 and was prorogued on March 24, enacted laws governing apprenticeship and providing for a Department of Public Welfare, revised the Child Welfare Act and amended the Industrial Conciliation and Arbitration Act to enable the Dominion Wartime Labour Relations Regulatons to be applied to employments within the jurisdiction of the Province. Statutes dealing with regulation of steam boilers, hours of labour in fire departments and security for wages in mining and certain other industries were amended.

Collective Bargaining

An amendment in the Industrial Conciliation and Arbitration Act of 1941 authorizes the Lieutenant-Governor in Council to make an Order bringing the Dominion Wartime Labour Relations Regulations (P.C. 1003) into effect in the Province, with respeect to employer-employee relations which are under provincial control and suspending the operation of the principal Act with respect to such employers and employees during the time the Order is in force. The Minister of Trade and Industry is given power to make an agreement with the Dominion for the administration of the Regulations in the Province.

A number of other amendments were made in the Act. "Collective bargaining" and "bargain collectively" are defined to mean "to negotiate in good faith with a view to the conclusion of a collective labour agreement or an amendment or amendments to an existing agreement." "Collective bargaining agency" and "bargaining agent" are defined as any trade union or any organization or association of employees which has bargaining collectively among its objects, including representatives elected for the purpose of collective bargaining, but not including any trade union, organization, or association of which the formation, administration, management or policy has been assisted or influenced, directly or indirectly, by the employer or by the employer's agent. The definition of "dispute" as "any dispute or difference between an employer and a majority of his employees or a majority of any class or category of his employees" was amended by replacing the last seven words by the words "a unit or classification of his employees". "Employee" was limited to those employed otherwise than temporarily. "Trade union" is defined as a national or international employees' organization or a local branch chartered by, and in good standing with such an organization. In the definition of "organization" the reference to a trade union was struck out

The section which recognized the right of employers and employees to organize for any lawful purpose was repealed and a section enacted declaring a collective bargaining agency and its acts not to be unlawful by reason only that one or more of its objects are in restraint of trade.

The revised sections dealing with collective bargaining now provide that the employees of an employer or any specified unit or classification of employees who claim to be appropriate for collective bargaining may appoint a bargaining agent at a meeting held after notice of the time, place and purpose of the meeting has been given. If more than one bargaining agent is nominated the vote must be by secret ballot. As formerly, the chairman of the meeting must send immediately to the Minister a statutory declaration giving the name of the employer, place of employment, total number of employees or the number in the unit or classification of employees, number attending the meeting, names and addresses of the members of the negotiating committee or of the officers of the trade union or organization, and the number of votes cast in favour of the committee, trade union or organization appointed as bargaining agent, whether a ballot is required or not. No appointment is effective until these requirements have been complied with.

Under new provisions this information is to be referred to the Board of Industrial Relations, which is to inquire and report as to whether the trade union, association, organization or elected representatives claiming to be the bargaining agent is a proper bargaining agent and has received a majority vote; whether, in the case of a unit or classification of employees, such unit or classification is appropriate for collective bargaining; whether the bargaining agent has been appointed in accordance with the Act and, in particular, whether the vote has been properly taken and as to the number of employees attending the meeting and the result of the vote; and any other questions of fact which are material. In this inquiry the Board may receive written or oral representations from the bargaining agent claiming to have been appointed, from any other bargaining agent and from the employer or employees. Any interested party may appear by counsel or agent.

The Board must report to the Minister within fourteen days after the matter has been referred to it. On receipt of the report the Minister must notify the interested parties, any of whom may appeal to the Minister from the Board's decision within ten days. If no appeal is taken, the Board's findings

are binding on all parties. If, however, the Minister receives notice of appeal he must refer the matter to a tripartite board of arbitration similar to that provided for other disputes and must notify the parties that he has so referred it. The employees' representative on this Board is to be a representative of the bargaining agent claiming to have been appointed. The Board is to report within seven days and its findings are binding. The Board of Industrial Relations or the board of arbitration, if not satisfied that the bargaining agent has been properly appointed, may order the taking of another vote under its supervision.

The Board of Industrial Relations, at the employer's request, or on petition of at least 50 per cent of the employees affected, or on the Minister's direction, may order a vote under its supervision on any question which involves labour relations or as to which it is desirable to have an expression of opinion by the employees. The vote is to be secret and the Board may lay down the procedure, When a bargaining agent is appointed under these provisions, it is to continue as such for not less than one year unless changed by agreement between employer and employees.

As previously, the bargaining agent may give the employer notice of a meeting for the purpose of bargaining. Under new provisions, if negotiations have continued for thirty days and either party believes that agreement will not be reached in a reasonable time, it may ask the Minister to intervene. If the Minister considers it proper, he may request the Board of Industrial Relations to inquire and report to him within fourteen days. If the Board fails to effect an agreement, the Minister must refer the matter to a tripartite board appointed in accordance with the Act.

Only employees directly affected by the recommendations of any board of arbitration may vote on the question of their acceptance or rejection.

A section added to the Act provides for deduction of union dues from an employee's wages on written order from the employee.

Apprenticeship

The Apprenticeship Act, which will come into force on Proclamation, enables the Minister of Trade and Industry, with the approval of the Lieutenant-Governor in Council, to enter into an agreement relating to apprenticeship with the Dominion Minister of Labour under the Vocational Training Co-ordination Act, 1942, and Orders in Council made under it. Such an Order in Council (P.C. 8993) was passed on January 21, 1944, and provides for a Dominion-Provincial program of apprentice training, the expense to be borne wholly by the Dominion in the case of ex-service men and on a fifty-fifty basis in other cases.

The Alberta Apprenticeship Act is generally similar to statutes passed in Ontario in 1928, in British Columbia in 1935, and in Nova Scotia in 1937. Legislation along similar lines has been passed during the present year in New Brunswick, Saskatchewan, Manitoba and Prince Edward Island. The Alberta Act provides for the appointment of a Director of Apprenticeship whose duty it is to promote interest in apprenticeship and to assist in establishing a permanent system of apprentice training and supervise it. Provision is also made for a Provincial Apprenticeship Board of not more than five persons, including one representative each of industry and organized labour, to advise the Minister of Labour. The Board may, on recommendation of a representative number in any trade which is designated as a trade to which the Act applies, appoint a Provincial Advisory Committee for the trade or group of trades. The Committee is to consist of not less than five members representing equally employers and employees and an official of the Department of Trade and Industry. The Board may also appoint a local Advisory Committee of not more than five members for any trade in any area of the Province, to hear complaints and make recommendations to the Board.

Any trade or branch of a trade may be designated by the Lieutenant-Governor in Council, on recommendation of the Minister, as a trade to which the Act applies, but there is no schedule of designated trades appended to the Act itself as in Ontario and British Columbia. The Minister may also recommend the designation of a trade on petition of a representative number of employers or employees in the trade or on receipt of a written agreement between a representative group of employers and a representative group or union of employees. The Minister may refer such a petition or agreement to the Director for inquiry and may also, of his own motion, order investigation by the Director as to the desirability of bringing any trade within the Act. He may, also with the approval of the Lieutenant-Governor in Council, designate any trade as one to which the Act applies or declare any designated trade to be no longer under the Act.

On recommendation of the Minister and with the approval of the Lieutenant-Governor in Council, the Board may make regulations dealing with qualifications and training of apprentices, and, subject to the Hours of Work Act and the Male and Female Minimum Wage

Acts, with their hours of labour and wages. Such regulations may also deal with certificates, fees, form and registration of contracts, procedure for cancellation of contracts and transfer of apprentices, registration of employers engaged in a designated trade, powers of Provincial Advisory Committees, and generally carrying out the provisions of the Act. The Board may hold conferences and make inquiries to determine the wishes of employers and employees in the designated trades with regard to suggested changes in the Act and regulations. A Provincial Advisory Committee, on recommendation of the Minister and with the approval of the Lieutenant-Governor in Council, may make regulations in respect to the particular trade, relating to all matters on which the Board may make regulations, provided they are not inconsistent with the regulations of the Board. In particular, the Committee's regulations may deal with the age of apprentices, the apprenticeship period and the number of apprentices who may be apprenticed to each employer. No amendment may be made in any regulations of the Board or of a Provincial Advisory Committee unless written notice has been given to representative organizations of employers and of employees in the trade affected or, where no such organization exists, to at least five representative employers or employees, as the case may be, engaged in the trade in various parts of the Province.

No person may enter into a contract of apprenticeship in a designated trade except in accordance with the Act and no person who is eligible to be an apprentice in a designated trade and has not completed the prescribed period of apprenticeship may be employed in such trade for more than three months unless he is authorized by the Board to do so or unless he enters into a contract of apprenticeship under the Act. The minimum age for entry into apprenticeship is 16 years.

Unless the regulations make a contrary provision, no contract of apprenticeship may be for less than twelve months of 2,000 hours' training in the trade, exclusive of holidays, supplemented by at least 144 hours of related technical classroom instruction. Every contract must be approved by the Board and must be registered by the employer with the Director. Contracts of apprenticeship in a designated trade existing prior to the passing of the Act must be registered by the employer within three months. Where there is no formal contract, the Act is to apply after three months from the date of designation of the trade. Every contract must be signed by the employer and the person to be apprenticed and, if the latter is a minor, by his parents or guardian or, failing such, by the district court judge of the district in which the employer carries on business. Provision is made for cancellation of a contract with the approval of the Board, or by the Board for cause, and for the transfer of an apprentice from one employer to another in certain cases.

Wages

The Industrial Wages Security Act was amended to require any person engaged in an industry to which the Act applies to lodge security for the wages of employees of contractors. Work done on mining land preparatory to the getting of coal now ranks as mining for purposes of the Act.

Hours of Work in Fire Departments

The section of the Fire Departments Platoon Act, which enables the council of a city or town with a population of 8,000 or more to provide by by-law for the three-platoon system in its fire department but requires the by-law to be submitted to the electors at the annual election, was amended to stipulate that if there is no polling for councillors, the council is to submit a by-law at as early a date as possible after the usual time for the election.

Employment of Children and Young Persons

The Child Welfare Act was amended and consolidated with a number of other statutes touching the welfare of children. The Act is to be administered by a Child Welfare Commission of not less than three nor more than five members with all the powers formerly possessed by the Superintendent of Child Welfare, who is to be ex officio Chairman of the Commission.

The power given to municipal councils of cities, towns and villages to license and control children employed in street trades was extended to councils of municipal districts. No licence may be granted to a child under 12, nor to a child over 12 but under 15 without the written authority of his parent or guardian. Formerly, no licence could be granted to a female child ("child" being defined as a person actually or apparently under 18) or to a male child under 12, or to a male child between 12 and 14 except with the written authority of parent or guardian.

No person may employ a child under 16 between 9 p.m. and 8 a.m., under penalty of a fine of not more than $100 and costs and in default of payment to imprisonment for not more than three months. Previously the

habitual employment of a child under 16 between 9 p.m. and 6 a.m. was forbidden, under penalty of a fine of $50 and costs or imprisonment with hard labour for not more than one month.

The parent or guardian is now included among the persons liable to penalty for causing a child under 16 to be in a public place for the purpose of singing, performing for profit, or offering anything for sale or to be employed between 9 p.m. and 8 a.m. or to perform in any circus or place of amusement, or contributing in any way to neglect of a child.

A new section provides that any person who employs a girl under 18 in a restaurant or hotel without the written consent of her parent or guardian is guilty of an offence and liable to a fine not exceeding $200 and costs or to imprisonment for not more than six months, or to both fine and imprisonment.

Steam Boilers

Amendments in the Boilers Act add a number of definitions, provide for appointment of inspectors of unfired pressure vessels and machinery, and set out the qualifications required of such inspectors.

Schools

The Operation of Schools (War) Act was amended to change the date of the school holiday from the period from August 1 to the second Monday in October to the period from July 16 to September 30 inclusive.

An amendment in the School Attendance Act requires a pupil reaching the school-leaving age of 15 during the June term to continue attending school to the end of the term.

Old Age Pension

The Old Age Pension Act, Alberta, was amended to validate an agreement with the Dominion Government providing for an increase of $5 per month in old age and blind persons' pensions.

Department of Public Welfare

The Department of Public Welfare Act creates a new Department to inquire into and report to the Lieutenant-Governor in Council upon all matters connected with the welfare of the people of the Province which are not under the control of any other Department.

Post-war Reconstruction

An amendment in the Calgary Charter enables the City Council, during the war and for one year thereafter, to accumulate a fund to cover the cost of delayed public improvements, including new housing, to be undertaken before or after the end of the war, as the Council may decide.

Co-operative and Building Associations

Changes in the Co-operative Association Act abolish the fee of twenty-five cents for filing any document and reduce the fee for filing amended by-laws and rules from $2.50 to $1.

An amendment in the Building Association Act enables the Building Associations Advisory Board to delegate to the Supervisor of Co-operative Activities its duties in examining applications for incorporation under the Act and in holding inquiries and reporting to the Minister of Trade and Industry regarding the affairs of any building association.

Resolution

A Resolution agreed to on March 23 urged the Dominion Government to lower the age-limit for old age pensions to 60 years, raise the pension to $50 a month, provide hospital, medical and dental care to pensioners with suitable housing and compassionate pensions where unusual conditions exist, modify property and income qualifications, and simplify the method of payment to reduce administration costs. It was further requested that the above recommendations should apply to blind persons over 21 years of age and that the degree of blindness necessary to qualify for a pension be reduced.

Recent Regulations under Dominion and Provincial Legislation

MERCHANT seamen who join a manning pool are given reduced railway rates to their homes once a year. The guaranteed weekly wage for longshoremen at Halifax is now $30.40. A National Joint Council of the Public Service of Canada has been established with a tentative constitution. Certain cases are specified in which employers need not make income tax deductions from the wages of their employees. Broadly speaking, these relate to persons receiving less than a taxable income.

In Alberta, workplaces where oil is stored, produced, or processed, are now factories under the Factories Act, rules have been made regarding the installation of auxiliary fans in mines, and the regulations governing motion-picture projectionists have been amended.

New regulations regarding the welding of steam-boilers and pressure vessels have been issued in British Columbia, and provision made under the new British Columbia Wartime Labour Relations Act to apply that Act to the bargaining representatives and applications for certification made under the Industrial Conciliation and Arbitration Act. Rules of practice of the Ontario Labour Relations Board have been laid down, and certain Dominion Orders in Council concerned with labour relations made applicable to workmen in Ontario. Certain small workplaces have been brought under the Ontario Workmen's Compensation Act and also hotels and hospitals. In Quebec, new public health regulations including regulations for dangerous trades, and new regulations applying to pressure vessels have been gazetted. Mother's allowance payments have been increased in Saskatchewan.

Dominion

Seamen

Round-trip railway transportation at the price of one-third of the single fare is to be provided annually from a manning pool to the permanent residence of all seamen who have signed an agreement to join a manning pool and to serve at sea on foreign-going ships of Canadian registry for the duration of the war or two years, whichever is the shorter. According to the Order, which was gazetted May 8, six months' service must be completed before this transportation is furnished.

Longshoremen

An amendment gazetted May 15 to the Stabilization of Longshore Labour (Halifax) Order of June 25, 1943 (L.G., 1943, p. 901) changes the definition of a guaranteed weekly wage to $30.40 instead of being merely equivalent to the basic rate of pay plus war bonus and cost-of-living bonus. Originally to come into effect on May 16, this order has been amended to become effective June 17.

Civil Service

The establishment of an employer-employee council with respect to the Public Service of Canada was authorized by an Order in Council of May 16. The Order contains a draft of the tentative constitution of the National Joint Council which outlines the membership, purpose and duties of the Council. This preliminary constitution is to have effect until a permanent one has been approved by the Treasury Board after report by the Council. Eight members representing the Government side are named and eight civil servants' organizations each of which is to appoint one representative to the Council. The duties of the Council will include recommending to the Treasury Board or the Civil Service Commission, as the case may be, the best methods of securing for the staff greater responsibility for determining and observing their conditions of work; the general principles which should govern these employment conditions; methods of utilizing the ideas and experience of the public servants and of training them in higher administration and organization; and advising on proposed legislation affecting the employment of civil servants. Decisions of the Council are to be arrived at by agreement of the two sides.

Income Tax

Regulations governing income tax deductions at the source were established by an Order in Council of March 28, gazetted May 29. Employers are not required to make deductions from the wages of an employee who sets forth on a prescribed form that he is a person who, if fully employed for the balance of the calendar year at his present rate of pay, would not receive sufficient income to render him liable to income tax; or a student employed on seasonal, temporary or part-time work who will not receive more than $660 for the year; or a housewife employed for a temporary period not exceeding six months in the year whose total income will not be in excess of $660; or a male member of the Armed Forces on active service in Canada receiving less than $1,600 per year in service pay and allowances, and employed on civilian work during spare time or during a leave not exceeding four months from which the income, exclusive of service pay, would not be sufficient to render him liable to income tax; or a United States resident employed in Canada for a period not exceeding 90 days and whose earnings from Canadian employment are not more than $1,500 during the calendar year. In addition, employers need not make deductions from any employees who satisfy the Minister that they will not receive sufficient income to render them liable to income tax, even if the remuneration they receive for a portion of the year is at a rate which would otherwise be subject to tax deductions at the source.

Other Orders

The following Orders in Council are summarized elsewhere in the LABOUR GAZETTE: P.C. 3438 of May 8 amending the National

Selective Service Civilian Regulations regarding the termination of employment in "designated establishments"; P.C. 2675 of April 13, and P.C. 2454 of May 26 making other amendments in those Regulations; P.C. 3492 of May 12 authorizing agreements with the provinces dealing with farm labour; P.C. 4/3655 of May 15 amending the Post-Discharge Re-establishment Order; P.C. 4176 of May 30 authorizing the employment of women at Millwood Fluorspar Mines Ltd. under conditions laid down after consultation with the Ontario Minister of Mines; P.C. 3874 of May 23 establishing a Civil Service Mobilization Committee; P.C. 3733 of May 18 providing greater latitude for the admission of children of mothers working in other than war industry into Quebec day nurseries.

Provincial

Alberta Factories Act

All Production Tank Farms engaged in the production, processing and storing of oil products are declared to be factories within the meaning of the Act by a proclamation gazetted May 15.

Alberta Mines Act

An order gazetted May 15, adding a new section to the regulations under this Act, requires that auxiliary fans underground shall be installed in such a position that there will be no re-circulation of return air within the fan.

Alberta Theatres Act

The regulations governing motion-picture projectionists (L.G., 1944, p. 527) have been amended by an order gazetted May 15. In theatres where there is more than one machine used in the cities of Edmonton, Calgary, Medicine Hat and Lethbridge, two licensed projectionists must be on duty, both of whom must hold first-class licences when the seating capacity exceeds 500, but when it does not, the assistant may hold a third-class licence. Formerly, places of more than 3,000 inhabitants needed only one projectionist with a second-class licence when the seating capacity was under 500, and two projectionists, only one of whom needed a first-class licence when over 500 could be seated. For all other parts of the province, one licensed projectionist who is the holder of at least a third-class licence must be employed, but the Chief Inspector of Theatres may prohibit operation of the theatre unless there are two projectionists, if he thinks that the safety of the public is endangered. An appeal may be had to the Lieutenant-Governor in Council from the Inspector's decision. Previously theatres in places of less than 3,000 population required one projectionist, holding a third-class licence when the seating capacity was under 500, and a second-class licence when it was over 500.

British Columbia Boiler Inspection Act

New regulations respecting the welding of steam-boilers and pressure vessels have been issued, gazetted May 11, repealing all former regulations relating to welding.

No person is permitted to do any welding governed by these regulations unless he is a qualified welder. That is, he must have had at least two years' experience, and have passed tests consisting of various types of welds. Only those who expect to do work which comes under the Boiler Inspection Department are to be given the test, and it must be repeated every 12 months.

The method of calculating the maximum working pressure of welded vessels is outlined, tests are prescribed, requirements are laid down as to the methods of welding and the workmanship, and vessels are classified into three types. The approval of the Department must be obtained before welding repairs are made to steam-boilers and pressure vessels.

British Columbia Wartime Labour Relations Act

Regulations one and two under this Act gazetted May 4 provide that applications for the certification of bargaining representatives under the Industrial Conciliation and Arbitration Act, which has been superseded by the Wartime Labour Relations Act, are to be continued as applications under the Wartime Labour Relations Regulations, and that persons elected or appointed as bargaining representatives under the earlier Act are to continue to act in that capacity under the new Regulations.

Ontario Labour Relations Board Act

An Order in Council of May 27 provides for the application of a number of Dominion Orders in Council to all employees whose relations with their employers are ordinarily within the exclusive legislative jurisdiction of the Province of Ontario. The Orders concerned are the Wartime Labour Relations Regulations (P.C. 1003) of February 17, an Order (P.C. 2301) of March 30, authorizing the Ontario Labour Court to dispose of proceedings pending in it on March 20, an Order (P.C. 2911) of April 27, regarding the administration of the Regulations in Ontario, and

one (P.C. 4020) of June 6, 1941, as amended, dealing with Industrial Disputes Inquiry Commissions, which is to be applied in so far as it is not inconsistent with the Wartime Labour Relations Regulations.

Rules of practice and procedure of the Ontario Labour Relations Board were gazetted on May 27. The rules specify the information which must be contained in four different forms of petition: (1) a petition for the certification of bargaining representatives; (2) a petition requesting the establishment of an appropriate procedure for consideration and settlement of disputes concerning the interpretation or violation of a collective agreement; (3) a petition for leave to institute prosecution for failure by any person to do the things required of him according to procedure established by the collective agreement for dealing with disputes; and (4) a petition for leave to institute proceedings for violation of any other provision of the Wartime Labour Relations Regulations.

Provision is made for the filing of replies within seven days after the serving of a petition, and for notices of intervention within seven days after notice of the petition has been posted. The Chief Executive Officer of the Board may extend any of the periods specified. The regulations stipulate that amendments may be made in a petition, reply, notice of intervention or notice of objections, and a proceeding is not to be defeated because of a defect of form or a technical irregularity in these documents. When a matter which the Board has referred to a referee for inquiry and report involves the taking of a vote, the Chief Executive Officer has power to determine who shall vote, where and when it shall be taken, and the form of the ballot. An application for leave to appeal to the Wartime Labour Relations Board is to be made within 15 days after the decision which is being appealed in a notice to all other parties concerned, setting out the grounds of appeal and filed with the Ontario Board.

Ontario Workmen's Compensation Act

An Order gazetted June 3 adds hotelkeeping, for which authority is held under the provisions of either the Liquor Control Act or the Liquor Authority Control Act, and the operation of a hospital, sanitarium or sanatorium to Schedule 1 of the Act, being the list of industries in which the employers are liable to contribute to the Accident Fund. When either of the two undertakings is carried on in conjunction with an industry already covered by the Act, it is to be considered part of that industry, but otherwise hospitals and hotels are both included in the same class as breweries, bakeries, the manufacture of dairy products, confectionery and tobacco. Creameries, dairies, confectioneries, bakeries, and butter manufacturing, when less than six workmen are employed, are no longer outside the collective liability system.

Quebec Lands and Forests Act

By an order gazetted May 13, the method of scaling sawlogs according to the measurement of the small end only and then increasing the volume obtained by 15 per cent for hardwoods and 20 per cent for softwoods, as authorized by an order of last November (L.G., 1944, p. 107), is to be continued for 1944-45, provided that the wages of pieceworkers are calculated according to two-end measurement.

Quebec Minimum Wage Act

Order 40 governing theatres on Montreal Island (L.G., 1943, p. 863) is renewed until July 1, 1945, by an Order gazetted May 15.

Quebec Public Health Act

Particular interest attaches to new regulations, gazetted June 3, for protecting the health of workers in industrial establishments. They require notification of industrial diseases and include special provisions for safeguarding workers exposed to dangerous dusts, gases and fumes, to benzol and its derivatives, lead and its compounds and other industrial poisons. Earlier by-laws relating to sanitation, ventilation, lighting, temperature, humidity, dusts and gases in industrial establishments issued by the provincial Board of Health (now the Bureau of Health) under the Act have been revised and considerably expanded by the new regulations. New regulations have also been made for ensuring sanitary conditions in dwellings, bakeries, hairdressing parlours, abattoirs, hospitals and public places such as schools, theatres, hotels, restaurants, etc., and otherwise preventing the spread of disease. The Director of the Division of Industrial Hygiene is made responsible under the Minister of Health and Social Welfare for the administration of the regulations relating to industrial establishments.

Industrial establishments: Establishments to which the regulations apply include factories, work-shops and yards, warehouses, plants, mines, quarries, industrial camps, undertakings without local yards doing construction and repairing work, undertakings engaged in commercial transportation and in digging tunnels or dredging rivers, and those carrying on div-

ing operations, work in open caissons or under compressed air and similar work. The new regulations forbid employers to use any process or substance or tolerate any condition which might affect the health of their employees unless adequate precautions have been taken to safeguard health. They stipulate that establishments proposing to handle lead, phosphorus, arsenic, mercury or their derivatives or compounds or likely to discharge gas, vapour, smoke or dust harmful to health must now have their plans approved by the Minister of Health and Social Welfare. In addition, the Minister is to determine the method of disposing of trade wastes and sewage for all establishments constructed in municipalities where there is no sewerage system. The previous regulations merely required all establishments to obtain permission to operate from the municipal authorities.

Under the Minister of Health, a medical officer, referred to as the Director of the Division of Industrial Hygiene is charged with supervising and ensuring hygienic conditions in workplaces, and with other duties imposed on him by the regulations. The Director has power to require improvements in lighting, the installation of artificial ventilation and the satisfactory removal of harmful dusts, gases, smoke or steam. Formerly a minimum for each worker of 1,000 cu. ft. of fresh air per hour at a temperature of not less than 60° F. was the standard specified for artificial ventilation but now the Director is given general power to prescribe the manner of entrance, temperature, velocity and quantity of air to be introduced into each work-room. The obligation to air the work-room twice daily and provide each worker with 400 cu. ft. of airspace during the winter months and the sanitation regulations for industrial establishments are unchanged. It is also stipulated that such establishments must conform to the general provisions of the Public Health Act and regulations under it in regard to drinking water, sewage disposal, plumbing and general sanitation. The temperature and humidity table for establishments where steam is introduced into the air, such as textile mills, has been replaced by a general clause authorizing the Director to specify, where necessary, the wet and dry bulb temperatures, relative humidity and air movement in work-rooms.

Control of Occupational Disease. It is now compulsory for physicians to notify the Director of all cases of poisoning by lead, phosphorus, arsenic, copper, methyl alcohol, mercury or their compounds and all cases of anthrax, caisson disease, silicosis (miners' anaemia), asbestosis or any other occupational poisoning or infectious disease. Notification must be on a form prescribed in the regulations within 24 hours of diagnosis. The name of the employer and the nature of the industry are to be indicated. The Director or his representative is authorized to make studies, investigations and recommendations to prevent occupational disease with respect to any industrial establishment.

Removal of Harmful Substances. The earlier regulations concerning the removal of harmful dusts, gases and fumes have been considerably expanded. As before, hoods with ventilating flues or cowls with vent-pipes connected with an efficient exhaust ventilation system are to be installed as close as possible to the point of origin of any harmful dust, gas or fumes. The pulverizing, screening and packing of irritating or toxic materials must be done mechanically in closed vessels. The Director may waive this requirement but in such case the workers must wear respirators or other protective equipment. In plants where only certain operations produce dust, gas or smoke, the Director may require that such operations be performed in rooms separate from the rest of the establishment and he may now also insist that the workers wear protective equipment in these rooms.

Respirators. New regulations have been been made concerning the use of respirators in places where harmful dusts or fumes cannot be satisfactorily removed. French and English copies of these regulations must be posted in the establishment. Employers are obliged to supply free of charge to each workman exposed to harmful substances a respirator approved by the Director. Respirators must be adapted to fit the individual and before being transferred to another workman must be sterilized by one of the two methods prescribed in the regulations or by any other method approved by the Director. A responsible person must be put in charge of respirators and see that they are kept in good repair, cleaned daily and renewed when necessary. When toxic substances are present the filtering cloth must be cleaned or renewed at least once a week. The filter of anti-dust respirators may be cleaned by compressed air or by shaking if made of felt or thick cloth. Respirators used for protection against toxic substances must be inspected weekly; those against dust, monthly; but employees may demand that their equipment be inspected at any time. Workers must immediately report all defects to their foreman or employer. Respirators not in use must be kept in a dust-proof closed receptacle.

Injurious Dusts. Special regulations are made for establishments where workers are exposed to harmful dusts. Pre-employment and annual

physical and X-ray examinations are required, supplemented by stereoscopic films in the case of workers exposed to silica or asbestos dusts if the radiologist so orders. Persons with any trace of present or past disease of the lungs or heart may not be employed. Employers must post notices warning workers that inhaling silica dust is dangerous to health and that failure to use the necessary protective equipment will render them liable to dismissal. Exhaust pipes, collecting vents and other protective apparatus must be kept in good condition and inspected once a month by a responsible person appointed by the management. He is also responsible for teaching employees how to use protective equipment and for supervising its use, repair and maintenance. A vacuum cleaner must be used regularly on all places where dust settles in dangerous quantities. Cleaning by compressed-air blowers and dry sweeping are forbidden. If dust rises, cleaners must wear protective equipment. Where possible, paper bags must be used for packing ground or unground sand and asbestos fibre. When cloth bags are used, they should be lined with paper.

Maximum Concentrations. A schedule is included in the new regulations specifying the maximum concentrations of certain harmful substances permitted in the air of workplaces. Some of the limits specified per million parts of air are as follows:—benzol, 75; toluol, 200; ether, 400; carbon bisulphide, 15; gasoline-naphtha, 1,000; aniline, 5; phosphene, 2; hydrochloric acid, 10; hydrogen sulphide, 20; phosgene and chlorine, 1; carbon monoxide, 100; sulphur dioxide, 10. Other limits expressed in milligrams per 10 cubic metres of air are as follows: lead, 1·5; mercury and cadmium, 1; zinc oxide fumes, 150; pentachlornaphthalene, 5; chlordiphenyl, 10; chromic acid, 1. The concentration of dust containing more than 90 per cent of free silica in the form of quartz (particles measuring less than 10 microns in their greatest dimension) must be less than 5 million particles per cu. ft. of air. The Director has power to prescribe limits for mineral dusts not specified. All substances not included in the schedule must be kept within limits not harmful to health.

Industrial Poisons. Manufacturers or distributors of poisonous substances for industrial use must label containers of lead, arsenic, mercury and hydrocyanic acid and their compounds and of benzol and its derivatives. The Department can also require them to furnish precise information on the composition of toxic substances which they sell. Labelling is not necessary if the lead compounds are used only as driers in the preparation of paints or in paints to be applied by brush or immersion.

In establishments preparing, using or distributing any of the above substances, notices in an approved form must be posted informing the workers of the dangerous nature of the substances and of the precautions to be taken. Any officer of the Department or any factory or mine inspector may, on the advice of the Director, require any worker employed, at the time of his visit or during the preceding six months, in any dangerous operation to undergo physical examinations at specified intervals. Reports of such examinations in a prescribed form must be forwarded to the Director within 48 hours.

Benzol and Derivatives. In establishments where benzol and its derivatives are used, the management must provide effective general and local ventilation. Where it is not feasible to eliminate the fumes altogether workers must be supplied with approved respirators. All workers must be given a medical examination once a year, supplemented by periodical examinations, including blood tests.

Lead and its Compounds. Every company using lead, its alloys or compounds must appoint a plant physician. Whenever a worker feels indisposed he must consult the physician and if symptoms of lead poisoning are observed, blood tests must be made to determine the red blood cell count and the differential leucocytes count. Workers who show symptoms of any type of lead poisoning must be withdrawn from work and may not be re-employed until they produce a certificate from the physician indicating their fitness to work. They may work, however, in parts of the plant other than those using lead without such a certificate. Both the worker and the employer must be informed when a diagnosis of lead poisoning is made and the employer must report the case to the Minister within 48 hours. With the co-operation of the plant medical staff, the employer must keep a record of the physician's monthly visits and observations and a register of all employees suffering from lead poisoning including details as to the nature and length of the illness and the worker's occupation.

Employers must furnish workers with overalls or other work clothing, separate dressing rooms for keeping street-clothes and work-clothes, a separate room for meals, wash-basins and a bath-room with shower, respirators where necessary and tools or other means to prevent the hands from touching any lead compound. Employers are responsible for care of equipment and clothing and for daily cleaning of respirators and weekly cleaning of overalls.

Workers must use the protective devices and clothing provided. They must remove their

overalls and hang them in the proper dressing-room and wash their faces and hands and rinse their mouths before eating and at the end of the day. They are forbidden to use tobacco for smoking, chewing or snuffing or to eat or drink anything in the workshops. They must take a bath at least once a week and are required to submit to the monthly medical supervision. Notices must be posted in the workrooms listing the workers' obligations and giving the name and address of the plant physician and indicating where and when he is available for consultation.

Each worker must have not less than 1,000 cu. ft of air-space and the shop must be at least 10 ft. high. Floors must have a waterproof coating and are to be thoroughly wet and cleaned daily. A coating of plaster (lime) or some other washable substance is prescribed for the walls and whitewashing at least once every three years is required.

Nothing is to be kept in the workroom except the raw materials, furniture, tools and machines needed for the work. Cleaning must be done so that workers do not absorb dust.

Lead products capable of releasing dust may not be touched with bare hands nor worked on unless wet except when the operation is done mechanically in a closed apparatus. Care must be taken to prevent the workers being splashed with harmful substances. Scaling, picking and crushing ceruse and massicot (white and yellow lead) must be done under water or on material freshly dipped in water and still dripping. Crushing and sifting these products or minium (red lead) must be done in a closed apparatus with rivetted or welded sheet-iron sides; and scraping, breaking and grinding must be done mechanically. Dry material may not be shovelled or carted in wheelbarrows or open carts.

Where it is impossible to eliminate the lead-poisoning hazards, workers may only be employed for limited periods to be determined by the Minister. They must alternate with other employees between this work and other jobs.

Posting of Regulations. As mentioned above, employers must post English and French copies of the regulations relating to respirators. In addition they must post notices informing workers of the hazards from silica dust and industrial poisons and indicating the precautions necessary for their protection.

Bakeries. Regulations for ensuring sanitary conditions in bakeries forbid employment in a bakery or in delivering bread of persons with an infectious disease including venereal disease and skin infections or those who are carriers of infectious disease germs. Workers must wear white, washable clothes in the bakery and leave their other garments outside. No tobacco may be used during kneading. Special attention must be given to washing hands frequently.

Other provisions relate to ventilation, lighting, cleaning, etc. It is forbidden to establish new bakeries in basements and existing ones may be used only if the basement has a minimum capacity of 1,500 cu. ft. and is at least eight feet high. Delivery conveyances must be closed and kept clean.

Hairdressing Parlours. Barber shops and beauty parlours must have permits from the municipal authorities. Persons suffering from erysipelas, contagious impetigo, scurf, boils, infectious syphilitic lesions or any other contagious disease may not be employed. Employees must wear a white jacket or uniform of easily washable material and wash their hands immediately before attending to a client. Establishments must be adequately lighted, ventilated and cleaned. Detailed provisions designed to protect clients from infection are included.

Miscellaneous Health Regulations. Other regulations provide for sanitary conditions in dwellings, abbatoirs, hospitals and other public places. It is stipulated that all persons employed in the kitchen or dining-room of a building open to the public must be in good health, free from infectious diseases including syphilis and tuberculosis and not germ carriers. They must wear clean outer garments and keep their hands clean while at work. In the regulations to protect the public against contaminated well-water, ice and food, it is also provided that persons engaged in selling or handling milk, meats or food must, at the request of the health officer or municipal health authority, prove by clinical and bacteriological examinations that they are not germ-carriers or suffering from an infectious disease. All persons employed in hospitals must be vaccinated against smallpox, typhoid and paratyphoid fevers and immunized against diphtheria. In addition they must be given thorough pre-employment medical and bacteriological examinations and X-rays. It is also stipulated that persons other than parents or guardians who take charge of a child under five for a consideration must report the fact to the municipal health authority within 48 hours, and if the child dies, must notify the authority within 24 hours. This provision does not apply to hospitals.

Quebec Pressure Vessels Act

New regulations were gazetted on May 6 cancelling all previous regulations under this

Act. They comprise rules for the construction, installation, utilization, operation, inspection and classification of pressure vessels and their accessories. The Codes of technical regulations about these subjects published by the American Society of Mechanical Engineers in 1942 and 1943 are used. The fabrication and installation of vessels in public buildings and industrial establishments must be inspected before the vessels are put into use and annually thereafter. Maximum allowable working stress to be used in the formulas of the Code is 9,600 pounds per square inch of steel plate of the quality specified in the Code. Regulations are laid down dealing with the repair of vessels and the requirements for using second-hand pressure vessels. A scale of fees for registration and inspection is given.

Saskatchewan Child Welfare Act

An Order in Council gazetted May 31 provides for increased payments to mothers in respect of dependent children. The monthly allowances are to be $15 for the first child, $10 for the second child, and $5 for each additional child.

Recent Legal Decisions Affecting Labour

Alberta Postal Worker Awarded Part of Claim under Minimum Wage Act—Rest Barred by Time Lapse

A woman who was suing the estate of her former employer for $868.85 in wages was granted $168.68 by Mr. Justice McLaurin in the Alberta Supreme Court on February 5 but was ordered to pay the costs of the action as the defendant had paid the amount of the award into Court with an allegation of tender. The claim represented the difference between the wage of $30 a month which she received from October, 1933, to August 31, 1936, and the minimum rate of $14 a week prescribed for clerical workers by Order 5 under the Female Minimum Wage Act. The court held that the claim for all but five and a half months of the period of employment was barred by the Limitation of Actions Act.

The woman had been employed by a postmaster in sorting mail, selling money orders and keeping records. The defendant contended that Order 5 did not cover this class of work but the Court rejected the argument.

The defendant also claimed that the plaintiff had no right of action, that the only remedy for an employer's failure to pay the minimum wage was the remedy provided in the section of the Act which stipulates that an employer who is convicted of failure to pay the minimum wage will be ordered to pay the employee the difference between the wages paid and the minimum rate. The Court observed that when a statute affirms a liability existing at common law and does not expressly exclude the common law remedy, a person may pursue either the common law remedy or the statutory remedy, if any; but when a statute such as a minimum wage Act creates a liability not existing at common law and provides a particular remedy for enforcing it, only the statutory remedy is available. However, the Court pointed out that since another section of the Minimum Wage Act declares that an agreement by an employee to work for less than the prescribed minimum is to have effect as if the minimum wage were stipulated in it, the minimum wage is incorporated in the contract of employment. The Court considered, then, that the particular remedies under the former section "have not the effect of abrogating the ordinary incidents of a contract of employment". Therefore the worker could sue for the minimum rate.

The defendant contended further that the action was barred under the Alberta Limitation of Actions Act. The latter stipulates that actions for penalties, damages or sums of money in the nature of penalties given by any statute to the Crown or the aggrieved person must be brought within two years of the cause of the action and actions for the recovery of money as a debt, damages or otherwise must be brought within six years. The Court held that the action was one for the recovery of money. Since, by agreement between the parties, the suit was treated as having been brought on March 17, 1942, the plaintiff's claim for the period March 17, 1936, to August 31, 1936, was within the six-year period but the remainder of the claim was barred. The Court rejected the plaintiff's contention that her wages were similar to a running or continuing account. It pointed out that since the wages were paid monthly and there was no suggestion during the period of the contract of any arrears owing, the cause of action for each item of the deficiency accrued at the end of each month and became barred after six years. *Sharp* v. *Public Administrator (Plummer Estate)*, 1944 2 Western Weekly Reports 28.

Ontario Court holds Company Responsible for Fire Caused by Negligent Use of Oxy-Acetylene Torch

Holding a company selling stoves responsible for a fire occurring while its employees were removing a stove from a hotel, the Ontario Court of Appeal on March 29 reversed the decision of a lower Court and ordered the company to pay $6,149.80 in damages to the hotel company and the costs of the case. The Court held that it was the defendant company's duty to use all reasonable care in selecting a competent person to carry out the work, in supplying proper tools and in performing the work so as to avoid injury to the premises. In the Court's opinion the company had not fulfilled this obligation.

The company's salesman, who had been sent with two mechanics to remove a range and canopy from the hotel kitchen preparatory to

installing an "aga cooker", decided that it was necessary to break up the range and canopy with an oxy-acetylene torch. He called in a local man who operated such a torch. When one of the pipes connecting the canopy with a duct for carrying off fumes was being cut, the accumulated grease in the duct was ignited by sparks from the torch and considerable damage resulted before the fire was extinguished. Mr. Justice Plaxton in the lower Court held that the hotel manager was responsible for the fire as he had interfered with the salesman's plans to have the pipes cut at the canopy by asking that they be cut nearer the main duct. The judge did not regard the torch as dangerous in itself and was of the opinion that the defendant had exercised reasonable care in executing the work.

The Appeal Court did not consider that the hotel manager could be held responsible as he had not intervened to the extent of taking control and direction of the work but had only offered a suggestion on a matter of detail. Moreover, there was no evidence to show that a fire would not have resulted from cutting the pipes at the point chosen by the salesman as no precautions were taken to prevent a fire. An oxy-acetylene torch was a dangerous instrument and if the company proposed to use such an instrument, it had a duty to see that it was used with due regard to the safety of the premises. In the Court's opinion the defendant had been negligent in the use of the torch.

Chief Justice Robertson, speaking for the Court, pointed out that the company had presented no evidence to show the need or propriety of using the torch, nor had it shown that its employee had any experience in the use of a torch or knew its dangers. He rejected the claim that the operator of the torch as an independent contractor was responsible, asserting that the defendant's employee was in charge throughout the work and the operator was working with the tools and in the manner designated by him. Even if the operator were an independent contractor, the principle had been established in a previous case that 'the responsibility for doing work of an inherently dangerous character safely could not be passed on to an independent contractor. Mr. Justice Kellock and Mr. Justice Gillanders concurred although the latter proposed that a new assessment of damages should be allowed if either party desired it. *Brockville Hotel Company Ltd.* v. *Aga Heat (Canada) Ltd.*, (1944) Ontario Weekly Notes 276.

U.S. Supreme Court Holds Terms of Collective Agreement to Supersede Inconsistent Terms of Individual Contracts

In a judgment rendered on February 28, the United States Supreme Court held that by virtue of the National Labor Relations Act a collective agreement entered into by a union supported by a majority of the employees in a bargaining unit supersedes inconsistent terms of any contract entered into by the employer and an individual employee. Thus the mere existence of individual contracts cannot be taken to prevent the negotiation of a collective agreement by a union which the Labor Relations Board has found to be entitled to bargain on behalf of the employees even if the terms of the proposed collective agreement and the existing contracts are in conflict.

The Court therefore affirmed in principle a decree of the Circuit Court of Appeals for the Seventh Circuit requiring the J. I. Case Company at its Rock Island, Illinois plant to comply with an order of the National Labor Relations Board. The Board order required the company to cease and desist from giving effect to existing individual contracts of employment, from extending them or entering into new ones, from refusing to bargain with a union which the Board had found to represent a majority of the employees and from interfering with the employees in the exercise of their rights, and further required the company to bargain with the union on request. One member of the Supreme Court dissented from the majority opinion without giving reasons.

Since 1937 the company had been offering to each of its employees an individual contract of employment which ran for one year and was renewed as necessary. About 75 per cent of the employees were working under these contracts when in 1941 a union affiliated with the Congress of Industrial Organizations petitioned the Labor Relations Board for certification as the exclusive bargaining representative of the production and maintenance employees. In the hearings held on December 17, 1941, the company argued that the individual contracts were still in effect and were a bar to representation proceedings. The Board rejected this reasoning and ordered an election which was won by the union.

The Board then certified the union as the exclusive bargaining agent, but when the union asked the company to bargain, its request was refused. The company twice sent circulars to its employees asserting the validity of the individual contracts and stating the position it had taken before the Board.

The Board thereupon issued the order mentioned above and the Circuit Court of Appeals granted an order of enforcement. Since the issues were unsettled ones which were important in the enforcement of the Labor Relations Act, leave was granted to appeal to the Supreme Court. The Supreme Court affirmed the Circuit Court's decree, although it clarified it in certain respects.

In giving the opinion of the Court, Mr. Justice Jackson stated that though a collective agreement is rarely a contract of employment in that "no one has a job by reason of it and no obligation to any individual ordinarily comes into existence from it alone", nevertheless it is similar

> to the tariffs established by a carrier, to standard provisions prescribed by supervising authorities for insurance policies or to utility schedules of rates and rules for service, which do not of themselves establish any relationships but which do govern the terms of the shipper or insurer or customer relationship whenever and with whomever it may be established.

An individual contract is a necessary complement to a collective agreement in that it is through this contract that the act of hiring is consummated and the persons to whom the

collective agreement applies are identified. The individual contract, however,

> is subsidiary to the terms of the trade agreement and cannot waive any of its benefits, any more than a shipper can contract away the benefit of filed tariffs, the insurer the benefit of standard provisions, or the utility customer the benefit of legally established rates. . . . The very purpose of providing by statute for the collective agreement is to supersede the terms of separate agreements of employees with terms which reflect the strength and bargaining power and serve the welfare of the group.

The terms of employment set out in an individual contract can be regarded as valid only in such cases as when no union is designated by the majority as their bargaining agent or when the union loses its majority without interference by the employer or when a collective agreement expires and there is an interval before a new agreement is reached in spite of negotiations in good faith.

The Court agreed that some employees may be able by themselves to get better terms than can be obtained by the group, but it did not consider that to be a ground for holding that such contracts can take precedence over collective agreements.

> The practice and philosophy of collective bargaining looks with suspicion on such individual advantages. Of course, where there is great variation in circumstances of employment or capacity of employees, it is possible for the collective bargain to prescribe only minimum rates or maximum hours or expressly to leave certain areas open to individual bargaining. But, except as so provided, advantages to individuals may prove as disruptive of industrial peace as disadvantages. They are a fruitful way of interfering with organization and the choice of representatives; increased compensation, if individually deserved, is often earned at the cost of breaking down some other standard thought to be for the welfare of the group, and always creates the suspicion of being paid at the long-range expense of the group as a whole.

The worker who prefers to bargain individually is free to vote against group representation, but he must be governed by the decision of the majority. *J. I. Case Company v. National Labor Relations Board,* 14 Labor Relations Reporter 17.

Dust-Control in Australian Foundries

The Australian Department of Labour and National Service has recently examined working conditions in 28 foundries to determine the occupations involving serious exposure to dust and the most effective dust-control measures. The results of the survey have been published under the title *Dust Hazards in Australian Foundries.*

Studies made in other countries have shown that foundry workers are exposed to a silicosis risk which increases with length of exposure and is greatest in such processes as sandblasting, chipping, moulding, rumbling, casting-cleaning and grinding. The Australian investigation confirmed these conclusions. The most serious dust concentrations were found in abrasive blasting, chipping, and cleaning castings with wire brushes. Dust-Control measures recommended for the various foundry processes ranged from installing exhaust ventilation to substituting materials containing less silica than ones at present in use. For example, the use of shot instead of sand was suggested for abrasive blasting. It was urged that all grinding wheels should be provided with exhaust ventilation. Cleaning castings with wire brushes was considered a dangerous practice but where it is impracticable to adopt a more efficient cleaning method, the work should be done in an exhausted booth.

It was pointed out that good housekeeping is of special importance in foundries. Vacuum methods of cleaning were recommended in preference to the use of an air blast which merely disturbs the dust without removing it. Improved general ventilation can also reduce the dust hazard. Most foundries had insufficient roof openings. Saw-tooth roofs were condemned and Monitor or Inverted Monitor types recommended.

As a general standard of permissible dust-concentration, the department recommended that the average exposure over a complete cycle of operations should not exceed 500 particle-hours per cubic centimetre when the dust contains less than 50 per cent of free silica. If the dust has more than 50 per cent free silica, the average exposure should not exceed 200 particle-hours per cubic centimetre. This standard is based on measurements made with the Owens Jet Dust Counter. It was qualified by the following comment:

> "It is not suggested that men may work in this concentration of dust without any danger of developing silicosis or fibrosis. It is suggested, however, that this standard can be easily attained by the industry and that by so doing the working conditions in foundries will be vastly improved.

Prices and Price Control

Price Control in Canada, October, 1943, to March, 1944

Activities of the Wartime Prices and Trade Board in Controlling Prices and Maintaining Supplies for Civilian Purposes

WAR production showed signs of slackening in some directions in the first part of the period reviewed in this summary, but later new war requirements arose and manpower and material needs for war and essential purposes continued to be very heavy. Civilian production, therefore, continued to be exposed to the strains and shortages inevitably resulting from the magnitude of the Canadian war effort. Most of the problems that arose in this period were not essentially new, and the Wartime Prices and Trade Board dealt with them by the continuation and adaptation of policies previously inaugurated. New features arose mainly in the metals field, owing to a temporary improvement of supplies.

Foods

Fruits and Vegetables.—Following the establishment of maximum prices for the more important kinds of late summer fruits, maximum prices were set in October for vegetables stored in the winter season—beets, carrots, parsnips, turnips and cabbage. Somewhat higher prices were fixed for carrots and beets when sold in bunches with full fresh tops. In addition the prices charged by distributors of various imported fruits and vegetables were brought under control. An order issued in February dealt with some 37 kinds of imported fruits and vegetables including grapefruit and lemons, raspberries, cherries, melons, beans, peas, tomatoes, asparagus, etc.

Importers were required to base their selling price on the actual price paid by them in the United States, not exceeding the United States maximum price, where such a maximum price has been fixed by the Office of Price Administration. The order fixed maximum markups that could be added at wholesale and retail. It was revised in April in order to permit importers to base their selling price on the OPA ceiling price instead of actual costs, if their costs are below the ceiling.

In order to assure that supplies of fruits and vegetables are available at reasonable prices and are equitably distributed, the Wartime Food Corporation was given power to divert shipments to deficiency areas, to bulk purchase and allocate supplies and to pay subsidies. In January the Corporation took control of potato shipments in Eastern Canada owing to local shortages in several urban centres. The Corporation brought in shipments from British Columbia and the United States until a normal flow of supplies was re-established.

The scarcity of fruits and vegetables for canning in the summer of 1943 led to a shortage of canned fruits and vegetables for the 1943-44 season. In order to conserve supplies during the season when fresh products were on the market, sales of canned fruits and vegetables were suspendeed in July, 1943. Canned fruits were released in September, and were rationed along with preserves. Canned vegetables were released in November and their distribution was controlled by the Board. They were not rationed on a per capita basis since many Canadians use no canned vegetables or extremely small quantities, while others use them as a regular part of their diet. The distribution of canned vegetables was, therefore, controlled by directing canners and wholsalers to distribute their supplies among their customers in proportion to the quantities delivered to each customer in the twelve-month period ended June, 1942. Retailers were directed to sell only a stated percentage of their total allocations each month to ensure that the goods would flow evenly to the public during the winter and spring. Canners were required to retain a certain portion of their stocks which was reserved to meet the requirements of the armed forces, ships' stores, export commitments, etc. Special quotas based on a per meal allowance were established for hospitals, remote lumber camps, construction camps, and similar "preferred users".

Meat and Fish.—Meat rationing was suspended on March 1. It had been introduced in order to create an increased surplus for export to the U.K. and to ensure equitable

distribution of the supplies remaining in Canada. However, a surplus of meat accumulated in Canada owing to heavy marketings of live stock and limitations on transportation facilities and dock labour. In view of the limitations on cold storage facilities it was considered advisable to suspend meat rationing, and "meatless Tuesdays", although rationing may be resumed if conditions require it.

Owing to the difficulty of controlling maximum markups on retail cuts of meat, a system of standard retail prices was introduced for beef in September, and extended to lamb and veal during the period under review. In the case of both lamb and veal a system of standard retail cuts was established to which retailers were required to conform, and standard maximum prices were set for these cuts in each of 15 zones. Every retailer was required to display a chart, supplied by the Board, showing the standard retail cuts and a chart showing the maximum retail prices set for that particular zone.

During the period under review price control was extended to many of the varieties of fish that had previously been exempt, since rising prices in the United States had been reflected in prices charged in the domestic market. A number of new orders were issued, dealing with both Atlantic and Pacific coast fish, and by the end of March maximum prices at the processor, wholesale, and retail levels had been fixed for all important varieties of salt water fish.

Dairy Products.—A serious shortage of evaporated milk developed in the fall of 1943, owing to greatly increased requirements, particularly for camps and training centres of the Armed Forces, and to the emphasis on fluid milk and cheese production. A system of priority sales was introduced by which, in areas in which fluid milk supplies were adequate, evaporated milk could only be obtained by special classes of consumers against ration documents. Special ration cards were issued for infants under two years of age and persons requiring evaporated milk for reasons of health. Quota arrangements similar to those in effect for other rationed foods were made to provide supplies for hospitals and other essential users. This method of curtailing consumption released supplies that could be diverted to areas deficient in fluid milk.

Owing to the diversion of milk from butter production to fluid milk and cheese production, butter production in the winter months was well below production in the corresponding period of the previous year. In order to safeguard supplies, the butter ration was temporarily reduced by dropping one coupon during the month of March, thus reducing the weekly ration from 8 oz. to 7 oz. per person for the eight weeks' period March-April. A similar reduction in the ration was made in June.

Preserves and Sugar.—Improved supplies made it possible in February to double the ration of most preserves. The ration of jams, jellies, marmalade, honey, honey butter, molasses, fountain fruits, canned fruits and maple butter was doubled. The maple syrup ration was raised to 40 fluid ounces until the end of May, in order to facilitate the customary quantity sales in the spring production season. The ration of maple sugar was raised from one-half pound per coupon to two pounds. Canned blueberries, crabapples and rhubarb were temporarily suspended from rationing so as to clear stocks before the fresh fruit crop appeared on the market in quantity. Ten pounds of sugar per person were made available to consumers for home canning in the 1944 production season and in addition, consumers who do not use their preserves coupons for purchasing manufactured preserves could obtain sugar for them at the rate of one-half pound per coupon.

Apparel

Guidance of Production.—Informal direction of production in the yarn and cloth field and assistance to garment producers in obtaining materials has been carried on by Board Administrators to an increasing extent, but it was not until the latter half of 1943 that continued shortages of materials and labour required direction of production by the Board in the garment manufacturing field. This action has usually taken the form of "directives" requiring each firm to achieve a specified output of certain garments. In some cases allocation of materials has been sufficient. The directives have been accompanied by offers of assistance in obtaining materials and labour. While important clothing fields, such as men's fine clothing and women's and misses' wear, have not required special assistance, directives have been adopted in the following branches of the industry: winter underwear (August, 1943), infants' and children's wear (October, 1943), boys' heavy clothing and men's woollen work clothing (November, 1943), heavy work socks (December, 1943), fine socks (April, 1944). These programs cover the entire year 1944.

Relaxation of Restrictions.—Some easing of the wool fabric supply and a desire to achieve long-run clothing economy led to an order allowing fuller wool skirts for children and removing the prohibition on patch pockets on the skirts of women's two-piece dresses, on separate skirts and children's coats. Restrictions were also removed on the width of hems in children's garments, in pyjamas and in slips.

Identification Labelling.—To improve price control at the retail level and to assist investigation of complaints of deterioration of quality, provisions requiring labelling have been written into pricing orders covering a wide range of clothing.

Such pricing orders require manufacturers producing new styles of clothing or using new materials to submit cost sheets and other particulars, as well as samples of the cloth used, to the Administrator in order to have a maximum manufacturer's price fixed. The Administrator thus has particulars of every additional style produced by a manufacturer, the material or materials used, and the maximum price. During the period under review, and prior to it, many of these orders were revised, and manufacturers were required to show on each garment their licence number, name or registered trade mark, and the style number and size. This requirement was extended during the six months under review to men's and boys' shirts, pyjamas and flat-cut underwear, work clothing, women's, misses' and children's wear and knitted goods.

Labour.—The labour situation in the textile industry became serious during 1943 and from August onward strenuous efforts were made by National Selective Service and the Wartime Prices and Trade Board, to obtain labour for such critical sections of the industry as primary textiles, knit goods and children's clothing. These measures continued into the spring of 1944 and have produced improvement in most lines, and in others, such as the primary cotton and woollen industries, have had the effect of arresting the decline in the labour force. In December a greatly increased program for the production of work socks for the Armed Services and for essential civilian supply called for additional labour, and National Selective Service provided a number of establishments in that branch of the industry with priorities and other special assistance.

Cotton Import Arrangements.—Before the war Canada normally obtained from the United Kingdom large quantities of cotton fabrics not available in this country. Between 1938 and 1942, these imports declined to about half their previous volume and were to some extent replaced by importations from the United States. Finally, in July, 1943, an arrangement was made between British and Canadian authorities, providing that Canadian imports of British fabrics would henceforth be reduced to about 675,000 pounds of fabric per annum as compared with previous annual imports of five to ten million pounds. In the fall of 1943, the transfer of these fabric requirements to the United States was effected and the Board arranged new sources of supply in that country to fill the important gaps left in Canadian supplies.

Importation of high cost United States cotton products involved an increasingly heavy subsidy burden, and at the end of March, steps were taken to ease this by removal of the War Exchange Tax on importation of raw cotton, linters, yarns and woven fabrics.

Measures were also adopted to facilitate the importation under subsidy of cotton sheets, pillow cases, diapers, towels and wash cloths, to meet a shortage of domestic supplies.

Footwear.—While scattered shortages of juvenile footwear occurred earlier, they became widespread only in the last four to six months of 1943, as inventories became impaired owing to unusually heavy demand and difficulty in procuring the necessary labour to maintain maximum production. In an effort to meet the problem, the Administrator of Footwear issued, on November 5, production directives to the principal manufacturers of juvenile footwear, requiring them to manufacture during the year beginning December 18, 1943, a quantity of juvenile shoes calculated to meet essential requirements. Measures were taken by the Footwear and Hides and Leather Administrations to assure supplies of raw materials, and, at the request of the Board, National Selective Service is giving special attention to the labour requirements of the manufacturers.

Paper and Paperboard

Supplies of paper, newsprint, paperboard and other pulp products reached a critically low level in the Fall of 1943, owing to the shortage of labour for pulpwood cutting in preceding seasons. In order to maintain supplies National Selective Service took steps to increase the labour force in the woods and the Board introduced conservation measures designed to make supplies of pulp and its products go as far as possible.

Newsprint.—Supplies of woodpulp for newsprint were stretched by the use of clay filler and a reduction in the sulphite pulp content of the paper. This wood extension programme reduced by about 4 per cent the amount of wood used per ton of newsprint.

Other papers.—Supplies of fine paper and converted paper products were conserved by restrictions on their end use and the reduction of weights. In many cases simplification orders that had been designed chiefly to save labour and machine time were amended by adding restrictions on the weight of paper that could be used or manufactured, or reducing maximum weights previously fixed. The use of printed

matter for commercial purposes was greatly restricted in November, quotas being established for the larger consumers. Advertising or promotional printing was restricted to 75 lbs. of fine paper or one ton of newsprint per quarter.

Containers.—Increased war and civilian orders, labour shortage and shortages of pulp and paper led to a critical shortage of solid fibreboard and corrugated shipping cases, as well as smaller paperboard containers. In the Fall these industries were unable to keep up with essential orders and measures were taken to ensure the most effective use of materials, labour and plant facilities.

A system of priorities for orders of shipping cases was established in November, and two weeks later quotas were set for the use of shipping cases in packaging various classes of commodities, based on the user's consumption in a previous period. Other restrictions included the elimination of non-essential types of shipping cases and restrictions on users' inventories.

The shortage of smaller paperboard containers led to the prohibition of the manufacture of less essential types such as dummy display boxes and soft drink bottle carry-outs, and the simplification of others, e.g., boxes for cosmetics and for chocolate and confectionery.

Lumber and Wood Products

Lumber.—The pressure of rising costs of production in lumbering led to a final upward revision of prices of softwood lumber in the Summer and Fall of 1943. These price increases were passed on through wholesale and retail distributors, but subsidies to retailers provide for compensatory discounts to consumers such as farmers, fishermen and others who use lumber in production or for maintenance and repair purposes. In October, however, the Timber Controller announced that no further price increases for lumber sold in Canada would be granted for the duration of the war, since further inflation of prices and costs would endanger the government's stabilization policy and would have adverse effects on the industry when more normal conditions arise. A final adjustment in the prices of B.C. coastal logs was made on April 1, 1944, to bring log prices in line with the increased lumber prices. To reinforce stability of prices the Board clarified and standardized the maximum retail price structure for lumber and millwork in all areas.

Furniture.—Increased costs of lumber continued to lead to difficulties in industries using wood as a raw material. In the furniture industry, costs had been rising owing to the substitution of hardwood and fibreboard for metal. In particular, the change from metal springs to wooden construction led to price increases during 1943 and in November a subsidy on certain types of household furniture was authorized. However, subsequent relaxation of restrictions on the use of metal for springs made it possible to reduce manufacturing costs of upholstered furniture, and in addition it was found that the distributive trades were able to absorb more of the increased costs. The subsidy on upholstered furniture was, therefore, discontinued in January, 1944, and new upholstered furniture with metal springs and other metal parts was priced somewhat lower than the maximum prices prevailing in 1943. The subsidy on "hard" wooden furniture for household use was reduced, and manufacturers were permitted to add a surcharge to their selling price, to be absorbed by the retailer. In accordance with the Board's policy of paying subsidy only on consumer goods, office furniture and school furniture were not subsidized, but manufacturers were permitted to increase prices by an equivalent amount.

Woodenware.—Increased lumber costs were also reflected in the difficulties of manufacturers of boxes and shooks, who were unable to continue selling under basic period ceilings. Price adjustments were made on an individual basis during 1943 and were generalized by an order issued in February, 1944. In addition, however, it was necessary to arrange for subsidy to manufacturers in Manitoba and Saskatchewan and in the interior region of British Columbia. Subsidies are paid on a number of other woodenware items, many of them arranged on an individual basis.

Pulpwood.—During 1943 increasing difficulty in ensuring adequate supplies of pulpwood for domestic and export requirements was experienced in Eastern Canada. In part this difficulty arose through the wide spread prevailing as between the domestic ceilings and export prices which were not controlled.

As a means of narrowing the spread between domestic and export prices a joint move was made early in 1944 by the Office of Price Administration in the United States and the Wartime Prices and Trade Board whereby domestic ceiling prices in Quebec, New Brunswick and Nova Scotia were increased by approximately 5 per cent and import ceilings on pulpwood moving from the areas mentioned to the Northeastern United States were established.

Import ceilings established by the OPA are predicated on the revised domestic ceilings and established a differential more in keeping with that prevailing in the basic period.

Metals

The six months period under review saw some revision of the system of controls that had been established earlier in the war to restrict directly the production of metal civilian goods. Many of the controls now administered by the Wartime Prices and Trade Board were imposed at a time of emergency by the Wartime Industries Control Board when the controls of the latter Board over allocation of raw materials were still being developed. At that time also the machinery of manpower control was not in existence, and the metal use controls served to economize the use not only of metals but of labour. However, as new controls over manpower and materials were developed many of the emergency metal use controls have gradually become superfluous, and in many cases their continued existence would have unnecessarily handicapped resumption of civilian output when and as material and labour supplies permitted. The control system therefore was reviewed in the last quarter of 1943. There was a slight improvement in the civilian supply of certain metals, and the serious shortage of lumber made it advisable to permit manufacturers to revert to the use of metal in the manufacture of some of the articles and parts in which wood had, at an earlier stage, been substituted for metal. This also led to a saving in labour and reduction of costs in the manufacture of some articles, such as furniture. Other simplification restrictions that were felt to be redundant or unsatisfactory in their operation were modified or removed.

This review and revision of the existing control system as it affects metals will facilitate reconversion to civilian production at a future date, but it does not imply that facilities will now be made available. This depends, as in the past, on the supply of metals controlled by the Wartime Industries Control Board, and of labour controlled by National Selective Service.

While in a number of cases production limitations have been lifted, many restrictions on the number of sizes, types, models, etc., have been retained, since such simplification is important in keeping down costs of production and in making the best use of limited metal supplies. In some instances, however, limitations on new models or the number of types allowed or the requirement to manufacture to certain specifications have been lessened or removed because formal restrictions are no longer necessary. This has happened in the case of metal furniture and casters, jewellery, builders' hardware, heating and plumbing equipment, certain electrical apparatus and other articles.

It became clear, late in 1943, that supplies of a number of household appliances had fallen to an uncomfortably low level. The Board prepared estimates of civilian requirements of washing machines and irons, which were submitted to the Wartime Industries Control Board where decisions were made as to what materials, and plant facilities could be spared. Production was resumed on a very limited scale so as to meet the most urgent requirements. A program was also introduced for the production of cutlery. In March, restrictions on the manufacture of electric cooking stoves were relaxed somewhat, and in the twelve months ending February 28, 1945, manufacturers are to be permitted to produce 40 per cent of the electric stoves manufactured by them in 1940, and 60 per cent of their 1940 production of rangettes and cooking plates or grills. Actual production will, however, depend on the availability of materials, plant facilities and labour. Care is taken to ensure that an adequate proportion of low priced lines will be produced.

Personal and Household Effects.—Owing to the shortage of durable household goods, prices charged on sales of personal and household effects, which had been exempt from ceiling regulations, had risen considerably. Prices in excess of those of new goods had been charged and there was a danger of the development of a black market through persons buying up goods and selling them at a higher price as personal and household effects. An order designed to control this practice was issued in November. It set maximum prices on sales as personal and household effects of those articles for which used goods ceilings have been fixed by the Board. The goods so far affected include binoculars, cameras, lenses and photographic equipment, domestic sewing machines, domestic electric washing machines, mechanical household refrigerators, metal beds and springs, radios, stoves, typewriters and vacuum cleaners. Where the goods have been owned by the seller for less than six months, the ceiling on sales of personal and household effects is the price current for used goods of the same kind sold at retail in the locality. Goods that have been acquired more than six months before sale may be sold at the retail price current for new goods in the locality. It is expected that in this way the speculative buying and selling of household appliances will be greatly reduced.

Prices, Retail and Wholesale, in Canada, May, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

ON the five-year base 1935-39 = 100 the Dominion Bureau of Statistics official cost-of-living index advanced 0·1 to 119·2 between April 1 and May 1, 1944, for a war-time increase to date of 18·3 per cent. Group changes were small, foods rising 0·2 to 131·7 on increases for cabbage, carrots and oranges which outweighed declines for potatoes, eggs and certain meats. The clothing series was 0·1 higher at 121·5 while home furnishings and services recorded a similar change to 118·5. Fuel and lighting registered a decline of 0·5 to 112·5, reflecting authorized decreases in western domestic coal and removal of the provincial sales tax on coal in Quebec. Rentals at 111·9 and miscellaneous items at 109·0 were unchanged.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

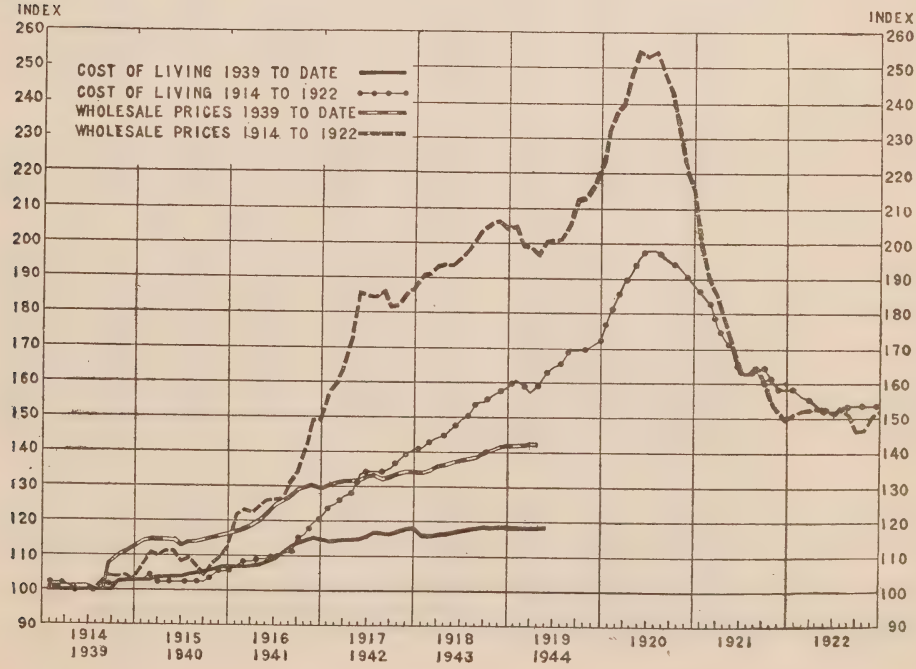


TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·1	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	103·0	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	116·0	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	116·3	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	117·2	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	117·6	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	117·9	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
August 2	118·3	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125·8
September 1	118·5	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
November 1	118·5	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	118·4	119·3	132·7	111·9	111·9	121·1	118·8	108·6	125·9
1944									
January 3	118·1	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	118·0	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	118·1	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1	118·2	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4
May 1	118·3	119·2	131·7	111·9	112·5	121·5	118·5	109·0	125·4

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100
‡ Commodities in the cost of living index excluding rents and services.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-MAY, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR MAY, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	Oct. 1942	Jan. 1943	April 1943	July 1943	Oct. 1943	Jan. 1944	Mar. 1944	April 1944	May 1944	Price May 1944
Beef, sirloin steak	lb.	100·0	120·7	131·9	136·9	141·6	145·2	143·7	143·0	143·0	143·0	143·0	39·9
Beef, round steak	lb.	100·0	125·7	140·1	146·4	153·2	157·8	155·7	154·4	154·9	154·4	154·4	36·6
Beef, rib roast	lb.	100·0	125·5	137·8	143·9	151·3	163·5	172·6	173·5	173·9	173·9	173·5	39·9
Beef, shoulder	lb.	100·0	132·7	150·3	159·1	168·6	178·0	180·5	180·5	180·5	179·9	179·9	28·6
Beef, stewing	lb.	100·0	136·7	157·1	167·5	177·8	184·1	181·7	180·2	181·0	180·2	180·2	22·7
Veal, forequarter	lb.	100·0	139·3	155·6	160·9	173·4	178·1	182·8	180·5	176·3	175·7	173·4	29·3
Lamb, leg roast	lb.	100·0	109·9	122·2	126·4	136·3	156·3	135·6	130·6	141·9	142·3	143·3	40·7
Pork fresh loins	lb.	100·0	125·3	129·2	131·2	134·2	138·1	139·2	138·8	138·5	138·8	138·8	36·1
Pork, fresh shoulder	lb.	100·0	127·0	133·2	136·7	141·3	145·9	148·0	147·4	147·4	146·4	146·4	28·7
Bacon, breakfast, sliced	lb.	100·0	132·3	135·7	137·8	139·4	139·7	140·3	140·3	140·6	140·3	140·3	45·6
Lard, pure	lb.	100·0	151·3	140·3	154·4	161·4	162·3	162·3	162·3	159·6	155·3	153·5	17·5
Shortening, vegetable	lb.	100·0	134·7	134·0	135·4	136·8	137·5	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, grade "A" fresh	doz.	100·0	156·4	165·8	169·7	136·5	144·1	178·0	161·2	137·2	136·5	135·5	41·2
Milk	qt.	100·0	111·0	112·8	94·5	95·4	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery, prints	lb.	100·0	140·5	144·3	146·2	146·2	142·1	142·5	145·8	146·2	146·2	145·8	39·8
Cheese, Canadian, mild	lb.	100·0	174·6	163·5	162·5	163·5	165·4	165·9	168·3	164·9	165·4	164·9	34·3
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	9·3
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	130·2	132·1	132·1	131·1	136·8	137·7	137·7	138·7	14·7
Peas, canned, 2's	tin	100·0	117·5	120·0	120·0	120·0	120·8	121·7	123·3	124·2	124·2	124·2	14·9
Corn, canned, 2's	tin	100·0	128·3	131·9	131·9	131·9	132·7	134·5	134·5	135·4	135·4	135·4	15·3
Beans, dry	lb.	100·0	129·4	127·5	127·5	127·5	129·4	129·4	131·4	131·4	131·4	131·4	6·7
Onions	lb.	100·0	108·2	102·0	102·0	122·4	144·9	149·0	146·9	153·1	157·1	177·6	8·7
Potatoes	15 lb.	100·0	89·9	120·4	125·6	143·3	166·5	137·2	137·8	143·6	147·3	147·9	48·5
Prunes, medium	lb.	100·0	115·8	121·1	124·6	124·6	127·2	126·3	129·8	123·7	123·7	122·8	14·0
Raisins, seedless, bulk	lb.	100·0	104·0	102·0	97·3	102·0	107·3	104·0	102·0	105·3	108·6	109·3	16·5
Oranges, medium size	doz.	100·0	132·5	140·3	136·5	136·2	143·3	147·8	140·3	137·9	139·6	140·3	41·1
Lemons, medium size	doz.	100·0	111·3	118·8	128·0	132·9	136·9	145·8	138·2	137·2	136·6	135·7	44·1
Jam, strawberry, 16 oz.	jar	100·0	111·3	113·2	114·5	115·7	115·1	†115·1	114·5	115·7	115·1	114·5	18·8
Peaches, 20 oz.	tin	100·0	101·5	103·0	104·1	105·1	109·6	†109·6	108·1	107·1	108·6	108·1	21·3
Marmalade, orange, 16 oz.	jar	100·0	118·3	120·5	124·2	126·5	130·3	131·1	131·8	131·8	131·1	130·3	17·7
Corn Syrup, 3½ lb.	jar	100·0	138·0	140·3	140·7	155·7	155·0	154·7	154·0	155·3	155·0	155·0	46·5
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	131·7	133·3	133·3	134·9	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	142·0	131·1	130·8	130·8	131·1	131·1	131·1	131·1	131·1	44·3
Tea, black, ½ lb.	pkg	100·0	145·2	148·3	131·6	131·3	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to May, 1944, prices.
† Nominal price.

each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30;

(Continued on page 814)

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled, oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—																				
1—Charlottetown	41·7	37·7	39·6	30·6	24·7	....	38·0	36·4	....	44·9	19·2	20·1	40·3	9·0	41·4	34·9	7·3	4·6	6·0	10·0
Nova Scotia—																				
2—Halifax	41·3	37·6	39·7	30·9	23·8	21·6	40·2	35·9	29·0	44·7	19·0	19·9	44·6	11·0	44·5	34·2	8·0	4·6	6·1	9·9
3—New Glasgow	42·8	39·0	41·0	31·9	25·1	....	45·0	38·7	31·9	47·2	19·0	20·0	42·7	10·0	44·3	35·5	7·3	4·9	6·1	10·0
4—Sydney	45·7	40·4	35·6	30·6	23·7	....	40·0	38·3	32·4	45·3	18·6	19·9	45·1	12·0	44·4	35·2	7·3	4·4	5·8	9·8
5—Truro	42·0	37·8	37·3	31·2	20·9	....	48·0	36·7	29·6	45·0	19·1	20·5	42·9	10·0	43·6	33·6	6·7	4·9	6·0	10·1
New Brunswick—																				
6—Fredericton	41·3	37·5	45·2	29·4	19·7	29·7	41·0	36·8	31·3	46·4	18·1	19·7	42·9	10·0	43·2	35·0	7·3	4·8	6·3	9·5
7—Moncton	42·4	37·8	41·8	29·9	21·8	....	42·5	36·2	30·0	47·4	18·1	20·1	42·4	10·0	42·9	34·9	8·0	4·5	5·8	10·0
8—Saint John	42·4	39·3	39·7	30·9	24·1	29·6	40·1	39·2	30·8	44·7	18·7	19·7	43·4	11·0	42·9	35·9	7·3	4·2	5·9	9·7
Quebec—																				
9—Chicoutimi	37·4	33·7	36·3	27·7	21·3	....	....	31·7	29·1	49·0	19·4	20·7	44·3	10·0	39·8	....	6·7	4·5	....	10·0
10—Hull	39·2	36·3	38·1	27·5	20·0	30·7	39·0	32·1	27·7	46·3	16·8	19·2	41·9	10·0	38·4	32·2	5·3	3·8	5·5	9·5
11—Montreal	39·9	37·5	43·6	26·7	21·8	23·7	39·2	33·2	26·5	45·6	17·5	19·3	44·7	10·5	39·1	34·0	6·0	3·8	5·4	9·3
12—Quebec	38·2	34·6	35·3	26·0	19·4	28·7	39·0	31·5	26·8	42·6	17·2	19·4	43·0	10·0	39·5	34·5	5·5	3·6	5·8	9·7
13—St. Hyacinthe	34·0	33·4	34·3	25·7	21·6	30·2	36·1	28·4	25·2	46·8	17·6	19·5	40·8	9·0	39·3	31·7	5·3	4·1	6·0	9·9
14—St. Johns	....	....	....	....	....	....	....	....	....	46·5	18·6	19·7	42·4	9·0	38·2	31·8	5·3	4·1	5·5	9·7
15—Sherbrooke	41·4	39·0	38·8	29·1	21·9	32·4	39·3	32·9	26·0	38·6	18·1	19·5	44·0	9·0	38·0	35·0	5·3	4·2	6·0	9·8
16—Sorel	38·3	37·0	34·0	24·8	18·0	....	37·5	32·3	24·6	45·5	18·5	19·6	43·0	9·0	39·5	32·1	5·3	4·0	....	10·0
17—Thetford Mines	33·9	35·4	27·7	24·3	17·7	....	....	25·0	23·9	36·9	18·0	19·5	39·4	8·0	39·0	32·8	5·3	4·1	5·1	9·7
18—Three Rivers	38·1	34·3	36·5	25·4	20·1	24·3	33·0	28·5	25·8	46·2	18·0	19·5	42·2	9·0	38·7	34·6	6·0	4·0	5·5	9·7
Ontario.																				
19—Belleville	38·6	35·9	39·6	28·3	23·6	29·8	39·7	35·7	28·8	46·0	16·9	19·2	39·8	10·0	39·4	31·6	6·7	4·2	5·4	8·8
20—Brantford	40·3	37·1	41·6	29·4	20·7	31·0	41·9	37·9	28·8	46·1	16·4	19·5	39·9	10·0	39·4	36·5	6·7	4·2	5·4	9·1
21—Brockville	41·0	37·4	45·5	29·9	21·7	....	41·7	34·6	28·8	45·1	17·4	19·5	40·9	10·0	38·2	29·4	6·3	4·1	5·5	9·0
22—Chatham	40·0	37·3	41·2	29·8	21·0	31·0	41·8	37·9	32·7	46·3	17·1	19·4	39·3	10·0	38·4	36·8	5·3	4·1	5·1	8·8
23—Cornwall	40·0	37·6	40·6	27·9	19·4	28·7	43·0	36·1	27·1	45·3	17·6	19·5	38·9	10·0	39·4	29·9	6·0	4·1	5·8	9·2
24—Fort William	40·3	36·6	39·3	28·5	22·7	29·3	40·8	36·6	30·1	45·6	17·2	19·1	45·8	11·0	39·5	34·4	6·0	4·0	5·1	8·9
25—Galt	39·7	36·7	40·4	29·3	24·6	31·0	40·5	37·6	28·6	46·0	17·6	19·3	38·8	10·0	39·3	37·1	6·7	4·1	5·7	8·8
26—Guelph	39·7	38·1	38·4	29·8	26·0	31·4	42·4	39·0	28·9	46·3	17·5	19·1	38·7	10·0	39·6	35·1	6·0	4·1	5·7	9·0
27—Hamilton	40·4	37·4	42·1	29·7	24·8	31·5	42·9	39·2	30·6	46·4	17·1	19·1	40·8	11·0	40·3	38·7	6·0	4·2	5·6	8·8
28—Kingston	40·0	36·2	38·6	28·0	19·7	....	41·5	36·2	27·7	46·1	17·6	19·2	41·0	10·0	39·1	31·0	6·0	4·3	5·3	9·1
29—Kitchener	39·5	36·8	39·8	28·8	24·6	30·0	42·7	37·9	28·7	45·8	17·6	19·6	38·3	10·0	39·7	34·8	6·3	4·0	6·1	8·8
30—London	39·9	37·2	40·8	29·1	23·1	30·3	40·9	37·1	28·2	44·5	17·7	19·1	42·2	10·0	39·3	33·4	6·0	4·1	5·6	8·9
31—Niagara Falls	40·0	36·1	42·7	29·2	21·7	29·6	42·2	37·9	29·0	44·1	17·2	19·5	40·2	10·5	40·1	34·0	6·0	4·3	5·6	9·0
32—North Bay	40·9	38·0	44·1	30·3	20·7	30·7	43·2	37·9	31·3	45·9	17·2	19·5	43·1	11·0	39·6	33·8	6·7	4·3	6·3	9·6
33—Oshawa	39·8	37·0	43·8	29·1	24·6	....	42·0	38·4	28·4	46·5	17·4	19·5	40·3	10·0	39·9	32·6	6·0	4·1	5·6	8·8
34—Ottawa	40·9	37·9	44·7	30·1	22·9	30·5	41·2	35·7	29·6	48·7	17·2	19·1	42·3	10·0	39·1	31·5	6·7	3·9	5·7	8·8

COAL AND RENTALS IN CANADA, MAY, 1944

Canned Vegetables														Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice per 20 oz. tin,	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·9	15·3	15·4	6·6	.....	41·4	13·6	18·6	45·9	63·4	39·5	21·7	36·7	50·2	8·6	8·1	54·0	38·0	.....	11·57	24·00–28·00 (c)	1
14·8	14·7	15·3	7·4	10·4	49·4	15·3	16·7	46·4	47·8	38·1	19·7	37·1	50·9	8·5	8·2	50·2	38·0	.....	12·29	27·50–31·50	2
15·0	15·1	15·9	6·4	.....	49·6	15·1	16·8	45·3	50·0	38·0	....	38·4	50·9	8·2	8·2	52·4	38·0	.....	8·42	16·00–20·00	3
14·8	15·1	15·0	6·6	.....	51·7	13·3	17·3	47·2	56·7	39·4	....	36·1	49·8	8·6	8·3	50·0	37·8	.....	6·77	18·00–22·00 (c)	4
15·2	15·7	15·8	7·0	.....	50·4	15·2	17·1	47·7	50·0	40·8	22·0	37·3	50·9	8·7	8·5	51·3	38·0	.....	11·41	26·50–30·50	5
14·9	15·8	15·5	6·6	7·9	44·5	14·5	17·9	42·3	51·4	39·5	20·5	38·8	50·5	8·5	8·3	50·7	38·0	.....	12·09	21·00–25·00 (c)	6
15·1	14·9	15·7	6·7	7·8	45·6	.....	15·0	44·4	50·3	40·3	....	38·7	50·3	9·0	8·8	53·6	38·0	.....	11·57	26·00–30·00 (c)	7
15·2	14·9	15·0	6·8	8·5	48·2	13·9	15·5	45·7	47·7	39·1	20·0	36·4	50·5	8·4	8·3	49·1	38·0	.....	12·70	20·50–24·50 (c)	8
14·7	15·4	15·2	6·9	9·7	50·5	16·6	16·7	44·0	58·1	39·7	....	40·3	48·3	8·5	8·1	50·5	39·8	18·00	.....	.....	9
14·1	15·0	15·7	7·1	10·0	49·0	14·2	15·6	40·1	40·1	37·5	21·0	36·7	47·2	8·3	8·0	45·2	38·9	16·75	.....	15·50–19·50	10
13·4	14·5	14·9	6·6	8·3	48·4	14·6	16·4	39·1	38·6	37·1	....	35·1	46·8	8·0	7·9	46·3	39·7	16·65	.....	23·00–27·00 (c)	11
14·0	14·0	14·6	6·7	8·8	42·0	14·5	17·2	41·9	47·4	37·4	20·0	35·5	47·9	8·1	7·9	42·7	39·8	16·32	.....	26·00–30·00 (c)	12
13·2	14·7	16·0	6·8	8·2	52·2	13·8	15·2	37·5	45·3	39·6	....	36·6	44·3	8·0	7·8	42·3	40·8	15·75	.....	16·00–20·00 (c)	13
13·9	15·3	15·0	6·4	.....	50·8	14·5	....	39·9	45·0	38·6	....	37·7	46·3	8·0	7·9	40·5	40·0	15·50	.....	.....	14
13·4	15·6	17·3	6·3	.....	47·3	14·4	18·6	41·2	44·3	39·6	....	39·0	48·3	8·0	8·0	39·8	39·4	17·50	.....	20·00–24·00 (c)	15
15·0	14·6	17·5	7·1	.....	50·3	15·0	17·7	45·0	50·0	40·0	....	36·8	48·7	7·9	7·7	45·8	39·4	.....	.....	.....	16
13·7	13·8	.....	5·9	.....	46·0	14·5	16·5	40·0	45·8	39·7	....	37·4	47·7	8·0	7·5	48·3	39·4	19·00	.....	14·00–18·00 (c)	17
14·3	14·8	14·9	6·1	.....	46·3	14·6	19·5	39·1	49·9	38·7	18·7	37·0	48·5	8·5	8·0	47·4	40·6	16·00	.....	20·00–24·00 (c)	18
13·2	14·5	14·7	6·2	10·3	50·7	13·6	16·0	40·0	43·3	....	....	33·8	45·8	8·5	8·4	44·1	38·9	16·00	.....	22·00–26·00	19
14·6	14·6	14·7	6·2	11·0	50·2	.....	15·6	42·8	42·7	34·7	....	33·1	46·9	8·4	8·3	46·4	39·4	16·00	.....	22·00–26·00	20
14·1	14·3	14·5	6·5	.....	51·8	13·0	....	40·4	44·8	....	....	34·6	49·2	8·3	8·1	41·5	38·2	16·00	.....	20·00–24·00	21
14·5	15·2	14·7	5·6	7·9	52·0	.....	....	34·4	40·8	34·4	....	33·5	45·8	8·6	8·5	41·0	38·2	16·00	.....	21·50–25·50	22
15·0	15·0	.....	7·2	.....	51·0	15·3	....	37·8	39·5	....	....	35·7	45·8	8·2	8·2	45·8	38·6	16·50	.....	23·00–27·00 (c)	23
14·5	14·7	15·3	6·6	10·0	45·8	14·1	18·3	41·6	44·6	38·0	....	36·5	44·5	8·6	8·5	42·2	38·2	16·80	.....	25·50–29·50	24
13·8	14·5	14·5	6·4	.....	49·6	13·4	16·8	43·2	46·2	35·0	22·0	34·0	47·1	8·5	8·3	44·0	39·4	16·00	.....	22·00–26·00	25
14·1	14·5	14·7	6·3	8·0	49·8	13·2	15·1	40·8	41·5	35·9	....	32·6	45·4	8·6	8·6	43·1	38·5	16·00	.....	22·00–26·00	26
13·9	14·4	14·8	6·1	8·8	50·9	15·0	16·4	44·4	42·7	35·2	....	33·8	46·1	8·2	8·1	41·8	39·3	15·50	.....	26·00–30·00	27
13·7	14·5	14·4	6·8	10·0	50·2	14·3	15·8	38·5	43·5	....	....	35·2	45·0	8·1	7·9	43·5	38·7	16·00	.....	29·00–33·50	28
14·2	14·5	14·7	6·5	9·3	52·1	13·7	14·5	40·9	43·8	36·1	22·0	33·5	45·5	8·7	8·5	39·8	39·4	16·00	.....	26·00–30·50	29
14·2	15·0	15·2	6·1	7·6	51·2	12·8	15·6	39·3	42·0	36·7	....	33·5	44·6	8·6	8·4	44·1	39·2	16·50	.....	26·50–30·50	30
13·3	14·1	15·0	7·1	.....	49·9	.....	....	44·1	39·6	37·0	....	34·4	44·5	8·7	8·7	44·5	39·6	14·63	.....	25·00–29·00	31
14·4	14·5	14·9	6·4	.....	52·6	14·2	16·0	41·3	48·0	....	....	36·7	46·8	9·0	8·9	51·7	39·3	17·25	.....	23·00–27·00	32
14·1	14·7	14·6	7·1	10·0	49·2	.....	17·3	39·9	42·3	....	....	34·6	45·1	8·6	8·4	47·9	39·3	16·00	.....	23·00–27·00	33
14·2	14·7	14·8	6·8	9·3	49·9	13·8	17·3	40·9	43·2	37·2	....	36·1	49·7	8·3	8·1	43·8	39·0	16·75	.....	31·00–35·00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

LOCALITY	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled, oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Ontario—Con.																				
35—Owen Sound	39·5	36·9	40·1	27·9	23·3	....	42·7	36·7	27·7	45·4	18·0	19·3	39·7	10·0	40·1	31·2	6·0	4·0	5·4	9·4
36—Peterborough	40·3	37·9	42·1	28·9	22·9	33·0	41·3	38·9	30·0	46·7	17·8	19·1	39·3	10·0	39·3	35·3	6·0	4·2	5·5	8·7
37—Port Arthur	40·0	37·0	38·2	27·8	23·1	28·0	38·6	35·8	29·0	48·8	17·2	18·9	44·5	11·0	39·5	34·6	6·3	4·2	5·6	9·4
38—St. Catharines	40·0	37·1	41·7	29·3	22·7	....	41·3	39·7	29·2	46·2	17·7	19·0	39·2	10·5	40·0	37·3	6·0	4·2	5·4	9·0
39—St. Thomas	40·0	37·0	42·8	29·9	24·7	30·0	42·3	38·7	31·1	46·1	17·9	19·6	41·5	10·0	39·9	33·3	6·0	4·2	5·7	9·5
40—Sarnia	39·7	36·9	41·3	28·5	22·7	33·7	42·8	36·9	30·3	46·3	18·6	19·6	42·7	10·0	40·0	34·6	6·0	3·9	6·0	9·5
41—Sault Ste. Marie	39·9	37·0	37·9	28·6	23·1	....	38·7	36·6	28·7	44·2	17·8	19·2	43·4	11·0	39·9	36·2	6·7	4·0	6·0	9·2
42—Stratford	38·6	36·3	40·0	29·3	24·2	....	....	37·0	29·6	46·0	18·3	20·3	39·3	10·0	39·5	32·8	5·3	3·9	6·0	9·1
43—Sudbury	40·4	37·8	39·4	28·6	23·4	28·8	38·4	37·4	29·5	43·8	17·9	19·4	42·1	11·0	39·3	34·3	6·7	4·2	6·3	9·3
44—Timmins	39·5	36·6	40·4	29·1	22·7	29·7	41·2	37·9	30·4	44·8	18·7	19·5	45·3	12·0	39·4	34·3	6·7	4·4	5·8	9·5
45—Toronto	40·3	36·9	43·2	29·7	24·1	30·9	41·6	37·4	26·5	48·3	17·3	19·1	42·9	11·0	39·9	37·8	6·7	4·2	5·4	8·8
46—Welland	39·4	36·2	41·6	29·3	23·4	32·0	42·3	36·7	28·6	43·6	17·2	19·3	36·8	11·0	40·2	34·7	6·7	4·1	5·3	9·0
47—Windsor	39·6	36·8	41·1	29·1	25·0	31·0	42·3	38·4	29·8	45·3	17·9	19·2	42·1	11·0	39·4	36·0	6·0	4·2	5·4	8·8
48—Woodstock	40·0	37·2	38·3	28·3	22·2	....	39·0	36·8	27·2	44·8	17·2	19·1	38·9	10·0	39·5	31·6	6·0	3·8	5·9	8·8
Manitoba—																				
49—Brandon	39·2	34·5	40·4	27·5	21·5	....	40·3	35·2	27·2	45·5	16·7	21·3	40·1	10·0	38·0	33·5	7·1	3·9	5·7	9·1
50—Winnipeg	38·5	34·3	34·6	27·1	24·3	27·8	38·7	36·0	29·4	46·6	16·7	19·5	42·4	9·0	37·2	34·5	8·0	3·7	5·3	8·8
Saskatchewan—																				
51—Moose Jaw	38·8	34·2	38·5	27·5	20·5	....	40·3	34·5	27·1	45·5	15·5	20·6	....	11·0	36·9	34·3	7·2	3·8	5·7	8·7
52—Prince Albert	33·2	30·4	34·7	24·6	18·8	....	....	34·5	27·7	35·8	16·1	20·3	38·3	10·0	38·7	32·8	6·0	4·4	5·8	8·8
53—Regina	38·3	33·9	37·1	26·0	23·2	25·6	37·0	33·1	24·8	42·9	15·9	21·6	41·2	10·0	37·1	....	6·8	4·0	6·1	8·8
54—Saskatoon	38·1	33·7	36·0	27·2	21·7	27·5	39·0	34·3	27·3	44·5	15·6	20·1	39·7	10·0	37·1	34·5	7·2	3·7	5·3	8·9
Alberta—																				
55—Calgary	39·8	35·7	42·0	28·4	24·8	27·5	39·6	35·4	30·3	47·9	15·9	20·0	41·9	10·0	38·1	36·5	7·2	3·9	5·4	8·9
56—Drumheller	37·5	33·7	37·3	26·7	22·0	25·3	....	35·0	26·7	45·2	16·9	21·7	41·1	10·0	39·3	....	8·0	4·3	5·7	9·2
57—Edmonton	38·3	33·4	36·5	23·5	22·5	26·8	35·8	34·2	27·0	46·2	15·3	20·2	40·6	10·0	37·5	34·3	7·2	3·9	5·3	8·7
58—Lethbridge	39·2	34·0	37·0	28·6	21·5	25·3	40·0	34·3	26·7	44·1	16·3	21·2	41·2	10·0	38·0	35·0	8·0	4·1	....	8·8
British Columbia—																				
59—Nanaimo	43·2	39·0	45·7	30·8	26·3	....	43·0	39·2	32·1	48·6	17·6	20·8	38·8	12·0	43·1	35·8	9·0	4·4	6·0	9·2
60—New Westminster	41·6	37·1	43·9	29·5	25·4	....	41·1	38·0	29·4	47·3	17·2	20·1	38·1	10·0	41·0	34·9	8·0	4·2	6·0	9·4
61—Prince Rupert	42·0	38·0	42·5	28·7	24·5	32·3	40·7	41·3	30·0	49·3	19·1	20·9	43·9	15·0	41·7	38·0	10·0	5·0	....	9·6
62—Trail	41·2	37·4	43·3	29·8	27·9	28·5	42·8	38·8	30·6	48·0	17·5	22·5	35·8	13·0	39·9	33·8	9·0	4·2	6·0	9·3
63—Vancouver	43·2	38·8	42·7	29·6	25·9	29·7	41·7	36·8	29·7	47·9	16·0	19·3	38·6	10·0	40·8	34·6	9·6	4·2	5·8	9·0
64—Victoria	42·7	38·7	45·0	29·9	26·1	32·4	42·8	37·3	29·4	46·9	17·5	20·5	38·2	11·0	41·9	34·6	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, MAY, 1944

Canned Vegetables													Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
13·8	15·0	15·0	6·3	.....	50·8	13·6	13·4	41·5	42·3	....	....	34·8	43·5	8·5	8·4	48·7	38·9	16·50	.....	16·00–20·00	35
13·6	14·3	14·7	6·1	10·0	47·4	14·6	15·0	39·4	41·3	....	....	34·1	45·6	8·5	8·5	44·3	38·9	16·75	.....	24·00–28·00	36
14·3	14·9	14·9	6·5	.....	46·1	13·3	17·8	42·5	46·7	39·5	....	35·1	43·3	8·5	8·4	42·0	38·1	16·50	.....	23·00–27·00	37
13·8	14·8	14·9	6·9	7·8	52·4	.....	....	41·0	44·1	33·9	....	32·7	45·7	8·5	8·3	43·5	38·9	15·75	.....	27·00–31·00	38
14·5	15·5	15·5	6·1	.....	52·8	.....	15·0	44·0	44·6	35·0	....	33·5	45·8	8·7	8·6	43·8	39·5	16·00	.....	21·00–25·00	39
14·7	14·7	15·1	7·0	.....	52·9	14·2	15·8	42·7	41·7	....	....	34·7	46·9	8·8	8·8	44·0	39·3	16·50	.....	23·00–27·50	40
14·7	15·3	15·0	6·5	10·7	52·8	13·6	....	35·4	41·9	37·4	....	34·7	45·4	8·3	8·3	41·8	39·2	17·00	.....	23·00–27·00	41
15·0	14·7	15·0	6·1	.....	49·1	.....	14·7	43·4	44·4	36·3	....	34·7	47·0	8·8	8·7	43·6	38·8	16·00	.....	21·00–25·00	42
14·5	14·9	15·0	6·1	8·8	52·0	14·0	17·6	37·7	44·8	38·3	....	35·4	47·9	8·8	8·5	45·0	38·5	17·75	.....	27·00–31·00	43
15·1	14·8	15·3	6·2	.....	55·7	12·8	18·3	41·9	45·7	39·2	....	35·9	49·4	8·9	8·8	39·7	39·0	19·50	.....	23·50–27·00	44
13·6	14·1	14·1	6·1	9·5	50·4	13·7	14·9	40·9	40·5	35·6	....	32·2	45·4	8·2	8·0	44·4	38·6	15·50	.....	32·50–36·50	45
14·0	14·2	14·8	7·6	.....	50·5	.....	....	41·7	44·6	36·2	17·5	32·7	45·1	8·3	8·3	41·4	39·1	15·50	.....	.....	46
13·8	15·0	14·9	6·0	7·7	51·1	14·1	....	37·1	37·1	33·7	....	33·6	46·2	8·2	8·1	39·3	38·6	16·00	.....	25·00–29·00	47
14·4	14·5	14·6	6·3	.....	49·6	.....	....	40·9	43·3	....	....	33·8	46·1	8·6	8·5	45·3	39·0	16·00	.....	22·00–26·00	48
15·5	14·8	15·5	6·9	.....	39·3	13·9	16·5	41·9	41·4	38·6	21·0	39·7	44·3	9·1	9·0	44·5	38·2	.....	8·45	21·00–25·00	49
15·4	15·4	15·9	7·0	8·3	38·6	13·9	16·8	39·3	40·1	39·3	21·9	37·3	43·5	9·0	8·9	37·6	37·9	.....	12·95	26·00–30·00	50
16·7	15·4	15·7	6·4	.....	45·3	14·3	15·4	37·2	44·7	38·8	22·5	37·1	43·0	9·3	9·4	41·8	38·7	.....	10·30	21·00–25·50	51
16·0	16·6	16·8	7·4	.....	28·5	15·2	16·0	37·5	40·3	39·5	22·0	40·0	47·5	9·9	9·6	39·3	37·8	.....	10·50	19·50–23·50	52
16·7	15·6	15·0	6·6	.....	43·8	13·5	17·3	37·8	37·9	40·7	21·6	37·6	46·9	9·2	9·6	42·6	38·0	.....	11·50	27·50–31·50	53
17·4	16·5	16·7	7·2	7·9	43·3	15·2	16·8	41·8	42·1	39·7	22·9	38·5	45·7	9·5	9·6	43·7	37·9	.....	10·10	22·00–26·00	54
14·9	14·7	15·1	7·5	.....	48·1	14·8	17·3	38·3	45·2	37·0	20·8	34·5	45·1	9·0	9·2	41·4	37·5	.....	8·25	26·00–30·00	55
17·4	15·6	16·4	7·7	7·6	52·5	14·1	17·8	41·8	46·5	40·1	22·6	35·9	45·2	9·5	9·7	42·5	38·0	.....	.....	20·00–24·00	56
15·5	15·0	16·3	7·3	.....	36·0	14·5	17·3	42·2	37·3	38·4	21·5	35·8	44·4	9·2	9·3	43·0	37·6	.....	5·40	24·50–28·50	57
15·8	14·2	14·5	7·1	.....	43·7	.....	....	40·3	38·8	....	20·8	32·4	43·9	9·3	9·4	45·0	37·5	.....	4·90	22·00–26·00	58
15·7	15·2	15·0	8·0	.....	48·9	.....	....	42·8	37·5	....	....	31·6	44·9	8·9	8·7	41·3	38·4	.....	.....	17·00–21·00	59
14·9	14·5	15·0	7·3	6·0	44·1	12·2	16·2	36·2	36·9	36·4	21·2	33·6	43·8	7·9	7·8	36·7	38·2	.....	13·00	20·50–24·50	60
16·2	15·4	16·2	8·4	.....	62·1	12·6	17·6	47·5	44·4	38·0	22·3	35·8	44·7	8·9	8·7	44·5	38·8	.....	13·80	20·00–24·00	61
14·9	15·8	17·3	8·7	5·4	46·0	12·3	16·0	38·8	43·5	35·0	23·9	36·6	49·6	8·9	8·9	39·4	37·7	.....	10·75	23·00–27·00	62
14·8	14·5	14·7	7·1	.....	47·5	11·6	16·6	38·4	37·1	36·7	21·0	30·9	43·3	8·0	8·0	38·8	37·9	.....	13·00	23·50–27·50	63
15·4	15·1	15·4	7·3	7·3	49·1	14·1	15·7	37·4	36·7	36·7	21·9	33·6	42·1	8·9	8·4	41·4	38·3	.....	13·25	21·00–25·00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

(Average Prices in 1926=100)

Commodities	Commodities 1943	1913	1918	1920	1922	May 1926	May 1929	May 1933	May 1939	May 1941	May 1942	May 1943	Apr. 1944	May 1944
All commodities	510	64·0	127·4	155·9	97·3	100·2	93·4	66·7	73·7	88·8	95·2	99·3	102·9	102·5
Classified according to chief component material:														
I. Vegetable Products	113	58·1	127·9	167·0	86·2	102·6	84·0	61·0	63·1	76·6	83·9	90·4	95·4	94·9
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	97·8	108·4	58·6	71·9	85·8	99·8	106·5	107·6	106·3
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	100·1	91·8	68·9	66·4	88·2	91·9	91·9	91·9	91·9
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	100·2	94·1	59·5	76·8	95·5	101·8	107·6	117·8	118·0
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	100·4	94·4	84·5	96·9	112·7	115·3	115·7	117·1	117·1
VI. Non-Ferrous Metals and Their Products	17	98·4	141·9	135·5	97·3	97·6	99·2	64·7	69·2	78·1	77·8	79·7	79·7	79·7
VII. Non-Metallic Minerals and Products	81	56·8	82·3	112·2	107·0	98·5	92·3	83·2	84·7	96·0	99·1	100·5	102·8	102·8
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	99·7	95·5	81·2	78·0	100·0	102·4	100·4	99·9	99·9
Classified according to purpose:														
I. Consumers' Goods	207	62·0	102·7	136·1	96·9	100·4	93·0	70·8	74·0	88·9	94·9	97·0	97·9	97·5
Foods, Beverages and Tobacco	114	61·8	118·9	150·7	90·2	99·6	96·5	64·3	72·1	85·7	96·6	102·5	102·4	101·3
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	100·9	90·7	75·1	75·2	91·0	93·8	93·3	94·9	94·9
II. Producers' Goods	366	67·7	133·3	164·8	98·8	100·3	92·8	63·2	69·0	83·5	88·2	93·8	100·1	100·0
Producers' Equipment	24	55·1	81·9	108·6	104·1	97·2	94·9	84·9	94·9	106·5	110·1	114·2	119·1	118·9
Producers' Materials	342	69·1	139·0	171·0	98·2	100·6	92·6	60·8	66·1	80·9	85·8	91·5	98·0	97·9
Building and Construction Materials	111	67·0	100·7	144·0	108·7	99·7	99·1	75·6	87·9	107·8	115·0	119·1	127·3	127·5
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	100·8	91·5	58·3	62·4	76·3	80·9	86·8	93·0	92·9
Classified according to origin:														
I. Farm—														
A. Field	154	59·2	134·7	176·4	91·2	101·7	83·8	60·9	60·9	75·6	80·9	86·1	91·0	90·7
B. Animal	88	70·1	129·0	146·0	95·9	96·5	104·5	60·1	72·8	86·9	97·1	101·5	101·2	100·2
Farm (Canadian)	63	64·1	132·6	160·6	88·0	100·3	93·0	51·2	65·1	69·6	80·2	92·8	104·0	101·8
II. Marine	16	65·9	111·7	114·1	91·7	100·2	103·6	58·7	68·7	82·2	111·1	126·1	134·1	129·6
III. Forest	58	60·1	89·7	151·3	106·8	100·2	94·0	59·7	76·5	95·1	101·3	107·1	117·0	117·2
IV. Mineral	194	67·9	115·2	134·6	106·4	98·9	92·6	79·4	84·3	96·2	98·2	99·3	100·7	100·7
All raw (or partly manufactured)	213	63·8	120·8	151·1	94·7	99·7	93·0	56·0	66·5	80·8	89·6	98·0	104·7	104·0
All manufactured (fully or chiefly)	297	64·8	127·7	156·5	100·4	99·8	91·1	70·4	73·2	87·2	91·4	92·8	93·8	93·6

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale. Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	805	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	882	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	1024	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	1225	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	1282	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	1536	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	1428	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	1194	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	1053	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1103	1150	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	.....	.....	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	.....	.....	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1242	1176	1416	1109
1943	100·0	118·4	103·1	123·5	162·8	199	218·2	203	1706	1244	1372	1267	1513	1002
1943—April	99·0	117·6	103·7	124·1	162·8	198	217·9	203	1675	1232	1382	(d)	1508	(e)
May	99·3	118·1	104·1	125·1	163·3	199	218·1	203	1688	1248	1384	.....	1522	.....
June	99·6	118·5	103·8	124·8	163·1	198	218·2	203	1695	1250	1399	1289	1528	1000
July	100·1	118·8	103·2	123·9	164·0	200	217·9	204	1703	1248	1404	.....	1522	.....
August	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	1395	.....	1522	.....
September	101·1	119·4	103·1	123·9	162·9	198	219·5	204	1725	1259	1398	1278	1520	996
October	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	1392	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1742	1256	1391	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	1266	1565	1001
1944—January	102·5	119·0	103·3	124·2	164·0	199	220·6	206	1767	1264	1391	.....	1566	.....
February	102·7	118·9	103·6	123·8	164·6	200	221·3	206	1768	1272	1385	.....	1567	.....
March	103·0	119·0	103·8	123·8	164·9	200	.....	.....	1765	1283	1387	1268	.....	.....
April	102·9	119·1	103·9	124·5	.....	200	.....	.....	.....	.....	1394	.....	.....	.....
May	102·5	119·2	.....	.....	.....	200	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised

recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title, *Price Control in Canada.*

Wholesale Prices, May, 1944

Last month's reversal of trend in the general level of wholesale prices continued in May, the composite index declining a further 0·4 points to 102·5. Weakness in animal products was mainly responsible, the index for this series registering a drop of 1·3 to 106·3 on lower prices for furs, canned lobster, whitefish, butter and eggs. These outweighed firmness for steers, lambs and lard. In the vegetable products group a recession of 0·5 to 94·9 reflected declines for potatoes and rye which overbalanced strength in oranges, lemons, onions, hay and rosin. Wood, wood products and paper, the only other group to record a change in May, stiffened 0·2 to 118·0 due to higher prices for eastern spruce and hemlock. May index levels for the remaining groups were 91·9 for fibres, textiles and textile products; 117·1 for iron and its products; 79·7 for non-ferrous metals; 102·8 for non-metallic minerals and 99·9 for chemicals and allied products.

Canadian farm product prices dropped 2·2 points to 101·8 in May on lower quotations for both field and animal products. A drop of 3·8 to 119·6 in the latter series reflected lower prices for fluid milk and eggs which overbalanced strength in livestock. Lower milk prices reflected a reduction of 20 cents per cwt. to 35 cents in the producer subsidy, effective May 1, 1944. Declines in potatoes and rye were more than sufficient to outweigh upturns in onions and hay to lower the field products section index 1·2 to 91·2.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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VOLUME XLIV] JULY, 1944 [NUMBER 7

Notes of Current Interest

Post-war employment survey

The Department of Labour is initiating a Post-war Employment Survey, it was announced recently by the Hon. Humphrey Mitchell, Minister of Labour. The work is being carried through under the Research and Statistics Branch of the Department.

For a start it is planned to survey establishments with 200 or more employees. Construction, governmental administrative offices, national defence establishments, crown companies and hospitals will not be included—but industry generally will be covered. Later it is planned to make sample surveys among smaller firms.

The Department has been advising interested employers by letter that they will shortly be called upon by interviewers. The services of officers from the Employment and Selective Service Offices will be utilized for this field work.

It is planned to secure details from management itself in regard to the probable effects of a termination of hostilities in so far as the individual firm is concerned. The key question asks how many workers will be employed when the war is over and peace-time production is re-established.

Such matters as plans already laid for post-war conversion, the time required for post-war plant conversion, the facilities available for post-war occupational training, the return of members of the Armed Forces to their former employment, estimated decreases in staff on the termination of war contracts and plans for the development of new products or services in the post-war era will all be made the subjects of inquiry.

The Labour Minister added that firms so far approached have not only shown interest in the project, but in most cases have reacted enthusiastically. While the survey will require several weeks for its completion, it would be hoped that at least preliminary results will be available well before the end of 1944.

Reinstatement of veterans in former employment

"Up to the present time the Labour Department has not found it necessary to enter a prosecution against any employer for failure to replace a member of the Armed Forces, after discharge, in his former employment," Hon. Humphrey Mitchell, Minister of Labour, stated recently. "It would seem that employers are anxious to carry out the terms of the Reinstatement in Civil Employment Act."

The Department of Labour, responsible for the administration of the Act, handles actual cases through the Employment and Selective Service Offices. While there have been many enquiries from employers and ex-members of the Forces in regard to the provisions of the legislation, local Employment Offices report that up to this time all cases coming to their notice have been adjusted satisfactorily. Under the Act a discharged member of the Forces may undertake on his own behalf a prosecution of an employer who refuses reinstatement, but officials of the Labour Department have no knowledge of any such prosecution having been started up to this time.

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Under the Act employers are required to reinstate war veterans in their original jobs, or to re-employ the ex-member of the Forces under conditions "not less favourable than those which would have been applicable to him had he remained in the employment of the employer". The Act applies equally to men and women in the Services, who were at least 3 months in their employment before acceptance by the Forces. Where two or three persons left an identical job for the Forces, the first to leave is the one entitled to reinstatement.

A recent interpretation of this clause is that when an ex-member of the Armed Services is physically unable to carry out his former duties, the employer must place him at any work which the applicant can do. Where a change in the firm's production program makes reinstatement in a former occupation impossible, the discharged person must be placed in "the most favourable occupation and under the most favourable conditions reasonably practicable".

Some cases have arisen which involve reinstatement in employment covered by trade union agreements. In each case it has been the policy to insist on reinstatement in the spirit required by the legislation, but the effect of any existing trade union agreement in such a matter as seniority has to be considered.

Ex-members of the Armed Services have three months if discharged in Canada, or four months if discharged overseas, to apply for reinstatement in the job held before entering the Armed Forces. However, a person may lose the right to reinstatement: 1) if he or she fails to apply within the time limit; 2) if, having applied, the applicants fail to present themselves for employment at the time and place set by the employer; or 3) if the person resigns the job before or after entering the Forces, instead of taking leave of absence for the duration of military service.

The Act does not apply to Dominion or Provincial government employees. Reinstatement in the Dominion public service is covered by a separate set of Regulations, while the Provinces have regulations of their own.

The Reinstatement Act also applies to civilians who have been directed under National Selective Service Civilian Regulations to transfer to work under another employer. Such persons are entitled to reinstatement in their original jobs when the higher priority work has been completed. Cases of civilians returning to former employment have necessarily been rare up to this time.

The Labour Department states that members of the Forces now being discharged, not entitled to reinstatement in a former job, are experiencing no difficulty in securing immediate employment. National Selective Service offices have high priority vacancies waiting for every one now being discharged from the Armed Services.

Family allowances proposed by Prime Minister

A scheme of family allowances, to consist of a sum of money paid each month by the Government in respect of each child in Canada under sixteen years of age, has been proposed by the Prime Minister, Rt. Hon. W. L. Mackenzie King. The allowances would vary in amount with the age of the child, rising by stages from five dollars a month in the case of children under six, to eight dollars for children between thirteen and sixteen. In the case of families of more than four children, the allowance is reduced in respect of the fifth child and additional children. Reductions in income tax at present allowed to taxpayers by reason of children are to be reduced in proportion to the amount of the family allowance that will be payable under the new measure.

The text of the Prime Minister's resolution is as follows:

Resolved, that in order to ensure a greater measure of well-being to the children of the nation and to help gain for them a closer approach to equality of opportunity, it is expedient to introduce a measure to provide:

1. That family allowances, effective as from the first day of July, 1945, be paid in respect of each child in Canada under sixteen years of age, in accordance with the following scale:

in respect of a child less than six years old, five dollars per month;

in respect of a child six or more years old but less than ten years old, six dollars per month;

in respect of a child ten or more years old but less than thirteen years old, seven dollars per month;

in respect of a child thirteen or more years old but less than sixteen years old, eight dollars per month;

Provided that the above rates shall be reduced:

by one dollar per month in respect to the fifth child;

by two dollars per month in respect of the sixth child and seventh child; and

by three dollars per month in respect of the eighth child and any additional child or children.

2. That the reduction in tax under the Income War Tax Act allowable to a taxpayer by reason of a child shall be reduced by an appropriate amount based upon the family allowances payable under the said measure.

3. That the amounts required under the said measure be paid out of unappropriated moneys in the Consolidated Revenue Fund.

4. That the expenses necessary for the administration of the proposed Act be paid out of the moneys appropriated by Parliament for such purpose.

The annual net cost of the plan it was announced, is estimated at approximately $200,000,000.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada. Figures published by the Dominion Bureau of Statistics show at May 1 a recession in industrial employment for the fifth successive month. The trend for this date, as was the case for May 1, 1943, does not conform with the seasonal movement for earlier years since 1920. The index was 178·2 at May 1 and 180·5 at April 1 as compared with 178·2 at May 1, 1943 and 106·2 at May 1, 1939. The 14,539 establishments reporting to the Bureau showed a total working force of 1,796,340 at May 1, which was 1·3 per cent smaller than at April 1. The total weekly wages and salaries paid to these employees

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1944			1943		
	June	May	April	June	May	April
Employment Index (1)		**178·2**	**180·5**	**181·2**	**178·2**	**180·6**
Unemployment percentage (trade union members) (2)			0·9	0·7	1·0	1·2
Index numbers, aggregate weekly payrolls (3)		146·2	148·4	143·4	139·6	144·1
Per capita weekly earnings $		32·26	32·37	30·93	30·59	31·14
Prices, wholesale Index (1)		**102·5**	**102·9**	**99·6**	**99·3**	**99·0**
Cost of Living Index (4)	**119·0**	**119·2**	**119·1**	**118·5**	**118·1**	**117·6**
Retail sales unadjusted index (4)		176·7	176·8	158·8	162·7	167·3
Retail sales adjusted index (5) (4)		169·1	175·3	155·5	154·4	162·9
Wholesale sales (4)		193·9	171·5	174·3	163·6	163·8
Common stocks index (4)	† 86·5	79·9	79·3	86·3	83·7	82·6
Preferred stocks index (4)		118·5	118·7	113·3	110·1	108·2
Bond yields, Dominion index (4)	† 97·0	97·2	97·3	97·3	97·3	97·3
Physical Volume of Business Index (5) (4)		**236·0**	**239·5**	**232·4**	**231·8**	**236·9**
Industrial Production (4)		263·8	270·0	267·2	267·8	274·4
Mineral Production (4)		238·8	247·5	245·4	285·0	248·0
Manufacturing (4)		286·4	291·3	285·6	286·8	296·7
Construction (4)		109·2	140·2	73·6	91·3	83·7
Electric power (4)		165·0	153·1	161·6	161·6	153·0
Distribution (4)		178·6	176·2	160·5	157·2	159·2
Carloadings (4)	155·5	159·6	146·1	147·0	142·5	144·1
Tons carried, freight (4)	224.4	221.3	213·4	201·4	191·7	204·8
Trade, external, excluding gold. $		529,887,430	424,167,523	397,898,714	407,700,000	379,775,700
Imports, excluding gold $		159,038,099	137,487,106	146,761,768	154,393,000	150,698,520
Exports, excluding gold $		343,158,000	368,356,855	282,890,613	249,232,362	250,607,000	227,730,003
Bank debits to individual accounts $	5,219,352,000	6,652,617,362	4,561,260,374	4,349,608,534	5,423,710,780	4,070,712,509
Bank notes in circulation (6) $		837,200,000	836,500,000	674,800,000	687,500,000	664,200,000
Bank deposits in savings $			2,253,671,574	1,782,136,499	1,732,289,784	1,920,252,212
Bank loans, commercial, etc. $			866,976,698	1,147,522,832	1,153,505,824	905,021,219
Railway—						
Car loadings, revenue freight cars (7)	287,105	282,760	272,724	271,493	262,095	257,686
Canadian National Railways operating revenues $			30,862,400	34,839,400	32,977,200	34,161,500
operating expenses $			24,995,932	26,693,334	25,338,858	26,162,688
Canadian Pacific Railway traffic earnings $		27,316,649	25,753,427	24,698,217	24,205,061	24,045,596
Canadian Pacific Railway operating expenses, all lines. $		22,846,290	21,848,861	20,276,780	19,891,648	20,254,726
Steam railways, freight in ton-miles			5,342,089,000	5,610,761,000	5,459,854,000	5,167,117,000
Building permits $		16,869,573	13,611,306	8,070,927	8,663,882	7,342,378
Contracts awarded (8) $	37,315,400	31,694,500	27,696,000	20,478,700	23,486,900	16,047,300
Mineral production—						
Pig iron tons		175,207	170,364	147,889	154,746	150,486
Steel ingots and castings tons		263,431	260,825	239,501	271,737	264,357
Ferro-alloys tons		15,876	12,818	18,151	17,971	18,698
Gold ounces		256,837	244,804	326,611	313,396	323,073
Coal tons		1,290,000	1,236,073	1,346,851	1,300,619	1,380,983
Timber scaled in British Columbia bd. ft.		264,000,535	284,671,498	268,535,286	270,830,566	234,074,823
Flour production bbls.		1,962,264	1,948,537	1,855,461	2,099,996	2,057,355
Footwear production pairs		3,200,891	2,908,348	2,830,719	3,008,030	2,929,759
Output of central electric stations k.w.h.		3,584,515,000	3,277,198,000	3,355,032,000	3,511,201,000	3,276,544,000
Sales of Insurance $		52,857,000	52,619,000	51,727,000	49,023,000	50,244,000
Newsprint production tons	246,864	262,467	236,000	257,850	254,050	229,570

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended June 29, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public. (7) Figure for four weeks ended June 24, 1944 and corresponding previous periods. (8) MacLean's Building Review.

declined from the previous month by 1·6 per cent to $57,958,026 at May 1. The reduction may be explained partly by industrial disputes in the automobile industry and by lessened employment and overtime work. Per capita weekly earnings receded from the recorded high level of $32.37 at April 1 to $32.26 at May 1.

The greatest decline in employment at May 1 took place in the manufacture of durable goods while manufacturing in general showed slightly increased activity. Increased employment was noted also in logging, communications, transportation, services and trade while the mining and construction industries showed decline.

The index of the physical volume of business recorded a further decline in May to 236·0 from 239·5 in April and from 248·8 in December 1943, the highest point in the record. This compares with 231·8 in May, 1943. Construction, manufacturing and mineral production averaged lower in May, although coal production showed some increase. The indexes for the production of electric power and for the distribution of goods advanced above the levels of the previous month.

The trend of economic conditions averaged higher in the first five months of 1944 than in any other similar period in the record. The index of the physical volume of business for this period averaged 5·1 per cent over the first five months in 1943. In the same comparison, industrial production increased 2·8 per cent, mineral production 5·4 per cent, manufacturing production 2·7 per cent, the value of contracts awarded 44·0 per cent, carloadings 11·4 per cent, export trade 37·2 per cent, import trade 2·8 per cent, the positive balance of foreign trade 106·6 per cent, wholesale prices 4·5 per cent, and the circulating media expanded 22·5 per cent. The 6·5 per cent reduction in the production of creamery butter was more than offset by the 31·5 per cent increase in the production of factory cheese. Employment in building construction declined 46·2 per cent and in highway construction 7·7 per cent, coal production decreased 3·9 per cent, mint receipts of gold 20·0 per cent and net exports of non-monetary gold 25·0 per cent in the same comparison.

Dominion-provincial conference on health insurance

A conference of Provincial Ministers of Health and their Deputies was held in Ottawa on May 10, 11 and 12, 1944, to discuss the subject of health insurance.

The meeting was attended by all Provincial Ministers of Health and their Deputies. There were also in attendance members of the Advisory Committee on Health Insurance and the Finance Committee and a good representation of the Special Committee on Social Security.

All Ministers of Health approved of the principle of health insurance and expressed themselves as being favourable to its early adoption, though some doubt was expressed by some of the Ministers as to their ability to introduce all of the benefits of the Bill at one time or to apply its benefits in all parts of the province at once.

A special committee studied the question of the per capita cost of the plan, which has been estimated at $21.60.

Each item forming the total of $21.60 was thoroughly discussed and, with the exception of the amount allocated to dentistry which it was thought should be submitted to the Canadian Dental Association for consideration, each item was approved by a motion and passed unanimously.

The report of the committee is as follows:

The Committee appointed to examine the estimated per capita operational cost figure for health insurance in Canada of $21.60 begs to report as follows:

Item 1. Physicians' Fees.

In view of the information available the Committee is not prepared to recommend any reduction in the per capita of $9.50 for physicians and consultant services.

Item 2. Hospitalization.

The Committee recommends that the figure of $3.60 per capita for hospital fees be approved.

Item 3. Nursing.

The Committee recommends that the figure of $1.75 per capita for nursing benefits be accepted in lieu of reasonable information to show that the figure should be higher or lower.

Item 4. Medicines and Surgical Appliances.

The Committee recommends that the figure of $2.55 per capita for medicines and appliances be accepted.

Item 5. Laboratory Services.

The Committee recommends that the per capita figure of 60 cents for laboratory, X-ray services, etc., be accepted.

Item 6. Dentistry.

The Committee recommends if the dental services are to be limited to children between 3 and 16 years of age the per capita cost figure of $3.60 for dentistry should be re-examined and a figure established after discussion with representatives of the Canadian Dental Association.

The draft bill provides dentistry for everyone in so far as the number of dentists in Canada is available.

Cost of living index declines slightly

The Dominion Bureau of Statistics cost of living index on the base 1935-1939 =100 declined from 119·2 on May 1 to 119·0 on June 1. The food index recorded an unusual decrease from 131·7 to 131·1, affected by lower prices for potatoes, butter, eggs and onions. Cabbage, carrots and lemons were moderately higher. Seasonal influences in June are generally upward, and in the preceding three years, the food index has registered gains of 2·8, 1·9, and 1·0 points. The only other change in June was for home furnishings and services which moved from 118·5 to 118·4. Other budget group indexes remained unchanged as follows: rent, 111·9, fuel and lighting, 112·5, clothing, 121·5; and miscellaneous items, 109·0. After adjustment to the base August, 1939, as 100 the index was 118·1 at June 1.

Vacations with pay in Canada

In reply to a question in the House of Commons on June 5, Mr. Paul Martin, K.C., M.P., Parliamentary Assistant to the Minister of Labour, stated that 1,007 vacation with pay plans were made effective during 1943 by the National War Labour Board and regional boards. The plans affected 549,863 employees. "The standard plan," Mr. Martin stated, "allows an employee one-half day vacation with pay in any year for every 25 days actually worked during the previous year. Under the standard plan an employee may become entitled to not over six days' vacation with pay." In further reply, Mr. Martin said it was not possible to estimate the cost to industry of vacation-with-pay plans.

Labour organization in Canada

The thirty-second annual Report on Labour Organization in Canada, recently published by the Department of Labour, covers the calendar year 1942. It describes the historical background of the labour movement in Canada, and gives an account of the present structure and membership of labour organizations.

During 1942 union membership in Canada, as recorded in the Department of Labour, totalled 578,380. Of this total, 230,290 were in local unions affiliated with the Trades and Labour Congress of Canada, and 200,089 in unions associated with the Canadian Congress of Labour. The Canadian and Catholic Confederation of Labour had 46,477 members, mainly in the Province of Quebec, and the Railway Brotherhoods 32,984.

Union membership in Canada had totalled 461,681 in 1941 and 362,223 in 1940. In 1919, an earlier year of union strength, 378,047 workers were recorded as union members.

An estimate of union membership for 1943 was given in the House of Commons on June 5 by Mr. Paul Martin, K.C., M.P., Parliamentary Assistant to the Minister of Labour. Based on partial returns, this estimate indicated that membership had risen to about 660,000.

The Labour Organization Report, which is available from the Department of Labour at a charge of twenty-five cents, lists all trade unions of larger than local proportions and gives their affiliation (if any), names and addresses of officers, and the number of branches with their location. It also contains sections on trade union benefits, women in trade unions, and associations of public employees. The report is illustrated by a number of charts, and contains tables imparting a variety of statistical information.

Crown corporation to dispose of surplus war supplies

Bill No. 137, respecting surplus crown assets, received royal consent on June 30. The Act sets up a Surplus Crown Assets Corporation and an advisory committee on surplus crown assets.

The purpose of the corporation is to sell, lease, lend or otherwise dispose of, manage, or deal with surplus government assets. It is responsible to the Minister of Munitions and Supply. The committee will advise the Minister on matters relating to the handling of surplus crown assets.

The Surplus Crown Assets Corporation replaces the War Assets Corporation which is now dissolved. In explanation of the short life of the War Assets Corporation, set up by Order in Council in November, 1943, the Minister explained that the powers of the government under the War Measures Act would expire after the end of the war, but the work of disposal of surplus crown assets would necessarily continue for a long period thereafter. An act of Parliament was therefore necessary to provide the new corporation with continuous authority. While the War Assets Corporation chiefly concerned itself with selling scrap to the public and transferring material from one government war supply program to another, the new corporation is authorized to sell any surplus material, scrap or otherwise.

Labour will be represented on the Board of Directors of the new Corporation by Mr. J. B. Ward, Chairman of the General Conference Committee of the Standard Railway Labour Organizations.

Death of Mr. Frank Lafortune

The Department of Labour lost a loyal and competent official in the death on June 29 at Rouyn of Frank Lafortune, a member of the Industrial Relations Branch.

Mr. Lafortune died on duty while taking a representation vote of miners. He had been in indifferent health for a considerable period but actuated by a high sense of service to the Department and the country had persisted in carrying on his duties in work of a particularly important nature and in which there is an acute shortage of trained personnel.

In the conciliation service of the Department his understanding and fairness, and knowledge of labour problems, were invaluable assets in the settlement of disputes.

Universities provide courses in prevention of industrial accidents

The leading article in a recent issue of *Industrial Safety Survey*, published by the International Labour Office, draws attention to a recent development in industrial accident prevention. The writer of the article is Mr. R. B. Morley, General Manager, Industrial Accident Prevention Associations, Toronto.

The present world war is credited with providing universities in the United States and Canada with the incentive to open their doors to training in accident prevention.

It is pointed out that since the outbreak of war "the demand for men and women with some knowledge of accident prevention soon absorbed the available supply". Some quick means had to be found to equip individuals with even a slight knowledge of accident prevention to meet the immediate needs in many industries, whether producing materials for war or for civilian use.

Mr. Morley goes on to say: "In a 96-hour course or in an even shorter course, the student can learn something of the investigation of accidents and the analysis of accident records. He may learn some of the fundamentals of the inspection of buildings, machinery, equipment and property." But there are many phases of accident prevention of which he cannot learn much in so short a time. Among such factors might be mentioned, the checking of plans, specifications, contracts and purchase orders, as well as the control of hazards through design, plant layout, and other changes in environment. Then too, he can learn "something of the installation of safeguards and the provision of personal protective equipment and job training and analyses from the standpoint of safety . . . safety promotion, the education of employees and the public . . . plant management and labour co-operation."

The plan followed at the University of Toronto was: (1) To interest a group of at least 40 to 60 men and women from industry to the extent that they would attend a course of lectures in accident prevention; (2) to paint for those students a broad general picture of accident prevention and workmen's compensation and then to depict the intimate details of plant organization, plant safeguarding, safety education, etc.

Similar courses were established, a little later, by the University of Western Ontario, one at London and another at Sarnia, Ontario. The University of Manitoba provided a like course during the autumn of 1943 and early winter of 1944.

The conclusions reached by those responsible for the courses were generally favourable to the plan, alike from the standpoints of industry, the students who took the courses and the universities. It is urged that industrialists and the universities might well explore the whole field so that they might co-operate the better either in the provision of separate courses in accident prevention, or incorporating them in courses in engineering, chemistry, business administration, etc.

Passage of reinstatement act in Great Britain

The Reinstatement in Civil Employment Act, 1944, of the Parliament of the United Kingdom was passed on March 21. The provisions of the Bill were summarized in the LABOUR GAZETTE, March, 1944, p. 264. Changes made in the course of the passage of the Bill through Parliament include an increase in the fine to which an employer is liable for failure to comply with the order from £50 to £100, the omission of the clause empowering the Minister of Labour and National Service to make regulations defining the meaning of "reasonable and practicable" in relation to certain requirements with regard to reinstatement; the provision that where an applicant for reinstatement had been continuously employed for not less than 52 weeks before the beginning of his war service, he must be employed for a minimum period of 52 weeks instead of a minimum of 26 weeks, the period applicable to any other reinstated person.

The Act is to be brought into effect on a day appointed by the Minister. Meantime, the provisions of the National Service Acts regarding reinstatement remain in force.

"Maintenance-of-membership" clauses in collective agreements in U.S.A.

During the closing months of 1943 Industrial Relations Councilors, Inc., of New York, completed an extensive study of trade union security in the United States, with particular emphasis on the origin and application of varying forms of "maintenance-of-membership" clauses in collective agreements. The results were embodied in Industrial Relations monograph, No. 8, prepared by Bryce M. Stewart and Walter J. Couper, under the title *Maintenance-of-Union Membership*. (See also, L.G., 1942, pp. 812 and 1372; 1943, pp. 303 and 1328).

The monograph defines some seven types of union security one or other of which is included in many collective agreements in force in the United States. Federal statistics are quoted to indicate the extensive development of union security in recent years, and an explanation is given of the governmental machinery set up for the adjustment of labour disputes in war industries, both prior and subsequent to the conference of industrial and labour leaders summoned by President Roosevelt late in 1941.

The evolution of maintenance-of-membership clauses in the United States is explained in considerable detail and specific instances of its application are cited. It is pointed out that the National War Labour Board of the United States adopted a standard maintenance-of-membership clause in August, 1942, and sought to have it included voluntarily in collective agreements where union security was an issue.

It is stated that from February 25, 1942, to July 1, 1943, the N.W.L.B. handled 246 cases involving union security. The Board disposed of these cases by 203 decisions. Maintenance-of-membership was directed in 173, or about 85 per cent and denied in 15, or seven per cent of the decisions.

The monograph concludes with a critical analysis of the principles involved and the results so far derived from the inclusion of maintenance-of-membership provisions in labour-management agreements in the United States.

U.S. Government and safety work

The United States Department of Labour and the War Production Board have made an agreement for co-operation as a further step in the safety campaign being waged by Federal Government agencies, trade unions, employers' organizations, and other private groups.

Under the agreement, the Industrial Health and Safety Section of the WPB Labour Production Office will receive reports, suggestions and complaints regarding the industrial hygiene and the safety of war workers, refer them to the proper Federal agency when remedy is necessary, see that all organizations make use of educational material, and aid in ensuring that labour and management representatives co-operate with Federal and State agencies in carrying out health and safety programs in designated critical war industry areas.

On its part, the Labour Department, through its Division of Labour Standards, will work with labour, management, State labour departments and the American Standards Association in drafting safety codes; analyze and distribute information concerning safety laws and regulations; publish material on industrial safety and health; and conduct training courses, in conjunction with the U.S. Office of Education, for supervisors and trade union representatives.

Hours for women in U.S. factories

A leaflet issued by the U.S. Women's Bureau indicates to what extent State hours for women have been relaxed since the war. Ten of the 14 most highly industrialized States amended their laws in 1942 or 1943 to permit longer hours than the normal maximum of 8 or 9 hours in a day or 48 hours in a week for women in factories. Four of these 10 States placed no statutory limit on this extension of hours. Four of the 10 had previously had some overtime provision before the wartime amendments, but the exact number of hours allowed is unspecified in the bulletin. Four of the 14 States made no change in 1942 or 1943; two permit no overtime beyond 8 and 48 hours and the other two provide for limited overtime.

U.S. Conference on labour standards

State Labour Commissioners from 14 States with the greatest concentration of industry met with representatives of the three branches of the Forces, the War Production Board and U.S. Department of Labour to formulate plans for the return to peacetime labour standards. The conference was called by the Honourable Frances Perkins, Secretary of Labour. Machinery for notifying State Labour Departments promptly regarding cutbacks and cancellations of war contracts should be developed, the Conference considered, in order that problems arising from the sudden discharge of large numbers of workers may be avoided. The State Labour Commissioners agreed to review all exemptions from State

laws concerning hours in order to determine the need for them. They urged that for juveniles from 16 to 18 years of age who are attending school and also employed in industry, school and job should not occupy more than 8 hours a day or 48 a week.

Wisconsin children in street trades

Street-selling and the door-to-door distribution of magazines and newspapers by children is regulated in Wisconsin by an Act of 1937. Permits are required in larger places for all boys under 18 who engage in a street trade but are not necessary in places of less than 1,000 inhabitants. A "street trade" includes the distribution of newspapers or other goods from house to house. No girls under 18 may be employed in any street trade and no boy under 13, except that a boy of 12 may be permitted to engage in house-to-house selling or distribution in residential areas during the war.

The hours of work are limited to 24 a week between 5.00 a.m. and 7.30 p.m. for those under 16, with the additional restriction that they may not be employed when public schools are in session unless they have completed the highest school grade available to them. For boys between 16 and 18, the hours may not be more than 8 a day or 40 a week, nor any hours when they are required by law to attend school. No street trade permit is to be issued to any boy unless he is physically and mentally able to carry on such employment in addition to the school work required by law.

The Industrial Commission of Wisconsin is charged with the enforcement of the Street Trades Law, and police and truant officers assist by questioning minors and reporting all cases of apparent violation. Every minor selling or distributing newspapers is considered an employee and each independent news agency, or each selling agency of a publisher, or, failing that, each publisher, is considered an "employer" of such a minor.

The number of permits issued in 1942 was approximately 38 per cent greater than in 1940, but 10 per cent less than in 1941. From 1940 to 1942 there was a very large increase in the proportion of 13 year-olds who were granted permits, while in the other age-groups there was a decline. The general trend toward the employment of younger boys is shown in all street trades except magazine distributors, and is especially evident among boys handling newspapers. The decreasing number in the older age-groups is due to the fact that these youths obtained industrial jobs during school holidays.

Holidays with pay in New Zealand

The New Zealand Annual Holidays Act is to come into force on August 1, 1944. It makes provision for two weeks' holiday with pay for every worker at the end of a year's employment.

The Act applies to persons of all ages and of either sex who are "employed by any employer to do work for hire or reward," including domestic servants and apprentices and other persons learning a trade while employed. It will not affect workers who are already entitled to more favourable annual holidays under other arrangements.

Payment during the holiday will be the worker's ordinary pay, on the basis of the "normal weekly number of hours of work calculated at the ordinary time rate of pay." It is to include the cash value of any board or lodging provided by the employer as part of the worker's remuneration.

In the case of workers employed for less than a year, holiday payments are to be made by the employer proportionate to the worker's length of service. The amount is to be equivalent to 1/25 of the worker's ordinary pay for the period of his employment. In the case of workers employed less than 12 months but more than 3 months, the amount is to be paid on termination of employment. Where employment is less than three months, the worker must be given a "holiday-card" to which postage or revenue stamps are affixed to the value of 1/25 of the worker's ordinary pay. The card may be converted into cash at a post-office one year after the earliest period of employment for which stamps are affixed.

Holiday pay is to be regarded as salary or wages, and is accordingly subject to deductions in respect of socially security charges, taxes, etc.

The two weeks' holiday to which full-time workers become entitled must be given within six months of the date it becomes due. Upon mutual agreement between employer and worker it may be split up into two periods of one week each or may be taken wholly or partly in advance of the completion of the year of service.

A "holiday-book," kept by the employer, must be open at all times to a factory inspector, showing the duration of employment, the date on which the workers' holidays are due, the dates of the holidays, the amount paid to each worker in respect of such holidays, and similar details. An inspector may take proceedings on behalf of a worker where improper payment has been made by an employer.

Manpower

Allocation of Manpower in Canada

Functions of National Selective Service and Manpower Situation Reviewed by Mr. Arthur MacNamara, Deputy Minister of Labour, at Annual Meeting of Canadian Manufacturers' Association

MR. CHAIRMAN, I welcome the opportunity of speaking to this most representative gathering of employers in the manufacturing industry, for it gives me an opportunity of better acquainting you with some of the wartime problems with which the Department of Labour and National Selective Service have had to struggle.

At the outset, I wish to express my thanks for the excellent co-operation given all over Canada by employers upon whom have been made many demands not only for reports to National Selective Service but also for assistance in many directions. Our task would have been impossible had this assistance not been cheerfully and readily given.

It is not easy to give a simplified definition of the term "National Selective Service." To one the term signifies the call-up for military service. To another, it means an office to which he goes to look for labour or to find a job. To a third—a farmer—it may mean an agency to bring farm workers when he needs them from a point several hundreds of miles away.

In its origin the term referred to a body of regulations, aimed at channeling our manpower and woman-power into the spots where each may render the most effective service, make the most effective contribution to our general and common war effort.

On the administrative side, National Selective Service refers to the actual direction and guidance, whether on a voluntary or a compulsory basis, of the men and women of the country, to carry out the purpose and intention of the regulations to which I have referred. Therefore, speaking from the administrative point of view, the term National Selective Service is almost indistinguishable from all the problems inherent in "manpower supply," and it is under this aspect mainly that I wish to deal with Selective Service.

Administrative Principles Involved

It seems to me that one point on which just about all exports in the manpower field have come to agree is the difficulty, the virtual impossibility, of preparing a manpower blueprint good for the duration of the war, and expecting that it will be found possible to carry it through without a hitch. For all the leading members of the United Nations this has been a war of surprises, and each surprise has forced a change in thinking, major changes in planning for the immediate future. The strategy of war changes. The theatre of war changes.

What we have adopted is a set of flexible administrative principles, based upon realism—principles which may be varied, continually fitted in, variously applied, to meet the ever changing needs.

I think there will be much of interest in going over the principles of Selective Service once again. Speaking in the House of Commons on April 28 last, my chief, the Honourable Humphrey Mitchell, Minister of Labour, admirably recapitulated the procedures and success under National Selective Service.[1] I feel that pointing out how Selective Service has met and proposes to meet constantly changing conditions, will be timely now when we are face to face with the most critical labour supply situation since 1939.

As citizens you are vitally concerned on all that bears on our war effort. As manufacturers (and consequently, employers) manpower becomes a personal problem to you—a matter of endeavouring to secure the staffs needed to do your work, to meet production schedules.

Allotment of Canadian Workers

Latest complete figures on the wartime distribution of our national population are for December 1, 1943. At that time 57·3 per cent of our people, aged 14 years and over,

[1] L.G., May, 1944, p. 558.

12558—2½

were in the Armed Forces or at work. From the beginning of the war to that date there had been an increase of 1,317,000 or 35 per cent in the gross number working and serving in the Armed Forces. These figures are as at December 1, 1943. We are now six months later and the figures are considerably higher, possibly 62 per cent instead of 57·3 per cent. A record of which we can be proud!

It is the highest level of employment which has been attained in the history of Canada. It leaves mainly those attending school, the unemployable and housewives and homemakers not working at wages. We will increase that 57·3 per cent in 1944, but to a limited extent, for we are nearing the peak of our capacity, unless we were to resort to more strenuous measures regarding young people at school and married women.

And these figures I have been using do not give full weight to the contribution being made by some sections of our population. For example, another 8·6 per cent (or 760,000) are farm women who certainly have given a most excellent account of themselves during the war. They are *not* included in the figures quoted. Also, housewives, homemakers, in a multitude of cases, though not listed as employed, are making a magnificent contribution of one sort or another to our common effort.

One more figure—as of December 1, 1943—there were 769,000 men and women in the Armed Forces—four and a quarter million working—a total of over five out of every eight persons, fourteen years and over, either directly in the fighting line or working. You and I and every other Canadian can be very proud of this record.

Civilian and Military Requirements

At December 1, 1942, the military call-up was transferred to the Department of Labour. This made it possible to more closely correlate the demands for manpower on the civilian and military sides. In planning to meet civilian requirements, we are in a position to know what requisitions for men we will have to meet insofar as the Army is concerned.

We have had labour shortages, but no one who considers the situation will be at all surprised at that. With the build up of the Armed Forces, with the increase in agricultural and industrial production, with the frequent demand for the erection of new structures, these shortages were inevitable.

Manpower Requirements in 1944

Before going on to the details of Selective Service operations I would like to discuss the conditions which we will face in 1944. How will you fare during the rest of this year? To what extent will labour supply requirements be met?

It would be more logical and more orderly for me to leave this portion until later on. You are all interested in how your businesses will be affected during 1944. I felt I should come to this part of my statement at an early stage.

I wish I could give you a reassuring answer insofar as labour supply during 1944 is concerned. It would be such a relief to be able to say, "You can count on securing just whatever workers you require".

Of course I can give you no such reassurance: on the contrary, I must warn you that we shall go through the most stringent conditions in respect to shortage of labour that have ever existed in Canada.

I said I should like to be able to give a reassuring answer, but that is only from one point of view. We are all proud of Canada's fighting strength, of Canada's position among the United Nations. Civilian labour shortages are the result of the development of our strength. It could not be otherwise. We could not have built a war machine as we have, we could not have become suppliers of our Allies, and *not* have labour shortages. Therefore, while admittedly embarrassing, our labour shortages are symptomatic of our total war effort, and as such, a cause of some gratification.

At June 2 last, we needed 134,117 men to fill vacancies (other than in logging and farming) listed with our employment offices. This figure was mounting rapidly: it had nearly doubled since the end of February, when it was at the winter low. Moreover, we had 67,323 vacancies calling for women, unfilled. This gave an overall total of men and women required (in other than logging and farming) of 201,340—quite an appreciable total. And of the total, just over 100,000 vacancies for men and nearly 45,000 for women were in high priorities—"A" and "B".

To name the industries short of workers would mean a big list. As an indication I mention a few. Railways are short; base metals need 2,000 men; packing plants are in sore need; foundries and agricultural implements are hard pressed; and the heavy shell program needs help—to mention just a few.

Then agriculture will need a quarter million men and women for various lengths of time.

Also, during the present fiscal year the Armed Forces, it has been announced, will need 98,000 men. Some of these will be young men finishing school, but most will be those now employed; there is no other source. Many of those taken from industry will have to have their work taken over by someone else, so that will give us another problem.

In the face of this critical shortage, what's to be done? It is no time to panic: we must meet the situation head on, and do our best to alleviate it. Several devices and principles for meeting labour needs, some new and some old, will be invoked.

More reliance will be placed on compulsory transfers, to help out high priority work. We must do this—it's a case of grim necessity. However, with the way less essential jobs have already been picked over, we cannot expect too much labour from that source. Shifts within high priority industries also will be necessary.

How Employers May Help

In this critical situation, I appeal to employers once more to help Selective Service. You have done it before; it is more necessary than ever now. The more obvious ways in which you may help are:

(*a*) If you actually require labour, get in touch with the nearest Employment and Selective Service Office, giving them as much notice as possible.

(*b*) Please do *not* notify the Employment Office of a need for labour unless it is real and actual.

(*c*) If you list vacancies with the Employment Office, cancel them if the need disappears. This means we have an accurate picture of the situation.

(*d*) Please notify the nearest Employment Office as early as possible of any proposed lay-off—whether employees are to be laid off temporarily or permanently. This means their services will be available elsewhere.

(*e*) Notify the employment office of any employees you have who are surplus to requirements; this applies also to any employees whose services you might be able "to lend," even for a short while.

(*f*) Make the best possible productive use of the employees you have; readjust them within your plant to meet your needs as far as possible.

(*g*) Bear in mind particularly Canada's underlying need of farm production; where you have employees who may be able to work on the farm for a while, without loss of war production, encourage them to do so, and take the matter up with the nearest Employment Office.

(*h*) Consider and discuss with your employees the possibilty of forming a labour-management production committee — representing yourself and the employees. You will find a good committee an aid to production.

We ask employers to bear in mind that more than ever before, in spite of the help we are prepared to give them, they must rely on their own resources in the first instance. I am not trying to frighten anybody away from appealing to Selective Service for assistance in regard to labour supply; on the contrary, where assistance is needed, I appeal to you to take your problems up with us. But where you can solve your own problem within the plant, please do so. I am not blind to the fact that industry has done a great deal of this since 1939. But more can be done—and due to the over-all labour shortage this year, which will probably reach its peak by about October, more than ever *must* be done.

Plan to Allocate Workers

National Selective Service is developing a three-fold plan which will be of some assistance. It is:—

First, some 500,000 men who have been rejected for service in the Armed Forces will be interviewed individually, with a view to moving them, where necessary, to more essential employment.

I might add that in order to speed up this plan arrangements have been made for Selective Service and Employment Offices throughout Canada to stay open when necessary during evenings.

Second, the Compulsory Transfer Regulations now in effect are to be extended to cover a greater number of occupations and will be applied more vigorously.

Third, the Industrial Mobilization Survey plan will be extended to cover all industries, regardless of priority. The employment of all men aged 16 to 40 inclusive, in all industrial and commercial establishments will be subject to survey.

These surveys will be made as rapidly as possible. Their primary purpose is:—

To determine cases where men on postponement can be called for military training without interference with essential production;

to arrange transfer to more essential jobs of men who are medically unfit or not callable for military service for any reasons;

to discover cases where an employer, in any priority, has a temporary or permanent surplus of men in the age groups mentioned, who may be moved to essential work.

I would stress the point that in regard to men in the age groups mentioned, whether callable for military training or not, or whether

married or single, all cases will be examined most carefully. Essential and non-essential industries will all be covered.

Every effort will be made to treat fairly the employers and employees involved—but the paramount importance of war production will be the deciding factor.

Workers transferred have the right to reinstatement in former jobs, after the emergency passes.

Under certain conditions, special allowances will be paid to those moved to other jobs where hardship would be involved.

Employers and employees may appeal decisions of these Committees to Courts of Referees, which are widely distributed throughout the country and which include representatives of labour and employers.

The plan I have outlined will be put into effect immediately.

Selective Service Technique

We shall continue to rely upon the established principles and special devices which have been put into effect at various times and which I shall outline briefly.

Stabilization of Employment:

(*a*) Continuous change in personnel is wasteful of manpower. Therefore, a brake was put upon the speed of these changes by requiring an employer or an employee to conform with the principle of the job permit and the seven days' notice of separation from employment.

(*b*) In highly important industries Selective Service Stabilization amounts to refusal to permit workers to leave a given high priority industry, in practically any circumstances except ill health.

(*c*) Postponement of military training has been related to labour needs in essential industries. Men have been left in civilian life where their services are deemed essential to war production or essential civilian services. In agriculture—generally short of workers—postponements have been practically general.

(*d*) In an extreme instance, even the voluntary enlistment of men from an industry such as coal mining was stopped.

(*e*) Equally a stabilization measure, I might refer to the conciliation work of the Labour Department in industrial disputes. Here the aim is to keep the wheels of industry turning, and to settle disputes without resort to a work interruption. We have had lockouts and strikes. We have had the loss of production due to work stoppages. But a comparison between our own experience in this war and the last, and between our experience in this war with that of other countries, indicates that our employers and labour leaders have acted in the main with discretion and restraint, with a full sense of their responsibilities, and with a full realization of the utmost necessity of uninterrupted production.

Workers from Unusual Sources:

(*a*) It has been true of Canada that a substantial number of women do not ordinarily engage at gainful employment. These women early became the first additional source of increase to the total of workers, becoming employed on both a full-time and part-time basis. From the beginning of war to October last, the number of women in employment and in the Armed Forces increased by 437,000, bringing the total to slightly over a million. I wish to pay tribute to our Canadian women and the part they have played in the war effort.

(*b*) Members of the Armed Services, in several instances, where they could be spared from military duties, have been given leave to help agriculture or industry.

(*c*) We have secured workers from miscellaneous sources—prisoners of war, conscientious objectors, Indians from reserves, part-time workers for a few hours a day, and other different categories of workers have been placed in employment under special arrangements to overcome shortages. Particularly has agriculture benefited from these sources, although manufacturing and trade have also secured a great many hours not otherwise available.

Transfers from Less Essential to More Essential Jobs:

(*a*) Through a system of voluntary appeals, many workers were induced to move from work of less importance to more essential occupations.

(*b*) A system of compulsory transfers was inaugurated a year ago, of male employees to high priority work.

Priorities and Direction:

The adoption of a priority system two years ago laid the foundation for both negative and positive compulsion. At one and the same time it placed us in a position where labour available for engagement could be diverted to the most important job offering; while in 1943 it provided a basis for the start of our system of compulsory transfers. Also, it has indicated the points at which pressure should be applied, when choosing among competitive demands for workers.

Mobility of Labour:

With our distances, shortages of manpower may develop locally, while workers are avail-

able elsewhere. Mobility of labour becomes vitally important when you are reduced to a situation where every last worker counts. Through assistance by way of transportation and special grants, we have overcome most of the natural difficulties, even the workers' inclinations, standing in the way of making our working forces as mobile as necessary. We have moved men and women by the thousands —frequently over long distances, and frequently, I would add, with the co-operation, financial and otherwise, of industrial management.

Trade Training:

The War Emergency Training Program (now the Vocational Training Program) has given training courses to 340,000 workers, to fit them for specialized work. We had been sadly deficient in trade training for 10 years before the war started. By methods of intensive training this lack of skill has been overcome in large measure. Such training has assisted industry to make more extensive use of latent woman-power.

Dovetailing of Employment:

We have dovetailed employment. We have induced urban dwellers to help the farmers during their vacation or on holidays. We have induced farmers to help industry during the off-season on the land. There always is, of course, a good deal of dovetailing of employment in Canada, but I think it may be claimed that it never before existed to anything like the same extent as during the last two years.

Labour-Management Committees:

The Labour Department has given encouragement to the establishment of labour-management production committees. By increasing the joint interest of management and labour in production, these committees perform a useful purpose in increasing production, with the mutual consent and co-operation of the two partners to industry.

Industrial Mobilization Surveys:

Under the Industrial Mobilization Survey plan, there has been provided an orderly system for withdrawing men from industry for the Armed Forces.

Administrative Machinery:

To carry through Selective Service on the civilian front without duplicating administration, we took over, expanded and completed organization of the employment service then being set up under the Unemployment Insurance Commission. We doubled the points with local Employment and Selective Service Offices and I think we may add still more. Staff has been greatly increased.

We have made the employment offices the focal point of manpower problems for civilian employment. We believe this has made for much better integration of our several plans, better handling of our problems in the long run. If the offices have not given perfect service, then one need point only to the hectic conditions they had to face, that they were called into being over night and that even we, in relation to our own staff, have had to face manpower shortages. We do feel the local offices have acquitted themselves rather well in the circumstances.

Consultative Machinery:

Through a system of boards, advisory committees and Courts of Referees, we have drawn very heavily on the advice and rich experience of those who know industry—employers and trade unions. And the guidance and advice we have received has been simply invaluable. To them a large part of any success through Selective Service rightfully belongs.

In outline, I have given the principles on which Selective Service in action has rested. As long as the war lasts, critical labour needs must be met by one or other or several of these principles being applied—with the addition of new devices as required. They may all look fairly simple, but they are not always so simple when an effort is made to put them into effect. Plans such as we have employed can only work if there is almost unanimous consent and support on the part of the population. This we have had, in very large measure; we hope that support will continue till the war's end.

National Selective Service in Post-war Era

Although we must allow nothing to distract our attention from the supreme purpose of making victory a reality, nevertheless it is not inappropriate to ask, what of National Selective Service in the post-war era? Will National Selective Service survive the war in its present form? If it will not, then will any parts of it survive?

The Minister of Labour has stated more than once that he feels the compulsory features of Selective Service will disappear rapidly once the war is won. This follows from two considerations: first of all, it is doubtful that the same need for compulsory direction of workers will exist after the war.

But perhaps the over-riding consideration is the second: that in a democracy like our own, while the citizens are quite prepared to co-operate with governmental direction and

compulsion in wartime, in normal times they would probably threaten rebellion if compulsion were continued for long.

Even though compulsion may not be possible following the war—it may not be necessary and probably would be undesirable—a great deal of the experience of Selective Service will be of inestimable value in the post-war world. I might briefly particularize:—

Employment Service Machinery

At the beginning of the war we had employment offices operated by the provinces, with federal financial assistance. I think it was largely through failure of the public to realize what a well-equipped, well-staffed and well-financed public employment service could mean to our economy, that we had failed to set up a proper national employment service. Under the urgings of war, however, we have done this, although the organization had to be built over-night, as I have said—premises and staff had to be acquired, on short notice; staff training had to be given in a minimum of time; and so forth. Perhaps our employment service will be even better by reason of the earnestness which had to be thrown into its formation. Certain it is that the wartime experience it has gained should prove to be extremely helpful during the period of re-adjustment after the war, and even beyond that period. We have within the staff of over 5,000 men and women in the 5 regional and 230 local offices, a wealth of experience to meet any employment emergency which arises following the war.

Even though our employment office personnel may have had to carry out regulations and laws which at times appeared somewhat irritating, it is to be hoped that they have developed a sense of confidence, a feeling of goodwill, among the employers of Canada, so that after the war employers will regard the employment service as their friends and advisers in all employment matters. In the re-adjustment of workers from one industry to another and from one district to another, from military to civilian life, the lessons learned the hard way during the war should make the task very much simpler. This, then, is one of the chief gains arising out of Selective Service.

As with Employment Service, so in the field of trade training have we acquired a great deal of experience. Undoubtedly training will be a heavy factor in post-war re-establishment. Discharged members of the Forces will have to be trained. Civilians who have worked on specialized war jobs will have to be re-trained. Our experience in war-time training should certainly equip us to handle this job—to handle it in much better fashion than we were equipped to handle the war-training job when we first started.

Unemployment Insurance

The Unemployment Insurance Fund now stands at more than $200,000,000. It is a comfort to know that we have this fund of over two hundred million dollars contributed by employees, by employers and by the Government, to give us that much of a back-log to meet the periods of unemployment during the re-adjustment from war to peace-time production.

General Post-war Employment Problems

It is not my intention to go into the various schemes being considered to ensure full employment in the post-war era. As you know, the Government proposes a new department to handle general problems of reconstruction, whose main responsibility will be the post-war re-settlement. Nevertheless, the Department of Labour will have the duty of co-operating in regard to all programs, and I would consider it probable that as Selective Service has been our responsibility during the war, manpower and woman-power problems will still be a heavy responsibility of ours when the war is over.

We have made a small start in this direction, even at this early date. Already we are undertaking the placement, through the Selective Service offices, of members of the Armed Forces who are being discharged. We have a joint committee, with the Department of Pensions and National Health and the Armed Forces, to deal with the employment problems of veterans. Here again we are acquiring an experience which will provide a foundation for handling the larger task when general demobilization is carried through.

Also, in the Labour Department we are setting up a system of surveys in regard to post-war employment possibilities. This, too, will provide a background for our new responsibilities after hostilities cease.

Those who have studied the problem are optimistic in regard to post-war employment possibilities. They point to the shortage of civilian goods; to the building, railway, highway and other construction interrupted by the war; to the new industrial developments—in aircraft, in plastics, in railway and automobile transportation, and so forth—as promising vistas of employment. We all sincerely hope that the feverish activity of the war may be followed by a normal and healthy prosperity lasting for years.

I do feel, and I say it with all sincerity, that National Selective Service will leave to the Department of Labour a heritage of administrative machinery and administrative experience which should contribute mightily in the direction of assisting in that period of full employment which the experts predict, and for which we all sincerely pray.

Now I conclude with a sincere word of thanks for the very wonderful co-operation given by employers to our organization during these times of tests and with a definite promise that our offices and our staffs will spare no effort to give real and helpful service to you employers so that your difficulties will be lessened, and thank you for your kind attention.

New Class Callable for Military Service

A RECENT Order in Council (P.C. 4238) extends the age and marital classes designated for the purpose of the National Selective Service Mobilization Regulations to include men born in the year 1926. Men in this group, however, will be served with "Order-Medical Examination" as they reach the age of eighteen years and six months.

Those callable for military service now include every man who was born in any of the years 1926, 1925, 1924, 1923, 1922, 1921, 1920, 1919, 1918, 1917, 1916, 1915, 1914 and 1913, and every man who was born in any of the years 1912, 1911, 1910, 1909, 1908, 1907, 1906, 1905, 1904, 1903 or 1902, who was on the fifteenth day of July, nineteen hundred and forty, a widower without child or children or a judicially separated or an unmarried man or who has since the said date been divorced or judicially separated or become a widower without child or children.

It is estimated that 104,000 men born in 1926 will reach the age of 18½ years between July 1, 1944 and June 30, 1945.

Amendment to National Registration Regulations

IN order to facilitate the work of the branches of the armed services charged with the duty of apprehending deserters and absentees without leave, an amendment has been made in the National Registration Regulations empowering members of such branches to require persons to produce their registration certificates. (P.C. 3205, June 9, 1944.)

The amended section reads as follows:

"Any person may at any time after the registration period be accosted by any peace officer, police officer or constable, member in uniform of a designated corps or any other person designated for the purpose by the Minister, the Chief Registrar for Canada or the Attorney General of any province of Canada and questioned as to whether or not he is registered and as to whether or not he belongs or has belonged to the armed forces. It shall be the duty of any person so accosted to answer truthfully all relevant questions put to him concerning his registration and his membership (if any) in the armed forces. If, on being questioned by any peace officer, police officer or constable or any other person designated as aforesaid, other than a member of a designated corps, he answers untruthfully or evasively, or if the officer questioning shall have reasonable ground to believe that his answers are untruthful or evasive, the officer may detain such person and take him before a justice of the peace to be dealt with according to law. If, upon questioning a person, a member in uniform of a designated corps reasonably suspects that such person is a deserter from or has absented himself without leave from the armed forces, it shall be lawful for him, if no peace officer can be immediately met with, to apprehend such person and forthwith to bring him before a justice of the peace to be dealt with according to law."

Health Services in Canada

Report of Medical Procurement and Assignment Board

A REPORT on the health service of Canada, resulting from a survey carried out by the Canadian Medical Procurement and Assignment Board, was tabled in the House of Commons recently by the Hon. J. L. Ralston, Minister of National Defence.

The Board was established in July, 1942, its primary function being to secure physicians for the armed forces and at the same time to endeavour to preserve adequate medical services for the civilian population. It consisted of the directors of medical services from the three branches of the armed services and of representatives from Government departments, National Selective Service, and the Canadian Medical Association.

In January, 1943, a survey was launched with the purpose of discovering the number of physicians, dentists, nurses, etc., and their availability for appointment to the armed forces. Studies were also made into the fields of public health, medical schools, industrial medicine, hospital personnel and facilities, dental services, etc. Every community in Canada was investigated. The resulting report contains the findings of the survey, with the Board's recommendations.

Medical Manpower

In March, 1943, Canada's medical population totalled 12,235, the report states. Of this number 3,006 were in the Armed Forces. Of the remaining 9,229 physicians, 8,614 were active while 615 were living in retirement.

By March 1, 1944, the number of doctors in military service had increased to 3,589.

The report points out that there has been a steadily growing demand on the services of physicians under war-time conditions. In an average year there are between five and six hundred disabling illnesses per one thousand population, that is illnesses which involve absence from work and usual occupation. On the average, 3 per cent of the population is disabled on account of sickness each day during the year. This means that on any day over 350,000 persons are unable, by reason of illness, to pursue their usual occupations.

The annual number of deaths in Canada each year exceeds 110,000 and the annual number of confinements exceeds 250,000.

Since 1939 there has been a 10 per cent increase in the number of patients treated in hospitals and a like increase in the birth rate.

Of the active Canadian physicians still in civil life, only 41·7 per cent are under forty-five years of age. The older physicians, particularly that group who were too old to enlist, have had to assume an increasingly heavy burden. Some areas in Canada will be found to have been more denuded of physicians than others—some to the danger point.

In March, 1943, Canada's civilian population was estimated at 11,861,159, being served by 8,614 physicians, or one per each 1,261 persons.

In March, 1943:—

Prince Edward Island had 52 physicians, or one to 1,659 persons;

Nova Scotia had 366 physicians, or one to 1,450 persons;

New Brunswick had 198 physicians, or one to 2,136 persons;

Quebec had 2,681 physicians, or one to 1,206 persons;

Ontario had 3,326 physicians, or one to 1,068 persons;

Manitoba had 473 physicians, or one to 1,438 persons;

Saskatchewan had 408 physicians, or one to 2,078 persons;

Alberta had 460 physicians, or one to 1,626 persons; and

British Columbia had 650 physicians, or one to 1,168 persons.

The report recommends that "freezing" and moving of doctors for the war be controlled by the Canadian Medical Procurement and Assignment Board, and that the Board be given "the same powers with respect to the disposal of medical personnel as National Selective Service has for the disposal of other personnel." It further suggests that each province be requested to grant interim licences to practice to military doctors serving in that province who may be called upon to render services to civilians; and that medical officers of the Armed Forces be encouraged and permitted to assist civilian medical practitioners whenever and wherever possible consistent with their military duties.

(The Minister stated that action had been taken in regard to this last recommendation with the co-operation of the provinces, and that a limited number of military medical personnel was being made available to civilian communities where needs for medical services were "very exceptional and urgent".)

Medical Schools

In pre-war years the nine medical schools of Canada graduated an average of 491 students annually. In spite of a decline of 18·5 per cent in the number of full-time instructors, due to enlistments, the schools have accelerated their curriculum, practically eliminating holiday periods, and are now turning out approximately 540 graduates every eight months.

Public Health

The public health services of Canada—federal, provincial and municipal, were carefully examined and surveyed by experts in the public health field. The present personnel of the Federal, Provincial and local Health Departments, is to be considered as a war-time minimum if the measure of health protection which is now being given is to be maintained, the Report states.

The staffs of the mental hospitals and the tuberculosis sanatoria have been depleted almost to the danger point. The reporting committee is satisfied that no further depletion can be made of the existing staffs without dangerously jeopardizing the welfare of the patients cared for in these institutions.

Hospital Personnel and Facilities

Canada now possesses 1,220 hospitals with 119,019 beds and cribs, and 6,766 bassinets. The percentage of the population treated in hospitals in 1940 varied from 7·2 per cent in Prince Edward Island to 12·9 per cent in British Columbia.

Hospital personnel has been very seriously depleted by the War, the Report indicates. In addition to the enlistment of doctors and nurses, there has been a tremendous turnover of staff, amongst both skilled and semi-skilled workers. This has meant not only considerable disorganization but actual loss in efficiency of operation.

To remedy this situation, the Board proposes that regional wage levels be set for classes of employees engaged in comparable work, that hospitals paying these approved wages should be able to look to National Selective Service for the necessary staff which would be "frozen" in employment, and that hospitals be subsidized by the Federal Government, where necessary, to meet these standardized wage requirements. It is also recommended that hospital strikes of any kind be declared illegal, that chronic absenteeism be considered as an offence punishable by law, and that a large percentage of women now engaged in non-essential activities could be transferred to essential activities.

The Report shows the distribution of hospitals and then devotes considerable attention to the post-war hospitalization needs of Canada, having particular reference to the possibility of health insurance and how it would affect the hospital problem.

Industrial Medicine

All war industries in Canada were studied, either by questionnaire or visitation or both, from the point of view of the health facilities they provide. It was found that there are 6,500 factories in Canada with fifteen or more employees.

The Report indicates those manufacturing establishments which employ either whole-time or part-time physicians and nurses. It also indicates those which do not do so.

Of the 404 physicians engaged in industry, 112 are devoting their full time to the service, 229 are devoting part time, while 63 perform some service on a fee basis.

Twenty-nine factories employing from 1,000 to 3,000 employees were found to be without physicians, full-time or part-time. The findings of the Survey emphasize that a great many employees do not receive the benefits of industrial medical care "which they would and should receive if there were a substantial increase in the number of physicians and nurses engaged in industrial medicine."

The report's recommendations in regard to industrial medicine are as follows:

1. That a decision should be reached as to whether employees of industries now without health supervision should receive supervision as provided for in Dominion Order in Council No. 1550.
2. That the Canadian Medical Procurement and Assignment Board be authorized to provide physicians and nurses as required to industry.
3. That great care be exercised in removing or replacing physicians engaged in industry, bearing in mind the great importance that health plays to industrial output.
4. That full time and part time physicians working in industries be provided with the necessary nurse assistance.
5. That provision be made for medical direction in factories where nurses are working alone.
6. That the part time services of physicians at the rate of one hour per week per one hundred employees and full time services at the rate of one physician for 3,000 employees, at the factory be accepted as the standard for determining medical supervision in industry.

Nurses

The report puts the number of nurses in Canada at 52,483, and indicates a waiting list for the armed forces of 3,741.

Of the total number registered, 22,136 nurses were employed as nurses. In addition 16,818

reported that they were available for full time, part time, or emergency nursing.

An additional 27,051 registered nurses, that is about 52 per cent of the total registrants, stated that they were engaged in employment other than nursing. Of these 25,298 are housewives.

Of the total registration, 42,159 of the nurses reporting graduated in 1920 or since.

Among a number of proposals on this subject, it is recommended that closer control over the supply and distribution of nurses be maintained. Steps should be taken to ensure all nurses receiving salaries that are commensurate with their responsibilities and that compare favourably with wartime salary scales. It is suggested that as much use as possible be made of nurses available for part-time duty. It will be noted that 84 per cent of the nurses who have left the profession since December 31, 1939, have done so to be married. Many of these and other married nurses are returning to the profession, and give valuable service. Adjustments on a part-time basis are frequently necessary.

Dental Services

As of February, 1943, there were 3,284 dentists in Canada attempting to serve approximately eleven million people, or at the ratio of one dentist to every 3,447 persons, the report states.

As of the same date, there were 1,019 dentists in the Canadian Dental Corps.

Dental manpower available for civilian services had been reduced by 21·4 per cent since 1939.

The report advocates the establishment of a procurement and assignment board for dentists and dental technical personnel. It considers that for the duration of the war all dentists at present practising in Canada should be fixed in their present locations and only allowed to change on the approval of the provincial dental advisory committee; and that in the interests of civilian dental services cognizance should be taken of the serious situation regarding dental supplies. Finally it recommends that dental personnel for civilian services be not reduced below 70 per cent of the pre-war level and that in any province where this level has been reached no further dental enlistment be permitted.

Scope of Report

The report is voluminous and detailed in its factual findings, containing approximately 350,000 words. It is available from the King's Printer, Ottawa.

Child Labour on Farms in the United Kingdom

THE defence regulation concerning the employment of children over 12 years of age in agriculture in Great Britain, which was issued in May, 1942, has been amended to prohibit children between 12 and 14 being employed in lifting sugar-beets or by gang-masters.

The regulation permits a child over 12 to be exempted from attendance at school for 20 half-days in any year if the permission of the parent or guardian has been obtained. In cases of emergency, to meet urgent seasonal needs, inspectors are empowered to grant exemptions beyond this prescribed limit.

No child may be employed more than four hours in any half-day nor more than seven hours in any full day, nor more than 36 hours in any week. A break of at least one hour must follow a period of four hours work. In a Board of Education circular issued on May 5, war agricultural executive committees were asked to discourage the employment of children under 14 until all other sources of labour were exhausted.

Suitable clothing, footwear and supervision were required by the regulation. Schools are being used as the picking-up point for the children to eliminate the problem of transport facilities. Local education authorities have been asked to fix the eight weeks of school holidays at such times as will best meet agricultural needs.

Decisions of National War Labour Board

List of Decisions

THE National War Labour Board recently issued decisions in the following cases:—

Messrs. Acme Plumbing and Heating Service, Barr & Anderson Limited, B. Boe Limited, F. N. Hamilton, Sidney Hall, Gordon Latham, Leek & Co. Ltd., Mitchell Bros. Plumbing, Heating and Sheet Metal Co. Ltd., O. S. McMorran, David W. Ross Co., San-O-Heat Limited, Stewart & Phillips (Vancouver) Ltd., Weeks & Co. Ltd., Fred Welsh & Son, all of Vancouver, B.C., and United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local 170.

Master Plumbers of Kitchener and Waterloo and United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local 527.

Toronto Metal Spinning Limited and United Electrical Radio and Machine Workers of America.

Winnipeg Free Press Company Limited and South Company, Limited and Compositors, Pressmen and Stereotypers' Union.

Canadian International Paper Company and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers.

Dominion Textile Company Limited, the Montreal Cottons Limited, and Locals 100 and 102 of the United Textile Workers of America.

New York Central System, Pere Marquette Railway Company, Wabash Railroad, Great Northern Railway, Vancouver, Victoria and Eastern Railway and Navigation Company, Nelson and Fort Sheppard Railway, and the Midland Railway of Manitoba and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Order of Railway Conductors, Brotherhood of Locomotive Firemen and Enginemen, Order of Railroad Telegraphers, Brotherhood of Maintenance-of-Way Employees, Brotherhood of Railroad Signalmen of America, Federated Shop Trades, International Brotherhood of Firemen and Oilers.

The E. B. Eddy Company Limited (Hull, Quebec) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers.

J. R. Booth, Limited (Ottawa)) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers.

Defence Industries Limited (Verdun Works and Westmount Tool Works) and International Association of Machinists, Lodge 1594.

Paton Manufacturing Company, Limited (Sherbrooke, Que.) and Textile Workers' Organizing Committee (C.I.O.).

Howard Smith Paper Mills Limited (Cornwall Division) and International Brotherhood of Pulp, Sulphite and Paper Mill workers and International Brotherhood of Paper Makers.

Eddy Match Company Limited and Canadian Splint and Lumber Corporation Lmited (Pembroke, Ontario) and United Brotherhood of Carpenters and Joiners of America, Locals 2823 and 1775.

Hull Printing Company (Winnipeg, Man.) and Typographical Union No. 191 and Printing Pressmen and Assistants' Union No. 87.

Sutton-Horsley Limited (Toronto, Ont.) and Local 1673, International Association of Machinists.

Hiram Walker & Sons Limited (Windsor, Ont.) and Distillery, Rectifying and Wine Workers' International Union, Local 61.

Dominion Textile Company, Limited and Federation Nationale Catholique du Textile, Inc.

Canadian National Railways (Western Region) and the Order of Railroad Telegraphers System, Division No. 43.

Western Canada Bituminous Coal Operators' Association and Drumheller Coal Operators Limited and United Mine Workers of America, District 18.

King Edward Hotel Barber Shop and Service Barber Shops Limited and Association of Journeymen Barbers of Toronto.

Price Brothers and Company, Limited, and La Federation Nationale Catholique de l'industrie du Bois du Canada, Inc.

Northern Electric Company Limited.

Anaconda American Brass Limited and Canada Strip Mill Limited (New Toronto, Ont.) and Industrial Union of Copper and Brass Workers, Local No. 1.

Re: Messrs. Acme Plumbing & Heating Service, Barr & Anderson, Limited, B. Boe Limited, F. N. Hamilton, Sidney Hall, Gordon Latham, Leek & Co. Ltd., Mitchell Bros. Plumbing, Heating & Sheet Metal Co. Ltd., O. S. McMorran, David W. Ross Co., San-O-Heat Limited, Stewart & Phillips (Vancouver) Ltd., Weeks & Co. Ltd., Fred Welsh & Son, all of Vancouver, B.C., and United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local 170.

Reasons for Decision

An appeal by the Association from a decision of the British Columbia Regional Board dated December 17, 1943, refusing an application under P.C. 5963 for an increase in the basic rate to plumbers and steamfitters and helpers in Vancouver and for the inauguration of vacations with pay. Leave to appeal was granted by the Regional Board.

These journeymen and helpers are employed in general construction and repair work. The application sought the restoration of the $1.25 rate prevailing in 1930 for plumbers and steamfitters, as well as a substantial increase for helpers (from 62½c to $1.00). The basic rate paid to journeymen was $1.12½ per hour. The Regional Board found that local comparisons did not warrant any increase in the current rates and that conditions prevailing in 1930 were not present to-day. Nor did it feel that in this type of employment it should direct employers to grant vacations with pay.

We do not feel that we can on any sound basis interfere with the decision and we must dismiss the appeal.

June 9, 1944.

Re: Master Plumbers of Kitchener and Waterloo and United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local 527.

Reasons for Decision

This is an appeal by the master plumbers of Kitchener and Waterloo from a decision of the Ontario Regional Board directing a basic hourly rate of 90 cents to journeymen plumbers and steamfitters in that area. The journeymen involved are engaged in construction and general repair work and are not employed as industrial mechanics. The decision is dated October 29, 1943, and was made under Section 25 of P.C. 5963. Leave was given by the Regional Board to bring this appeal.

We have on several occasions expressed the view that we would not interfere with the decision of a Regional Board under Section 25 when there was involved an estimation of comparative wages upon the basis of local comparisons. But in this case it is not clear whether the Regional Board proceeded upon the basis of journeymen rates prevailing in comparable districts, or upon a comparison of rates paid in the construction trade with those paid to these classifications in industry generally. That being the case, we feel free to make our own comparisons in the building trades in various localities. On the basis of these, we arrive at a basic rate of 85 cents (exclusive of cost of living bonus).

We consequently allow the appeal to this extent.

June 9, 1944.

Re: Toronto Metal Spinning Limited and United Electrical, Radio and Machine Workers of America

Reasons for Decision

(Oral Decision)

It is apparent that the Regional Board has given careful consideration to all the questions involved in this case. In view of the fact that there was an agreement between the parties to make a time study, and which study is now being made, we think the results of such study should have been considered before the application was made.

In any event, however, it is apparent that the Regional Board considered fully all the questions of comparability on a proper basis. We, therefore, see no reason to interfere and this appeal will be dismissed.

June 12, 1944.

Re: Winnipeg Free Press Company, Limited, and Southam Company, Limited, and Compositors, Pressmen and Stereotypers Union

Reasons for Decision

This is an appeal from the Finding and Direction of the Regional War Labour Board for Manitoba directing the employer to maintain without change the cost of living bonus presently paid employees and directing the employer to inaugurate the system of annual vacations with pay.

This appeal was restricted to the second direction quoted above, namely, the inauguration of holidays with pay for the employees. For the employer, it was urged first, that the application by the employees for holidays with pay was contrary to the spirit of an agreement signed between the employer and the employees a month earlier. Second, that by reason of the other terms of the agreement and the conditions therein provided, a system of holidays with pay could not be given. The employees on the other hand state that at the time the agreement was signed it was clearly indicated to the employer that an application of this nature would be made to the Regional Board. We must assume that these matters which are questions of fact were fully considered by the Regional Board and disposed of by it. We see no reason why its finding should be reversed. The appeal will, therefore, be dismissed.

June 13, 1944.

Re: Canadian International Paper Company and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers

Reasons for Decision

This is an application by way of appeal from a decision of the Quebec Regional Board dated March 15, 1944 refusing a joint request for wage increases to 26 hourly rated employees.

The matter follows an earlier general application under P.C. 5963 by which the Unions asked for equalization of the rates paid in the Company's mills with the rates prevailing in the newsprint mills located in Ontario. By decision dated December 22, 1943, the Regional Board ordered a general 5-cent increase "except in cases where the Petitioners have requested less", that is, where the differential between the Ontario rate and Quebec rate was less than 5 cents. The latter was the case of the classifications involved in this appeal.

It is contended on this application that these classifications are not altogether comparable with those in Ontario and that the full 5 cent increase should now be extended to this small group to restore established intra-plant differentials.

Having to decide the appeal under section 20 (1) (a) of P.C. 9384 as amended, we must say that in the circumstances described, we are unable to find anything of the nature of a "gross inequality" and the application must be dismissed.

June 12, 1944.

Re: Dominion Textile Company Limited, The Montreal Cottons Limited and Locals 100 and 102 of the United Textile Workers of America

Reasons for Decision

Locals 100 and 102 of the United Textile Workers of America seek leave to appeal from the decision of the Regional War Labour Board of the Province of Quebec refusing to hear applications on behalf of the said textile workers until the Union had clearly established its right to act as bargaining agent for the employees in question.

On October 5, 1943, this Board dismissed an appeal asserted by the same Union on applications for the same purposes relating to the same employees for the reason that at that time the rights of the said Union to represent the employees had not been established. On that occasion the status of the Union was under consideration by Conciliation Boards under the Chairmanship of the Honourable Mr. Justice Savard. In dismissing that appeal this Board said:

> "Accordingly, with regret, we must dismiss the appeal but without prejudice to any subsequent application to the Regional Board by the Union when it has definitely established its status by the process it is now properly undertaking before Mr. Justice Savard or by any other legal process."

Subsequently, in the majority report of the said Conciliation Boards, the status of the Union to represent certain of the employees of the respondent Companies was recognized. The Union, therefore, on January 25 and 26, 1944, submitted new applications (this time

pursuant to the provisions of Order in Council P.C. 9384) to the Regional War Labour Board of the Province of Quebec. On February 3, 1944, the Labour Relations Act of the Province of Quebec came into force. This fact in our opinion fully justified the Regional War Labour Board of the Province of Quebec in requiring the Union to obtain from the Quebec Labour Relations Board proper certificate that it represents the employees before dealing with the merits of the said applications. We think this decision the proper one in the circumstances. The applications for leave to appeal are therefore refused. June 13, 1944.

Re: New York Central System, Pere Marquette Railway Company, Wabash Railroad, Great Northern Railway, Vancouver, Victoria and Eastern Railway and Navigation Company, Nelson and Fort Sheppard Railway, and the Midland Railway of Man. and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Order of Railway Conductors, Brotherhood of Locomotive Firemen and Enginemen, Order of Railroad Telegraphers, Brotherhood of Maintenance of Way Employees, Brotherhood of Railroad Signalmen of America, Federated Shop Trades, International Brotherhood of Firemen and Oilers.

Reasons for Decision

The Companies named above are owned in the United States and operate railway services in Canada on railway lines either owned by them or under lease to them. The Unions above named represent certain Canadian as well as United States employees of these Companies. Pursuant to wage agreements of long standing the Canadian employees of these Companies have for many years been in receipt of wage rates similar to those paid to employees of the same Company outside of Canada.

On February 11, 1944, applications were filed with this Board to authorize the employers to pay to their employees in Canada the increased wage rates payable to their employees in United States as provided in wage agreements signed with their employees on January 14 and January 17, 1944.

In support of these applications the Unions represented as follows:

(1) The Canadian lines are operated by and are a part of the involved railways whose principal operations are conducted in the United States.

(2) The employees on such Canadian lines are employed by the involved United States Railways. Moreover, such employees perform service identical to that performed by similar employees in the United States.

(3) These employees for many years have been covered by system agreements governing wages and working conditions, without distinction as between those working on lines in the United States and those on lines in Canada. These agreements are subject to interpretation by the National Railroad Adjustment Board as provided under the Railway Labor Act in the United States.

(4) These employees are also subject to the provisions of the Railroad Retirement and Railroad Unemployment Insurance Acts in the United States and are exempted from the provisions of the Canadian Unemployment Insurance Act.

(5) The traffic on the Canadian lines of the involved railways originates for the most part on their United States lines and is destined to points in the United States.

(6) Large sums of money are transferred annually by the involved railways from the United States to Canada to meet the payrolls of such employees.

The Unions represented also:

The attention of the Board is directed to a previous case which in all respects was similar to the present case. In December, 1941, wage agreements were negotiated granting increases in wage rates to substantially all employees, and vacations with pay to certain other employees on railways in the United States. A petition was filed with the Board requesting the application of such agreements to the employees on the Canadian lines of the affected railways. On February 6, 1942, the Board issued an order directing that the agreements be approved for application on such railways. It should be added that no cost of living bonus has ever been paid to the employees on these lines as provided under various Orders in Council.

It should be pointed out that the approval of the wage increases referred to in the order of the Board dated February 6, 1942, was made pursuant to Section 62 of Order in Council P.C. 5963. The present applications however must be governed by the provisions of Order in Council P.C. 9384, which as amended by Orders in Council P.C. 1727 and P.C. 3277, contains this Section:

22. (1) If the National Board finds that the rate or range of rates payable by an employer for an occupational classification of his employees engaged in international railway service was, at November 15, 1941, pursuant to a collective agreement or to a recognized practice of long standing, based upon a rate or range of rates payable to similar employees of that employer outside of Canada, and if the National Board also finds that the rate or range of rates outside of Canada

upon which the said rate or range of rates was based has been changed by a collective agreement, established practice or competent authority, the National Board may in its sole discretion authorize or direct the payment of a new rate or range of rates for that occupational classification in respect of any of such employees engaged in international railway service based in a corresponding manner upon the corresponding new rate or range of rates payable outside of Canada.

(2) *Any rate or range of rates established under subsection 1 of this section shall not be taken into account by the National Board in considering any other application for changes in wage rates.*

(3) No authorization or direction may be made under this section by a Regional Board.

The Board wishes to direct attention to the provisions of subsection (2) of Section 22 above quoted, and wishes to add also that not only will the rate or range of rates established pursuant to these applications "not be taken into account in considering any other application for changes in rates" but also that the Board does not consider that it must automatically approve or authorize rates payable pursuant to collective agreements referred to in Section 22 (1). The facts and conditions may be such that in its discretion the Board may refuse to approve such increases.

However, having regard to all the circumstances in this particular case, the Board approves the wage increases sought in the applications, and Findings and Directions will issue accordingly.

June 14, 1944.

Re: The E. B. Eddy Company Limited (Hull, Quebec) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers

Reasons for Decision

By leave of the Quebec Regional Board, the Unions bring this appeal from decisions under P.C. 5963 dated December 22, 1943, February 15, 1944 and March 30, 1944 increasing the base labour rate from 45 cents to 47½ cents and refusing to raise the cost of living bonus above the weekly $2.75 being paid.

The Unions first applied for the prevailing Ontario newsprint rate of 56 cents and later for the 50 cent rate directed for the Quebec newsprint mills. The evidence was that the mill involved here is not at the moment a newsprint mill, but has become a specialty mill. The Regional Board recognized a differential and adopted the 47½ cents base rate. We do not propose to interfere with this part of the decision.

On the matter of the cost of living bonus, however, we are of the opinion that in view of what was the general practice throughout the industry and to establish parity of rates with the Booth mill located next door, the bonus will be increased to $3.58 effective from October 20, 1943. Under all the circumstances and taking a broad view of the industry we have come to the conclusion that we are within the power given to us by P.C. 2370 in so doing.

There will be findings and directions accordingly.

June 15, 1944.

Re: J. R. Booth, Limited (Ottawa) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers

Reasons for Decision

This is an appeal by the Company from a decision of the Ontario Regional Board dated March 4, 1944, under P.C. 5963 increasing the base labour rate from 45 cents to 50 cents. Leave to appeal was granted by the Regional Board.

This mill is now very largely engaged in the production of specialty paper products and can no longer be classified as a newsprint mill. The Company has also referred to the serious effect the increased rate would have upon the financial results of its operations, although we must say that a full defence of inability to pay was not attempted.

With this in mind and to place this mill in line with the Eddy mill located in Hull we conclude that the base rate should be 47½ cents with adjustments to be made from that basis.

June 15, 1944.

Re: Defence Industries, Limited (Verdun Works and Westmount Tool Works) and International Association of Machinists, Lodge 1594

Reasons for Decision

By leave of the Regional Board for Quebec, the Union appeals from a decision dated January 18, 1944, refusing an application made under the Wartime Wages Control Order, 1943, P.C. 9384 for:

(1) re-grouping certain of the existing classifications into five main categories of beginners, learners, production workers class "B", production workers class "A" and journeymen;

(2) wage adjustments for three classifications including an increase in the wage rates paid to electricians to the rate now prevailing for electricians in the construction trades;

(3) overtime on a daily basis;

(4) modification of the terms defining payment of rates for charge hands and lead hands.

We understand that there is an agreement between the parties which runs until August 31, 1944. If these requests were granted we take it that the agreement would be substantially altered. There is also the burden of meeting the conditions laid down in the Wages Control Order.

After careful consideration of the Union's well prepared material, we fail to see upon what reasonable basis this Board could upset the Regional Board's decision and our only course is to dismiss the appeal.

June 15, 1944.

Re: Paton Manufacturing Company Limited (Sherbrooke, Que.) and Textile Workers' Organizing Committee (C.I.O.)

Reasons for Decision

This is an appeal by the Company from a decision of the Regional Board of Quebec dated February 15, 1944, under P.C. 5963 with respect to the following:

(1) To pay—at the rate of time-and-one-half the actual rate all overtime worked over 48 hours a week.

(2) Payment of the full cost of living bonus.

(3) A premium of 5 cents per hour for night shifts.

(4) A week's vacation with pay under D.B. 17.

(5) A guaranteed minimum of 55 cents per hour for weavers.

We are of the opinion that the appeal should be dismissed in respect to items (1), (3), (4) and (5), but that it should be allowed with respect to item (2). No case was made out for the full bonus under Section 34 (3) of the governing Order in Council.

June 15, 1944.

Re: Howard Smith Paper Mills Limited (Cornwall Division) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers

Reasons for Decision

This is an appeal by the Unions from a decision of the Ontario Regional Board dated March 3, 1944 directing the Company to pay a schedule of rates based upon a labour rate of 50 cents. The former rate was 47 cents. The application was for a base rate of 56 cents and was considered under the provisions of the former order P.C. 5963. Leave to appeal was granted by the Regional Board.

Briefly stated the argument for the appeal is the contention that this mill should either be brought up to the prevailing Ontario newsprint rate of 56 cents or be given the general 5 cent increase allowed in the Quebec, New Brunswick and Nova Scotia newsprint mills.

This mill is what is called in the industry a "fine grades" mill. The Regional Board's decision was the result of a careful investigation of the established rate-differential between newsprint and "fine grades" mills as well as of the rate structure in this particular mill. Upon the basis of recognition of the differential, the rates arrived at by the Regional Board cannot be disturbed and we must dismiss the appeal.

June 15, 1944.

Re: Eddy Match Company, Limited and Canadian Splint & Lumber Corporation Limited (Pembroke, Ontario) and United Brotherhood of Carpenters and Joiners of America, Locals 2823 and 1775

Reasons for Decision

This is an appeal by the Companies from a decision of the Ontario Regional Board dated January 22, 1944, under P.C. 5963 directing a general hourly increase of 5 cents in the basic wage effective from the date of application, June 12, 1943.

The application was by the Union for a 7 cent raise in wages and an increase in the cost of living bonus from $3.20 to the maximum amount. The Regional Board's decision rests upon a finding that "the basic wage rates are low", but that is not enough to warrant its direction under section 25 of the Order. The Board could undertake to do what it did only if it found the wages to be low by comparison with wages in similar occupations in the locality or in a comparable locality.

Wages in the match-splint manufacturing business are unmistakingly low and the same can be said of wages generally in the Pembroke area, but a careful examination of the comparative data available leads to no other conclusion than that these companies were paying as much, if not more, than other employers in the locality and throughout the industry as well.

We are of opinion that the decision under appeal cannot be sustained under the only relevant section of the order under which it was made, but we are prepared to give in a broad manner effect to a proposal made the Companies in the course of the protracted proceedings before the Regional Board and direct payment of a general 3 cent increase from October 1, 1943. There will be a finding and direction accordingly.

June 26, 1944.

Re: Hull Printing Company (Winnipeg, Man.) and Typographical Union No. 191 and Printing Pressmen & Assistants' Union No. 87

Reasons for Decision

An appeal by the Company from decisions dated March 1, 1944 and April 5, 1944 of the Manitoba Regional Board under the former wages control order P.C. 5963. The matter is before this Board by leave given below. The Regional Board directed payment of rates to journeymen, pressmen and assistant pressmen of 90 cents, 79 cents and 65 cents respectively (inclusive of cost of living bonus being paid).

The appellant is a small partnership and pleads its inability to pay the increased rates. The Regional Board established the rates mentioned throughout the printing industry in the Winnipeg area and gave some, but perhaps not thorough consideration to this particular employer's profit position. The statements for the year 1943 filed in support of the appeal indicate a sound financial situation but rather modest profits to the owners of the business, although the rates heretofore paid would appear to have been lower than those generally prevailing in the district.

Our view is that the directions should be changed into authorizations to pay rates up to the rates established by the Regional Board. This will allow the parties to negotiate on the basis of the situation present here and if they cannot agree, recourse may be had to the Regional Board who may then give the question of ability to pay under the price ceiling closer attention in terms of this particular case.

June 26, 1944.

Re: Sutton-Horsley, Limited, (Toronto, Ontario) and Local 1673, International Association of Machinists

Reasons for Decision

The Company has appealed a decision of the Ontario Regional Board dated January 10, 1944 under P.C. 5963 which directed payment of full cost of living bonus effective January 1, 1944. The Union has entered a cross appeal for payment of such increased bonus retroactive to May 27, 1943.

Broadly speaking we have come to the conclusion that the Regional Board have properly exercised their discretion under Section 34 (3) of the Order in Council. But we are of opinion that the combined remuneration (basic rate plus cost of living bonus) in this plant should not exceed in any classification the combined remuneration (basic rate plus cost of living bonus) paid by Canadian Aircraft Instruments and Accessories Limited to the same classification. Subject to this qualification, we therefore dismiss the appeal.

Further, we do not think the Regional Board's decision should be disturbed as to the date from which the decision is to be effective and the cross-appeal will be dismissed.

June 26, 1944.

Re: Hiram Walker & Sons, Limited (Windsor, Ontario) and Distillery, Rectifying and Wine Workers International Union, Local 61

Reasons for Decision

This was a joint application under P.C. 9384 for approval of the following provision for vacations with pay contained in the parties' collective agreement dated July 1, 1943:

> . . . any employee who has been in the employ of the Employer for a period of at least one (1) year and less than five (5) years as of October 1, 1944, shall receive one week's vacation with full pay at his regular rate. Any employee who has been in the employ of the Employer for five (5) years or more as of October 1, 1944, shall receive two weeks' vacation with full pay at his regular rate.

The practice of granting one week's vacation after one year's employment was established prior to November 15, 1941, but the Regional Board refused to authorize the extension of the vacation period to two weeks in the case of employees having an employment record of 5 years or more. Leave to appeal was granted by the Regional Board and both the Company and the Union join in the appeal.

The vacation plan proposed is one which is not unknown in the distillery industry, and on the basis of our reasons in the Colonial Weaving Company (L.G., 1943, p. 1492) and Rogers Majestic Limited (L.G., 1943, p. 1351) cases, we allow the appeal subject however to the application of the conditions of D.B. 17 except as they are altered by this decision.

June 26, 1944.

Re: Dominion Textile Company, Limited and Federation Nationale Catholique du Textile, Inc.

Reasons for Decision

This is an appeal by the Federation from a decision of the Quebec Regional Board dated February 15, 1944, under P.C. 5963 concerning rates for maintenance employees.

The matter is outstanding since December 9, 1942, when the Regional Board approved a schedule of wage adjustments submitted by the Company. The rates involved in this appeal were then listed as follows in the application:

Title of Job or Occupation as included in Group	Proposed Group Rate Cents
Machinists, Tinsmiths, Steamfitters, Millwrights, Bench fitters, Electricians	65
Carpenters	62½

The Federation then applied for a direction to the Company to pay these rates, because the Company had taken the position that the rates proposed were the maximum of a range starting at 50 cents and that it should be able to classify its employees within the range on the basis of skill and efficiency. The Regional Board then appears to have made a careful study of the matter and by a final decision of November 9, 1943, decided that the employees classified as maintenance men should receive the single rate of 65 cents except carpenters who would receive 62½ cents.

The Company did not implement this direction nor did it take an appeal to the National Board although it sought and obtained leave to do so as far back as September 1, 1943. It persisted with the Regional Board until by the decision now under appeal maintenance men were divided into three classes with a rate for each class and subject to the condition that 60 per cent of the employees involved were to be in class 1, 25 per cent in class 2 and 15 per cent in class 3.

We are of the view that the Company must implement the decision of November 9, 1943, and that any employee who is within the classification mentioned in the Company's original application will receive either the 65 cent or 62½ cent basic rate as the case may be. The decision will be effective from January 11, 1943, as provided in the decision of February 15, 1944.

The appeal is therefore allowed.

June 29, 1944.

Re: Canadian National Railway (Western Region) and The Order of Railroad Telegraphers System Division No. 43

Reasons for Decision

This is an application by the Union for a direction to pay cost of living bonus to employees who prior to February 15, 1944, took compensation in lieu of vacation with pay.

The application is dated 31st January, 1944, and must, therefore, be dealt with under the provisions of Wartime Wages Control Order, 1943, P.C. 9384. We find nothing in the Order which authorizes the Board to make a direction with respect to the point raised.

However, the National War Labour Board, differently constituted, under date of April 17, 1942, in Decision Bulletin No. 14 had this to say on the question involved here:

Payment in Lieu of a Vacation

This ruling shall apply only in cases in which prior to November 15, 1941, it was the established practice of an employer to grant vacations with pay, whether by agreement or on a voluntary basis, and because of war production requirements an employer finds it necessary to retain an employee in service during the usual vacation period, in which event either of the following methods may be arranged without contravening the provisions of P.C. 8253:

1. an employee may be paid, with respect to the period of such lost vacation and in addition to his regular earnings, the vacation allowance he would otherwise have received;
2. an employee may be allowed to accumulate vacation time—credit to be taken when he can be conveniently released from his duties.

We find no reason for disagreeing with the contents of D.B. 14, which it will be noted is permissive on the matter involved here.

We trust that the parties can settle the dispute under the terms of their Collective Agreement.

June 29, 1944.

Re: Western Canada Bituminous Coal Operators' Association and Drumheller Coal Operators, Limited and United Mine Workers of America, District 18

Reasons for Decision

This matter is in the form of an appeal by the operators from the Royal Commission appointed pursuant to P.C. 8020 (October 14, 1943) to investigate coal mine wages in Alberta and British Columbia and sitting as a Regional Board under the Terms of P.C. 8620 (November 10, 1943). Leave to appeal was given by the Commission.

In its interim report dated November 17, 1943, the Commission directed an increase of $1 per day to all "persons engaged in manual employment. . . . not above the rank of Foreman or comparable rank". By final report dated January 24, 1944, the Commission declined to deal with an application by the operators for permission to increase wages to non-manual employees covered by the wages control order. This application is now before this Board.

We have dealt with wage increases to clerical and other non-manual classifications in District 26 by finding and direction allowing payment not exceeding $25 per month above the rates established under P.C. 9384. There will be a similar disposal made of this matter to be effective from May 1, 1944.

June 26, 1944.

Re: King Edward Hotel Barber Shop and Service Barber Shops, Limited and Association of Journeymen Barbers of Toronto

Reasons for Decision

(Oral Decision)

We are satisfied that the Regional War Labour Board for Ontario has given this matter proper consideration and investigation. On the hearing of this appeal the appellants have not established inability to pay.

The appeals are dismissed.

June 13, 1944.

Re: Price Brothers and Company, Limited, and La Federation Nationale Catholique de l'industrie du Bois du Canada, Inc.

Reasons for Decision

(Oral)

So far as this Board is concerned, we think the application made on June 23 was a new application or a renewal of the earlier application; we are satisfied that the Regional War Labour Board for Quebec exercised its discretion properly in refusing retroactively, therefore we dismiss the appeal.

May 22, 1944.

Re: Northern Electric Company, Limited

Reasons for Decision

An appeal from a decision of the Ontario Regional Board refusing approval of an extension of an established vacation plan whereby employees having completed 21 years of service would receive 3 weeks' vacation with pay.

Although the extension has been approved by three other Regional Boards, the Ontario Board thought that the time was inopportune for an extension such as the one applied for.

We shall not interfere with the decision and the appeal will be dismissed.

July 5, 1944.

Re: Anaconda American Brass Limited and Canada Strip Mill Limited (New Toronto, Ontario.) and Industrial Union of Copper and Brass Workers, Local No. 1

Reasons for Decision

This is an appeal by the Union from a decision of the Ontario Regional Board dated January 26, 1944, refusing an application under P.C. 5963 to increase cost-of-living bonus from $3.20 to the maximum amount of $4.60. The Regional Board gave leave to appeal.

The bonus paid by the employers was calculated on the rise in the cost-of-living index number above the index number for September, 1940, when the "last general increase in wage rates" took place. The result is that the Regional Board had no power to direct an increase under section 34 (3) as it was before the amendment made by P.C. 2370.

By virtue of the amendment, the Regional Board could order an upward adjustment of the bonus, but only if it were shown that it was necessary to correct an unfair or unequal situation resulting within the industry when wage rates and bonus were combined.

The Union, we must say, have failed to make out a case within the terms of the proviso added to section 34 (3) and we must dismiss the appeal.

July 5, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with Proceedings under the National Labour Relations Board, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Wartime Labour Relations Regulations.—Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field, to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the regulations.

Provision is made in the regulations for an agreement between the Dominion and any province to set up suitable provincial agencies for the administration of the regulations. Such agreements were made during the month under review with the provinces of Saskatchewan, Quebec, and Nova Scotia, and were approved under the provisions of Orders in Council P.C. 3732, for Saskatchewan, P.C. 4871, for Quebec, and P.C. 5001, for Nova Scotia. (See also pages 847-56 of this issue.)

Conciliation Work of the Department of Labour.—Conciliation proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purposes of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, and war work, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Recent Proceedings under the Wartime Labour Relations Regulations

DURING the month of June six applications for certification were granted by the Wartime Labour Relations Board (National). These were:

1. National Catholic Brotherhood of Transport Employees of Quebec, Inc., and Quebec Railway, Light & Power Co. (Tramways and Autobus Division) Quebec, P.Q.—Certified June 8.

2. International Union of Mine, Mill & Smelterworkers, Local 688 and Noranda Mines, Ltd., Rouyn, P.Q.—Certified June 21.

3. United Steelworkers of America and Dominion Bridge Company, Lachine, P.Q.—Certified June 26.

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the National Harbours Board (Cold Storage) Montreal, P.Q.—Certified June 26.

5. Amalgamated Assn. of Street, Electric Railway and Motor Coach Employees of America, Div. No. 591 and the Gatineau Bus Company, Ltd., Hull, P.Q.—Certified June 26.

6. Canadian Seamen's Union, Local 5 and Dartmouth Ferry Commission, Dartmouth, N.S.—Certified June 26.

Cases Investigated and Decision Pending

At the end of the month there were eighteen cases concerning which reports of Investigating Officers had been received and the decision of the Board was pending, following preliminary consideration by the Board. These cases together with the Investigating Officer concerned are:—

1. Association of Employees "Aircraft Division" and Canadian Car and Foundry Co., Ltd., Montreal, P.Q.—B. Rose. (Referred back to applicants for proper election of bargaining representatives.)

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the National Harbours Board (Cold Storage) Montreal, P.Q.—L. Pepin.

3. Brotherhood of Railroad Trainmen and Canadian National Railways and Canadian Pacific Railway Co. (Conductors).—C. W. Rump.

4. Employees' Welfare Board of the Hudson Bay Mining and Smelting Company, Ltd., and the Hudson Bay Mining and Smelting Company, Ltd., Flin Flon, Man.—H. S. Johnstone. (Hearing set for July 4.)

5. Deepsea and Inlandboatmen's Union of the Pacific, B.C., Division (C.C.L.) and Park Steamships Ltd., Vancouver, B.C.—G. R. Currie. (Vote of employees to be taken.)

6. United Steelworkers of America and the Steel Company of Canada (St. Henri Works), Montreal, P.Q.—R. Trepanier.

7. United Steelworkers of America and the Steel Company of Canada (Dominion Wire Works), St. Joseph St., Lachine, P.Q.—R. Trepanier.

8. United Steelworkers of America and the Steel Company of Canada (Notre Dame and Charlevoix Sts. plant), St. Henri, P.Q.—R. Trepanier.

9. Stelco Employees' Assn., and the Steel Company of Canada, Ltd., Lachine, P.Q.—R. Trepanier.

10. Stelco Employees' Assn., and the Steel Company of Canada, Ltd. (Notre Dame St. plant), Montreal, P.Q.—R. Trepanier.

11. International Union of Mine, Mill and Smelterworkers' Local 690 and Alberta Nitrogen Products Ltd., Calgary, Alta.—F. E. Harrison. (Vote of employees taken June 23 and 24 to be reported to Board.)

12. Canadian Seamen's Union and St. Lawrence Steamships Co., Buffalo, N.Y.—J. P. Nicol. (Vote to be taken July 10.)

13. Val d'Or Mine and Mill Workers' Union, Local 654 and Lamaque Mining Co., Ltd., Bourlamaque, P.Q.—F. LaFortune.

14. Val d'Or Mine and Mill Workers' Union, Local 654 and Golden Manitou Mines, Ltd., Val d'Or, P.Q.—F. LaFortune.

15. International Union of Mine, Mill and Smelterworkers' Local 688 and Beattie Mines (Quebec), Ltd., Duparquet, P.Q., and Toronto, Ont.—F. LaFortune.

16. International Union of Mine, Mill and Smelterworkers' Local 688 and Powell-Rouyn Gold Mines, Ltd., Rouyn, P.Q., and Toronto, Ont.—F. Lafortune.

17. International Union of Mine, Mill and Smelterworkers' Local 688 and Senator-Rouyn Mines, Rouyn and Hull, P.Q.—F. LaFortune.

18. International Union of Mine, Mill and Smelterworkers' Local 688 and Waite-Amulet Mines, Ltd., Rouyn, P.Q., and Toronto, Ont.—F. LaFortune.

Applications Referred to Investigating Officers

During the month thirty applications for certification were referred to departmental officers for preliminary investigation and report. These, together with the name of each investigating officer concerned are as follows:

1. United Steelworkers of America and Canadian Tube and Steel Products, Ltd., Montreal, P.Q.—F. LaFortune. (Investigation in abeyance until July 1, pending outcome of negotiations between parties.)

2. United Association of Locomotive Engineers, Firemen, Brakemen and Dispatchers and the Aluminum Company of Canada, Ltd., Arvida, P.Q.—L. Pepin.

3. National Harbours Board Employees' Association and the National Harbours Board (Mechanical Employees), Montreal, P.Q.—R. Trepanier.

4. Canadian Union of Asbestos Workers, Local No. 6 and Johnson's Company, Thetford Mines, P.Q.—B. Rose.

5. Calgary Trades and Labour Council (Building Trades Section) and Alberta Nitrogen Products, Calgary, Alta.—F. E. Harrison.

6. Canadian Brotherhood of Railway Employees and Other Transport Workers, Div. 229 and Levis Ferry Ltd., Quebec, P.Q.—F. LaFortune.

7. International Brotherhood of Electrical Workers, Local B1106, and Quebec Power Co., Quebec, P.Q.—F. LaFortune.

8. International Association of Machinists, Lodge 1288 and Anglo-Canadian Wire Rope Company, Ltd., Lachine, P.Q.—R. Trepanier.

9. International Association of Machinists, Lodge 1288 and Dominion Wire Rope Company, Ltd., Lachine, P.Q.—R. Trepanier.

10. Commercial Telegraphers' Union, Canadian System Division No. 1 and the Canadian Pacific Railway Co. (Communication Dept.)

11. Brotherhood of Railway and Steamship Clerks, Freight Handlers & Station Employees (Coal Handlers) and Canadian Pacific Railway Co., Fort William, Ont.—J. L. MacDougall.

12. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Coal Handlers) and Fort William Coal Dock Company, Fort William, Ont.—J. L. MacDougall.

13. International Association of Machinists and MacDonald Bros. Aircraft Ltd. (Office and Stores Depts. of Robinson St., Division), Winnipeg, Man.—H. S. Johnstone.

14. Canadian Union of Asbestos Workers, Local No. 5 and Bell Asbestos Mines, Ltd., Thetford Mines, P.Q.—B. Rose.

15. Employees' Union of Wartime Metals Corp. (C.C.L.), and Wartime Metals Corp., Black Lake, P.Q.—B. Rose.

16. Winnipeg Electric Employees' Federated Council, One Big Union, Winnipeg, Man., and Winnipeg Electric Company, Winnipeg, Man.—H. S. Johnstone.

17. Montreal Harbour Staff Employees' Assn., and the National Harbours Board, Montreal, P.Q.—L. Pepin.

18. Canadian Union of Soapstone Workers, Local No. 1 and Mr. Oliva Cyr, Employer, Thetford Mines, P.Q.—L. Pepin.

19. National Association of Metal Workers of Three Rivers and Canada Iron Foundries, Ltd., Three Rivers, P.Q.—L. Pepin.

20. Constables and Special Agents, C.N.R. Federal Union No. 131 (T. & L.C.), and Canadian National Railways (Investigation Division), Montreal, P.Q.—R. Trepanier.

21. Bro. of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 and the Superior Elevator Co., Port Arthur, Ont.—J. Lorne MacDougall.

22. Bro. of Railway and Steamship Clerks, Freight Handlers, Express & Station Employees, Lodge 650 and Northland Terminals, Ltd., Winnipeg, Man.—J. Lorne MacDougall.

23. Bro. of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees and the Reliance Grain Co., Ltd., Winnipeg, Man.—J. Lorne MacDougall.

24. Deepsea and Inlandboatmen's Union of the Pacific (B.C. Division) and Gibson Bros. (Log Towing), Vancouver, B.C.—G. R. Currie.

25. National Harbours Board Employees' Federal Union No. 24 and the National Harbours Board, Saint John, N.B.—H. R. Pettigrove.

26. International Union of Mine, Mill & Smelterworkers' Local 564 and Yukon Consolidated Gold Corp., Dawson City, Yukon Territory.—G. R. Currie.

27. Deepsea & Inlandboatmen's Union of the Pacific B.C. Division and Badwater Towing Co., Vancouver, B.C.—G. R. Currie.

28. Western Canada Firebosses Assn., Dist. No. 1 and Crow's Nest Pass Coal Co., Fernie, B.C., International Coal & Coke Co., McGillvary Coal & Coke Co. of Coleman, Alta., West Canadian Collieries, Blairmore and Bellevue, Alta., Hillcrest-Mohawk Collieries, Bellevue, Alta.—F. E. Harrison.

29. International Brotherhood of Electric Workers, Local 230 and Canadian Collieries (Dunsmuir) Ltd. (Puntledge River Power House), Vancouver, B.C.—G. R. Currie.

30. International Longshoremen's Assn., Local 375 (T. & L.C.) and the Shipping Federation of Canada, Inc., Montreal, P.Q.—L. Pepin.

Application Referred to Provincial Authorities

During the month three applications were referred to provincial administration under agreements between the Dominion and Provincial governments; of these one was referred to Manitoba, one to Saskatchewan, one to Ontario.

That referred to Manitoba was:—

United Steelworkers of America, Local 3272 and Western Steel Products, Corp., St. Boniface, Man.

That referred to Saskatchewan was:—

Sodium Sulphate Workers' Union, No. 2 and Horseshoe Lake Mining Company, Ltd., Ormiston, Sask.

That referred to Ontario was:—

United Gas, Coke and Chemical Workers of America and St. Clair Processing Corp., Ltd. (Polymer Corp.), Sarnia, Ont.

Seven applications were rejected or withdrawn. These were:—

1. Chemical Workers Union, Local 23639 (A.F. of L.) and Merck and Company, Ltd., Montreal, P.Q.

2. Association of Employees (Propeller Division) and Canadian Car & Foundry Co., Ltd., Ville St. Pierre, P.Q.—Withdrawn by applicants.

3. Association of Employees and Canadian Car & Foundry Co. Ltd. (Car Division), Turcot & Dominion Works, Montreal, P.Q. —Withdrawn by applicants.

4. Coal Handlers Federal Union, Local 102 and Canadian Import Co., Montreal, P.Q.— Withdrawn by applicants.

5. Coal Handlers Federal Union, Local 102 and Dominion Coal Co., Montreal, P.Q.— Withdrawn by applicants.

6. Coal Handlers Federal Union, Local 102 and Scotch Anthracite Company, Montreal, P.Q.—Withdrawn by applicants.

7. International Union of Aluminum Workers and the Aluminum Co. of Canada, Ltd., Shawinigan Falls, P.Q.

Proceedings under Sections 12 to 14 of the Regulations

Sections 12 to 14 of the Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlement of disputes where negotiations for an agreement have been unsuccessfully continued for thirty days following certification of bargaining representatives. This phase of disputes is referred to the Minister by the Wartime Labour Relations Board (National) or by the provincial administering authorities. A conciliaton officer is then appointed to investigate and report. If the conciliation officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by appointment of a Conciliation Board, a Board is appointed forthwith. The duty of such a board is to endeavour to effect an agreement between the parties on the matter in dispute.

At the end of the month four cases had been referred to conciliation officers. These, together with the names of the officers concerned, are:—

1. Dominion Glass Company, Wallaceburg, Ont., and United Automobile Workers of America, Local 251.—F. J. Ainsborough.

2. C. Lloyd and Sons, Ltd., Wingham, Ont., and National Union of Woodworkers, Local No. 3 (C.C. of L.) J. Hutcheon.

3. Motor Products, Corp., Windsor, Ont., and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America, U.A.W.-C.I.O. F. J. Ainsborough.

4. Ottawa Electric Railway Company, Ottawa, Ont., and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Div. No. 279. J. S. McCullagh.

At the end of the month three Boards of Conciliation had been established but not fully constituted. These are:—

1. Pedlar People, Ltd., Oshawa, Ont., and United Steelworkers of America, Local 2784.

2. Fittings, Ltd., Oshawa, Ont., and the United Steelworkers of America, Local 1817.

3. Russell Bros., Owen Sound, Ont., and United Steelworkers of America, Local 2837.

By June 30 three Boards of Conciliation were fully constituted.

Montreal Tramways Company, Montreal, Quebec.—The Board of Conciliation established to deal with a dispute between the Montreal Tramways Company, Montreal, Quebec, and its employees, members of the Canadian Brotherhood of Railway Employees and other Transport Workers, was fully constituted on May 31. The personnel of the Board is as follows: The Honourable Mr. Justice Oscar L. Boulanger, Quebec, P.Q., Chairman, appointed on the nomination of the other two members; Messrs. Walter A. Merrill and Frank R. Scott, both of Montreal, appointed on the nomination of the employer and employees respectively.

Ontario Malleable Iron Co. Limited, Oshawa, Ont.—The constitution of the Board of Conciliation to deal with a dispute between Ontario Malleable Iron Co., Ltd., Oshawa, Ont., and Local 1817 United Steelworkers of America was completed on June 29 with the appointment of the Chairman, Dr. C. A. Wright of Toronto, on the nomination of the other two members. Mr. Bora Laskin, Toronto, was appointed on the nomination of the employees and Mr. John J. Robinette, Toronto, on the nomination of the employing company.

National Machinery Company and National Shops Limited, Vancouver, B.C.—A Board of Conciliation was established to deal with a dispute between these companies and the United Steelworkers of America, Local 2765. It was fully constituted on June 28, with Mr. J. Howard Harman as Chairman, appointed by the Minister of Labour in the absence of a recommendation from the other two members. Mr. Herbert Gargrave, M.L.A., was nominated by the employees, and Mr. R. L. Norman by the employing companies. All three members reside in Vancouver.

Administration of Wartime Labour Relations Regulations, Manitoba, Saskatchewan, Nova Scotia, and Quebec

FOUR Orders in Council, approving agreements between the Dominion Government and the Provinces of Manitoba, Saskatchewan, Nova Scotia and Quebec to provide for the administration within those provinces of the Wartime Labour Relations Regulations were announced recently. They are P.C. 3491, dated May 15, 1944, concerning Manitoba; P.C. 3732, dated May 18, 1944, concerning Saskatchewan; P.C. 5001 dated June 30, 1944, concerning Nova Scotia; and P.C. 4871, dated June 26, 1944, concerning Quebec. Agreements have already been made between the Dominion and the Provinces of British Columbia, Ontario and New Brunswick (L.G., May, 1944, p. 610).

Under the agreements the Wartime Labour Relations Board (National) transfers jurisdiction over war industries but retains, in addition to industries ordinarily within the legislative authority of Parliament, jurisdiction over those industries:—

(*a*) where employees in more than one province of the same employer are affected; or

(*b*) where employees in more than one province of several employers are affected.

The provinces mentioned, with the exception of Quebec, will administer the Wartime Labour Relations Regulations in their application to all war industries and industries ordinarily within provincial jurisdiction. In the Province of Quebec the Regulations will be administered in their application to all war industries as defined in Schedule "A" of P.C. 1003.

In the provinces mentioned Wartime Labour Relations Boards have been established to administer the Regulations in industries where jurisdiction is transferred to the province. Each provincial administrative authority may determine its own procedure for the administration of the Regulations, but such procedure must not be inconsistent with the Wartime Labour Relations Regulations or the regulations made by the National Board thereunder.

Either an employer or employee or an organization of employers or employees may appeal against any decision of the provincial authority, regarding the administration of the Regulations to the Wartime Labour Relations Board (National) on leave being given by that Board, or by the provincial administering authority, within 15 days of the issue of the decision to which exception is taken.

Following are the texts of the Orders in Council concerning Saskatchewan, Nova Scotia and Quebec. The text of Order in Council P.C. 3491 concerning Manitoba will be included in the next issue of the LABOUR GAZETTE.

Text of Order in Council P.C. 3732 *re* administration within the Province of Saskatchewan of the Wartime Labour Relations Regulations

Whereas section 36 of the Wartime Labour Relations Regulations (Order in Council P.C. 1003 of February 17, 1944), provides that the Minister of Labour may, with the approval of the Governor in Council, enter into an agreement with the government of any province to provide for the administration within that province of the said Regulations or any part thereof and, that such agreement may provide for the manner in which the Minister of Labour shall exercise the powers conferred on him under the said section and for the transfer to the government of the province or persons specified by the government of the province of all or any part of the jurisdiction in respect of matters within the province conferred on the Wartime Labour Relations Board by the said Regulations, and for a procedure whereby an appeal may be had to the Wartime Labour Relations Board from a decision made in the exercise of the jurisdiction so conferred, and for the reimbursement of the province in respect of expenses so incurred;

And whereas pursuant thereto the Acting Minister of Labour submits for approval an agreement dated May 3, 1944, entered into with the Minister of Reconstruction, Labour and Public Welfare of the Province of Saskatchewan, to provide for the administration of the said Regulations in the said Province;

Therefore His Excellency the Governor General in Council, on the recommendation of the Acting Minister of Labour, is pleased to approve the said agreement, of which a copy is hereto annexed as Schedule A, and it is hereby approved accordingly.

And whereas it is deemed necessary by reason of the war, for the security, defence, peace, order and welfare of Canada and for the effective prosecution of the war that the order hereinafter set out be made;

Therefore His Excellency the Governor General in Council, on the same recommendation and under the authority of the War Measures Act, is pleased to make and doth hereby make the following Order:

ORDER

1. In this Order, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944.

2. (1) There shall be a Saskatchewan Wartime Labour Relations Board for the Province of Saskatchewan (hereinafter called "the

Provincial Board") consisting of: the Minister of Reconstruction, Labour and Public Welfare for the Province of Saskatchewan who shall be Chairman of such Board; and

C. A. Scott, Director, Labour Branch, Department of Reconstruction, Labour & Public Welfare, Regina, Sask., who shall be Vice-Chairman of such Board, and the following members:—

Mr. W. E. Brunskill, Member of the Typographical Union, Saskatoon, Sask.

Mr. H. D. Davis, General Chairman, Brotherhood of Railway Carmen, Prince Albert, Sask.

Mr. Leroy Johnson, K.C., National Sodium Products Co. Ltd., Moose Jaw, Sask.

Mr. F. E. Doull, Robert Simpson Co. Ltd., Regina, Sask.

(2) Three members of the Provincial Board shall constitute a quorum, and in the absence of the Chairman, the Vice-Chairman shall act as Chairman of such Board.

(3) A decision of the majority of the members of the Provincial Board present and constituting a quorum shall be the decision of the Provincial Board and in the event of a tie, the Chairman or Acting Chairman shall have a casting vote.

(4) The Provincial Board and each member thereof shall have the powers of a Commissioner under Part I of the Inquiries Act.

(5) The Provincial Board and each member thereof may receive and accept such evidence and information on oath, affidavit or otherwise as in its or his discretion it or he may deem fit and proper whether admissible as evidence in a court of law or not.

(6) The Provincial Board shall determine its own procedure but shall in every case give an opportunity to all interested parties to present evidence and make representations.

(7) The remuneration of each member of the Provincial Board, other than the chairman and Vice-Chairman, shall be fifteen dollars per day for each day engaged in work of the Provincial Board and each member of the Board shall be paid actual living and travelling expenses when necessarily absent from his place of residence in connection with his duties as a member of such Board.

(8) Mr. A. J. Smith, Regina, Sask., shall be the Chief Executive Officer of the Provincial Board.

3. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the Wartime Labour Relations Board thereunder.

4. (1) Except as hereinafter provided, the jurisdiction and powers of the Wartime Labour Relations Board under the Wartime Labour Relations Regulations with respect to

(i) employees in the Province of Saskatchewan described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the said Regulations,

(ii) the employers of all such employees in their relations with such employees, and

(iii) trade unions, employees' organizations and employers' organizations composed of such employees or employers,

are hereby vested in the Provincial Board and all the provisions of the said Regulations relating to or referring to the Wartime Labour Relations Board shall relate and refer *mutatis mutandis* to the said Provincial Board.

(2) The provisions of subsection one of this section shall not affect nor be deemed to vest in the Provincial Board the jurisdiction of the Wartime Labour Relations Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. The Wartime Labour Relations Board may exercise the jurisdiction vested in it under the Wartime Labour Relations Regulations with respect to any proceeding pending before it on the date of this Order.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board made pursuant to the Wartime Labour Relations Regulations may appeal to the Wartime Labour Relations Board by leave of the Wartime Labour Relations Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board or within such longer period as may be allowed by the Wartime Labour Relations Board.

(2) On any such appeal the Wartime Labour Relations Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. The expenditures incurred by the Minister of Labour under any agreement executed under section two of this Order shall be paid out of moneys appropriated for the administration of the Wartime Labour Relations Regulations.

Certified to be a true copy.

Text of Agreement between the Dominion and the Province of Saskatchewan *re* Administration of Wartime Labour Relations Regulations

SCHEDULE "A"

This Agreement made this 3rd day of May, 1944, between His Majesty the King in the right of the Dominion of Canada, represented by the Minister of Labour of Canada, hereinafter called "the Dominion" of the One Part, and His Majesty the King in the right of the Province of Saskatchewan represented by the Minister of Labour of Saskatchewan, hereinafter called "the Province" of the Other Part.

Whereas the Province has enacted appropriate legislation to apply the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments, to employees described in paragraph (*c*) of subsection one of section three of the said Regulations, to employers of all such employees in their relations with such employees and to trade unions, employees' organizations and employers' organizations composed of such employees and employers; and

Whereas under the provisions of Section thirty-six of the Wartime Labour Relations Regulations the Minister of Labour of Canada is authorized with the approval of the Governor General in Council to enter into an agreement with the Government of any province to provide for the administration within the province of such Regulations; and

Whereas the parties hereto desire to enter into such an agreement to provide for the administration within the Province of Saskatchewan of the Wartime Labour Relations Regulations;

Now therefore the parties hereto pursuant to the provisions of Section thirty-six of the aforesaid Regulations covenant and agree with each other as follows:—

1. (1) In this agreement, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations.

(2) In this agreement

(*a*) "Dominion Minister" means the Minister of Labour of Canada,

(*b*) "Provincial Minister" means the Minister of Labour of the Province of Saskatchewan,

(*c*) "National Board" means the Wartime Labour Relations Board appointed under the Wartime Labour Relations Regulations,

(*d*) "Provincial Board" means the Board designated pursuant to the provisions of this agreement to administer the Wartime Labour Relations Regulations in the Province of Saskatchewan,

(*e*) "Regulations" means the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments.

2. The Dominion, by order of the Governor General in Council, will appoint a Provincial Board to exercise the powers of the National Board under the Regulations in the Province of Saskatchewan in relation to all matters in respect of which jurisdiction is transferred to it pursuant to this agreement or otherwise, and will provide for the appointment of an executive officer who will be the Chief Executive Officer of the Provincial Board.

3. (1) The Provincial Board will consist of a Chairman and an even number of other members, not exceeding a total of six, representative of employers and employees and provision may be made for the appointment of a Vice-Chairman to preside over the Provincial Board in the absence of the Chairman.

(2) The members of the Provincial Board will be appointed after consultation by the Dominion Minister with the Provincial Minister and the remuneration payable to such members shall be fixed at the same rates as are payable to members of the Regional War Labour Board for the Province of Saskatchewan.

(3) With the concurrence of the National War Labour Board, the staff, offices and other facilities of the Regional War Labour Board for the Province of Saskatchewan will be made available for the use of the Provincial Board in the administration of the Regulations in the Province of Saskatchewan.

4. (1) Except as otherwise hereinafter provided, the jurisdiction of the National Board under the Regulations shall be transferred to the Provincial Board with respect to employees in the Province of Saskatchewan described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the Regulations, the employers of all such employees in their relations with such employees, and trade unions, employees' organizations and employers' organizations composed of such employees or employers.

(2) The provisions of subsection one of this section shall not be deemed to include the transfer of the jurisdiction of the National Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. (1) Notwithstanding the provisions of section four of this agreement, the National Board may exercise the jurisdiction vested in it under the Regulations with respect to any proceeding pending before it on the date this agreement is approved by the Governor General in Council.

(2) Nothing contained in this agreement shall be deemed to preclude the Governor General in Council from revesting in the National Board jurisdiction under the Regulations relating to any particular matter which is otherwise within the jurisdiction of the Provincial Board by virtue of this agreement and whether or not at that time pending before the Provincial Board.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board may appeal to the National Board, by leave of the National Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board, or within such longer period as may be allowed by the National Board.

(2) On any such appeal the National Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the National Board thereunder.

8. The services of the conciliation officers of the Provincial and the Dominion Departments of Labour will be utilized as required in the administration of the Regulations for the investigation of applications for certification and for conciliation purposes in accordance with such arrangements as are made from time to time between the Dominion Minister and Provincial Minister.

9. Where pursuant to section thirteen of the Regulations a conciliation officer recommends the appointment of a Conciliation Board in relation to an employer and his employees in a matter within the jurisdiction of the Provincial Board, he will transmit the same to the Provincial Minister who will forthwith

transmit the same to the Dominion Minister along with whatever recommendation he sees fit to make with reference thereto.

10. The Provincial Board will be responsible for the proper administration and enforcement of the Regulations within the province as to all matters transferred to its jurisdiction pursuant to this agreement.

11. Except to the extent that the provisions of this section are altered by subsequent agreement between the Dominion and Provincial Ministers, the following provisions in regard to the cost of administration of the Regulations in the Province of Saskatchewan shall have effect;

(1) The Province will reimburse the Dominion for one-third of its disbursements for the administration of the Regulations in the Province of Saskatchewan through the Provincial Board pursuant to this agreement, including one-third of its disbursements made for Conciliation Boards appointed under the Regulations in relation to matters in respect of which jurisdiction is transferred to the Provincial Board under this agreement.

(2) For the purposes of this section, the disbursements of the Dominion shall include the amount of the salaries and expenses of any additional staff of the Regional War Labour Board for the Province of Saskatchewan which the Chairman of that Board certifies as having been employed for the administration of the Regulations in the Province.

(3) The Dominion will reimburse the Province for two-thirds of its disbursements made in prosecution of offences under the Regulations if certified or taxed by the Attorney-General for the Province and for salaries of any provincial staff attached by arrangement with the National Board, for full time employment with the Provincial Board.

(4) The Dominion shall, in January of each year, furnish to the Province a statement of its disbursements payable by the Province pursuant to this agreement for the preceding calendar year certified by the Comptroller of the Treasury, and the Province shall reimburse the Dominion therefor within two months after the receipt of such statement.

(5) The Province will, in January of each year, furnish to the Dominion a statement of its disbursements payable by the Dominion pursuant to this agreement for the preceding calendar year certified by the Provincial Auditor and the Dominion shall reimburse the Province therefor within two months after receipt thereof.

(6) Each party shall furnish to the other such particulars of accounts rendered as may be deemed necessary by the other for payment thereof.

12. This agreement may be terminated by either party on six months notice.

13. The parties hereto will take steps to obtain any further approval of this agreement necessary to give it legal effect.

In witness whereof, the Hon. Humphrey Mitchell, Minister of Labour of Canada, has hereunto set his hand on behalf of the Dominion of Canada and Hon. James Gordon Taggart, Minister of Labour of Saskatchewan has hereunto set his hand on behalf of the Province of Saskatchewan.

Signed on behalf of the Dominion of Canada by the Hon. Humphrey Mitchell, Minister of Labour of Canada in the presence of

GEORGE G. GREENE.

HUMPHREY MITCHELL.

Signed on behalf of the Province of Saskatchewan by Hon. James Gordon Taggart in the presence of

DOROTHY E. MCCALLUM.

J. G. TAGGART.

Text of Order in Council P.C. 5001 re administration of Wartime Labour Relations Regulations in the Province of Nova Scotia

Whereas section 36 of the Wartime Labour Relations Regulations, (Order in Council P.C. 1003 of February 17, 1944) provides that the Minister of Labour may, with the approval of the Governor in Council, enter into an agreement with the government of any province to provide for the administration within that province of the said Regulations or any part thereof and that such agreement may provide for the manner in which the Minister of Labour shall exercise the powers conferred on him under the said section and for the transfer to the government of the province or persons specified by the government of the province of all or any part of the jurisdiction in respect of matters within the province conferred on the Wartime Labour Relations Board by the said Regulations, and for a procedure whereby an appeal may be had to the Wartime Labour Relations Board from a decision made in the exercise of the jurisdiction so conferred, and for the reimbursement of the province in respect of expenses so incurred;

And whereas pursuant thereto the Minister of Labour submits for approval an agreement entered into by him on the 14th June, 1944, with the Minister of Labour of the Province of Nova Scotia to provide for the administration of the said Regulations in the said Province;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to approve the said agreement, of which a copy is hereto annexed as Schedule "A", and it is hereby approved accordingly.

And whereas it is deemed necessary by reason of the war for the security, defence, peace, order and welfare of Canada and for the effective prosecution of the war that the order hereinafter set out be made;

Now, therefore, His Excellency the Governor General in Council, on the same recommendation and under the authority of the War Measures Act is pleased to make and doth hereby make the following Order:

ORDER

1. In this Order, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944.

2. (1) There shall be a Nova Scotia Wartime Labour Relations Board for the Province of Nova Scotia (hereinafter called 'the Provincial Board') consisting of: the Minister of Labour for the Province of Nova Scotia who shall be the Chairman of such Board.

Mr. J. P. Bell, Halifax, N.S., who shall be Vice-Chairman of such Board, and the following members:—

Mr. Sidney C. Mifflen, Office Engineer, Dominion Coal Company Limited, Sydney, N.S.

Mr. Arthur W. Schwartz, Vice-President, Lunenburg Foundry Co. Limited, Lunenburg, N.S.

Mr. Doane Curtis, Member of Local Union 1064, United Steel Workers of America, Sydney, N.S.

Mr. Hugh Henderson, Halifax, N.S., President Local 508, Amalgamated Association of Street and Electric Railway Employees and Motor Coach Operators of America and Vice-President, Halifax District, Trades and Labour Council.

(2) Three members of the Provincial Board shall constitute a quorum, and in the absence of the Chairman, the Vice-Chairman shall act as Chairman of such Board.

(3) A decision of the majority of the members of the Provincial Board present and constituting a quorum shall be the decision of the Provincial Board and in the event of a tie, the Chairman or Acting Chairman shall have a casting vote.

(4) The Provincial Board and each member thereof shall have the powers of a Commissioner under Part I of the Inquiries Act.

(5) The Provincial Board and each member thereof may receive and accept such evidence and information on oath, affidavit or otherwise as in its or his discretion it or he may deem fit and proper whether admissible as evidence in a court of law or not.

(6) The Provincial Board shall determine its own procedure but shall in every case give an opportunity to all interested parties to present evidence and make representations.

(7) The remuneration of each member of the Provincial Board, other than the Chairman and Vice-Chairman, shall be fifteen dollars per day for each day engaged in work of the Provincial Board and each member of the Board shall be paid actual living and travelling expenses when necessarily absent from his place of residence in connection with his duties as a member of such Board.

(8) Mr. J. P. Bell, Halifax, N.S. shall also be the Chief Executive Officer of the Provincial Board.

3. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the Wartime Labour Relations Board thereunder.

4. (1) Except as hereinafter provided, the jurisdiction and powers of the Wartime Labour Relations Board under the Wartime Labour Relations Regulations with respect to

(i) employees in the Province of Nova Scotia described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the said Regulations

(ii) the employers of all such employees in their relations with such employees, and

(iii) trade unions, employees' organizations and employers' organizations composed of such employees or employers.

are hereby vested in the Provincial Board and all the provisions of the said Regulations relating to or referring to the Wartime Labour Relations Board shall relate and refer *mutatis mutandis* to the said Provincial Board.

(2) The provisions of subsection one of this section shall not affect nor be deemed to vest in the Provincial Board the jurisdiction of the Wartime Labour Relations Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected,

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. The Wartime Labour Relations Board may exercise the jurisdiction vested in it under the Wartime Labour Relations Regulations with respect to any proceeding pending before it on the date of this Order.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board made pursuant to the Wartime Labour Relations Regulations may appeal to the Wartime Labour Relations Board by leave of the Wartime Labour Relations Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board or within such longer period as may be allowed by the Wartime Labour Relations Board.

(2) On any such appeal the Wartime Labour Relations Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. The remuneration of Mr. J. P. Bell as Vice-Chairman and Chief Executive Officer of the Provincial Board shall be at the rate of $1,000.00 per annum additional to the remuneration payable to him as Vice-Chairman and Chief Executive Officer of the Nova Scotia Regional War Labour Board, together with actual living and travelling expenses when absent from Halifax, N.S., in connection with his duties as aforesaid.

8. The expenditures incurred by the Minister of Labour under the agreement hereby approved shall be paid out of moneys appropriated for the administration of the Wartime Labour Relations Regulations.

Text of Agreement between the Dominion and the Province of Nova Scotia *re* administration of Wartime Labour Relations Regulations

SCHEDULE "A"

This Agreement made this 14th day of June, 1944, between His Majesty the King in the right of the Dominion of Canada, represented by the Minister of Labour of Canada, hereinafter called "the Dominion" of the one part and His Majesty the King in the right of the Province of Nova Scotia, represented by the Minister of Labour of Nova Scotia, hereinafter called "the Province" of the other part.

Whereas the Province has enacted appropriate legislation to apply the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments, to employees described in paragraph (*c*) of subsection one of section three of the said Regulations, to employers of all such employees in their relations with such employees and to trade unions, employees' organizations and employers' organizations composed of such employees and employers; and

Whereas under the provisions of Section thirty-six of the Wartime Labour Relations Regulations the Minister of Labour of Canada is authorized with the approval of the Governor General in Council to enter into an agreement with the Government of any province to provide for the administration within the province of such Regulations; and

Whereas the parties hereto desire to enter into such an agreement to provide for the administration within the Province of Nova Scotia of the Wartime Labour Relations Regulations;

Now therefore the parties hereto pursuant to the provisions of Section thirty-six of the aforesaid Regulations covenant and agree with each other as follows:—

1. (1) In this agreement, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations.

(2) In this agreement

(*a*) "Dominion Minister" means the Minister of Labour of Canada,

(*b*) "Provincial Minister" means the Minister of Labour of the Province of Nova Scotia,

(*c*) "National Board" means the Wartime Labour Relations Board appointed under the Wartime Labour Relations Regulations,

(*d*) "Provincial Board" means the Board designated pursuant to the provisions of this agreement to administer the Wartime Labour Relations Regulations in the Province of Nova Scotia,

(*e*) "Regulations" means the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments.

2. The Dominion, by order of the Governor General in Council, will appoint a Provincial Board to exercise the powers of the National Board under the Regulations in the Province of Nova Scotia in relation to all matters in respect of which jurisdiction is transferred to it pursuant to this agreement or otherwise, and will provide for the appointment of an executive officer who will be the Chief Executive Officer of the Provincial Board.

3. (1) The Provincial Board will consist of a Chairman and an even number of other members, not exceeding a total of six, representative of employers and employees and provision may be made for the appointment of a Vice-Chairman to preside over the Provincial Board in the absence of the Chairman.

(2) The members of the Provincial Board will be appointed after consultation by the Dominion Minister with the Provincial Minister and the remuneration payable to such members shall be fixed at the same rates as are payable to members of the Regional War Labour Board for the Province of Nova Scotia.

(3) With the concurrence of the National War Labour Board, the staff, offices and other facilities of the Regional War Labour Board for the Province of Nova Scotia will be made available for the use of and will be utilized by the Provincial Board in the administration of the Regulations in the Province of Nova Scotia.

4. (1) Except as otherwise hereinafter provided the jurisdiction of the National Board under the Regulations shall be transferred to the Provincial Board with respect to employees in the Province of Nova Scotia described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the Regulations, the employers of all such employees in their relations with such employees, and trade unions, employees' organizations and employers' organizations composed of such employees or employers.

(2) The provisions of subsection one of this section shall not be deemed to include the transfer of the jurisdiction of the National Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. (1) Notwithstanding the provisions of section four of this agreement, the National Board may exercise the jurisdiction vested in it under the Regulations with respect to any proceeding pending before it on the date this agreement is approved by the Governor General in Council.

(2) Nothing contained in this agreement shall be deemed to preclude the Governor General in Council from revesting in the National Board jurisdiction under the Regulations relating to any particular matter which is otherwise within the jurisdiction of the Provincial Board by virtue of this agreement and whether or not at that time pending before the Provincial Board.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board may appeal to the National Board by leave of the National Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board, or within such longer period as may be allowed by the National Board.

(2) On any such appeal the National Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the National Board thereunder.

8. The services of the conciliation officers of the Provincial and Dominion Departments of Labour will be utilized as required in the administration of the Regulations for the investigation of application for certification and for conciliation purposes in accordance with such arrangements as are made from time to time between the Dominion Minister and Provincial Minister.

9. Where pursuant to section thirteen of the Regulations a conciliation officer recommends the appointment of a Conciliation Board in relation to an employer and his employees in a matter within the jurisdiction of the Provincial Board, he will transmit the same to the Provincial Minister who will forthwith transmit the same to the Dominion Minister along with whatever recommendation he sees fit to make with reference thereto.

10. The Provincial Board will be responsible for the proper administration and enforcement of the Regulations within the province as to all matters transferred to its jurisdiction pursuant to this agreement.

11. Except to the extent that the provisions of this section are altered by subsequent agreement between the Dominion and Provincial Ministers, the following provisions in regard to the cost of administration of the Regulations in the Province of Nova Scotia shall have effect:

(1) The Province will reimburse the Dominion for one-third of its disbursements for the administration of the Regulations in the Province of Nova Scotia through the Provincial Board pursuant to this agreement including one-third of its disbursements made for Conciliation Boards appointed under the Regulations in relation to matters in respect of which jurisdiction is transferred to the Provincial Board under this agreement.

(2) For the purposes of this section, the disbursements of the Dominion shall include the amount of the salaries and expenses of any additional staff of the Regional War Labour Board for the Province of Nova Scotia which the Chairman of that Board certifies as having been employed to provide for the administration of the Regulations in the Province.

(3) The Dominion will reimburse the Province for two-thirds of its disbursements made in the prosecution of offences under the Regulations if certified or taxed by the Attorney General for the Province and for salaries of any provincial staff attached by arrangement with the National Board, for full time employment with the Provincial Board.

(4) The Dominion shall, in January of each year furnish to the Province a statement of disbursements payable by the Province pursuant to this agreement for the preceding calendar year certified by the Comptroller of the Treasury, and the Province shall reimburse the Dominion for its share of such disbursements within two months after the receipt of such statement.

(5) The Province will, in January of each year, furnish to the Dominion a statement of disbursements payable by the Dominion pursuant to this agreement for the preceding calendar year certified by the Provincial Auditor and the Dominion shall, within two months after receipt thereof, reimburse the Province for its share of such disbursements.

(6) Each party shall furnish to the other such particulars of accounts as may be deemed necessary by the other for payment of the accounts.

12. This agreement may be terminated by either party on six months' notice.

13. The parties hereto will take steps to obtain any further approval of this agreement necessary to give it legal effect.

In witness whereof, the Hon. Humphrey Mitchell, Minister of Labour of Canada, has hereunto set his hand on behalf of the Dominion of Canada and Hon. L. D. Currie, Minister of Labour of Nova Scotia has hereunto set his hand on behalf of the Province of Nova Scotia.

Signed on behalf of the Dominion of Canada by the Hon. Humphrey Mitchell, Minister of Labour of Canada in the presence of

GEORGE GREENE.

HUMPHREY MITCHELL.

Signed on behalf of the Province of Nova Scotia by Hon. L. D. Currie in the presence of

C. M. WALL.

L. D. CURRIE.

Text of Order in Council P.C. 4871 *re* administration within the Province of Quebec of the Wartime Labour Relations Regulations

Whereas section 36 of the Wartime Labour Relations Regulations (Order in Council P.C. 1003 of February 17, 1944), provides that the Minister of Labour may, with the approval of the Governor in Council, enter into an agreement with the government of any province, to provide for the administration within that province of the said Regulations or any part thereof and that such agreement may provide for the manner in which the Minister of Labour shall exercise the powers conferred on him under the said section and for the transfer to the government of the province or persons specified by the government of the province of all or any part of the jurisdiction in respect of matters within the province conferred on the Wartime Labour Relations Board by the said Regulations, and for a procedure whereby an appeal may be had to the Wartime Labour Relations Board from a decision made in the exercise of the jurisdiction so conferred, and for the sharing by the Dominion and the Province of the expenses incurred in respect of the administration of the Regulations within the Province;

And whereas pursuant thereto the Minister of Labour submits for approval an agreement entered into by him on the 31st day of May,

1944, with the Minister of Labour of the Province of Quebec to provide for the administration of the said Regulations in the said Province;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to approve the said agreement, of which a copy is hereto annexed as Schedule "A", and it is hereby approved accordingly.

And whereas it is deemed necessary by reason of the war for the security, defence, peace, order and welfare of Canada and for the effective prosecution of the war that the order hereinafter set out be made;

Now, therefore, His Excellency the Governor General in Council, on the same recommendation and under the authority of the War Measures Act is pleased to make and doth hereby make the following Order:

ORDER

1. In this Order, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944.

2. (1) There shall be a Quebec Wartime Labour Relations Board (hereinafter referred to as the "Provincial Board") consisting of Judge Eudore Boivin, Quebec City, Que., who shall be Chairman thereof and the following members:

A. Martel, Esq., Executive Board Member, United Brotherhood of Carpenters and Joiners of America, Ile Bigras, Que.

A. Duquette, Esq., Amalgamated Clothing Workers of America, Montreal, Que.

E. Demers, Esq., Secretary, The National Asbestos Federation, Asbestos, Que.

J. M. Boulard, Esq., General Manager, The Stowell Screw Company Limited, Longueuil, Que.

R. Bourque, Esq., Vice-President, Mercury Press Ltd., Montreal, Que.

C. J. A. Cook, Esq., Contractor, Montreal, Que.

(2) A majority of the members of the Provincial Board shall constitute a quorum.

(3) A decision of the majority of the members of the Provincial Board present and constituting a quorum shall be the decision of the Provincial Board and in event of a tie, the Chairman shall have a casting vote.

(4) The Provincial Board and each member thereof shall have the powers of a Commissioner under Part I of the Inquiries Act.

(5) The Provincial Board and each member thereof may receive and accept such evidence and information on oath, affidavit, or otherwise as in its discretion or his discretion it or he may deem fit and proper whether admissible as evidence in a court of law or not.

(6) The Provincial Board shall determine its own procedure but shall in every case give an opportunity to all interested parties to present evidence and make representations.

(7) The remuneration and expenses of the Chairman of the Provincial Board will be provided by the Province of Quebec in accordance with the provisions of the agreement, copy of which is contained in Schedule "A", and the remuneration of each of the other members of the Provincial Board shall be at the rate of Fifteen Dollars ($15.00) per day for each day engaged in or necessarily absent from his place of residence on the business of the Board, together with necessary travelling and living expenses while absent from his place of residence on the business of the Board.

(8) Mr. J. A. Bernier, L.L.B., of Quebec City, Que., shall be the Chief Executive Officer of the Provincial Board and his salary and expenses will be provided for by the Province of Quebec in accordance with the provisions of the agreement, copy of which is contained in Schedule "A".

3. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the Wartime Labour Relations Board thereunder.

4. (1) Except as hereinafter provided, the jurisdiction and powers of the Wartime Labour Relations Board under the Wartime Labour Relations Regulations with respect to

(i) employees in the Province of Quebec described by the provisions of paragraph (*b*) of subsection one of section three of the said Regulations.

(ii) the employers of all such employees in their relations with such employees, and

(iii) trade unions, employees' organizations and employers' organizations composed of such employees or employers

are hereby vested in the Provincial Board and all the provisions of the said Regulations relating or referring to the Wartime Labour Relations Board shall relate and refer, *mutatis mutandis*, to the said Provincial Board.

(2) The provisions of subsection one of this section shall not affect nor be deemed to vest in the Provincial Board the jurisdiction of the Wartime Labour Relations Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. The Wartime Labour Relations Board may exercise the jurisdiction vested in it under the Wartime Labour Relations Regulations with respect to any proceeding pending before it on the date of this order.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board made pursuant to the Wartime Labour Relations Regulations, may appeal to the Wartime Labour Relations Board by leave of the Wartime Labour Relations Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board, or within such longer period as may be allowed by the Wartime Labour Relations Board.

(2) On any such appeal the Wartime Labour Relations Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. The expenditures incurred by the Minister of Labour under the agreement hereby approved shall be paid out of moneys appropriated for the administration of the Wartime Labour Relations Regulations.

Text of Agreement between the Dominion and the Province of Quebec *re* administration of Wartime Labour Relations Regulations

SCHEDULE "A"

This Agreement made this 31st day of May, 1944, between His Majesty the King in the right of the Dominion of Canada, represented by the Minister of Labour of Canada hereinafter called "the Dominion" of the one part and His Majesty the King in the right of the Province of Quebec, represented by the Minister of Labour of Quebec, hereinafter called "the Province" of the other part.

Whereas under the provisions of Section thirty-six of the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, the Minister of Labour of Canada is authorized with the approval of the Governor General in Council to enter into an agreement with the Government of any province to provide for the administration within the province of such Regulations; and

Whereas the parties hereto desire to enter into such an agreement to provide for the administration within the Province of Quebec of the Wartime Labour Relations Regulations;

Now therefore the parties hereto pursuant to the provisions of Section thirty-six of the aforesaid Regulations covenant and agree with each other as follows:—

1. (1) In this agreement, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations.

(2) In this agreement

(*a*) "Dominion Minister" means the Minister of Labour of Canada,

(*b*) "Provincial Minister" means the Minister of Labour of the Province of Quebec,

(*c*) "National Board" means the Wartime Labour Relations Board appointed under the Wartime Labour Relations Regulations,

(*d*) "Provincial Board" means the Board appointed by the Governor General in Council to administer the Wartime Labour Relations Regulations in the Province of Quebec pursuant to this agreement,

(*e*) "Regulations" means the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944.

2. The Dominion, by order of the Governor in Council, will appoint a Provincial Board to be designated as The Quebec Wartime Labour Relations Board to exercise the powers of the National Board in relation to all matters in respect of which jurisdiction is transferred to it pursuant to this agreement or otherwise, and will appoint a Chief Executive Officer who will be the Chief Executive Officer of such Provincial Board.

3. (1) The Provincial Board will consist of a Chairman and an even number of other members not exceeding a total of six, representative of employees and employers;

(2) Subject to satisfactory discharge of duties and with the approval of the Governor General in Council, the persons who are presently the Chairman and Secretary of the Labour Relations Board of the Province of Quebec, established under the Labour Relations Act, Chapter 162A, R.S.Q. 1941, will hold the same offices on or in relation to the Provincial Board;

(3) Members of the Provincial Board representative of employees and employers will be persons appointed from time to time after consultation by the Dominion Minister with the Provincial Minister, from names submitted to the Dominion Minister by appropriate labour and employer organizations respectively.

4. (1) The Province will provide, without cost to the Dominion, the necessary staff, office accommodation, equipment, supplies (other than printed forms) and other facilities for the administration of the Regulations in the Province by the Provincial Board pursuant to this agreement, and will be responsible for the payment of salaries and necessary expenses of the Chairman and the Chief Executive Officer of the Provincial Board.

(2) The Dominion will be responsible for the payment of the remuneration and travelling and living expenses of members of the Provincial Board other than the Chairman and for the remuneration and expenses of Conciliation Boards appointed under the Regulations and will provide the necessary printed forms for the use of the Board;

(3) The foregoing provisions of this section with respect to costs of administration of the Regulations within the Province may be altered by subsequent agreement between the Ministers.

5. (1) Except as otherwise hereinafter provided, the jurisdiction of the National Board under the Regulations shall be transferred to the Provincial Board with respect to employees in the Province of Quebec described by the provisions of paragraph (*b*) of subsection one of section three of the Regulations, the employers of all such employees in their relations with such employees, and trade unions, employees' organizations and employers' organizations composed of such employees or employers;

(2) The Provisions of subsection one of this section shall not be deemed to include the transfer of the jurisdiction of the National Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

6. (1) Notwithstanding the provisions of section five of this agreement, the National Board may exercise the jurisdiction vested in it under the Regulations with respect to any proceeding pending before it on the date this agreement is approved by the Governor General in Council.

(2) Nothing contained in this agreement shall be deemed to preclude the Governor General in Council, following consultation between the Minister of Labour of Canada and the Minister of Labour of the Province of Quebec, from revesting at any time in the National Board, jurisdiction under the Regulations relating to any particular matter which is otherwise within the jurisdiction of the Provincial Board by virtue of this agreement and whether or not at that time pending before the Provincial Board.

7. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board may appeal to the National Board, by leave of the National Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board, or within such longer period as may be allowed by the National Board.

(2) On any such appeal the National Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

8. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the National Board thereunder.

9. The services of the conciliation officers of the Provincial and the Dominion Departments of Labour will be utilized as required in the administration of the Regulations for the investigation of applications for certification and conciliation purposes in accordance with such arrangements as are made from time to time between the Dominion Minister and Provincial Minister.

10. The Provincial Board will be responsible for the proper administration and enforcement of the Regulations within the Province as to all matters transferred to its jurisdiction pursuant to this agreement.

11. This agreement may be terminated by either party on six months' notice.

12. The parties hereto will take steps to obtain any further approval of this agreement necessary to give it legal effect.

13. The Province shall not, by agreeing as hereinbefore provided, be deemed to have surrendered, abandoned or given over to the Dominion any of the powers, rights, privileges or authority vested in the Province under the provisions of the British North America Act, 1867, or any subsequent Act of the Parliament of the United Kingdom, or to have otherwise impaired any of such powers, rights, privileges or authority.

In witness whereof, the Honourable Humphrey Mitchell, Minister of Labour of Canada, has hereunto set his hand on behalf of the Dominion of Canada and the Honourable Wilfrid Hamel, Minister of Labour of the Province of Quebec, ad interim has hereunto set his hand on behalf of the Province of Quebec.

Signed on behalf of the Dominion of Canada by the Honourable Humphrey Mitchell, Minister of Labour of Canada in the presence of

GEORGE GREENE,

HUMPHREY MITCHELL.

Signed on behalf of the Province of Quebec by the Honourable Wilfrid Hamel, in the presence of

GERARD TREMBLY,

W. HAMEL.

Conciliation Work of the Industrial Relations Branch during June, 1944

DURING the month of June officers of the Industrial Relations Branch were called upon to handle 26 industrial disputes or controversial situations involving 6,054 workpeople employed in 44 different establishments. Of these 20 were new disputes which originated during the month while 6 were situations which had been unterminated as at May 31 and received further attention in June. They were dealt with under the provisions of the Conciliation and Labour Act.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B. and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:

Mining	
Coal mining	2
Metal mining	2
Manufacturing	
Animal food products	1
Metal products	12
Pulp and paper products	1
Printing and publishing	2
Rubber products	1
Transportation	
Steam railways	3
Construction	
Buildings and structures	1
Trade	1

A statistical analysis of the nature of the disputes handled, their cause, disposition, etc., is given below:—

Nature of Dispute or Situation

Strike	7
Threatened strike	1
Controversy	8
Arbitrations	1
Requests to conduct consent elections	4
Services of Commissioners	5

Predominant Cause or Object

Increase in wages	3
Decrease in wages	1
Increased hours	1
Other causes affecting wages and working conditions	2
Recognition of Union	6
Discharge of workers for union activity or membership	8
To secure or maintain union wages and working conditions	2
Other union questions	1
Discharge of workers (*a*)	1
Unclassified	1

(*a*) (Other than in connection with Union questions).

Disposition

Strike terminated by mediation	3
Threatened strike averted by mediation	1
Controversy terminated by mediation	3
Decision rendered in arbitration	1
Election or vote conducted	4
Industrial Disputes Inquiry Commissioner appointed under P.C. 4020	5
Agreement signed	1
Dispute lapsed or called off; no further action required	5
Referred to Provincial authorities	1
Other disposition	2

Results

In favour of employees	7
In favour of employer	6
Compromise or partially successful	4
Indefinite or unterminated	7
Not known	2

Method of Settlement

Conciliation or mediation	13
Direct negotiations	2
Arbitration	1
Administrative action	2
Investigation only	3
Technical Services	4
Settlement Pending	1

Brief summaries of the cases of chief interest or importance are given below:

Metal Products Workers, Windsor, Ont.—On June 7th the Department received a request for the appointment of an Industrial Disputes Inquiry Commissioner to investigate the dismissal of an employee by Aircraft Hydraulic Supplies Company, Windsor, Ontario, allegedly on account of union membership and activity. A preliminary investigation was conducted by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, to determine whether the circumstances warrant the appointment of a Commissioner. Following receipt of the Investigating Officer's report, the Minister of Labour on June 27th appointed Mr. J. H. Hanrahan, Police Magistrate of the City of Windsor, as an Industrial Disputes Inquiry Commissioner under the Provisions of Order in Council P.C. 4020. The case was still pending at the end of the month.

Metal Miners, Noranda, P.Q.—Early in June charges were laid with the Department of Labour that the management of Noranda Mines Limited, Noranda, P.Q. was discriminating against its employees who were members of Local No. 688 of the United Mine, Mill and Smelter Workers' Union. The late Mr. Frank Lafortune, Industrial Relations Officer, Ottawa, was assigned to make a preliminary inquiry in order to ascertain if the appointment of a Commissioner was warranted. The Investigating Officer found that the Company had been compelled by a shortage of labour to make two cuts in the tonnage of ore treated, which resulted in the shutting down of one reverberatory smelting furnace, one converter and three roasters. He also found that seniority had generally been taken into account, and that the proportion of Union members to non-union members among the employees laid off or transferred to other positions was approximately the same as the overall proportion of these groups among the working force. In the circumstances, the Department refused to comply with the request for the appointment of a Commissioner.

Metal Products Workers, Hamilton, Ont.—An allegation that Sawyer-Massey Limited, Hamilton, Ontario had dismissed an employee for the reason of his membership in and activity on behalf of the United Electrical, Radio and Machine Workers of America was filed with the Department of Labour during June. A preliminary investigation was conducted by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, following which the Minister of Labour appointed His Honour Judge Ian M. Macdonell of Toronto as an Industrial Disputes Inquiry Commissioner to conduct an investigation under the provisions of Order in Council, P.C. 4020. At the end of the month the inquiry had not been completed.

Metal Miners, Geraldton, Ont.—On June 21, 1944, a complaint was received from a representative of the United Mine, Mill and Smelter Workers that an employee of Hard Rock Gold Mines, Limited, Geraldton, Ontario, had been dismissed because of his union membership and activity. A preliminary investigation was conducted by Mr. J. L. MacDougall, Industrial Relations Officer, Ottawa, who endeavoured to secure a mutually satisfactory settlement. When this did not prove possible, the Minister of Labour

appointed His Honour Judge J. H. MacDonald of Sault Ste. Marie, Ontario, as an Industrial Disputes Inquiry Commissioner under the terms of Order in Council P.C. 4020, to make a formal investigation. The case was still unterminated at the end of the month.

Paper Mill Workers, St. Jerome and Mont Rolland, P.Q.—On June 15 the Department was advised that a strike had been called during the morning by 342 employees in the St. Jerome plant of the Rolland Paper Company, Ltd. The strikers were members of Local No. 455 of the International Brotherhood of Paper Makers and Local No. 106 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The stoppage of work was reported to be in protest against the dismissal of one worker. Early in the afternoon of the same day some 200 workpeople employed in the Mont Rolland mill of the same Company ceased work in sympathy with the St. Jerome strikers and for the additional reason that one worker refused to join the union. A Conciliation Officer of the Department of Labour of the Province of Quebec was assigned to try to secure a resumption of work. Operations were resumed at the Mont Rolland plant on June 26th but the St. Jerome employees remained on strike in spite of an offer of the Company to abide by arbitration procedure. Following representations to the federal Department of Labour that the Company was engaged in the manufacture of paper stocks essential to bond issues connected with the Victory Loan and other important war work, agreement was reached with the Provincial authorities that the federal Industrial Relations Branch should intervene. The Director of Industrial Relations on June 30th persuaded the Company to re-employ the dismissed worker provided that the employees would cease picketing the plant and resume work as and when called. This offer was satisfactory to all employees and normal operations were restored on July 5th and 6th.

Union Representation Votes

Dairy Products Workers, Ottawa, Ont.—By joint consent of the parties a union representation vote was conducted on June 8 among employees of Clark Dairy Limited, Ottawa, Ont., under the supervision of Mr. D. J. Sutherland, Industrial Relations Officer, Ottawa. The vote was conducted in order to determine whether the employees desired to be represented in collective bargaining with their employer by the National Union of Dairy Workers, Local No. 3 (C.C.L.). There were 43 persons eligible to vote, of whom 35 cast their ballots. A total of 31 employees voted in favour of the union, while 4 voted in opposition.

Building Maintenance Employees, Montreal, P.Q.—A union representation vote was conducted on June 8, 1944, with the joint consent of the interested parties among maintenance and cleaning staffs employed in buildings of the Canadian National Railways in Montreal, P.Q., with Mr. R. Trepanier, Industrial Relations Officer, Montreal, acting as Returning Officer. The vote was conducted in order to determine if the employees affected desire to be represented in negotiations with their employer by the C.N.R. System Federation No. 11 of the Railways Employees' Department, A. F. of L. A total of 124 workers voted out of 143 eligible to participate. Those voting in favour of representation through the union numbered 104 as against 19 voting against the union. There was 1 spoiled ballot.

Railway Employees, Lines in Canada.—Early in March, 1944, the Department was requested to conduct a union representation vote among the yardmasters and assistant yardmasters employed by the Canadian Pacific Railway Company. The union involved was the Brotherhood of Railroad Trainmen. The ballot was conducted by mail, with Mr. Bernard Rose, K.C., of Montreal representing the Department of Labour as Returning Officer. A total of 184 employees were eligible to vote and 147 of this number took part in the balloting. The results were 127 to 20 in favour of the union.

Metal Products Workers, Montreal, P.Q.—With the joint consent of the parties, Mr. R. Trepanier, Industrial Relations Officer, Montreal, supervised the taking of a representation vote among employees of Engineering Products Limited, Montreal, P.Q., on June 15 and 20, 1944. There were 754 employees eligible to vote upon the question: "In your negotiations with your employer do you wish to be represented by the International Association of Machinists?" Out of 656 ballots polled, 294 were in favour of the union and 355 were against union representation, while 7 ballots were spoiled.

Strikes and Lockouts in Canada during June, 1944

THE number of strikes and lockouts in existence in Canada during the month of June was slightly less than that for May, but the number of workers involved and the time loss decreased sharply. There were 23 strikes in existence during the month involving 5,975 workers with a time loss of 9,491 man-working days compared with 25 strikes involving 26,043 workers and a time loss of 128,422 man-working days in May, 1944, and 59 strikes with 23,321 workers affected and a time loss of 142,917 man-working days in June, 1943.

Preliminary figures for the first six months of 1944 show a total of 110 strikes with 51,321 workers involved, and a time loss of 330,878 man-working days as compared with 208 strikes involving 100,426 workers and a resulting time loss of 515,920 man-working days for the corresponding period during 1943.

There were no strikes involving unusually large numbers of workers during June. More than 65 per cent of the time loss for the month resulted from two strikes of paper mill workers at St. Jerome and Mont Rolland, P.Q. One strike was carried over from May and 22 commenced during June. Of these 23 strikes, three resulted in favour of the workers, eight in favour of the employers, two were compromise settlements and nine were indefinite in result, work being resumed pending final settlement. At the end of the month one strike was unterminated namely, that of paper mill workers at St. Jerome, P.Q.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO JUNE, 1943-1944

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
1944					
*January	26†	26	8,140†	8,140	23,408
*February	17	19	8,740	8,785	39,868
*March	11	13	1,635	1,680	3,080
*April	10	10	14,923	14,923	126,609
*May	24	25	12,043	26,043	128,422
*June	22	23	5,840	5,975	9,491
Cumulative totals	110		51,321		330,878
1943					
January	33†	33	19,860†	19,860	166,715
February	27	31	2,611	5,239	24,301
March	25	27	16,688	16,993	30,822
April	35	37	32,292	32,496	103,936
May	35	40	7,210	15,306	47,229
June	53	59	21,765	23,321	142,917
Cumulative totals	208		100,426		515,920

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, bur a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time, is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1944*

Industry, occupation, and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to June, 1944				
MINING—				
Coal miners, River Hebert, N.S.	1	135	270	Commenced May 30; for re-employment of an ex-service-man at surface work; terminated June 2; conciliation, federal; in favour of workers.
Strikes and Lockouts Commencing during June, 1944				
MINING—				
Nickel miners, Copper Cliff, Ont.	1	556	556	Commenced June 1; against demotion of a shift boss; terminated June 1; return of workers pending further negotiations; (worker transferred to another mine) in favour of employer.
Coal miners, Minto, N.B.	1	44	44	Commenced June 27; for wage adjustment; terminated June 28; return of workers; indefinite.
MANUFACTURING—				
Animal Foods—				
Fish packing plant workers, Pictou, N.S.	1	*(a)* 30	20	Commenced June 5; against tax deductions from wages; terminated June 5; negotiations; in favour of employer.
Fur and Leather Products—				
Fur factory workers, Toronto, Ont.	1	9	9	Commenced June 5; against alleged signing of agreement with another union; terminated June 5; conciliation, provincial; in favour of workers.
Leather factory workers, Barrie, Ont.	1	18	50	Commenced June 22; for increased wages; terminated June 24; negotiations; compromise.
Textiles, Clothing, etc.—				
Knitting factory workers, (cutters), Marieville, P.Q.	1	6	35	Commenced June 5; against wage rates established by NWLB‡; terminated June 12; conciliation, provincial; in favour of employer.
Pulp, Paper and Paper Products—				
Paper mill workers, St. Jerome, P.Q.	1	342	4,788	Commenced June 15; for reinstatement of a worker; unterminated.
Paper mill workers, Mont Rolland, P.Q.	1	171	1,450	Commenced June 15; in sympathy with strikers at St. Jerome and refusal of a worker to join union; terminated June 24; conciliation, provincial, and reference to arbitration; indefinite.
Miscellaneous Wood Products:				
Box factory workers, Whitby, Ont.	1	38	25	Commenced June 6; against dismissal of a foreman; terminated June 7; negotiations; in favour of employer.
Metal Products—				
Freight car factory workers, Trenton, N.S.	1	185	370	Commenced June 2; against reduction in earnings of skilled workers due to inexperienced helpers; terminated June 3; return of workers pending further negotiations; indefinite.
Foundry workers (moulders), Moncton, N.B.	1	*(b)* 19	19	Commenced June 3; moulding sand alleged to be improperly re-worked; terminated June 3; return of workers; in favour of employer.
Munitions factory workers Oshawa, Ont.	1	402	125	Commenced June 9; against promotion of a female worker; terminated June 9; negotiations and return of workers pending reference to a conciliation board; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1944*—*Continued*

Industry, occupation, and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
MANUFACTURING—*Con.*				
Metal Products—Con.				
Foundry workers, Owen Sound, Ont.	1	60	30	Commenced June 12; failure of RWLB‡ to make wage increases retroactive to Jan. 1, 1944; terminated June 12; return of workers; in favour of employer.
Munitions factory workers Sarnia, Ont.	1	217	380	Commenced June 21; for maintenance-of-membership clause in agreement; terminated June 22; conciliation; provincial, return of workers pending arbitration; indefinite.
Truck drivers and helpers, Sault Ste. Marie, Ont.	1	12	25	Commenced June 26; against having to use shovels when loading trucks; terminated June 28; negotiations; indefinite.
Munitions factory workers Windsor, Ont.	1	300	100	Commenced June 29; against lay-off of workers; terminated June 29; return of workers; in favour of employer.
Shipbuilding—				
Welders and burners, North Vancouver, B.C.	1	426	107	Commenced June 13; against dismissal of a charge hand; terminated June 13; conciliation, federal, and return of workers pending investigation; indefinite.
Shipyard workers, Vancouver, B.C.	1	*(c)*1,135	600	Commenced June 15; inter-union dispute *re* entry of business agents to yard pending certification of bargaining agency; terminated June 15; conciliation, federal; (agents to do business in manager's office only) compromise.
Shipyard workers, North Vancouver, B.C.	1	1,800	450	Commenced June 17; inter-union dispute *re* dismissal of two shop stewards; terminated June 17; conciliation, federal, and return of workers pending certification of bargaining agency; indefinite.
CONSTRUCTION—				
Buildings and Structures—				
Labourers, Florence, N.S.	1	7	7	Commenced June 23; for increased wages; terminated June 23; replacement; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES—				
Other Local and Highway—				
Truck drivers, St. Jerome, P.Q.	1	6	6	Commenced June 5; for increased wages; terminated June 5; negotiations; in favour of workers.
TRADE—				
Grocery store employees.	1	*(d)* 57	25	Commenced June 16; for increased wages; terminated June 16; negotiations and return of workers pending arbitration; indefinite.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

‡ NWLB—National War Labour Board; RWLB—Regional War Labour Board.

(a) 20 indirectly affected; *(b)* 53 indirectly affected; *(c)* 369 indirectly affected; *(d)* 110 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1944, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1943." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in March was 285, and 23 were still in progress from the previous month, making a total of 308 disputes in progress during the month, in which 309,400 workers were involved. The time loss in March was 1,600,000 working days.

Of the 285 disputes beginning in March, 56 arose out of demands for increased wages, 119 over other wage questions, 5 over questions as to working hours, 29 over questions respecting the employment of particular classes or persons and 76 over other questions.

Eire

The number of disputes beginning in 1943 was 81, involving 5,921 workers, with a time loss of 61,809. Of the 78 disputes ending in 1943, workers' claims were wholly admitted in 18, admitted in part in 17 and rejected in 27; employers' claims were wholly successful in 5; in 11 disputes the result was indeterminate.

British India

Revised figures for the year 1942 are 694 disputes involving 772,653 workers with a time loss of 5,779,965 working days.

United States

Preliminary figures for April show 435 strikes beginning in the month, in which 155,000 workers were involved. The time loss for all disputes in progress during the month was 580,000 working days. For May, corresponding figures are 610 strikes, involving 290,000 workers, with a time loss of 1,400,000 working days.

Canadian Railway Board of Adjustment No. 1

Summary of Decisions

REPORTS have been received covering the following cases heard by the Canadian Railway Board of Adjustment No. 1. Summaries of earlier decisions appeared in the LABOUR GAZETTE, 1942, pp. 666 and 1130, February, 1944, p. 189; April, 1944, p. 488, and the eighth report of the proceedings of the Board covering the period from October 1, 1939, to September 30, 1942, recently issued as Bulletin No. 15.

The Board was established under a voluntary agreement concluded in 1918, between the several railway companies and certain of the railway organizations. It has power to determine all differences arising between the railway companies and the members of any of the six railway brotherhoods "including the interpretation of wage schedules or agreements having due regard to the rights of the several classes of employees and of the railways respectively."

The Board consists of six representatives of the railways and six representatives of labour, one from each of the following Railway Brotherhoods: The Brotherhood of Locomotive Engineers; the Brotherhood of Locomotive Firemen and Enginemen; the Order of Railway Conductors; the Brotherhood of Railroad Trainmen; the Order of Railroad Telegraphers; and the Brotherhood of Maintenance of Way Employees and Railway Shop Labourers.

***Case No. 520*—Canadian National Railways (Western Region) and the Order of Railway Conductors, and the Brotherhood of Railroad Trainmen**

This was a claim for payment of intermediate terminal detention to train crews of a passenger train at an important Divisional point.

The Joint Statement indicated that after completion of regular station work at the passenger station, the passenger train backed down from the station a distance of approxi-

mately half a mile "where a car containing L.C.L. freight is set off (daily except Saturday and Sunday), after which the regular trip is continued". In cases where the car was set out the employees claimed that they should be compensated, in addition to pay for the trip, for approximately 30 to 50 minutes each trip. The railways denied the claim.

Representatives of both parties to the dispute appeared before the Board and presented written as well as oral argument in support of their respective claims.

The Board decided that in view of the restricted nature of the trackage in the recognized passenger terminal at this particular station "the employees contention is sustained to the extent that for the purpose of payment of intermediate terminal switching to the crews" of the specific train in question the switches where the L.C.L. freight car is set off, will be regarded as being within the passenger terminal.

Case No. 521—Canadian National Railways (Lines East) and the Brotherhood of Railroad Trainmen.—Controversy regarding assessment of discipline against a conductor

According to the joint statement of facts the conductor concerned was employed in charge of a snow train, working within yard limits and required to work under yard limit protection. The train was being pushed by the engine to the unloading point, with the conductor riding on the engine on the engineer's side, watching ahead as the train proceeded, and with the brakeman riding in the side door of the leading car.

Just as the snow train came to a full stop another train collided with it, demolishing two bunk cars, killing nine labourers, injuring sixteen others, and damaging the remaining cars.

Following an investigation the conductor, engineer, fireman and brakeman were dismissed from the service. The conductor was reinstated later with full seniority rights.

The employees contended that the conductor was wrongfully dismissed and should receive compensation for his time out of the service.

The railways claimed that the conductor should have cautioned his brakeman, who had had limited experience, to keep a sharper lookout; and that he should have ascertained before leaving the yard what trains were approaching the station. They stated that the conductor did not use good judgment in handling of the snow train and that his dismissal was justified.

The Board ruled in favour of the Railways, but suggested that the discipline administered be modified.

Case No. 522—Canadian National Railways (Lines East) and the Brotherhood of Railroad Trainmen

The dispute centred around the assessment of discipline against a yardmaster at a divisional point, following an accident in which the two rear cars of a departing passenger train while moving from one main track to another main track were sideswiped by an incoming train.

The yardmaster was held responsible for the accident and was immediately dismissed from the service. He was reinstated to his former position two months after his dismissal.

In its argument the employees claimed wrongful dismissal and asked for exoneration reinstatement and remuneration as provided in Article 56 of the schedule governing conductors, baggagemen and yardmen in effect on the Atlantic and Central Regions. The Company, in a carefully prepared abstract of its case, asserted that the accident was due to the failure of the yardman to take proper precautions to prevent it, and that the discipline was justified. In addition to their written evidence both parties to the dispute gave oral evidence to the Board.

The Board in its Decision held that the contention of the employees was sustained.

Case No. 523—Canadian National Railways (Western Region) and the Order of Railroad Telegraphers

The dispute arose concerning the cumulative service of a train despatcher to qualify him for a higher wage rate. He had worked for a considerable time on an assignment of three days per week as a despatcher and three days per week as an operator. The point at issue was whether he should have this full assignment credited to qualify him for a higher rating, or only the three days per week worked as a despatcher.

The employees in their written argument drew attention to a portion of Article 2, Clause (J) of the Telegraphers' Agreement, namely: "Swing despatchers are regular trick despatchers", also to the detailed pay schedule for despatchers, showing annual increases as set out in Article 26, and in the special agreement effective January 1, 1929. They asserted that the Company's practice had been to consider persons working such assignments as despatchers. Further, they claimed that those swing despatchers are regular trick despatchers and should be credited with the higher rates of pay.

The Company contended that the plan of graduated rates of pay for despatchers actually covers what is considered as a training period and for such purposes only the cumulative days actually worked as a despatcher should be counted in calculating the period of service necessary to qualify for a higher rate of pay, and any time worked by a swing despatcher as an operator should not be included in calculating such service.

In addition to the written submissions both parties appeared before the Board and gave further oral evidence.

The Board, in its Decision, held that "the claims of the employees are sustained for all services rendered while filling the assignment as swing despatcher."

Case No. 524—Canadian National Railways (Western Region) and Brotherhood of Locomotive Firemen and Enginemen

The disagreement was based on one phase of the discipline assessed a fireman, who was suspended for ten days and then discharged for his share in the responsibility in connection with the collision of two passenger trains. Following the hearing of two appeals to the General Regional Superintendent and to the General Superintendent of Transportation, the fireman was reinstated three and a half months after the accident. Claim was made for compensation for the time he was held out of service, but this was refused by the Railways.

The employees in their statement of claim pointed out that the fireman had drawn the attention of the engineer to the fact that the procedure the latter proposed to follow when meeting the second train would constitute a

violation of the rules. They also contended that (1) under no authority could the fireman take over control of trains; (2) the fireman was not a participant in the violation of the operating rules; (3) no degree of responsibility having been established, the fireman should be compensated as provided in Article 25 of Schedule.

In the brief presented by the Railways it was declared that "the fireman is a responsible member of the train crew, required to know and pass the prescribed examination in the Operating Rules." It was declared further, that these rules require the fullest co-operation of train crews in safeguarding their trains and, "that in the event of failure to do so all persons participating will be held responsible." While admitting that the fireman had warned the engineer of the irregularity of his procedure in handling the train he (the fireman) had not protected or taken any other action to prevent the violation of the rules, and when he saw that flag protection was not being supplied promptly he made no effort to safeguard his train."

Representatives of both the Railway and the employees appeared before the Board and presented additional oral evidence.

The Board in its Decision stated that the fireman should have remonstrated further when he observed that the engineer intended to disregard the Rules.

The claim of the employees was denied.

Case No. 525—Canadian National Railways (Atlantic Region) and Brotherhood of Locomotive Engineers.

Disagreement with respect to the assessment of discipline against a locomotive engineer.

The Joint Statement of Facts showed that the engineer was given orders to take a fast freight train of 38 loads and caboose from starting station to a divisional point about 105 miles away, following a first class train and running ahead of another second class train "until overtaken and two bulletin orders". About 52 minutes after starting, the train in charge of this engineer collided with the first class train at a small station which was partly concealed by a curve. The engineer was taken out of service at once and remained out for 18 days.

The engineer submitted a time claim to the company for the time he was held out of service. The claim was rejected and in addition he was informed he was "assessed twenty demerit marks".

It was contended by the engineer that he had begun his run 20 minutes after the first-class train he was to follow, as provided by Operating Rule No. 91; that he had kept within the speed limits set for trains on that portion of the road and that, if the first-class train had not been delayed, it would have been at a point nine miles farther on at the time of the collision. He contended further that: the accident was caused by the first-class train not being properly protected and that the Rules provided that "no engineer will be suspended, disciplined, or dismissed without first having been given a fair and impartial investigation and his responsibility established . . . . Should the investigation prove him blameless, he will be exonerated and, if held out of service, he will be reinstated and be paid 100 miles, or a day's pay for each 24 hours so held, ..."

The company contended that the statements of the engineer's fireman and that of the crew of the first-class train indicated that his train had left the starting point before the 20-minute block was up; that he ran his train faster than the schedule of the first-class train and that he failed to keep a sharp lookout when approaching the station where the accident occurred. It was also contended that by an actual test conducted within a week after the accident, the engineer, had he kept a sharp lookout, could have seen the lights of the first-class train in time to have stopped before colliding with the train in front.

Representatives of both the company and the employee appeared before the Board and presented further evidence orally. The Board in its Decision stated that "taking all circumstances into consideration, the Board feels that the responsibility for this accident does not rest with engineer". The claim of the employee was sustained.

Case No. 526—Canadian National Railways (Central Region) and the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen

The disagreement arose over the claim of an engineer and a fireman for a day's compensation for what they deemed an "extra trip".

According to the Joint Statement of Facts in the case the two employees in question had been assigned to a combination of switching, freight and mixed services, daily, except Sunday. The assignment had been in effect several years and while the crew was usually ordered for 7 a.m., the starting time varied according to the volume of work to be performed.

On the day in dispute the train crew was ordered for 6.30 a.m. and was required to handle a number of cars of grain to a point about four miles distant and return; time occupied one hour and five minutes. Claim was submitted for 112 miles which claim was declined and the crew compensated on the basis of continuous time from the time they reported for duty until released at the end of the day's work.

The employees contended that they were required to perform an extra trip, which was not a part of their regular assignment. They based their claim on the first paragraph of Article 7 of both engineers' and firemen's schedules which provided: "In all classes of Service covered in Article 6, one hundred miles or less, eight hours or less (straight-away or turn-around), shall constitute a day's work;..."

The railway company maintained that the assignment had been set up expressly for switching and terminal work and operating extras to points within a few miles distance of terminal. In this instance, an additional volume of work necessitated calling the crew at 6.30 a.m. This, it was asserted, did not justify the employees' claim.

Representatives of the Company and of the employees appeared before the Board and presented further evidence.

The Board in its Decision stated that "in view of exceptional circumstances on this day. the claim of the employees is sustained".

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Rubber Products

KITCHENER, ONTARIO.—DOMINION RUBBER COMPANY LIMITED (DOMINION TIRE FACTORY INCLUDING METAL PRODUCTS DIVISION AND RUBBER MACHINERY SHOPS) AND UNITED RUBBER WORKERS OF AMERICA, LOCAL 80.

Agreement to be in effect from May 26, 1944, to May 26, 1945, and thereafter subject to 60 days' notice. (The report of the Board of Conciliation and Investigation was published in the LABOUR GAZETTE, May, 1944, p. 621.) The company recognizes the union as the exclusive collective bargaining agency for all hourly paid employees. Checkoff: the company will deduct from wages and pay over to the union the union dues, if authorized in writing by the employee.

Hours: on day shift, 9 per day, 5 on Saturday, a 50-hour week; on night shift in the rubber machinery shops, 10-hour night, 50-hour week; for continuous operations, 8-hour day, 48-hour week. Overtime: time and one half for overtime and for all work on Sundays and holidays. A ten-minute rest period is provided for each shift. Jobs are to be evaluated and classification and time standards are to be determined by management, subject to certain regulations. Disputed standards are to be negotiated. Provision is made for the settlement of seniority rights.

Manufacturing: Printing and Publishing

HAMILTON, ONTARIO.—HAMILTON SPECTATOR LIMITED, AND INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 129.

Agreement to be in effect from January 1, 1944, to December 31, 1944, and up to 30 days thereafter for re-negotiation.

Hours and wages: $45.07 for a 46-hour week on the day shift and $46.57 for a 45-hour week on the night shift, with provision for the adoption of a five-day, 40-hour week, 75 days after the cessation of the European war. Time and one-half for overtime after 48 hours on day shift and 45 hours on night shift and double time for work on Sundays and on eight holidays. Vacation: one week's vacation with pay for those with one year's service; for substitute employees one day's vacation for each 50 days worked. Provision is made for apprenticeship conditions, seniority rights and for the settlement of grievances.

Manufacutring: Metal Products

THREE RIVERS, QUEBEC.—CANADA IRON FOUNDRIES LIMITED AND INTERNATIONAL MOULDERS AND FOUNDRY WORKERS' UNION OF NORTH AMERICA, LOCAL 101.

Agreement to be in effect May 1, 1944, to April 30, 1945, and for another year if the prescribed notice is not given in 1945. The company recognizes the union as the sole bargaining agency for all hourly employees in the plant. Preference given to union members in respect to promotions.

Hours: 9 per day, 54-hour week; night shifts, 11 per shift, 55 per week; in the casting foundry, 8 hours per day, a 48-hour week, with overtime at time and one-half. Work on Sundays and seven holidays is payable at double time. The company will continue to pay overtime in accordance with the present established practice. Vacation: Employees with one or more years service to have one week's vacation with pay; the plant will be closed for this week. Provision is made for the settlement of grievances.

WINDSOR, ONTARIO.—L. A. YOUNG INDUSTRIES OF CANADA, LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement to be in effect from July 23, 1943, to July 23, 1944, and thereafter from year to year, subject to notice. The company recognizes the union as the exclusive bargaining agent for piece and hourly workers who are members of the union in good standing. Employees are free to join or not to join any union or association without discrimination or coercion by the company or the union.

Hours: time and one-half paid for hours worked in excess of 45 in any week. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Shipbuilding

SAINT JOHN, N.B.—CANADIAN COMSTOCK COMPANY LIMITED AND UNITED ASSOCIATION OF JOURNEYMEN PLUMBERS AND STEAMFITTERS, LOCAL 213.

Agreement to be in effect from January 1, 1944, to March 1, 1944, and thereafter from year to year subject to notice. The company will co-operate with the union in endeavouring to have all employees become union members.

Hours: 8 per shift, 4 on Saturdays, 44 per week. When two or three shifts are worked, ½ hour allowed for lunch. Time and one-eighth pay on second and third shifts. Time and one-half for "dirty work". Time and one-half for overtime until midnight for day shift and for 6 hours for other shifts; double time thereafter and for all work on Sundays and seven holidays. Wages to be in accordance with Findings and Directions of the National War Labour Board. (According to this Board's decision of May 2, 1944, covering employees of the shipbuilding and repairing industry in the Maritime Provinces, hourly rates are 85 cents for pipe fitter, steamfitter, plumber; 50 to 60 cents for helper.) Seniority and grievance procedure provided for.

Vacation: provisions are not in the agreement but according to Direction of National War Labour Board, November 2, 1943, 6 days' vacation with pay for all employees after one year's service, which may be forfeited for absence without leave.

SAINT JOHN, N.B. — CANADIAN COMSTOCK COMPANY LIMITED AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL B 502.

Agreement to be in effect from January 1, 1944, to March 1, 1944, and thereafter from year to year subject to notice. The agreement is similar to the one summarized above for plumbers. Double time for Sundays and nine holidays. Hourly rates: ship or maintenance electrician 85 cents; helpers 50 to 60 cents, temporary lighting man 65 cents.

SAINT JOHN, N.B.—CANADIAN COMSTOCK COMPANY LIMITED AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 840.

Agreement to be in effect from January 1, 1944, to March 1, 1944, and thereafter from year to year subject to notice. The agreement is similar to the one summarized above for plumbers. Double time for Sundays and nine holidays. Hourly rates: shipwright, wood caulker, joiner, carpenter, 85 cents; helpers 50 to 60 cents, stage builder 65 to 70 cents.

SAINT JOHN, N.B.—CANADIAN COMSTOCK COMPANY LIMITED AND INTERNATIONAL ASSOCIATION OF MACHINISTS.

Agreement to be in effect from January 1, 1944, to March 1, 1944, and thereafter from year to year subject to notice. The agreement is similar to the one summarized above for plumbers. Double time for Sundays and seven holidays. Hourly rates: machine operator 70 cents; machinist 85 cents; tool maker 85 cents to $1.05, helpers 50 to 60 cents.

Construction: Buildings and Structures

VICTORIA, B.C. — THE VICTORIA BUILDERS EXCHANGE LIMITED AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1598.

Agreement to be in effect from June 1, 1944, to May 31, 1945, and thereafter subject to 60 days' notice. No discrimination against job stewards; business agents have access to jobs.

Hours: 8 per day, 4 on Saturday, 44 per week; for night shift, 7 hours with 8 hours' pay. Time and one-half for first four hours overtime; double time thereafter and for all work on Sundays, Saturday afternoons and on nine holidays. Wages: $1.10 per hour; carpenters in charge of work paid additional $1 per day of eight hours. Provision is made for 40-hr. week at $1.12 per hour after the cessation of hostilities.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement and the amendment of thirteen others, all of which are summarized below. A request for the extension of a new agreement for sheet metal products industry at Montreal, was published in the *Quebec Official Gazette*, June 3; requests for amendment of the agreements for the dairy industry at Quebec; for municipal employees at Sherbrooke and for barbers at Rouyn and Noranda were also gazetted June 3. A request for amendment of the building trades agreement at Chicoutimi was gazetted June 10. Requests for the amendment of agreements for the retail fur industry at Montreal, for retail stores at Chicoutimi and for barbers and hairdressers at Quebec were gazetted June 17. Requests for amendment of agreements for uncorrugated paper box manufacturing industry for the Province,

for bakers at Quebec, for building trades at Sorel and for barbers and hairdressers at Joliette were gazetted June 23. A request for a new agreement for building materials industry for the province was published in the *Quebec Official Gazette,* June 30; a request for the amendment of the agreement for barbers and hairdressers at St. Hyacinthe was also published, June 30.

In addition Orders in Council were published during June approving or amending the constitution and by-laws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection by certain other joint committees.

Manufacturing: Fur and Leather Products

FUR MANUFACTURING (WHOLESALE), MONTREAL

An Order in Council, dated June 19, and gazetted June 23, extends the time of the previous Orders in Council for this industry (L.G. January, 1943, p. 87; September, 1940, p. 970; May, 1944, p. 637) to August 1, 1944.

WORK GLOVE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 16, and gazetted June 23, amends the previous Order in Council for this trade (L.G. June, 1943, p. 812). Vacation: one week with pay each year. Overtime is payable at 30 cents per hour in excess of the hourly rate of pay for males and 15 cents per hour for females. Some changes are made in the piece rates.

FINE GLOVE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 16, and gazetted June 23, amends the previous Order in Council for this trade (L.G. June, 1943, p. 812). Vacation: one week with pay each year for all workers. Overtime is payable at 30 cents per hour in excess of the regular hourly rates for males, and 15 cents per hour for females. Certain new classes are added to the piece rate scale.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (UNCORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council dated June 16, and gazetted June 23, amends the previous Orders in Council for this industry (L.G., April, 1939, p. 528, September, p. 950; May, 1940, p. 496; December, p. 1310; April, 1941, p. 473; June, p. 704; December, p. 1572; January, 1943, p. 88, July, p. 989, December, p. 1702; April, 1944, p. 495). The amendments concern the printing section of this industry in the Quebec district to conform to the changes made in the printing trades agreement for this district. Work performed in excess of 9 hours, in any one day or night, shall be considered as overtime.

Minimum wage rates: journeymen-typographers 73.4 cents per hour and journeymen-pressmen 69.5 cents per hour; apprentices from first to fourth year 15·1 to 25·9 cents; fifth year 32.4 to 38.9 cents. Vacation: three days with pay in 1944 for all journeymen with one or more years' service; one week's vacation in any subsequent year.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' HAT AND CAP INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated May 27, and gazetted June 3, amends the previous Orders in Council for this industry (L.G., April, 1940, p. 389; October, 1941, p. 1314, April, 1943, p. 489). Employers shall make Labour Day and Good Friday holidays with pay. Work performed on these days shall be paid for at double time.

Weekly wage rates: cutters $27.90, operators $25.70, blockers $20.14, lining makers $16.95, hand finishers $14, general hands $12. Any employee whose weekly wage rate was $24 or less before January 1, 1944, shall have an increase of $1 per week; and any whose wage rate exceeded $24 shall receive an increase of $1.50 per week.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, MONTREAL.

An Order in Council, dated May 27, and gazetted June 3, amends the previous Orders in Council for these trades (L.G., August, 1941, p. 1013; April, 1942, p. 483; July, p. 857; July, 1943, p. 990; April, 1944, p. 495). The cost-of-living bonus is included in the wages making an increase of 2 cents in the hourly wage rates.

Another Order in Council, dated June 16, and gazetted June 30, extends the time of the agreement to June 24, 1945.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 16, and published in the QUEBEC OFFICIAL GAZETTE, June 30, extends the time of this agreement (L.G., June, 1939, p. 628, September, p. 941; February, 1940, p. 172, July, 1940, p. 731; September, 1941, p. 1159; June, 1942, p. 738; September, p. 1097; July, 1943, p. 989) for 60 days from June 30, 1944.

Construction: Buildings and Structures

BUILDING TRADES, JOLIETTE.

An Order in Council, dated June 23, and gazetted June 30, amends the previous Orders in Council for these trades (L.G., May, 1940, p. 498; March, 1941, p. 334; June, 1942, p. 738, September, p. 1097; February, 1943, p. 220).

Minimum hourly wage rates (including cost-of-living bonus of 5 cents per hour): plasterers, bricklayers, masons and stone cutters on field, screen, sash, window partition and steel door erectors, weather strippers, marble setters, tile and terrazzo layers, steam shovel operators 75 cents in zones I and II; carpenter joiners, paint gilders, stationary or portable enginemen, tinsmith roofers, plumbers and steamfitters 75 cents in zone I, 65 cents in zone II; cement finishers 70 cents in zone I, 65 cents in zone II, lathers (metal) and iron brace workers 70 cents in both zones; electricians 75 cents in zone I, 70 cents in zone II; painters 60 cents in zone I and 50 cents in zone II; cement finishers 70 cents in zone I, 65 cents in zone II; common labourers 45 cents in zone I and 40 cents in zone II.

BUILDING TRADES, ST. JOHN AND IBERVILLE.

An Order in Council, dated June 3, and gazetted June 10, amends the previous Orders in Council for these trades (L.G., Nov., 1938, p. 1299; Mar., 1940, p. 283; Mar., 1941, p. 334, Aug., p. 1011, Dec., p. 1490; Feb., 1943, p. 220).

Hourly wage rates (including cost-of-living bonus of 8 cents per hour): bricklayers, plasterers, masons including cutters on the field, marble setters 78 cents; carpenter-joiners, erectors of screens (wood or metal) sashes, windows, steel partitions, joiners, concrete forms (shop or job), wood floor makers, weather-strippers, enginemen (hoist), enginemen (steam mixer), lathers (wood or metal), journeymen-roofers 63 cents; compressor operators, dry polishing terrazzo machine men 58 cents; painters, sprayers, decorators, floor varnishers, paper hangers 61 cents; journeymen plumbers, sheet metal workers, men doing installation of, or maintenance work on oil burners, gasoline pumps 68 cents; common labourers and hod carriers 48 cents.

BUILDING TRADES, MONTREAL.

An Order in Council, dated May 27, and gazetted June 3, amends the previous Order in Council for this trade (L.G., March, 1944, p. 359), by including the cost-of-living bonus of 5 cents per hour in the hourly wage rates for all classes excepting elevator construction.

Trade

WHOLESALE FOOD TRADE, QUEBEC.

An Order in Council, dated June 27, and gazetted June 30, makes obligatory the terms of an agreement between "L'Association, patronale du Commerce de Québec, inc." and "Le Syndicat Catholique des Employés de Gros de l'Alimentation de Québec, inc." and "l'Association professionnelle des Employés de Bureau de la Province de Québec, inc." Agreement to be in effect from June 30, 1944, to May 1, 1945, and year to year thereafter until notice. The decree applies to the cities of Quebec and Levis and all municipalities within a radius of twenty-five miles from their limits.

Hours: stationary enginemen and firemen other than first-class chief enginemen, 60-hour week, but from January to April 1 when there shall be a 54-hour week. Office employees male and female, a 46-hour week; occasional hands, common labourers (male and female), watchmen and boiler (not stationary) firemen, personnel and administration employees and enginemen working as first-class chief enginemen—no regular work week and no overtime rates; all other employees 53-hour week, but from January to April when there shall be a 48-hour week. Overtime is payable at time and one-half to certain specified classes.

Wages (including cost-of-living bonus): foreman or head-shipper $26, assistant foreman, assistant head-shipper and departmental manager $24, stationary enginemen and boiler firemen (enginemen's helpers) from 38 cents per hour to $50 per week, common labourers, watchmen and boiler (other than stationary engines) firemen 25 cents per hour, order employees and receiving clerks $22, butter conditioner and cheese conditioner $25, butter wrapper $15, egg grader $22, grinding mill operator $24, pork butcher $22, truck driver $22, accountants $30, book-keepers from $12 in first year to $20 during sixth year, $22 during and after seventh year, office female employees $12 to $16 after two years. Vacation: one week with pay each year for employees with at least one year's service. Employees to be paid for 11½ holidays on which their services are not required.

RETAIL STORES, COATICOOK.

An Order in Council, dated June 16, and gazetted June 30, amends the previous Order in Council for this trade (L.G., Sept., 1941, p. 1162). The amendment does not affect the summary already given.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, ST. HYACINTHE.

A correction was published in the QUEBEC OFFICIAL GAZETTE, June 30, to the previous Orders in Council (L.G., Oct., 1941, p. 1426; Sept., 1942, p. 1098; Apr., 1943, p. 490, May, p. 639, Sept., p. 1253; Feb., 1944, p. 199). This correction does not affect summary already given.

Manitoba Fair Wage Act

Schedule for 1944-45

THE 1944-45 schedule of rates of wages and maximum hours prescribed each year for public and certain private construction works in Manitoba under the Fair Wage Act was gazetted June 24 and is to be in effect from June 26, 1944, to April 30, 1945.

"Private work", as defined in the Act, applies to the building, constructing, remodelling, demolition and repairing of any building or construction work within the Greater Winnipeg Water Ditsrict, or any such building in a city or town with a population exceeding two thousand, or in any part of the province to which the Lieutenant-Governor in Council may extend the provisions of this Act, provided that the total cost of such work, irrespective of the number of contracts made, exceeds $100. Maintenance work done by a regular maintenance staff on any property under the immediate control of the owner, tenant or occupant, is not included, where such work is not undertaken with a view to sale or rental.

"Public work" applies to "that authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister of Public Works and an employer."

The new schedule increases most of the hourly rates by five cents. No increase has been added to the 55-cent basic rate fixed for the hire of trucks used on construction work prescribed in the previous schedule (L.G. 1943, p. 1134-7). A bonus of 60 cents a week has been prescribed for watchmen for whom weekly rates are fixed in the schedule. Overtime beyond the regular maximum must be paid at one and one-half times the rate and work on Sundays at double time. Painters', decorators', paperhangers' and glaziers' rates were raised by 10 cents, while labourers, teamsters, grader and tractor operators and timber men received the same increase.

FAIR WAGE SCHEDULE

The following schedule shall apply from and after June 26, 1944, on "Private Work" and on "Public Works," as described herein:

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't. Work, Winnipeg and Radius of 30 Miles		B—Other than Area Described in "A" (applies to private work when population exceeds 2,000)	
	Basic Wage Rate Minimum per Hour	Hours Maximum per Week	Basic Wage Rate Minimum per Hour	Hours Maximum per Week
	$		$	
1. Asbestos Workers—				
(a) Journeymen	.85	44	.85	50
(b) Improver	.70	44	.70	50
2. Asphalters—				
(a) Finishers	.68	44	.63	50
(b) Rakers	.63½	44	.59	50
(c) Tampers	.55	44	.50	50
3. Blacksmiths	.75	44	.70	50
4. Boiler Makers on Construction or Erection Work	.90	44	.90	50
(a) Helpers	.60	44	.60	50
5. Bricklayers	1.20	44	1.05	50
(a) Helpers (continuously employed at mixing and tempering mortar)	.57½ to .62½	48	.50 to .55	54
Subject to existing agreement between the Builders' Exchange and the Bricklayers' Union.				
6. Bridge and Structural Steel and Iron Workers	.95	44	.95	50
7. Carpenters and Millwrights	1.00	44	.85	50
Subject to existing agreement between the Builders' Exchange and Carpenters' Union, Local 343.				
Carpenters apprentices between the ages of 17 and 24 who are indentured for a four-year period of apprenticeship shall be paid at the following rates:				
35c. per hour for the first 6 months, with 5c. per hour increase every 6 months up to and including the seventh period, totalling 3½ years and 10c. per hour increase for the last 6 months' period, making the rate 75c. per hour.				
8. Cement Finishers (in warehouses or large floor area jobs)	.70	48	.65	54
9. Electrical Workers (inside wiremen, licensed journeymen)	1.00	44	.85	50
Electrical apprentices between ages of 17 and 24 years who are indentured for a four-year period of apprenticeship shall be paid at the following rates:				
30c. per hour for the first 6 months with 5c. per hour increase every 6 months up to and including the seventh period, totalling 3½ years and 10c. per hour increase for the last 6 months' period, making the rate 70c. per hour.				
10. Elevator Constructors	1.05	44	1.05	50
(a) Helpers	.75	44	.75	50
11. Labourers—				
(a) Skilled—Comprising the following: Placing or assisting mechanics in the placing of Cut Stone, Architectural Terra Cotta, Marble (real or imitation), Roofing Slate and Shingles, Plaster Castings, Ornamental Bronze and Iron, Interior Joinery, Laying Drain Tiles, Attending Concrete Mixer, Bending and Placing Reinforcing Material, Movable Scaffolding and Runways	.55 to .60	48	.50 to .55	54
(b) Labourers	.50 to .55	48	.45 to .50	54
12. Lathers (Metal, Wood)—				
(a) Metal Lathers	.85	44	.80	50
(b) Wood Lathers	.75	44	.70	50
13. Linoleum Floor Layers	.65	48	.60	50
14. Marble Setters	1.15	44	1.00	50
(a) Helpers (all men assigned to help tradesmen)	.57½ to .62½	48	.50 to .55	50
15. Mastic Floor Kettlemen	.50	48	.50	50
16. Mastic Floor Rubbers and Finishers	.60	48	.60	50
17. Mastic Floor Spreaders and Layers	.90	48	.90	50
18. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating trenching machines, clamshells or orange peels, regardless of capacity; or operating steam shovels or draglines of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power	1.05	48	.85	50

FAIR WAGE SCHEDULE—*Concluded*

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't. Work, Winnipeg and Radius of 30 Miles		B—Other than Area Described in "A" (applies to private work when population exceeds 2,000)	
	Basic Wage Rate Minimum per Hour	Hours Maximum per Week	Basic Wage Rate Minimum per Hour	Hours Maximum per Week
18. Operating Engineers, etc.—*Con.*	$		$	
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material; or steam shovels and draglines not specified in "A" hereof; irrespective of motive power	1.00	48	.80	50
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provision of "The Steam Boiler Act;" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or concrete mixers of over ½ yard capacity; irrespective of motive power	.90	48	.75	50
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting engineers in charge of same	.65	48	.55	50
Class E: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers	.55 to .60	48	.45 to .50	50
19. Painters, Decorators, Paperhangers and Glaziers	.85	44	.80	50
20. Plasterers	1.20	44	1.05	50
(a) Helpers (continuously employed at mixing and tempering material, including the making of putty and operation of machinery)	.57½ to .62½	48	.50 to .55	54
21. Plumbers	1.10	44	1.00	50
(a) Helpers (all men assigned to help tradesmen)	.57½ to .62½	48	.50 to .55	54
22. Roofers (Felt and Gravel)	.65	48	.60	50
(a) Mop Handlers	.50 to .55	48	.45 to .50	50
23. Sheet Metal Workers	.80	44	.75	50
24. Shinglers	.85	44	.75	50
25. Steamfitters	1.10	44	1.00	—
(a) Helpers (all men assigned to help tradesmen)	.57½ to .62½	48	.50 to .55	54
26. Stonecutters	1.00	44	.90	50
27. Stonemasons	1.20	44	1.05	50
(a) Helpers (continuously employed at mixing and tempering mortar)	.57½ to .62½	48	.50 to .55	54
28. *(a)* Teamsters	.50 to .55	48	.45 to .50	54
(b) Teamsters with Teams (if employed on construction or demolition of the building by the owner, contractor or sub-contractor)	.95	48	.90	—
29. Terrazzo Workers—				
(a) Layers	.80	44	.77½	50
(b) Machine Rubbers (Dry)	.65	48	.57½	50
(c) Machine Rubbers (Wet) and Helpers	.60	48	.55	50
30. Tile Setters (including all clay product tile and vitrolite glass)	1.15	44	1.00	50
(a) Helpers (all men assigned to help tradesmen)	.57½ to .62½	48	.50 to .55	54
31. Tile Setters (asphalt and other composition tile)	.90	44	.75	50
32. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges	.70	48	.60	54
33. Truck Drivers (while in charge of truck)	.55 to .60	48	.50 to .55	54
34. Trucks Only (when used on construction work and paid at an hourly rate) when truck is hauling not more than 1 cubic yard	.55	—		
For each additional 1/10 cubic yard	.04½			
35. Watchmen	23.10 per week			
36. Welders and Burners (acetylene or electric)	.80			
37. Welders and Burners on Steel Erection	.90			

OVERTIME:

Time worked in excess of the maximum hours as stipulated in the schedule shall be paid at the rate of time and one-half, including Saturday afternoon. All hours worked on Sunday to be paid at the rate of double time, except in cases of emergency when time and one-half shall be paid.

RULE:

All Residents of Greater Winnipeg hired to work in the country on buildings shall be paid the Zone A rate except where other definite arrangements are made.

The Regional War Labour Board for Manitoba approved on June 19, 1944, the highest rates mentioned in any classification as the maximum to be paid.

PUBLIC ROAD AND BRIDGE WORKS

The following schedule shall apply from and after June 26, 1944, on "public works" outside of the Greater Winnipeg Water District Area in all parts of Manitoba for highway, road, bridge or drainage construction work where a contract has been entered into by the Honourable Minister of Public Works.:

Occupation	Basic Wage Rate — Minimum per Hour	Hours — Maximum per Week
	$	
Teamsters	.40 to .45	54
Labourers	.45 to .50	54
Teamsters and Two Horse Team	.70	54
Teamsters and Four Horse Team	.95	54
Grader and Tractor Operators (excepting permanent municipal employees)	.70	54
Truck Drivers (regardless of basis for payment of truck)	.50 to .55	54
Truck Only—		
(a) Hourly rate:		
When truck is hauling not more than 1 cubic yard	.55	
For each additional 1/10 cubic yard load	.04½	
Timber Men (timber work where use of hammers, saws, axes and augers only are required)	.65	48

Maintenance-of-Union-Membership in Canada

A SURVEY of 194 recent collective bargaining agreements conducted by the Department of Industrial Relations of Queen's University* disclosed that approximately 32·5 per cent contained closed shop or other union security clauses, such as union shop, maintenance-of-membership, preferential shop and check-off. Slightly more than six per cent contained maintenance-of-membership clauses.

The degrees and types of union security are defined as follows:

A *closed shop* is an arrangement whereby the company agrees to hire and retain in its employ for the duration of the agreement, only members in good standing in the signatory union.

A *union shop* requires all present employees to remain members in good standing of the signatory union and all new employees must become members in good standing within a limited time after commencement of work and continue in membership for the duration of the agreement.

Maintenance-of-membership stipulates that all employees who are members of the signatory union at the time an agreement is signed, or who subsequently become members, must retain their membership in the union for the duration of the agreement, as a condition of continued employment.

A *preferential shop* gives preference to union members in such matters as hiring, lay-offs and promotions.

The *check-off* is an agreement on the part of the employer to deduct union dues and fees from employees' pay and remit such deductions to the union treasurer. The check-off may be voluntary, in which case it applies only to those employees who authorize the deduction in writing, or it may be compulsory, in which case it includes all employees.

It is pointed out in the circular that although the survey covered a large number of the existing Canadian agreements, it has by no means covered them all. Moreover, many Canadian companies have no collective agreements with their workers. It should not be deduced from this survey, therefore, that one-third of Canadian employees are working under union security provisions, nor that only six per cent of existing collective agreements in Canada contain maintenance-of-union-membership clauses. The agreements covered by the survey are merely samples drawn from agreements set up in important industrial centres in both eastern and western Canada.

Maintenance-of-Membership Provision

The maintenance-of-membership clause in labour-management agreements was devised in efforts to reach a measure of common ground where both labour and management might agree to negotiate their differences with respect to union security. No legislation has

* Circular No. 3, Department of Industrial Relations, Queen's University, Kingston, Ontario: *Closed Shop and Other Union Security Clauses in Recent Canadian Collective Bargaining Agreements.* June 16, 1944.

been adopted in Canada giving authority to any Board or other agency to enforce the inclusion of a maintenance-of-membership clause in collective agreements, but in recent years recommendations have been made by conciliation boards in a number of instances that such provisions should be included. However, Labour and Conciliation Boards in Canada have not adopted a "standard maintenance-of-membership" clause, as was done by the National War Labour Board of the United States.

The following reports of Boards of Conciliation in which the maintenance-of-membership clause was a factor have been published in the LABOUR GAZETTE. (These cases are not included in the survey conducted by Queen's University):—

In the case of the dispute of the West Coast Shipbuilders, Limited, and Hamilton Bridge (Western) and certain of their employees (L. G., 1943, p. 1674) the majority of the Board of Conciliation, after a lengthy review of the evidence presented in connection with union security, recommended that a maintenance-of-membership clause be included in the agreement between the companies and their workers. The minority report recommended that the "closed-union shop....should be granted on written undertakings being given by the eight applicant unions....that no jurisdictional dispute will occur as between themselves and any other bona fide union during the duration of the war in the plants of the companies concerned."

The maintenance-of-membership clause was recommended by the majority of the Board of Conciliation that adjudicated in the case of Dominion Rubber Co. and its employees in January, 1944 (L.G., Feb., 1944, pp. 177-181). The minority report in this case took exception to including the clause in the agreement. The union accepted the recommendation but the company rejected it. Whereupon the union asked permission to take a strike vote, but in the negotiations that followed the company compromised by accepting a voluntary irrevocable check-off in lieu of the maintenance-of-membership provision.

In the case of the Goodyear Tire and Rubber Co. the Board was unanimous in recommending that "instead of providing for a closed shop (the agreement) should contain a maintenance-of-membership provision...." which allowed for a 30-day escape period. (L.G., Feb., 1944, pp. 181-183).

Recent voluntary agreements which contain Maintenance-of-Membership provisions

The Gaspesia Sulphite Co., Limited, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 455. (L.G., 1943, p. 1251).

Chas. P. Wayman Co., Limited, and United Electrical, Radio and Machine Workers of America, Local 514. (L.G., 1943, p. 1252).

Joseph Stokes Rubber Co., Limited, and United Electrical, Radio and Machine Workers of America, Local 523. (L.G., 1943, p. 1527).

General Steel Wares, Limited, and United Steel Workers of America. (L.G., Jan., 1944, p. 68).

Courtaulds (Canada) Limited, and United Textile Workers of Canada, Local No. 3 (Rayon Factory Workers) (L.G., Feb., 1944, p. 195).

West Coast Shipbuilders, Limited, and the Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1 (L.G., May, 1944, p. 635).

The following are listed in the report prepared at Queen's University as collective agreements which contain a maintenance-of-membership clause.

Master Bakers' Association of Vancouver and International Union of Bakery and Confectionery Workers of America, Local 468.

Toronto Engine Works, Limited, and United Electrical, Radio and Machine Workers of America, Local 514.

Jos. Stokes Rubber Co., Limited, and United Electrical, Radio and Machine Workers of America, Local 523.

Fleet Aircraft, Limited, and Fleet Aircraft Workers' Association.

Biltmore Hats, Limited, and United International Hatters, Cap and Millinery Workers' Union, Local 82.

Lever Brothers, Limited, and United Packinghouse Workers of America, Local 151.

Pacific Mills, Limited, and International Brotherhood of Papermakers, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Powell River Company, and International Brotherhood of Papermakers, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

C. S. Hyman Co., Limited, and Shoe and Leather Workers' Organizing Committee, Local 25.

Hayes Steel Wares, Limited, and Steel Workers of America, Local 676.

Stamp and Enamelled Wares, Limited, and Steel Workers of America, Local 2000.

Robt. Mitchell Co., Limited, (Foundry Division), and Steel Workers of America, Local 2830.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the upgrading of persons already employed;

(3) Training in plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to May 30, 1944, the gross enrolment under Canadian Vocational Training has been as follows:—

Training in Industry	222,642
Army Tradesmen	41,834
Navy Tradesmen	7,904
R.C.A.F. Tradesmen	65,048
Rehabilitation (discharged persons from the forces)	3,528
Students	5,373
Total	346,329

Enrolment

During the month of May there was a further reduction in enrolment in all types of industrial training classes. The enrolment in the R.C.A.F. classes both for the technical ground trades and for the Pre-Aircrew showed a very marked reduction. All the R.C.A.F. classes are closing early in July. The enrolment in the Army tradesmen's classes which, apart from clerks, consists almost entirely of the young soldier groups, remained about the same There was a slight increase in the enrolment in the classes for the Navy and also in the number of ex-service personnel undergoing vocational training for civilian rehabilitation. At the end of May the total enrolment in all types of projects was 8,135 of whom 741 were in part-time classes. Approximately sixty per cent of this total enrolment was in classes for the armed forces.

Foremanship Training

The various units of training for foremen and supervisors have met with a growing response from employers throughout the country and reports received indicate this type of training has been followed by a marked reduction in the length of time necessary to instruct new employees and also in substantial savings and improvements through the application of job simplification following participation in Job Method Training. Up to the end of May 53,392 foremen and supervisors have received certificates in one or more units of supervisory training. Nearly 3,000 of these certificates were issued during May. Through the co-operation of the Wartime Prices and Trade Board increasing use is being made of these classes by industries engaged in civilian production. They are also being used extensively by many departments of the Dominion Civil Service through the co-operation of the Civil Service Commission.

Rehabilitation Training

As opportunities for regular employment in Canadian industry are still very plentiful, there has been no very marked increase in the number of ex-service men and women applying for vocational training. The great majority prefer to accept employment in war industries at the prevailing wage scale and will defer their training until a later period. In the meantime, steps are being taken to adapt for rehabilitation training the shops and training centres that have been used for classes for the armed forces and for industry. Negotiations have been in progress for some time for Canadian Vocational Training to take over for rehabilitation training purposes, some of the buildings and centres formerly used by the Army and the Air Force but which are now surplus to their requirements. The work of organizing and equipping these new centres is proceeding.

(Concluded on page 878)

CANADIAN VOCATIONAL TRAINING

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE MONTH OF MAY, 1944 WITH TOTALS FROM APRIL 1, 1944, TO MAY 31, 1944

(Subject to Revision)

	Numbers in Training				Placed in Employment	
	From April 1/44 to May 31/44	At First of May	Enrolled in May	At End of May	From April 1/44 to May 31/44	(2) In May
DOMINION SUMMARY						
Pre-employment Classes Men	1,360	697	176	503	664	312
Women	523	213	136	194	305	143
Part-time Classes (1) Men	1,064	433	225	457	.....	.....
Women	127	21	24	25	.....	.....
Total	3,074	1,364	561	1,179	969	455
NOVA SCOTIA						
Pre-employment Classes Men	18	14	1	12	6	3
Women	.....	.....	.....	.....	.....	.....
Total	18	14	1	12	6	3
NEW BRUNSWICK						
Pre-employment Classes Men	43	32	.....	27	15	5
Women	2	2	.....	2	.....	.....
Total	45	34	.....	29	15	5
QUEBEC						
Pre-employment Classes Men	586	283	101	179	255	156
Women	84	20	32	14	70	38
Partitime Classes (1) Men	67	43	.....	13	.....	.....
Women	.....	.....	.....	.....	.....	.....
Total	737	346	133	206	325	194
ONTARIO						
Pre-employment Classes Men	509	246	66	216	267	88
Women	406	186	100	177	208	97
Part-time Classes (1) Men	673	195	192	278	.....	.....
Women	117	13	24	18	.....	.....
Total	1,705	640	382	689	475	185
MANITOBA						
Pre-employment Classes Men	57	34	.....	10	54	30
Women	.....	.....	.....	.....	.....	.....
Part-time Classes (1) Men	15	.....	.....	.....	.....	.....
Women	.....	.....	.....	.....	.....	.....
Total	72	34	.....	10	54	30
SASKATCHEWAN						
Pre-employment Classes Men	27	15	3	10	16	7
Women	7	.....	1	1	3	.....
Part-time Classes (1) Men	.....	.....	.....	.....	.....	.....
Women	.....	.....	.....	.....	.....	.....
Total	34	15	4	11	19	7
ALBERTA						
Pre-employment Classes Men	85	46	2	32	34	10
Women	19	5	3	.....	19	8
Part-time Classes (1) Men	69	51	4	38	.....	.....
Women	.....	.....	.....	.....	.....	.....
Total	173	102	9	70	53	18
BRITISH COLUMBIA						
Pre-employment Classes Men	35	27	3	17	17	13
Women	5	.....	.....	.....	5	.....
Part-time Classes (1) Men	240	144	29	128	.....	.....
Women	10	8	.....	7	.....	.....
Total	290	179	32	152	22	13

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to May 31, 1944, were not so reported until after May 1, 1944.

(3) The numbers shown as completed, but not reported placed, in Province of Quebec (56) includes all unplaced Trainees who have completed their courses since the commencement of the War Emergency Training Programme (Canadian Vocational Training) in that Province.

CANADIAN VOCATIONAL TRAINING

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF MAY, WITH TOTALS FROM APRIL 1, 1944

(Subject to Revision)

—	Numbers in Training				Completed Training	
	From April 1/44 to May 31/44	At First of May	Enrolled in May	At End of May	From April 1/44 to May 31/44	In May
DOMINION SUMMARY						
R.C.A.F. Classes	5,253	3,527	112	2,044	2,859	1,366
Army Classes	3,890	2,245	754	2,219	1,486	667
Navy Classes	1,148	536	318	631	490	217
Total	10,291	6,308	1,184	4,894	4,835	2,250
NOVA SCOTIA						
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....
Army Classes	144	110	25	110	28	20
Navy Classes	24	8	16	24	.....	.....
Total	168	118	41	134	28	20
NEW BRUNSWICK						
R.C.A.F. Classes	167	137	3	102	56	33
Army Classes	401	231	110	280	120	60
Navy Classes	.....	.....	.....	.....	.....	.....
Total	568	368	113	382	176	93
QUEBEC						
R.C.A.F. Classes	361	273	2	128	211	132
Army Classes	437	257	76	284	139	36
Navy Classes	59	25	21	26	16	16
Total	857	555	99	438	366	184
ONTARIO						
R.C.A.F. Classes	2,359	1,557	57	1,079	1,130	441
Army Classes	1,404	822	213	689	680	313
Navy Classes	988	454	280	580	398	152
Total	4,751	2,833	550	2,348	2,208	906
MANITOBA						
R.C.A.F. Classes	554	297	47	176	305	110
Army Classes	146	47	27	55	89	19
Navy Classes	.....	.....	.....	.....	.....	.....
Total	700	344	74	231	394	129
SASKATCHEWAN						
R.C.A.F. Classes	582	451	2	154	411	283
Army Classes	429	304	51	315	114	40
Navy Classes	.....	.....	.....	.....	.....	.....
Total	1,011	755	53	469	525	323
ALBERTA						
R.C.A.F. Classes	507	364	.....	250	235	103
Army Classes	283	135	74	141	85	68
Navy Classes	55	32	.....	.....	55	32
Total	845	531	74	391	375	203
BRITISH COLUMBIA						
R.C.A.F. Classes	723	448	1	155	511	264
Army Classes	646	339	178	345	231	111
Navy Classes	22	17	1	1	21	17
Total	1,391	804	180	501	763	392

CANADIAN VOCATIONAL TRAINING

TABLE 3—TRAINING IN INDUSTRY DURING THE MONTH OF MAY, 1944, WITH TOTALS FROM APRIL 1, 1944, TO MAY 31, 1944

(Subject to Revision)

	Numbers in Training				Completed Training		Transferred to Production before Training Completed	
	From April 1/44 to May 31/44	At First of May	Enrolled in May	At End of May	From April 1/44 to May 31/44	In May	From April 1/44 to May 31/44	In May
DOMINION SUMMARY								
Plant Schools (Men)	1,132	430	280	432	603	231	3	.....
Plant Schools (Women)	1,862	564	556	512	1,187	513	34	33
Part-time Classes (Men)	798	557	85	243	551	395	1	1
Part-time Classes (Women)	250	93	6	16	234	83	.....	.....
Total	4,042	1,644	927	1,203	2,575	1,222	38	34
NOVA SCOTIA								
Plant Schools (Men)	58	33	10	43	15	.....	.....	.....
Plant Schools (Women)	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes (Men)	22	22	.....	11	10	10	1	1
Part-time Classes (Women)	.....	.....	.....	.....	.....	.....	.....	.....
Total	80	55	10	54	25	10	1	1
NEW BRUNSWICK								
Plant Schools (Men)	7	.....	.....	.....	6	.....	.....	.....
Plant Schools (Women)	4	.....	.....	.....	2	.....	.....	.....
Total	11	.....	.....	.....	8	.....	.....	.....
QUEBEC								
Plant Schools (Men)	656	244	182	243	345	147	3	.....
Plant Schools (Women)	668	141	280	310	299	81	.....	.....
Part-time Classes (Men)	310	179	61	55	252	182	.....	.....
Part-time Classes (Women)	35	33	.....	.....	35	33	.....	.....
Total	1,669	597	523	608	931	443	3	.....
ONTARIO								
Plant Schools (Men)	411	153	88	146	237	84	.....	.....
Plant Schools (Women)	1,080	374	252	202	836	401	.....	.....
Part-time Classes (Men)	413	319	24	177	236	166	.....	.....
Part-time Classes (Women)	215	60	6	16	199	50	.....	.....
Total	2,119	906	370	541	1,508	701	.....	.....
MANITOBA								
Plant Schools (Men)	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools (Women)	66	28	18	.....	33	19	18	18
Total	66	28	18	.....	33	19	18	18
ALBERTA								
Plant Schools (Men)	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools (Women)	44	21	6	.....	17	12	16	15
Total	44	21	6	.....	17	12	16	15
BRITISH COLUMBIA								
Plant Schools (Men)	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools (Women)	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes (Men)	53	37	.....	.....	53	37	.....	.....
Part-time Classes (Women)	.....	.....	.....	.....	.....	.....	.....	.....
Total	53	37	.....	.....	53	37	.....	.....

CANADIAN VOCATIONAL TRAINING

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1944, TO MAY 31, 1944

(Subject to Revision)

—	Numbers in Training				Placed in Employment	
	From April 1/44 to May 31/44	At First of May	Enrolled in May	At End of May	From April 1/44 to May 31/44	(1) In May
DOMINION SUMMARY						
In Schools—Men	873	521	165	534	194	77
In Schools—Women	222	162	40	172	17	14
In Industry—Men	181	117	54	145	14	7
In Industry—Women	10	5	5	8	1	1
Total	1,286	805	264	859	226	99
NOVA SCOTIA						
In Schools—Men	13	6	.....	5	6	1
In Schools—Women	.....	.....	.....	.....	.....	.....
In Industry—Men	1	.....	1	1	.....	.....
In Industry—Women	.....	.....	.....	.....	.....	.....
Total	14	6	1	6	6	1
NEW BRUNSWICK						
In Schools—Men	23	17	4	19	1	.....
In Schools—Women	.....	.....	.....	.....	.....	.....
In Industry—Men	3	.....	2	2	.....	.....
In Industry—Women	.....	.....	.....	.....	.....	.....
Total	26	17	6	21	1	.....
QUEBEC						
In Schools—Men	175	111	28	104	34	16
In Schools—Women	47	38	7	38	5	4
In Industry—Men	15	10	2	11	4	1
In Industry—Women	1	.....	1	1	.....	.....
Total	238	159	38	154	43	21
ONTARIO						
In Schools—Men	148	92	32	89	38	20
In Schools—Women	38	27	10	32	2	2
In Industry—Men	56	37	17	42	3	2
In Industry—Women	4	3	1	3	1	1
Total	246	159	60	166	44	25
MANITOBA						
In Schools—Men	99	63	16	61	26	11
In Schools—Women	41	28	6	30	4	2
In Industry—Men	33	21	12	28	2	2
In Industry—Women	1	1	.....	1	.....	.....
Total	174	113	34	120	32	15
SASKATCHEWAN						
In Schools—Men	71	52	4	41	27	13
In Schools—Women	19	16	3	16	2	2
In Industry—Men	17	10	6	14	2	1
In Industry—Women	.....	.....	.....	.....	.....	.....
Total	107	78	13	71	31	16
ALBERTA						
In Schools—Men	181	67	49	96	53	9
In Schools—Women	42	28	8	28	3	3
In Industry—Men	24	14	10	23	2	1
In Industry—Women	3	.....	3	2	.....	.....
Total	250	109	70	149	58	13
BRITISH COLUMBIA						
In Schools—Men	163	111	32	119	9	7
In Schools—Women	35	25	6	28	1	1
In Industry—Men	32	25	4	24	1	.....
In Industry—Women	1	1	.....	1	.....	.....
Total	231	162	42	172	11	8

(1) Includes graduates from previous month's classes who were not reported placed until after May 1, 1944.

The small number of ex-service persons applying for training and the variety of occupations for which training is requested, has rendered it very difficult to organize and carry on separate classes in most parts of the country. Individual trainees, however, are admitted to classes being carried on under the program for the armed forces or for war industries but are given special attention and a longer period of training in order to increase their skill. Most of those desiring stenographic or commercial training are placed in private business colleges. Some are following correspondence courses which are related to the work at which they are employed and which will improve their chances of permanent rehabilitation. A growing number of both men and women are being placed for their training on the job in industrial and commercial establishments under individual arrangements made with employers setting forth the length of the training, the nature of the instruction to be given and the wages to be received by the trainee. All such cases are visited at regular intervals by field representatives to make sure that proper training is being given and that satisfactory conditions are prevailing. The greatest co-operation has been afforded by employers and organized labour.

The following list gives an idea of the variety of training being given for women: stenographic and commercial, beauty parlour, dressmaking, dress designing, X-ray technicians, retail clerks, nursing, office receptionists.

For men—the following are being trained in classes: business and commercial draughting, carpentry and cabinet making, machine shop and toolroom improvers, laboratory technicians, commercial radio operators, shoe and harness repair, motor mechanics, radio servicing and repair, instrument making, motion picture projectionists, printing, commercial art, barbering, sheet metal, electric motor repairs.

Men are also being trained in the following occupations in industry: baker, newspaper reporter, druggist, optometrist, bookkeeper and accountant, hotel clerk, tinsmith, tailor, offset pressman, lithographer, municipal clerk, postal clerk, sanitary inspector, gas service station attendant, butcher, stationary engineer, mechanical dentist, dry cleaner or presser, watch repair, electric repairs, undertaker, salesman, photographer, interior decorator, body and fender work, typewriter mechanic, machinists, auto ignition, refrigeration service.

Training in the United States

ENROLMENT in vocational training programs in the United States have totalled more than 12,000,000 during the last four years, according to the War Manpower Commission whose Bureau of Training is responsible for the co-ordination of the programs.

The number of persons in training in the various programs between July, 1940, and May, 1944, was as follows:—

Vocational training for war production workers (carried on in 2,800 schools and centres)	6,238,620
Food production war training ..	2,498,972
Engineering, science and management training	1,472,503
Training within industry	1,163,540
National Youth Administration (now discontinued)	772,756

Over the same period, the Appentrice Training Service gave assistance in the development of integrated in-plant training programs to approximately 41,450 individual plants.

These programs, which originally concentrated on pre-employment training for war jobs, have been more and more devoted to in-plant training for the upgrading of workers. Their continuing functions are described as follows:—

1. To increase the effectiveness of workers and supervisors who are employed in war industries.
2. To prepare beginning workers, including women, youths, older persons, discharged veterans and handicapped persons, for employment.
3. To retrain workers shifting from one department of a plant to another or from one industry to another.
4. To train plant supervisory personnel in short courses.
5. To provide consultative services to employers and to encourage the formation of joint management-labour training committees; to continue to organize training programs where they are necessary.
6. To provide training necessary to reach farm production goals.

Activities of Unemployment Insurance Commission

Analysis of Statistics—Regulations re Unemployment Insurance Books or Stamps which are Destroyed—Status of Students under Act—New Office Opened in Quebec City

DURING May, 4,654 claims for unemployment insurance benefit were filed at local offices throughout Canada. This represents a considerable decrease from the 6,463 claims filed during April, but remains well above May of last year when 2,027 were filed.

An indication of the number claiming and drawing benefit at the end of the month is given by those signing the live unemployment register. These numbered 7,329 (5,490 males and 1,839 females) during the last six working days of May, compared with 12,053 (9,517 males and 2,536 females) during the last six working days of April.

A total of 4,741 claims were received at insurance offices for adjudication during May, while 2,135 were received in May of last year. The adjudication of most of these, together with claims pending from the previous month, resulted in 4,421 being considered entitled to benefit during the present month compared with 1,943 during May a year ago.

A total of 5,222 persons commenced receiving benefit in May, 1944, compared with 2,167 persons in May, 1943. There were, however, 8,873 persons whose benefit payments carried over from previous months, making a total of 14,095 who received a total of $473,709 for 240,232 compensated unemployed days. This compares with 4,848 persons who received a total of $129,132 for 68,720 days of last May.

The average duration of the unemployment compensated was, then, 17·0 days in May compared with 14·2 days in May, 1943. The average amount paid per beneficiary was $33.61 during May as against $26.64 last May, while the average amount paid per compensated day of unemployment was $1.97 in May, 1944, and $1.88 in May, 1943.

Tables 3, 4 and 5 present data respecting the number of claims filed and their disposition, chief reasons for non-entitlement to benefit, employment applications by insured persons, number receiving benefit, number commencing the receipt of benefit, number of days' benefit paid and amount of benefit paid, by provinces.

Unemployment Insurance Stamps or Books Which are Destroyed

Loose unemployment insurance stamps completely destroyed by fire or other means while in the possession of an employer will not be replaced by the Dominion Government, according to instructions recently issued to all its local offices by the Unemployment Insurance Commission.

If unemployment insurance stamps are only partially destroyed, the value of stamps that can be identified will be refunded if the employer forwards the damaged remains to the Commission at Ottawa. He must also sign an affidavit stating exactly how the damage occurred.

In the case of employees' unemployment insurance books, containing cancelled or uncancelled stamps, which may be destroyed by fire or other means, the regulations vary from those covering loose stamps. Destroyed books may be replaced by the Commission upon receipt of an auditor's report and an affidavit from the employer.

Status of Students under Unemployment Insurance Act

The great majority of students employed as part-time messengers by drug stores and grocery stores, as well as students employed as pin boys in bowling alleys, where the employment is usually of such short duration that the total earnings in a week from any one employer are relatively small, will be excepted from unemployment insurance as a result of a special order passed by the Unemployment Insurance Commission.

This special order, effective from July 1, 1944, excepts "Employment of a full-time enrolled student of a day school, college or university during any week, from Sunday to Saturday, in which his earnings from any one employer do not exceed $5.40."

The special order of the Commission will apply both during school terms and vacation periods. It is pointed out, however, that if earnings from any one employer exceed the prescribed amount, the employee is insurable. It is also emphasized that the new order applies only to students.

The Commission announced that in cases where a student is excepted by this special order it will not be necessary to obtain a certificate of expected employment, or take any other action.

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New Office Opened in Quebec City

Opening of a new District Office of the Unemployment Insurance Commission at Quebec City was announced on June 13, by Louis J. Trottier, Chief Commissioner. Establishment of the new Office results from a definite need, Mr. Trottier said. The Quebec Office of the Commission has been receiving more claims for benefit than any other of the Local Offices. Up to the present, these claims have been sent to the Regional Office at Montreal to be dealt with, resulting in a great concentration of work in the Montreal Regional Office. In future they will be handled in the Quebec District Office. It is hoped, the Chief Commissioner said, that the new Office will enable the Commission staff to give more speedy and satisfactory service to the public in respect to benefit claims.

Mr. Trottier emphasized that the opening of the new Office does not imply any change of policy on the part of the Commission. It results from the needs of the Quebec District.

Regional and District Offices of the Commission are now located at Moncton, Quebec, Montreal, Toronto, North Bay, London, Winnipeg, Saskatoon, Edmonton and Vancouver.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that as at June 30, 1944, 2,430,108 employees have been contributors to the fund since April 1, 1944, an increase of 224,352 since the commencement of the current fiscal year. Of this increase, 144,236 represented new entrants to insurable employment and 80,116 resumed insurable employment since April 1.

As at June 30, 1944, 130,011 employers were registered as having insurable employees, an increase of 4,084 from May 31, 1944. This increase is mainly due to the opening of summer resorts and general summer seasonal business.

Registration of employers and employees as at June 30, 1944, by regions follows:

TABLE 1—REGISTRATIONS AS AT JUNE 30, 1944

Region	Employers Registered (live file)	Insured Persons Registered
Maritimes	10,406	172,124
Quebec	34,523	780,005
Ontario	49,034	947,486
Prairie	23,602	312,712
Pacific	12,446	217,781
Total for Canada	130,011	2,430,108

TABLE 2—Number of Persons Filing Claims for Unemployment Insurance Benefit in Local Offices, February, 1942, to May, 1944

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562
January, 1944	11,751
February, 1944	12,284
March, 1944	10,667
April, 1944	6,463*
May, 1944	4,654

* In the June issue of the LABOUR GAZETTE the number filing claims for April, 1944, is given as 11,723. It should have read 6,463.

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	22	18	4	21	15	6	20
Nova Scotia	627	584	43	121	102	29	17
New Brunswick	80	63	17	104	143	35	32
Quebec	1,472	1,060	412	1,886	2,002	618	537
Ontario	1,477	1,332	145	1,498	796	126	722
Manitoba	297	216	81	299	424	92	72
Saskatchewan	117	93	24	119	110	22	5
Alberta	247	190	57	289	452	54	58
British Columbia	315	260	55	404	377	75	89
Total, Canada, May, 1944	4,654	3,816	838	4,741	4,421	1,057	1,552
Total, Canada, April, 1944	6,463	5,260	1,203	7,005	6,711	1,664	2,289
Total, Canada, May, 1943	2,027	1,630	397	2,135	1,943	590	520

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT AND CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of May, 1944	Cumulative Total April 1, 1944–May 31, 1944
Insufficient contributions and not in insurable employment	324	838
Not capable of and not available for work	23	45
Loss of work due to a labour dispute		
Refused offer of work and neglected opportunity to work	24	46
Discharged for misconduct	48	157
Voluntarily left employment without just cause	541	1,415
Other reasons (1)	97	220
Total	1,057	2,721

(1) These include claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, MAY, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid*
				$
Prince Edward Island	49	19	851	1,287
Nova Scotia	615	230	11,062	21,576
New Brunswick	245	114	4,054	7,504
Quebec	6,503	2,612	133,748	262,150
Ontario	2,284	773	34,674	69,356
Manitoba	919	320	13,460	26,047
Saskatchewan	400	154	5,726	11,050
Alberta	2,188	683	22,675	47,860
British Columbia	892	318	13,982	26,879
Total, Canada, May, 1944	14,095	5,223	240,232	473,709
Total, Canada, April, 1944	13,264	4,755	180,730	357,206
Total, Canada, May, 1943	4,848	2,167	68,720	129,132

Average Duration of Unemployment Compensated	17·0 days.
Average Amount of Benefit Paid per Person	$ 33·61
Average Amount Paid per Compensated Day of Unemployment	$ 1.97

*In the June issue of the LABOUR GAZETTE the total benefit paid for March, 1944 is given as $301,393. It should have read $755,966.

TABLE 6—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-FIVE MONTHS ENDED MAY 31, 1944

	REVENUE							EXPENDITURE		
	CONTRIBUTIONS (GROSS, LESS REFUNDS)									
Month	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
Total for the year ended December 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended December 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,006,862 48	97,795 32	6,138,970 22	302,464 53	182,613,627 92
March	3,396,560 16	1,233,726 84	1,531,457 47	18,159 12	6,179,903 59	1,235,980 73	1,052,416 93	8,468,301 25	753,987 98	190,327,941 19
April	2,507,008 56	875,674 55	1,487,585 87	11,455 47	4,881,724 45	976,344 89	465,233 20	6,323,302 54	357,152 72	196,294,091 01
May	2,572,416 90	1,092,551 02	1,438,361 64	23,554 06	5,126,883 62	1,025,376 72	1,417,498 56	7,569,758 90	471,757 74	203,392,092 17
TOTAL	13,787,589 04	5,353,800 21	7,312,933 11	65,475 16	26,519,797 52	5,303,959 51	3,071,668 99	34,895,426 02	2,015,467 15	203,392,092 17
GRAND TOTAL	89,488,313 32	36,028,012 11	39,968,657 49	116,632 41	165,601,615 33	33,120,323 06	7,964,496 20	206,686,434 59	3,294,342 42	203,392,092 17

The column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Penalties	$ 2,131 78
Contributions in respect of services in the armed forces	112,956 72
Miscellaneous	1,543 91
	$ 116,632 41

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of May, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the trend of employment over a period of years.

There was a further decrease in industrial employment at the beginning of May, according to returns received from 14,539 firms whose employees numbered 1,796,340, compared with 1,819,660* at April 1. This was a reduction of 23,320 persons or 1·3 per cent.

The index number of employment (based on the 1926 average as 100) was 178·2 as compared with 180·5 in the preceding month, and was the same as at May 1, 1943.

Information is also furnished by the co-operating firms, concerning payrolls. The per capita average weekly wage of $32.26 showed a decrease from that of $32.37* at the beginning of April, while at April 1, 1943, the figure was $30.59.

Report on employment conditions for June.—A summary of employment conditions for the month of June has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment, vacancies, and placements, May, 1944.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the five-week period April 28 to June 1, 1944, showed a slight increase in the average daily placements as compared with those of the four-week period ending April 27, and a negligible decrease in comparison with the four weeks April 30 to May 27, 1943. The most outstanding changes under the first comparison were gains in forestry and logging, manufacturing and construction. Under the second comparison there was a heavy loss in manufacturing, a smaller decrease in construction and a moderate gain in forestry and logging. Vacancies during the five weeks numbered 312,200. There were 246,306 applications for employment and 182,572 placements were effected in regular and casual employment.

Unemployment in trade unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

The statistical article summing up the information contained in these reports, formerly run monthly in the LABOUR GAZETTE, is now appearing quarterly. The last quarterly article was published in the May issue.

Unemployment as reported by the Unemployment Insurance Commission.—In the article *Activities of the Unemployment Insurance Commission* appears each month a statement showing the number of claims made for unemployment insurance benefits.

During May, 1944, 4,654 persons made claim for benefits, as compared with 6,463 in April, 1944, and 2,027 in May, 1943.

* Revised.

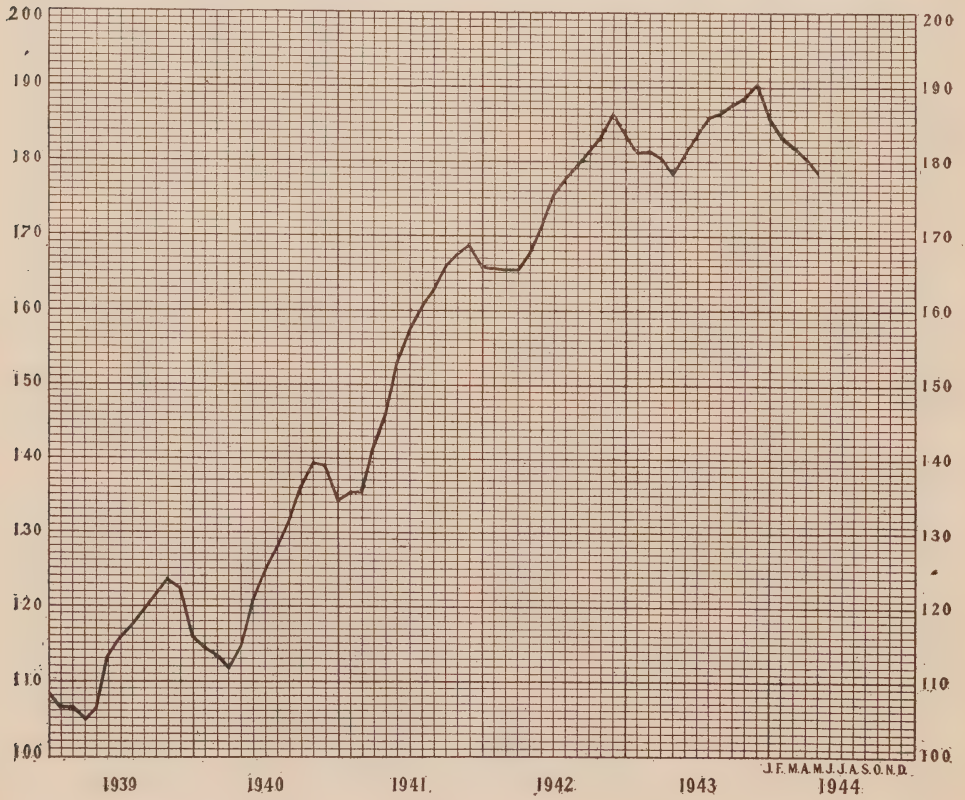
The Employment Situation at the Beginning of May, 1944, as Reported by Employers

FOR the fifth successive month, there was a recession in industrial activity at the beginning of May, when the 14,539 establishments furnishing information to the Dominion Bureau of Statistics reported the release of 23,320 persons, reducing their staffs by 1·3 per cent to 1,796,340. This contraction, like that also indicated at May 1, 1943, was contra-seasonal, the general trend at that date in earlier years since 1920 having invariably been favourable. The number laid off was approximately the same as at the beginning of May last year. There was also an important decline in the payrolls reported at the date under review, when the weekly aggregate for the eight leading industries was lower by 1·6 per cent than at April 1. In addition to the losses in salaries and wages consequent upon the shrinkage in employment, there were decreases due to lessened overtime payments, while a strike in the automobile industry in the latter part of April and the first part of May was another important factor in reducing the indicated payrolls.

To a considerable extent, the curtailment in employment at the latest date took place in logging, in which it was seasonal; however, the decrease of 23,378 men was decidedly above-average for the time of year, doubtless reflecting the return of unusually large numbers of workers to the farms, following a winter of exceptionally great activity in the woods. There was also an important reduction of 11,400 persons in manufacturing; this decline, which was contra-seasonal, was the largest loss indicated in any month since the outbreak of war, with the exception of those at Jan. 1 of 1940 and 1944. Several factors were reported as contributing to the recession, the more important of which were the return

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



of farmers to agriculture, the military call-up of men in certain categories, completion of contracts and shortages of materials. The greatest curtailment took place in iron and steel plants, which released 10,121 employees. The number laid off in the durable manufactured goods was 10,752, as compared with 744 in the production of light manufactured goods. In the latter, textiles showed a considerable decrease exceeding the average decline at May 1. Food factories, on the other hand, afforded more employment.

Among the remaining main industrial groups, mining showed a substantial reduction, which was above-average for the beginning of May. The trend was upward in communications, transportation, construction, services and trade. The gain of 6,757 persons in construction was greatest, although it was not equal to the expansion usually indicated at May 1.

Based on the 1926 average as 100, the general index of employment at the date under review was 178·2, compared with 180·5 at April 1, 1944. The figure at May 1, 1943, was also 178·2. The seasonally-adjusted index fell from 191·2 in the preceding month, to 185·0 at the beginning of May.

Although recent wartime factors have tended to cut across normal seasonal movements, it is probable that the June 1 survey will show a resumption of the upward course of employment which was halted at December 1 of last winter. Without exception, general expansion in employment has been indicated at the first of June in the years since 1920; in manufacturing this has also been the case, with the single exception of June 1, 1931.

Payrolls

As already stated, the slackening in industrial employment at the beginning of May was accompanied by a relatively larger falling-off in the payrolls disbursed on or about that date, for services rendered in the week pre-

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision.)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941	100·0	100·0	$25·25	100·0	100·0	$25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	120·1	131·7	$27·92	130·7	142·5	$28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·7	143·0	30·72	133·0	162·1	31·49
Apr. 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1943	108·4	112·1	$26·13	111·4	114·3	$26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1944	121·5	140·4	$29·69	134·8	156·5	$30·18
Feb. 1	119·8	148·1	31·76	135·3	170·6	32·76
Mar. 1	118·8	149·1	32·27	134·8	172·2	33·23
Apr. 1	118·1	148·6	32·37	134·2	171·7	33·28
May 1	116·5	146·2	32·26	132·9	168·1	32·92

ceding. The latest reported aggregate of salaries and wages in the eight leading industries was $57,958,026, as compared with $58,897,682 paid at the beginning of April; this decrease of 1·6 per cent was due in part to the diminution in employment, but also resulted from lessened overtime work, while industrial disputes likewise considerably affected the situation. The per capita earnings fell from $32.37 at April 1, to $32.26 at the beginning of May. The May 1, 1943 figure had been $30.59, and that at May 1, 1942, $28.59; the former average had been substantially lowered by the observance of the Easter holidays, then falling within the period of observation. In the last 12 months, the index number of payrolls has risen by 4·7 per cent, while there has been no change, on the whole, in the number employed in the eight leading industrial divisions.

The survey shows that, including the figures for financial institutions, the total number of persons in recorded employment in the nine leading industrial groups at May 1 was 1,861,089, as compared with 1,884,382 at the beginning of April. The weekly salaries and

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at May 1, 1944, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at May 1, 1944, April 1, 1944, and May 1, 1943, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at May 1 1944	Aggregate Weekly Payrolls at May 1 1944	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			May 1 1944	Apr. 1 1944	May 1 1943	May 1 1944	Apr. 1 1944	May 1 1943	May 1 1944	Apr. 1 1944	May 1 1943
(a) Provinces		$	$	$	$						
Maritime Provinces	**133,917**	**4,268,779**	**31·38**	**31·41**	**28·65**	**115·9**	**116·3**	**111·9**	**169·5**	**167·8**	**148·0**
Prince Edward Isld.	2,421	65,037	26·36	26·13	23·87	114·9	131·2	95·5	144·3	160·3	107·3
Nova Scotia	82,923	2,769,508	33·40	33·16	29·66	119·3	113·6	115·4	177·7	168·2	153·3
New Brunswick	48,573	1,434,234	29·53	29·06	27·16	110·3	120·4	107·5	156·8	167·7	140·8
Quebec	**563,214**	**17,241,181**	**30·61**	**30·84**	**28·56**	**121·0**	**123·5**	**122·1**	**154·7**	**159·0**	**147·1**
Ontario	**735,874**	**24,247,030**	**32·95**	**33·31**	**31·63**	**111·7**	**113·0**	**112·3**	**135·8**	**138·8**	**131·8**
Prairie Provinces	**192,467**	**6,128,307**	**31·34**	**31·59**	**29·78**	**109·9**	**111·1**	**105·9**	**133·5**	**134·0**	**121·1**
Manitoba	90,855	2,863,189	31·51	31·29	29·55	110·8	111·6	108·3	131·7	131·7	121·0
Saskatchewan	36,664	1,117,200	30·47	30·60	28·55	102·5	102·3	98·6	124·8	125·3	112·7
Alberta	64,948	2,147,918	33·07	32·55	30·82	113·2	116·0	107·2	141·3	142·4	125·9
British Columbia	**170,868**	**6,065,029**	**35·50**	**35·00**	**35·03**	**135·9**	**136·9**	**138·5**	**171·5**	**170·4**	**174·0**
CANADA	**1,796,340**	**57,958,026**	**32·26**	**32·37**	**30·59**	**116·5**	**118·1**	**116·5**	**146·2**	**148·6**	**139·6**
(b) Cities											
Montreal	290,963	9,205,946	31·64	32·20	29·71	133·9	134·7	131·8	166·1	170·0	156·4
Quebec City	38,915	1,140,909	29·32	29·26	25·37	164·2	165·2	164·6	232·4	232·9	203·3
Toronto	255,122	8,472,358	33·21	33·03	31·38	129·0	129·0	125·5	159·3	158·6	147·8
Ottawa	21,497	597,148	27·78	27·52	26·45	108·2	107·2	109·2	130·0	128·4	125·5
Hamilton	58,614	1,977,849	33·74	33·94	32·41	110·5	111·0	116·0	135·5	137·0	136·8
Windsor	39,270	1,434,856	36·54	44·46	40·71	125·4	128·5	133·1	120·3	150·2	142·6
Winnipeg	59,962	1,763,013	29·40	29·17	27·79	116·5	118·2	112·4	135·0	135·9	123·6
Vancouver	86,973	2,982,319	34·29	33·58	33·73	171·2	174·2	169·2	223·7	223·3	220·8
(c) Industries											
Manufacturing	1,168,047	38,447,940	32·92	33·28	31·09	132·9	134·2	132·7	168·1	171·7	159·5
Durable Goods[1]	650,109	23,319,341	35·87	36·55	34·17	152·1	154·7	153·5	194·6	201·6	188·2
Non-Durable Goods	500,674	14,480,616	28·92	28·82	26·81	115·6	115·8	113·7	141·0	140·7	129·5
Electric Light and Power	17,264	647,983	37·53	37·50	35·53	90·5	90·0	91·5	105·3	104·6	100·8
Logging	48,614	1,407,971	28·96	27·69	25·51	102·6	151·9	83·3	151·7	214·8	109·4
Mining	72,515	2,842,207	39·19	37·55	35·48	87·7	89·8	89·1	109·1	107·1	100·8
Communications	28,354	878,098	30·97	30·53	29·09	109·2	108·5	105·5	124·8	122·2	113·2
Transportation	152,815	5,712,770	37·38	37·26	35·70	121·9	118·0	112·6	143·0	138·0	126·7
Construction and Maintenance	110,006	3,270,708	29·73	30·44	30·08	62·5	58·6	82·9	81·5	78·3	109·6
Services	45,286	891,268	19·68	19·44	18·46	117·4	116·4	106·9	142·3	139·4	123·2
Trade	170,703	4,507,064	26·40	26·39	25·10	102·3	101·7	96·7	115·3	114·5	106·5
Eight Leading Industries	**1,796,340**	**57,958,026**	**32·26**	**32·37**	**30·59**	**116·5**	**118·1**	**116·5**	**146·2**	**148·6**	**139·6**
Finance	64,749	2,111,078	32·60	31·95	31·02	108·0	108·0	105·4	122·3	121·6	113·5
Total—Nine Leading Industries	**1,861,089**	**60,069,104**	**32·28**	**32·37**	**30·60**	**116·1**	**117·6**	**116·1**	**145·2**	**147·3**	**138·5**

(1) This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

wages paid at the latest date amounted to $60,069,104, as compared with $60,997,431 in the preceding period of observation. The per capita average for the nine main industries, including finance, was $32.28, as compared with $32.37 at the beginning of April, and $30.60 at May 1, 1943.

Table II summarises the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons as at April 1, 1944, and May 1, 1943.

In the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 16·5 per cent, while the aggregate weekly earnings of these workers are higher by 46·2 per cent. Including finance, the gain in employment from June 1, 1941, to May 1, 1944, amounted to 16·1 per cent, and that in payrolls, to 45·2 per cent. The explanation previously given for the much greater rise in the salaries and wages than in employment during the period of observation may again be stated:—(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944, and (3) the progressive up-grading of employees as they gain experience in their work. In a substantial number of cases, higher wage-rates have also been granted.

The influence of the war has resulted in particularly marked expansion in employment and payrolls in factories, in which the rate of acceleration in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 32·9 per cent from June 1, 1941, and that of payrolls by 68·1 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

In spite of the contraction indicated at May 1, 1944 as compared with April 1, the growth in employment and payrolls in the production of durable goods has been exceed-

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)

(The latest figures are subject to revision)

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
May 1, 1928.....	106·8	101·3	.....	.....	.....	103·0	110·1	108·5	.....	.....	.....	105·4
May 1, 1929.....	116·2	108·3	.....	.....	.....	107·3	123·8	119·7	.....	.....	.....	111·6
May 1, 1930.....	111·4	113·1	.....	.....	.....	106·1	115·7	109·2	.....	.....	.....	110·7
May 1, 1931.....	102·2	104·0	.....	.....	.....	102·3	103·8	100·0	.....	.....	.....	96·1
May 1, 1932.....	87·5	87·8	.....	.....	.....	86·0	89·5	87·6	.....	.....	.....	82·7
May 1, 1933.....	77·6	80·3	.....	.....	.....	75·4	79·5	79·2	.....	.....	.....	72·2
May 1, 1934.....	92·0	98·3	.....	.....	.....	85·5	98·5	85·4	.....	.....	.....	88·4
May 1, 1935.....	95·2	97·4	.....	.....	.....	89·7	101·7	87·9	.....	.....	.....	92·6
May 1, 1936.....	99·5	103·4	.....	.....	.....	96·4	103·4	92·7	.....	.....	.....	99·0
May 1, 1937.....	106·3	110·7	.....	.....	.....	105·2	111·2	93·2	.....	.....	.....	103·4
May 1, 1938.....	107·4	107·3	72·6	116·5	98·3	112·6	109·9	91·5	90·3	89·2	95·0	102·8
May 1, 1939.....	106·2	100·2	82·2	114·4	84·1	111·6	107·9	94·5	90·7	98·2	97·7	103·3
May 1, 1940.....	114·3	112·8	86·4	124·0	100·7	113·9	121·0	100·2	97·6	103·6	102·0	107·2
May 1, 1941.....	145·6	136·5	96·8	156·2	115·2	146·8	156·5	124·1	120·5	122·1	131·1	132·7
May 1, 1942.....	167·4	156·7	94·4	179·3	132·3	177·9	175·9	130·9	129·1	118·5	141·9	158·8
May 1, 1943.....	178·2	170·6	102·3	194·1	145·0	192·0	181·8	135·9	135·0	125·6	144·2	186·2
Jan. 1, 1944.....	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1.....	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Mar. 1.....	181·7	175·1	132·7	190·6	157·9	197·1	183·9	142·3	136·9	129·0	159·4	186·3
Apr. 1.....	180·5	177·3	140·5	190·7	162·4	194·2	142·9	142·6	139·2	130·3	156·0	184·7
May 1.....	178·2	176·6	123·1	200·3	149·5	190·4	180·8	141·0	138·2	130·6	152·2	183·3
Relative weight of employment by Provinces and Economic areas as at May 1, 1944.	100·0	7·4	·1	4·6	2·7	31·4	41·0	10·7	5·1	2·0	3·6	9·5

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area to the total number of all employees in Canada by the firms making returns at the date under review.

ingly marked in the months for which data are available; in this class, the index of employment shows a gain of 52·1 per cent between June 1, 1941 and May 1, 1944, accompanied by an increase of 94·6 per cent in the weekly salaries and wages distributed. In the non-durable goods division, the index number of employment at May 1 was higher by 15·6 per cent than that indicated at June 1, 1941, since when there has been an increase

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	May 1 1944	Apr. 1 1944	May 1 1943
Manufacturing	**65·0**	**223·2**	**225·5**	**222·9**
Animal products—edible	2·4	215·0	209·9	177·3
Fur and products	·2	127·8	125·6	128·0
Leather and products	1·6	139·3	140·2	141·4
Boots and shoes	1·0	127·2	127·7	127·2
Lumber and products	3·5	115·7	115·4	109·4
Rough and dressed lumber	1·8	92·2	90·8	88·2
Furniture	·6	123·3	123·7	107·6
Other lumber products	1·1	196·7	198·8	190·6
Musical instruments	·03	29·3	29·5	49·6
Plant products—edible	2·7	151·3	150·6	135·8
Pulp and paper products	4·6	133·3	133·0	126·6
Pulp and paper	2·0	118·9	117·4	115·3
Paper products	·9	206·8	209·0	188·0
Printing and publishing	1·7	127·3	127·7	120·2
Rubber products	1·1	163·7	159·5	127·7
Textile products	7·7	159·7	161·4	162·5
Thread, yarn and cloth	2·7	159·0	160·4	164·2
Cotton yarn and cloth	1·3	112·2	113·8	121·4
Woollen yarn and cloth	·7	170·2	171·9	180·4
Artificial silk and silk goods	·6	600·7	599·0	547·5
Hosiery and knit goods	1·3	150·0	151·3	141·2
Garments and personal furnishings	2·8	160·7	162·5	167·8
Other textile products	·9	173·9	177·4	174·1
Tobacco	·6	130·8	140·4	133·1
Beverages	·7	236·3	230·3	211·8
Chemicals and allied products	4·1	588·5	590·3	687·2
Clay, glass and stone products	·9	136·6	137·5	132·0
Electric light and power	1·0	135·6	134·9	137·1
Electrical apparatus	2·7	329·9	330·9	292·3
Iron and steel products	25·4	334·2	341·6	340·4
Crude, rolled and forged products	1·9	249·3	250·2	257·8
Machinery (other than vehicles)	1·3	222·6	221·8	248·1
Agricultural implements	·6	121·7	122·2	133·7
Land vehicles and aircraft	10·7	305·5	312·6	282·4
Automobiles and parts	2·3	286·5	294·6	311·1
Steel shipbuilding and repairing	4·0	1,653·0	1,677·9	1,479·6
Heating appliances	·3	164·3	164·0	168·4
Iron and steel fabrication (n.e.s.)	1·3	328·3	339·3	328·7
Foundry and machine shop products	·7	267·6	279·4	255·7
Other iron and steel products	4·6	383·4	398·0	463·9
Non-ferrous metal products	3·7	454·3	457·5	486·9
Non-metallic mineral products	·9	207·5	209·6	203·2
Miscellaneous	1·2	371·6	371·4	405·4
Logging	**2·7**	**162·4**	**240·5**	**131·8**
Mining	**4·1**	**155·4**	**159·1**	**157·8**
Coal	1·5	97·0	99·2	89·9
Metallic ores	2·0	283·3	292·5	308·8
Non-metallic minerals (except coal)	·6	156·7	156·2	154·6
Communications	**1·6**	**106·1**	**105·5**	**102·5**
Telegraphs	·4	128·2	129·1	131·5
Telephones	1·2	100·1	99·0	94·6
Transportation	**8·5**	**120·9**	**117·1**	**111·7**
Street railways and cartage	2·5	182·0	179·9	163·5
Steam railways	4·7	105·1	105·0	101·2
Shipping and stevedoring	1·3	110·3	90·9	92·4
Construction and Maintenance	**6·1**	**87·2**	**81·8**	**115·7**
Building	2·0	83·9	83·0	159·4
Highway	2·2	99·8	79·7	101·7
Railway	1·9	78·9	82·5	84·3
Services	**2·5**	**200·7**	**198·9**	**182·7**
Hotels and restaurants	1·6	197·8	196·6	174·9
Personal (chiefly laundries)	·9	205·6	203·0	196·2
Trade	**9·5**	**160·4**	**159·4**	**151·7**
Retail	7·1	167·7	166·4	160·0
Wholesale	2·4	142·1	141·4	130·0
All Industries	**100·0**	**178·2**	**180·5**	**178·2**
Finances	.....	125·4	125·4	122·4
Banks and trust companies	.....	129·9	129·9	126·6
Brokerage and stock markets	.....	136·1	135·7	111·0
Insurance	.....	118·7	118·6	117·2
Total, including finance	.....	**175·6**	**177·8**	**175·5**

[1] The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

of 41 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregate and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Report on Employment Conditions for June, 1944

The following summary of employment conditions for the month of June has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada.

Maritime Region

Agriculture.—Although some districts need more warm weather to realize their anticipation of an exceptionally large harvest, crops on the whole are progressing favourably throughout the region. The question of adequate labour supply for the haying and harvesting activities is at present the subject of careful planning, but the prevailing lack of experienced farm helpers will undoubtedly increase as the season advances.

Many farmers in the Bridgewater area of Nova Scotia are taking time between planting and haying for employment in the bush, or in local cooperage plants and sawmills. Sussex and Sydney are still short of the necessary agricultural aid. In the Truro neighbourhood all N.R.M.A. rejects with farm experience are being directed to work on highly productive farms. Farther north, in New Brunswick, Moncton reports that outstanding orders for farm helpers are gradually being filled, but Fredericton records a steadily mounting demand, chiefly for the haying season.

Logging.—Further heavy rains are essential to completion of the logging drives in New Brunswick, but the greatest need is now for pulp cutters for summer bush operations. One operator has placed orders with the Bathurst office for 500 men for this work, and this number will be very difficult to find on account of fishing and other seasonal activities in the district. Fredericton has similar demands, and at Edmundston the call is still insistent. A great shortage of choppers persists in the Halifax area, and the local office reports that few men are coming in on clearance orders.

Sawmills.—New Brunswick's sawmills are operating at full capacity in spite of the labour shortage. At Minto the shortage of workers is being temporarily relieved by the referral of army rejects, but in the vicinity of Newcastle the requisite labour is increasingly difficult to procure, and operations are further curtailed by the delay in the river drives.

Fish Processing.—While the fishing industry has made little or no demand on the regional labour force, fish processing is pressing in its needs. The most disastrous storm in years seriously affected the lobster catch recently, but other catches are giving the plants all the fish that they can handle. The only fresh fish processing plant in Lunenburg county is experiencing great difficulty in securing enough men for the summer work, and as a result will have to lay up its fishing schooners during the forthcoming herring run. By adopting this measure, and by employing a large number of high school boys during vacation, the company hopes to handle this season's run.

Coal Mines.—Although all collieries are working steadily, the coal mines are still short-staffed. The local office at Minto, in co-operation with the Enforcement Division, is making a concerted drive to improve the absentee situation in and about the mines in the vicinity, and according to reports received from coal operators this effort is resulting in a slight increase in the number of man-days worked. A small number of soldier miners has arrived in the Minto area since the last summary, but this addition has been counterbalanced by separations for health reasons. Daily production in the Sydney collieries is also lower than it should be, but as many employees are starting their vacations, it is not anticipated that there will be any increase in the near future.

Manufacturing.—No great improvement in the labour situation of the manufacturing industry is apparent during the past month. On the contrary, man-power needs have increased in the ship-building yards of the Bridgewater area. One employer, to meet his requirements, has recruited 52 carpenters and painters in

Newfoundland. The Halifax Shipyards are calling for 115 skilled workmen of various types, and H.M.C. Dockyard, also at Halifax, requires 150 skilled tradesmen of all kinds, as well as 50 unskilled labourers.

The Sydney steel plant is still suffering from a lack of heavy labour, and industries in Amherst are similarly handicapped. Amherst's local shell manufacturing requirements have been met, but two Trenton factories, preparing for similar shell orders, will require some 500 workers within two weeks' time.

Construction.—The call for construction labour is persistent. A considerable number of carpenters and bricklayers are still required for work on the Provincial Sanitarium in Charlottetown, and in addition to this project, the contractors are undertaking the erection of a hospital in Souris. Some difficulty is being encountered in finding board and lodging for workmen moving into the area for this construction job, but the greater part of the labour will be provided by local and district men.

All Halifax vacancies for carpenters in high priority construction have been filled recently, and a number sent on clearance to other localities as well. One local company requires some 24 carpenters to work on local housing projects, and orders are on hand for a further 64 in low priority construction. Moncton and Fredericton are continuingly short of carpenters and labourers, and at Newcastle it has been necessary to depend on unskilled employees in place of skilled tradesmen, with even the untrained workers hard to obtain.

Quebec Region

Agriculture.—While helpers are wanted in the southerly parts of the province, such as Coaticook, Ste. Anne de Bellevue and Valleyfield, in the north and east men are busying themselves for the most part in bush work until the opening of the haying season. Matane and Chicoutimi farmers will remain in the logging camps until their temporary permits expire on July 15, and Port Alfred men are still engaged on the river drives.

Logging.—Operators in all sections are complaining of incomplete river drives resulting from lack of rain and consequent low water. Causapscal estimated that about 10 per cent of the logs cut could not be floated, and Dolbeau, with almost 400 men still on the drive and another 75 to 100 engaged in pulpwood cutting, requires a further 150 bushmen. Rouyn could utilize the services of another 150 bushmen, and Ste. Agathe is calling for 500 to fill existing vacancies.

The drive in the Chicoutimi district is progressing slowly. About 1,100 men are still in the bush, and another 1,000 would be hired for forestry operations if they could be found. Val d'Or will require some 300 to 400 for woods operations, when summer work begins, and Quebec's current orders for woodcutters total almost 1,800. In the Sherbrooke area no bushmen are available to meet the heavy demand.

Sawmills.—Some of the region's sawmills have already completed their seasonal run, and others will be finishing about July 15. In most sections no difficulty is encountered in filling any remaining vacancies, but other districts are less fortunate. The mills at Campbell's Bay have been forced to close down, owing both to man-power and log shortage, and the operations in Joliette are handicapped by a scarcity of labour.

Fishing.—More than usual interest is being displayed in the fishing industry this season, owing to the prevailing good prices for the catch. Some 400 more fishermen are engaged in the operations than last year, and no lack of man-power has been reported.

Mines.—The manpower needs of the mines continue unabated. Base metal operations in the Rouyn field require some 460 workers of all sorts, while the producing gold mines are calling only for a few machine runners and helpers, in addition to a few labourers. Diamond drill crews engaged in prospecting and new development work need 185 altogether. In the Val d'Or area all the gold mines share an urgent demand, and all mines in the temporary "B" priority bracket are below their labour quota. Prospecting and diamond drilling in that district, also, are proceeding on a wide scale.

Manufacturing.—During the latter half of the month lay-offs assumed more prominence in the manufacturing industry of Quebec. In Montreal itself, the destruction by fire of two large plants released some 400 workers. These were readily absorbed in similar establishments. Other lay-offs at city plants involved a further 500, all of whom have been placed in kindred industries.

In Hull the shortage of pulpwood has caused the temporary stoppage of one paper mill machine, and the consequent lay-off of some 40 workmen. At Brownsburg, the C.I.L. plant has almost completely terminated its war production contract. The men and women released have been transferred to different parts of the province, as well as to Ontario and New Brunswick.

However, lay-offs are small compared with the over-all demand for manufacturing labour of various sorts. At Chicoutimi the aluminum company has large orders for potmen and general labourers. During the past week 128 have beeen referred by the local office and in response to regional clearance, but the outlook is still grave, although the reduction of labour turnover in the plant is encouraging. Aluminum operations at Shawinigan Falls require an additional 50 potmen, and at La Tuque they are also seriously handicapped by shortage of such workers.

The labour pool formed in Montreal from the direction of army rejects has not yet reached any appreciable size. The great majority of those reporting to the local office so far are already working in essential industry. Obtaining woodworkers for the aircraft industry in Montreal has presented a very serious problem. The situation in the children's garment industry in the city continues to cause concern, but it is hoped that an appeal for assistance to the unions will be of benefit.

The Quebec office reports comparative success in its advertising campaign for the tobacco factories, which has resulted in 50 per cent of requirements being satisfied. The campaign has been discontinued, to be replaced by a similar one for the locla arsenal, which has placed an order for 250 workers. Additional shipbuilding orders will also necessitate the absorption of new employees steadily for some weeks to come by the Quebec shipyards.

No labour relief is in view for the region's hard-pressed foundries and equally urgent are the calls of the textile and garment plants in all parts of the province. Factories at Drummondville and Magog are requesting male labour, youths of 16 years and day labourers alike, as well as married women. Richmond and Valleyfield report that production is suffering through lack of skilled operators, with little prospect of filling requirements in the near future. Sherbrooke's textile and hosiery plants are in like need. Vacancies for skilled sewing machine operators in high priority industries have in many plants to be filled by unskilled workers.

Construction.—Activity in construction has been increasing steadily throughout the past month, with the result that to-day no labour is available except the very young or the old, and many orders for carpenters remain unfilled. Private projects are absorbing the services of building tradesmen in every district. There has been little new development in the larger construction program during the month and no acute shortage of labour is reported, but workmen are needed for 100 houses to be erected in Hull by Wartime Housing, and in the Montreal area some 200 small firms require more than 500 carpenters, of whom few are available.

Ontario Region

Agriculture—As the haying season draws on, the tempo of agricultural activity is quickening. From every part of the province comes an urgent call for helpers, and there are many inquiries with reference to the temporary transfer of farm workers from the West. Owen Sound, for instance, reports that of unfilled orders, 25 have designated western farm help, and of Stratford's 100 orders more than 50 are for westerners. Goderich, with many requests for haying and harvesting, also is receiving calls for western farmers daily. At Woodstock, too, arrangements have been made with the nearby Canadian Driving and Maintenance School to provide men for evening work on farms during haying and harvesting.

The region's fruit farms present a special labour problem. With the exception of a meagre strawberry crop, all signs point to an excellent fruit season. Favourable weather conditions for the next two weeks will mean a bumper pea crop, and it is hoped that high school students will help out with the picking. In the Welland area, the cherry growers alone require at least 60 pickers, and between 500 and 800 casual workers will be needed for the peak fruit demand in July. Here again, students of the Farm Service Force will be extensively used.

Canneries—An exceptionally heavy fruit crop is increasing the Ontario canneries' demands on the labour force, and plans to meet the mounting need are being made. At Cobourg, while unskilled labour requirements have lessened during the past two weeks, extra helpers will be needed for the pea canning to start within the next 10 days. The majority of high school boys in the area are being referred to the factory, provided that they are of the necessary physique. There is adequate help for the pea pack at the Port Hope cannery, and there again most of the helpers will be high school youths.

In the Trenton area, where the largest pea crop in years is indicated, all available students are being directed to the work, and considerable assistance is also expected from the R.C.A.F. men at the local station, free to lend a hand after their regular duties. The Whitby cannery, while it has already procured a large number of part time helpers for the pea pack, and has further lightened the

work by the installation of much labour-saving equipment, is faced with a continuing heavy shortage due to acreage double that of a year ago, and there, too, as many students as possible will be used to supplement the present personnel.

Logging—Fair progress is being made in the summer logging camps, and jobbers and pulpwood companies report that cutting is making good headway. The labour situation in the Kapuskasing section is fairly satisfactory, as bushmen in considerable numbers continue to arrive from Quebec. In the vicinity of Sault Ste. Marie (where 50 river drivers are still required) another 500 pulpwood cutters could be utilized, and the Timmins office reports that camps opening for lumbering and pulpwood operations in that area could employ an additional 2,000 bushworkers. The call for drivers has materially lessened as the season advances, but Pembroke still requires a large number of experienced men, and no applicants are presently available to complete the work.

Mining—There has been no change in the serious manpower situation in the region's mines. Operations in the Sudbury section continue to be short of labour, and Timmins reports that the shortage of experienced miners is steadily increasing.

Manufacturing—While the manpower needs of the manufacturing industry mount steadily, some temporary relief for industries is in view. The annual week's vacation will at least postpone the labour problems of a number of employers. In Cornwall, three of the larger industries are closing up for the next three weeks for holidays and overhauling, and it is felt that quite a few employees on holidays without pay will help to relieve local shortages during the period. Renfrew and Prescott are planning similar holidays, and Port Hope industries also are shutting down for summer vacation and repairs. Many war industries at Woodstock are arranging for a week's holiday with pay, and the majority of Oshawa's plants are closing for the first week in July.

The engagement of collegiate and university students is also proving an important factor in Ontario's immediate manpower problems. Industries in every part of the province are taking advantage of this temporary addition to the labour force. Hamilton alone reports that to date approximately 750 high school students have been placed in industry since the close of term, and there is still an urgent call for husky youths for heavy labour. In London between 300 and 350 students have been referred, not less than 70 per cent of these to A and B priority factories. Windsor, too, has placed some hundreds, and in the Toronto office students are being accepted in priority industries at the rate of several hundred daily.

A number of lay-offs are helping in some slight degree to solve the problem of manufacturing labour shortage. At Goderich, men being laid off from No. 12 E.F.T.S. are being satisfactorily placed locally and on regional clearance ,priority orders, and little difficulty has been experienced in persuading married men to accept employment away from home. Small lay-offs have also occurred in the three abrasive plants in the Niagara Falls area, and all those released have been absorbed by local chemical works.

In spite of such alleviating factors, the region's over-all manufacturing labour demands continue to cause concern. In Toronto, the demands of essential industry for skilled and semi-skilled workers remain unsatisfied. New Toronto's call for general factory workers, both male and female, similarly continues to increase, and the immediate demand in that area is for approximately 1,400 men and 600 women.

The over-all picture in the region's foundries remains unchanged. The demand for heavy labour is insistent in all industrial centres, and in places where orders have been received to step up war production, the shortage is acute. Compulsory transfer orders and the utilization of older high school students is meeting the general need to some extent.

Immediate, and still far from satisfied, are the labour needs of the shell plants. There is a call for a large number of women for the D.I.L. plant at Ajax, and the company's Nobel plant also requires some 700 male production workers. St. Catharines munitions factories will require about 700 men and 300 women within the next two weeks, and while the greater part of the female quota should be secured locally, no men are available, and other local war industries are already short of all types of male labour.

The labour requirements of the Collingwood shipyards are for unskilled workers for the most part, but skilled tradesmen are in demand for steel and wooden shipbuilding at Midland, and with no suitable applicants in the vicinity the order has been placed in clearance.

While high school students are helping out in the textile plants of Ontario, the lack of workers persists, and in some cases, is slowing down production and retarding the completion of important war contracts. In Galt, 270 of the district's 1,100 unfilled vacancies are for the textile trades, and 200 of this number call for male workers. Brantford, with requirements

totalling 59 men and 211 women in various factories, has been using part time workers wherever available, and Stratford reports the initiation of a twilight shift from 7 to 11 p.m. at one of its local plants, utilizing the services of a number of married women, in order to fulfill its war contracts.

Construction.—There has been little new development in construction during the month. Increasing difficulty is noted in securing general construction workers for projects now under way, and there are apparently few skilled tradesmen unemployed at present.

Prairie Region

Agriculture.—Despite heavy rainfall in most sections since seeding was completed, crop conditions in the prairie region are favourable. Summer fallowing is in full swing in the central section, with a consequent increasing demand for workers, but farther west no great demand is anticipated until the harvesting season.

Haying will soon begin, and many farmers are placing orders for extra help to handle the heavy crop now in sight. Such workers will be kept on through the later harvest, and already further orders for that season are being placed in all parts of the region. From all sections come reports of unfilled vacancies, and Saskatoon in particular is suffering from a definite shortage, with a considerable turnover from smaller to larger farms needing help for the summer fallowing. Some students are being used on prairie farms, and some fruit pickers have been sent to the Okanagan for the berry harvest.

Throughout the region, farmers in a considerable number are temporarily engaged in various essential industries. In the Lethbridge area many Japanese beet workers are already being released to work in the canning factories, opening early in July. Only a light movement of workers to Ontario farms has so far taken place, but it is expected that a greater number will follow later.

Logging.—Throughout the region there is a decided shortage of all types of logging labour for year-round operations. About 100 prisoners of war have eased the situation in the Fort Frances area, but an additional 250 workers could be used, and farmers are being referred to the bush for the interval before haying begins. At Kenora many smaller operators have closed down for the season, but the larger companies are endeavouring to carry on, and the demand for bush-workers of all kinds continues. Several camps in the Thunder Bay area have not opened as a result of the decrease in supply, and some 300 bushworkers are urgently needed to maintain production at the low 1943 level.

Further west, most of the Edmonton camps are carrying on, although understaffed, but at Edson all operations have been closed down for the past two weeks on account of the excessive rains and washouts. One or two of these are now reopening.

Coal Mining.—Although suffering from considerable labour shortage, most of Alberta's coal mines are operating full time. Many orders for certificated miners remain unfilled, and directional notices are being sent out calling for the return of miners to the collieries. Drumheller mines also are in full production, with those in the East Coules again facing the greatest labour shortage. Some 200 miners are needed at Blairmore, where operators have sufficient orders on hand to guarantee steady work: at present, time is being lost through lack of rail transportation for the coal.

Base Metal Mining.—Labour requirements in the region's base metal mines continue to be heavy, with very few miners coming in to relieve the shortage. University students are accepting this work for the summer months but the real need at the moment is for underground labour. Kenora reports that many Indians have been taken on the staff of the northern mines during the past two weeks, somewhat easing the tight labour situation: several new companies have prospecting crews out in the area and diamond drill outfits are busy. The gold mines in the Red Lake and Geraldton districts are suffering from the lack of underground labour, and orders in the Port Arthur office total 227.

Manufacturing.—The demand for male labour in all branches of manufacturing far exceeds the supply, although the packing plants are well supplied as a result of the recent referrals from agriculture. Calgary plants have been taken care of so far as ordinary demands are concerned, and Edmonton is also fairly well supplied with packing plant labour, although expert knifemen can always be absorbed.

Kenora's flour mills are in improved labour circumstances through the relief afforded by student labour, but in North Battleford, where the situation eased for a time, the mills are again calling for workers and no applicants suitable for the work are obtainable. In Lethbridge the canning industry needs a large number of men and women: the demand for female workers will be met locally, for the most part, but for the male quota it will be necessary to depend upon the Japanese beet workers available for the next two months.

A gradual lay-off of staff is going on at Edmonton aircraft plants, and quite a few

of those released are being transferred to war industries in eastern Canada. Skilled workmen from Moose Jaw are proceeding to Fort William and New Westminster as they are released from local establishments, 100 workers released in Regina should be readily absorbed.

The majority of orders on file from the aircraft factory at Fort William are for experienced aircraft workers, and these are not obtainable locally. The company's labour requirements have been reduced to 200, and many are being referred both from the vicinity and from outside. Castings have arrived at the company's shell plant, and orders are on file for 150 trainees for the new shell production program. So far, the local office has been successful in supplying the requisite number of women but men are not so plentiful.

Students from local schools have furnished the Port Arthur shipbuilding yards with sufficient manpower to meet their demands for light unskilled labour, and their immediate needs stand at about 90 skilled and semi-skilled workers. Student labour is also helping out in the paper mill at Fort Frances and in many industrial plants of Saskatoon and Winnipeg, but throughout the region the lack of skilled workers and heavy labour shows no sign of abatement.

Construction.—Construction continues fairly active all over the region, and the erection of new private dwellings is underlining the demand for carpenters, bricklayers, painters, etc. The heaviest call is for construction labourers, and the failure to procure these is resulting in a general slowing up of work wherever new jobs are undertaken. Calgary records a heavy demand for building tradesmen equally for high and low priority projects. Edmonton is short some 200 men for maintenance work, and may get relief by the employment of high school students. Port Arthur's heavy labour requirement stands at 584.

Grain Elevators.—The labour needs of the grain elevators at Fort William are not so pressing as a month ago, partly due to the extra labour secured in the interval, and partly due to the fact that less grain is going through. At Port Arthur, however, despite all efforts, the manpower situation in the elevators has not improved, and 80 grain shovellers are still required.

Pacific Region

Agriculture.—The general agricultural situation is easy in spite of the fact that there are few applicants for farm work. Dairy farmers on the lower mainland still have orders on file which there is little prospect of filling, and Victoria is suffering from a similar lack of dairy helpers.

Plans for handling the province's fruit crop are going forward. This is besoins supervised by the Farm Labour Service of the region, with the assistance of women, students ,and in some cases, workers in other industries from nearby towns. Soldiers from the Sardis camp, as well as the townspeople, will help out in the Chilliwack area, while in the neighbourhood of Kelowna the labour demand is being met by high school pupils and workers from Alberta. The Cranbrook office is forming a labour pool under the Farm Labour Emergency arrangement to provide helpers in the Creston Valley area when the need arises. Fruit growers in the Vernon section are making use of all available labour for apple thinning, and high school children are being taken out by trucks in the morning and delivered back to town at night.

The Nanaimo office has completed arrangements with the Emergency Farm Labour Service for the handling of berry pickers proceeding to outside points, and Victoria is planning for its supply of fruit pickers. More students could be used to advantage, but the majority prefer to apply for work in war industries.

Logging.—The logging industry in British Columbia is the hardest hit by the labour shortage. Experienced loggers, chokermen, riggers, boommen and fallers continue to be in great demand in practically every office area, and a shutdown at Courtenay due to wet weather has only served to emphasize the lack of experienced bushmen in that district. Nelson reports that the situation is well in hand at present, with shortage in a few camps gradually being overcome by local supply, but the larger operators will be taking on more men in the near future. In the Cranbrook neighbourhood, orders for loggers and sawmill workers run between 60 and 70, principally fallers: many men are being used in a dual role, logging part time, and when sufficient logs are cut, operating the mills.

Sawmills.—The labour shortage in the sawmills appears to be almost as great as in logging itself. The use of students and women has been increased by many mills in an effort to keep in production, but the situation throughout the region is serious. New Westminster in particular is hard hit by the lack of millhands. During the past two weeks, some 200 high school boys have been placed in the local mills, and this move has afforded temporary relief, but the arrangement is not entirely satisfactory, as young boys are not always suitable to the heavy work involved. Vernon, too, reports a great shortage, and while it is possible to keep one mill on the edge of town well supplied, the district opera-

tors are operating under a considerable handicap.

On Vancouver Island the sawmills are similarly shortstaffed. Victoria notes a continuing upward trend in labour demand, with all mills working to capacity.

Coal Mining.—On the whole, the coal mines are in easier position with regard to miners at the moment. However, the Sullivan mine at Kimberley still needs at least 160 underground workers, or men capable of such duties, and hopes to relieve this shortage by employing students over 18. The Crow's Nest Pass Coal Company in the Fernie area also needs underground workers, as well as haulage and underground labourers.

Base Metal Mining.—The base metal mines show no improvement in labour position. Men of all types, both surface and underground labourers, are needed to maintain production. While the mines in the Princeton area are in better position than a couple of months ago, the local smelting company is still short of underground workers, and its endeavour to carry on development work is strictly limited by the lack of manpower.

Manufacturing.—The placing of 225 female and 795 male university students in high priority industries of the region has been of benefit to the manufacturing industry, which shares in the over-all shortage of skilled and unskilled labour of all kinds. In Vancouver foundry workers are in demand, and heavy industries in general are suffering from a dearth of highly skilled mechanics, especially machinists. The city's aircraft plants have their needs satisfactorily met for the time being, but the shipbuilding yards are in immediate need of reinforcements. One of the leading yards is pressing in its demands for carpenters and joiners, particularly for insulation and refrigeration work aboard ship. It is believed, however, that the shipwright supply has been stabilized for some time to come, and the call for electricians has been alleviated to some extent through a lay-off from a fitting-out yard within the industry. Vacancies for common labourers in the shipyards are hard to fill, and there is a persistent call for women workers in this industry as in all others.

Victoria's shipyards have slackened in their labour demand. A new departure in shipbuilding labour is the employment of women in the magazines of the R.C.N. Dockyard. The Prince Rupert shipyard reports a small net loss of labour during the period, and this will be made up by the employment of some 50 or 60 university students for the summer months.

At New Westminster the persistent shortage of skilled mechanics has been greatly relieved by the transfer of about 40 workmen from Moose Jaw to the C.P. Airlines plant, thus making local tradesmen available for other needy manufacturing establishments. The local advisory committee of New Westminster has circularized some 75 firms in all industries, asking them to use part time workers and high school boys as far as possible, thus relieving the current grave manpower situation. The mills and woodworking plants of the city have responded very well, but so far other calls for part-time workers have been very few. The woodworking plants have also extended the use of women's services, absorbing 40 during the period.

The smelter at Trail has had very slight success in lessening its unfilled vacancies during the past month. Despite the extensive employment of women, students and teachers, the plant is in need of a further 200 workers.

Construction—The province's construction program as a whole continues to consist of home building, alterations, repairs and extensions, with but a few National Defence contracts presently under way, and the completion of these delayed by the lack of finishing carpenters. At Prince Rupert one contractor is calling for carpenters and labourers for the erection of a new Y.M.C.A. and Civic Centre, and the dearth of building labour in the vicinity will make it hard to fill this demand. There is, however, a lessened need for labour on the Rupert-Terrace Highway, which should be completed within six weeks or two months.

Dominion

Transportation—Students on vacation have greatly relieved the demands of transportation on the Dominion's labour force, so far as boat crews are concerned, but there has been no alleviation of the situation in respect to the needs of the railways. Train crews are still shorthanded, but the greatest need is for track maintenance workers, who are not available in any great number.

Services—The summer holiday season has rendered even more difficult the labour problems of the services. With the opening of resort hotels from coast to coast, the demand for extra staff has been greatly accentuated. Students and teachers on vacation are being employed in many summer hostelries, but many more are needed everywhere to satisfy pressing seasonal needs. The manpower situation in restaurants and laundries shows no sign of amelioration, and the outlook is even more serious in hospitals and sanitoria, which are everywhere understaffed.

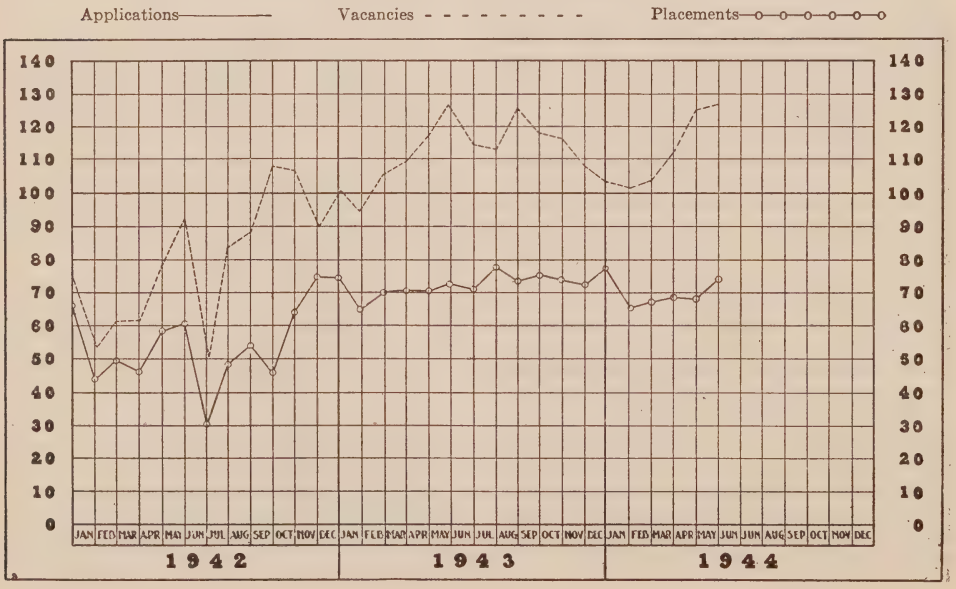
Applications for Employment; Vacancies and Placements; May, 1944

REPORTS of the Employment and Selective Service offices during the five-week period April 28 to June 1, 1944, inclusive, showed an increase in the average daily placements as compared with those of the preceding period of four weeks duration ending April 27, and a decrease in comparison with those of the four weeks April 30 to May 27, 1943, the changes being slight in both instances. With the exception of small decreases in trade and public utilities, all industrial divisions showed increases in placements over the preceding four weeks, the gains in forestry and logging, manufacturing and construction being most noteworthy. When comparison is made with the period ending May 27, a year ago, apart from a fairly substantial gain in forestry and logging and moderate increases in agriculture and trade, all industrial groups showed losses, the most pronounced being in manufacturing and construction.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed upward courses. The ratio of vacancies to each 100 applications being 126·7 during the five weeks ending June 1, in contrast with 125·4 during the previous four weeks and 126·8 during the four weeks ending May 27, last year. The ratio of placements to each 100 applications during the period under review was 74·1 compared with 68·9 for the period March 31 to April 27, 1944, and 72·2 during the four weeks April 30 to May 27, 1943.

The average number of vacancies reported daily by employers to the Employment and Selective Service offices throughout Canada during the five weeks April 28 to June 1, 1944, was 10,407 as compared with 9,810 during the preceding four weeks and with 11,801 during the four weeks April 30 to May 27, 1943. The average number of applications for employment received daily by the offices for the period under review was 8,210 in comparison with 7,822 during the previous period and 9,304 in the four-week period a year ago. The average number of placements made daily by the offices during the five weeks ending June 1, 1944, was 6,086, of which 5,935 were in regular employment and 151 in work of one week's duration or less, as compared with a total daily average of 5,436 during the preceding four weeks. Placements during the period April 30 to May 27, 1943, averaged 6,718 daily, consisting of 6,539 placements in regular and 179 in casual employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



During the period April 28 to June 1, 1944, the offices referred 239,453 persons to vacancies and effected a total of 182,572 placements. Of these, the placements in regular employment were 178,043 comprised of 118,951 males and 59,092 females, while placements in casual work totalled 4,529. The number of vacancies reported by employers was 207,858 for males and 104,342 for females, a total of 312,200, while applications for work numbered 246,306, of which 161,098 were from males and 85,208 from females. Reports for the previous four weeks, March 31 to April 27, 1944, showed 225,624 positions available, 179,911 applications made and 125,026 placements effected, while from April 30 to May 27, 1943, there were recorded 283,247 vacancies, 223,312 applications for work and 161,245 placements in regular and casual employment.

The following table gives the placements effected by the offices, each year from January, 1934, to date:—

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (22 weeks)	685,869	21,091	706,960

Nova Scotia and Prince Edward Island

Opportunities for employment at Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the five weeks ending June 1, 1944, numbered 349 daily compared with 295 in the period ending April 27, and 542 during the four weeks ending May 27, 1943. The average number of placements effected daily was 249 during the period under review, in comparison with 213 in the preceding four weeks and 291 during the period ending May 27, last year. The reduction in the daily average of placements from the four weeks ending May 27, 1943, was greatest in construction, with moderate losses in manufacturing and services. Of the changes in all other groups, a moderate gain in public utilities operation was the most important. Placements by industrial divisions included: manufacturing 2,901; services 1,343; public utilities operation 1,180; trade 1,042; construction 668 and mining 169. There were 5,016 men and 2,306 women placed in regular employment.

New Brunswick

Orders listed at Employment Offices in New Brunswick during the period under review, called for a daily average of 324 workers, in contrast with 209 in the previous four weeks and 428 during the period ending May 27, last year. There was a daily average of 174 placements compared with 143 in the preceding period and 187 during the four weeks ending May 27, 1943. The decrease in placements from the period ending May 27, last year, was not large for the province as a whole under this comparison. The only changes of importance were declines in construction, manufacturing and services, and an increase in logging. Industrial divisions in which the majority of placements were effected were: manufacturing 1,588; services 897; trade 712; logging 676; public utilities operation 620; construction 482 and mining 166. Placements in regular employment numbered 3,732 of men and 1,403 of women.

Quebec

Positions offered through Employment Offices in the Province of Quebec during the five weeks ending June 1, 1944, averaged 3,585 daily compared with 2,761 in the preceding period and 4,069 during the four weeks ending May 27, 1943. Placements showed a higher average during the period under review, being 2,020 daily in contrast with 1,401 in the previous four weeks and 1,935 during the period ending May 27, last year. A substantial gain in placements in forestry and logging augmented by smaller advances in agriculture, public utilities operation, trade and services accounted for the increase over the period ending May 27, 1943, although a substantial loss in manufacturing and a somewhat smaller decline in construction were recorded. Placements by industries included: manufacturing 23,228; forestry and logging 11,065; services 7,549; construction 6,223; public utilities operation 5,018; trade 4,004; agriculture 1,904 and mining 1,016. Regular placements numbered 45,743 of men and 14,702 of women.

Ontario

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Ontario during the period ending June 1, 1944, was 4,114, as compared with 3,919 in the previous four weeks and 4,191 during the period ending May 27, last year. The average number of placements effected daily was 2,255, in comparison with 2,117 in the preceding period and 2,652 during the four weeks ending May 27, 1943. The large reduction in the daily average of placements from

the period ending May 27, last year, was mainly due to a marked decrease in manufacturing, although fairly large losses occurred in construction and public utilities operation. Moderate declines in services, trade and agriculture were partly offset by gains in forestry and logging, and mining. Industrial divisions in which the largest number of placements were effected included: manufacturing 30,622; services 13,354; trade 6,945; public utilities operation 6,192; construction 4,620; forestry and logging 2,840; mining 1,319, finance and insurance 1,116. There were 39,905 men and 26,312 women placed in regular employment.

Manitoba

Employment opportunities as indicated by orders received at Offices in Manitoba during the five weeks under review, showed a daily average of 433, compared with 431 in the preceding period and 568 during the four weeks ending May 27, 1943. The average number of placements reported daily was 289, in contrast with 263 during the four weeks ending April 27, and 392 in the period ending May 27, last year. All industrial divisions recorded declines in placements when compared with the four weeks ending May 27, 1943, the largest decreases being in services, manufacturing, public utilities operation, construction and trade. Placements by industrial groups included: manufacturing 2,873; services 2,324; trade 1,471; public utilities operation 1,034 and construction 498. Placements in regular employment numbered 4,234 of men and 3,366 of women.

Saskatchewan

Orders received at Employment Offices in Saskatchewan during the period ending June 1, 1944, called for an average of 217 workers daily, compared with 289 in the previous four weeks and 310 during the period ending May 27, last year. Placements showed decreases under both comparisons, the daily average being 159 during the period under review, as compared with 161 in the preceding four weeks and 196 during the period ending May 27, 1943. With the exception of a slight gain in manufacturing, all industrial divisions reported declines in the daily average of placements from the four weeks ending May 27, last year. The most important were moderate decreases in services, construction and trade. Industrial groups in which most of the placements were effected were: services 1,620; manufacturing 976; trade 858; public utilities operation 623; construction 306 and agriculture 256. Regular placements numbered 2,468 of men, 1,849 of women.

Alberta

There was a decrease in the average number of positions available daily at Employment Offices in Alberta during the five weeks ending June 1, 1944, there being 452, in comparison with 498 in the preceding period and 514 during the four weeks ending May 27, 1943. There was a daily average of 293 placements compared with 290 in the previous four weeks and 326 during the period ending May 27, last year. Moderate losses in public utilties operation, services, agriculture, manufacturing, and trade accounted for the decrease in placements from the four weeks ending May 27, 1943. Improvement of moderate proportions was noted in mining and construction, while the changes in all other groups were unimportant. Placements by industrial groups numbered: services 2,385; manufacturing 1,599; construction 1,392; trade 1,351; public utilities operation 1,034; mining 591 and agriculture 269. There were 5,147 men and 3,162 women placed in regular employment.

British Columbia

During the period ending June 1, 1944, the daily average of positions offered through Employment Offices in British Columbia was 933, compared with 999 in the previous four weeks and 1,180 during the period ending May 27, last year. The average number of placements registered daily was 646 during the five weeks under review, in comparison with 622 in the preceding period and 738 during the four weeks ending May 27, 1943. A fairly large decrease in manufacturing and a smaller loss in construction accounted for the reduction in the daily average of placements when compared with the period ending May 27, last year. A decline in mining and increases in trade, services and public utilities operation were the most important changes of all other groups. Industries in which employment was found for more than 500 workers included: manufacturing 5,750; services 4,184; trade 2,318; forestry and logging 2,240; construction 2,001 and public utilities operation 1,984. Placements in regular employment numbered 12,706 of men and 5,992 of women.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
APRIL 28 TO JUNE 1, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**810**	**327**	**922**	**826**	**642**	**7**	**215**
Charlottetown	471	246	572	497	325	7	190
Summerside	339	81	350	329	317	.....	25
Nova Scotia	**9,653**	**7,909**	**8,306**	**8,678**	**6,680**	**147**	**1,660**
Amherst	203	237	215	124	85	.....	37
Bridgewater	448	313	190	186	219	.....	51
Dartmouth	426	485	242	252	213	.....	44
Digby	170	125	150	132	98	.....	64
Glace Bay	411	253	285	267	198	.....	41
Halifax	3,556	4,538	2,693	3,108	2,387	.....	475
Inverness	47	49	53	48	27	.....	24
Kentville	229	225	211	144	113	3	109
Liverpool	168	151	140	128	105	.....	13
New Glasgow	1,103	368	1,006	1,097	839	111	197
New Waterford	61	80	103	88	59	.....	31
Pictou	305	74	343	342	277	1	26
Springhill	22	50	41	36	33	.....	6
Sydney	1,307	327	1,435	1,597	1,127	16	358
Sydney Mines	388	98	420	373	329	16	35
Truro	296	176	328	316	193	.....	56
Yarmouth-Shelburne	513	360	451	440	378	.....	93
New Brunswick	**9,721**	**6,013**	**7,214**	**6,707**	**5,135**	**98**	**1,674**
Bathurst	660	121	312	273	173	.....	102
Campbellton	902	613	576	446	218	50	229
Edmundston	1,644	1,156	477	471	455	.....	169
Fredericton	381	383	425	408	287	.....	124
Minto	359	219	358	318	321	.....	30
Moncton	2,392	1,592	1,798	1,861	1,280	46	529
Newcastle	576	198	690	669	603	.....	134
Saint John	2,282	1,280	2,136	1,956	1,528	.....	264
St. Stephen	217	261	136	89	69	.....	34
Sussex	161	126	121	99	91	1	33
Woodstock	147	64	185	117	110	1	26
Quebec	**107,560**	**71,743**	**79,797**	**77,410**	**60,445**	**166**	**22,871**
Acton Vale	154	105	87	92	118	1	57
Asbestos	165	72	92	126	99	.....	23
Baie St. Paul	203	145	237	195	140	.....	64
Beauharnois	296	145	409	299	240	1	70
Buckingham	487	161	502	438	375	10	135
Campbell's Bay	124	330	232	219	162	.....	181
Causapscal	2,698	897	2,176	2,158	2,130	.....	101
Chandler	1,268	1,264	1,665	1,559	1,464	.....	410
Chicoutimi	1,743	664	1,913	1,823	1,429	.....	451
Coaticook	1,303	283	1,153	1,144	1,088	.....	4
Cowansville	210	103	144	142	135	.....	18
Dolbeau	720	341	683	641	752	.....	107
Drummondville	806	325	768	1,017	586	.....	242
East Angus	327	8	320	335	305	8	11
Farnham	175	111	159	149	135	.....	32
Granby	388	200	504	302	256	.....	91
Hull	1,107	681	1,398	746	762	3	381
Joliette	330	242	520	531	233	2	74
Jonquiere	1,340	411	1,196	1,519	1,144	3	428
Lachine	1,499	1,169	897	901	703	1	225
Lachute	666	296	766	683	445	.....	138
La Malbaie	737	393	348	372	367	.....	20
La Tuque	1,248	280	572	641	569	.....	49
Levis	1,745	737	1,592	1,306	1,216	.....	257
Longueuil	716	468	653	528	486	.....	155
Louiseville	337	68	395	330	297	.....	63
Magog	303	82	315	486	236	.....	76
Matane	3,044	1,315	2,201	1,893	2,198	.....	286
Megantic	944	171	1,119	958	935	.....	42
Mont Laurier	612	306	567	567	478	.....	103
Montmagny	420	71	751	408	348	.....	90
Montmorency	264	37	398	457	245	.....	106
Montreal	51,562	41,092	27,829	29,996	20,970	46	10,007
Nicolet	85	0	85	85	85	.....	0
Plessisville	256	94	224	317	184	.....	20
Pointe aux Trembles	859	421	585	581	560	.....	71
Port Alfred	346	390	620	595	500	.....	162
Quebec	4,637	3,213	4,694	4,569	2,793	1	3,371
Richmond	107	133	145	79	79	.....	12
Rimouski	697	578	521	642	396	.....	47
Riviere du Loup	1,627	738	1,367	1,127	1,048	.....	215
Roberval	805	67	802	779	754	.....	77
Rouyn	1,470	1,482	1,250	1,224	792	2	328

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
APRIL 28 TO JUNE 1, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Agathe	491	306	454	284	262	.....	58
Ste. Anne de Bellevue	318	77	318	312	303	.....	3
Ste. Therese	816	713	479	469	413	.....	98
St. Hyacinthe	1,180	810	650	663	679	9	82
St. Jean	841	563	781	846	488	.....	32
St. Jerome	543	432	598	541	492	.....	100
St. Joseph d'Alma	526	248	524	427	353	.....	254
St. Paul l'Ermite	776	182	621	591	580	.....	61
Shawinigan Falls	1,707	407	1,605	1,638	1,386	.....	508
Sherbrooke	1,526	650	1,703	1,473	997	79	223
Sorel	775	337	910	657	608	.....	83
Thetford Mines	1,572	402	1,903	1,433	1,678	.....	266
Three Rivers	1,752	626	2,489	1,707	1,385	.....	851
Val d'Or	746	645	502	402	381	.....	126
Valleyfield	897	710	860	757	537	.....	458
Verdun	3,647	4,055	2,080	1,815	1,387	.....	764
Victoriaville	617	491	466	436	279	.....	105
Ontario	**123,405**	**95,805**	**89,559**	**89,900**	**66,217**	**1,433**	**19,807**
Arnprior	258	54	284	281	273	2	18
Barrie	501	252	502	429	326	.....	93
Belleville	1,000	618	848	902	726	10	172
Bracebridge	563	856	385	322	426	.....	60
Brampton	433	632	242	240	149	.....	44
Brantford	2,129	2,051	1,240	1,146	1,022	22	160
Brockville	427	255	431	417	302	.....	59
Carleton Place	91	107	113	103	94	.....	13
Chatham	672	489	724	741	477	15	186
Cobourg	145	59	229	169	145	.....	21
Collingwood	279	364	203	177	159	.....	49
Cornwall	1,201	359	1,143	1,154	972	20	208
Dunnville	98	95	102	79	56	.....	10
Fergus	270	207	115	104	97	.....	13
Fort Erie	721	761	323	293	250	.....	52
Fort Frances	566	573	481	335	364	.....	73
Fort William	2,818	4,441	1,314	1,453	1,548	1	241
Galt	1,621	1,060	614	585	477	.....	102
Gananoque	132	67	118	109	93	.....	19
Goderich	160	178	215	141	136	.....	44
Guelph	889	514	783	765	548	.....	135
Hamilton	6,640	6,437	5,509	6,604	4,073	138	887
Hawkesbury	261	183	402	363	238	.....	103
Ingersoll	331	321	279	252	236	.....	27
Kapuskasing	1,504	1,058	983	983	940	3	123
Kenora	646	589	444	392	350	.....	66
Kingston	1,072	687	1,373	1,287	887	7	243
Kirkland Lake	1,018	584	1,474	1,099	857	30	205
Kitchener-Waterloo	2,556	1,651	964	1,044	921	1	98
Leamington	134	89	181	148	116	.....	58
Lindsay	302	141	281	285	251	.....	33
Listowel	127	95	142	122	99	.....	20
London	2,766	1,795	2,786	3,317	1,800	274	590
Midland	494	328	470	422	414	2	106
Napanee	150	91	148	127	123	.....	10
Newmarket	215	166	200	153	133	.....	29
New Toronto	2,382	2,015	1,319	1,158	1,050	.....	221
Niagara Falls	1,088	603	1,007	1,075	807	8	187
North Bay	1,629	872	1,442	1,347	1,302	68	227
Orangeville	79	99	97	85	70	.....	14
Orillia	535	517	482	472	383	.....	114
Oshawa	2,589	2,294	1,354	1,245	991	45	436
Ottawa	6,541	2,997	6,023	5,765	3,965	90	573
Owen Sound	502	283	476	451	354	4	72
Paris	47	90	44	43	33	.....	12
Parry Sound	365	161	393	272	248	.....	83
Pembroke	613	384	604	615	460	.....	96
Perth	319	189	318	291	232	4	50
Peterborough	1,307	874	1,218	1,316	1,002	.....	228
Picton	141	59	166	124	128	1	39
Port Arthur	3,143	4,192	1,841	1,904	1,493	.....	238
Port Colborne	472	309	426	319	292	.....	72
Port Hope	112	79	112	101	72	.....	14
Prescott	201	187	232	198	182	.....	22
Renfrew	215	139	195	252	186	1	48
St. Catharines	1,761	874	1,526	1,987	1,241	.....	537
St. Thomas	616	880	661	736	554	26	122
Sarnia	1,124	544	1,250	1,100	923	.....	236
Sault Ste. Marie	874	927	1,322	1,207	1,104	.....	190
Simcoe	384	288	345	343	299	.....	40
Smith's Falls	179	84	211	224	186	.....	28

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS APRIL 28 TO JUNE 1, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Stratford	756	576	575	642	326	113	115
Sturgeon Falls	165	79	274	261	166	.....	33
Sudbury, Blind River	2,973	2,722	2,619	2,132	1,866	48	536
Timmins	2,561	2,287	2,057	1,909	1,399	31	865
Toronto	40,314	29,050	24,862	25,663	16,890	280	8,222
Toronto Junction	4,292	3,447	2,653	2,755	2,029	.....	378
Trenton	407	354	365	365	328	.....	44
Walkerton	215	154	227	181	160	.....	26
Wallaceburg	712	443	360	370	296	.....	63
Welland	1,744	1,637	1,083	1,067	793	.....	120
Weston	3,516	2,761	877	775	1,392	7	118
Windsor	5,355	3,206	4,172	4,257	2,686	182	957
Woodstock	787	942	326	350	251	.....	61
Manitoba	**12,980**	**7,551**	**13,413**	**13,674**	**7,606**	**1,065**	**3,917**
Brandon	616	451	494	478	350	.....	155
Dauphin	213	134	427	367	210	.....	115
Flin Flon	558	372	161	169	208	13	23
Portage la Prairie	213	134	230	190	159	.....	49
Selkirk	119	41	163	110	110	.....	16
The Pas	190	104	317	218	162	.....	64
Winnipeg	11,071	6,315	11,621	12,142	6,401	1,052	3,495
Saskatchewan	**6,510**	**4,671**	**7,431**	**6,928**	**4,317**	**461**	**1,971**
Estevan	120	47	118	99	96	.....	51
Moose Jaw	786	627	914	901	651	8	340
North Battleford	215	114	279	171	153	1	45
Prince Albert	707	660	637	688	512	23	141
Regina	2,528	1,484	2,652	2,679	1,474	335	567
Saskatoon	1,541	1,254	2,056	1,783	1,032	94	662
Swift Current	158	116	130	122	128	.....	15
Weyburn	194	139	140	114	106	.....	21
Yorkton	261	230	505	371	165	.....	129
Alberta	**13,566**	**7,734**	**11,802**	**11,058**	**8,309**	**474**	**2,439**
Blairmore	181	221	92	91	96	.....	7
Calgary	4,031	2,047	3,971	3,662	2,569	206	853
Drumheller	246	213	194	242	118	.....	31
Edmonton	7,268	3,858	6,307	5,775	4,474	243	1,310
Edson	271	178	75	75	136	.....	6
Lethbridge	724	546	577	647	433	24	117
Medicine Hat	379	382	321	303	224	1	74
Red Deer	273	201	154	155	152	.....	22
Turner Valley	193	88	111	108	107	.....	19
British Columbia	**27,995**	**16,326**	**27,862**	**24,272**	**18,698**	**678**	**7,682**
Chilliwack	271	114	308	275	241	.....	102
Courtenay	238	135	206	184	256	.....	94
Cranbrook	451	351	274	281	289	.....	52
Dawson Creek	173	40	139	140	140	.....	13
Duncan	361	311	284	296	310	2	76
Fernie	98	184	108	97	128	1	17
Kamloops	615	380	520	420	403	.....	155
Kelowna	344	197	280	289	246	.....	61
Nanaimo	336	97	362	353	298	.....	106
Nelson	546	447	880	712	431	2	382
New Westminster	1,600	697	1,883	1,608	1,188	52	694
North Vancouver	306	158	380	207	189	.....	154
Penticton	213	64	238	244	222	.....	82
Port Alberni	394	215	281	249	244	.....	62
Prince George	890	378	824	836	735	.....	56
Prince Rupert	950	436	852	706	645	.....	121
Princeton	222	163	226	190	167	8	24
Trail	441	455	538	443	359	39	308
Vancouver	15,976	9,479	16,308	13,968	9,693	501	4,423
Vernon	608	254	642	488	446	43	116
Victoria	2,091	1,051	1,959	1,901	1,459	30	489
Whitehorse	871	720	370	385	609	.....	95
Canada	**312,200**	**218,079**	**246,306**	**239,453**	**178,043**	**4,529**	**62,236**
Males	207,858	149,511	161,098	151,722	118,951	1,200	38,578
Females	104,342	68,568	85,208	87,731	59,092	3,329	23,658

Annual Review of Employment in Canada, 1943

IN its annual review of employment in Canada, 1943, the Dominion Bureau of Statistics reports that the expansion in industrial employment during 1943 was generally on a limited scale in comparison with that reported in the earlier years of the war. It is pointed out that this development was to be expected in view of the tremendous expansion, not only in the field of production but also in the strength of the armed forces.

In spite of the severe drains upon the reserves of manpower in the fourth year of war, industrial activity, on the whole, reached a new all-time maximum in the Dominion during 1943. There was an increase of six per cent, as compared with the preceding year, in the index of employment and 12·9 per cent in the index of payrolls. The number in recorded employment rose between 1939 and 1943 by well over 700,000 workers, or 61·6 per cent, but of the number added to the working forces, some 600,000 were absorbed into industry in the years 1940, 1941 and 1942.

The continued slackening in the rate of gain, it is stated, resulted from increasingly acute shortages of labour and materials, affecting particularly the production of commodities for civilian consumption. In the field of war production, the situation was also influenced to some degree by such shortages, but to a greater extent it responded to changes in production requirements in a program closely associated with those of the United Kingdom and the United States, as well as upon developments in the actual theatres of war.

Another indication of the increasingly difficult labour situation resulting from wartime demands on available manpower lay in the fact that in 1943, the increase shown in the 12 months' comparison took place very largely among women workers. The approaching depletion of the reservoir of male wage-earners was shown by the virtual stabilization of the number of men in recorded employment at October 1, 1943, as compared with the same date in 1942.

Although the monthly surveys of employment upon which the annual review is based are limited in the main to establishments having 15 employees and over, "they cover extremely large proportions of the wage-earners engaged in most industries, the more important exceptions being agriculture and domestic and professional services; the latter include governmental and education workers . . . However, in general the shortage of men workers was equally felt among the industries of whose employment there is no current record, as it was among those furnishing monthly data". It may thus be assumed that the first four years of the war served practically to exhaust the Dominion's supply of adult males, who were absorbed in varying proportions by the armed forces and industrial employment. The growing labour stringency in 1943 had accordingly to be met by the diversion of workers from non-essential to essential industries, by the entry of large numbers of women and older persons and of adolescents into gainful employment and, finally, by the employment of large numbers of part-time workers in establishments where they could be utilized.

In compiling its annual review of employment for 1943, the Dominion Bureau of Statistics tabulated a total of 165,072 returns on employment in the eight leading industries, namely; manufacturing, logging, mining, transportation, communications, construction, services and trade. In 1942, the 13,081 employers whose statistics were received reported a monthly average of 1,738,848, varying from 1,651,067 at March 1, to 1,867,597 at December 1. Based on the 1926 average as 100, the latest annual index was 184·1, exceeding by six per cent the previous maximum of 173·7 in 1942.

Payrolls

Several important factors combined during 1943 to produce a relatively greater advance in the payrolls than in the personnel. The weekly salaries and wages distributed in the eight leading industries already enumerated, in one week in each month averaged $56,903,978, or a total for the year of approximately $2,959,006,850 by the larger employers in the eight leading industries. The amounts reported represented an average earned income of $30.78 per week for the typical individual in recorded employment, as compared with $28.56 in 1942, and $26.17 in the seven months of 1941 for which data are available.

In addition to the returns from the eight leading industries, information was furnished by 754 financial institutions and their branches with staffs averaging 63,892 per month. The payrolls of these institutions averaged $1,994,764, a mean of $31.19 per employee per week in 1943, as compared with $30.20 in 1942.

By including these figures with those of the eight leading industries, the total labour force of whose employment there is current record was 1,912,426 as compared with the 1942 average of 1,802,320. The gross weekly payrolls in 1943 averaged $58,898,742, or an annual aggregate of approximately $3,062,734,600 disbursed in salaries and wages by the co-operating establishments. The average per employee

in the nine groups—in 1943 was $30.79, and in 1942, $28.61 per week. The latest annual index of aggregate payrolls was 12·7 per cent higher than in 1942, while the per capita earnings rose on the average by $2.18 per week, or 7·6 per cent in the 12 months. These gains are noteworthy, especially in view of the degree of labour dilution necessitated by war conditions. The factors contributing to the gains were, in the main: (1) The growing concentration of workers in the heavy manufacturing industries where rates of pay were above the average and, in addition, a good deal of overtime work; (2) the payment of cost-of-living allowances to the majority of workers, prior to the absorption of the allowances in the basic wage rates in February, 1944; (3) The progressive upgrading of employees as they gained experience; (4) the payment of higher wage rates in a number of cases.

Employment in Provinces

In the Maritime area, particularly in Nova Scotia, the weekly earnings of the typical individual in recorded employment generally showed a greater increase in 1943, as compared with 1942, than was reported in any other province except British Columbia. Nevertheless, the average continued below the Dominion figure, because of loss of time resulting from industrial disputes. The fact that many of the industries reporting are situated in comparatively small centres may also have been a contributing factor.

The manufacturing industries in Quebec were very active during 1943. The most noteworthy gains were in iron and steel plants. Employment in the pulp and paper and textile industries, on the other hand was quieter and no general change occurred in lumber. Among the non-manufacturing industries, logging, communications, and construction showed reduced activity, but transportation, mining, services and trade afforded greater employment.

Employment in manufacturing in Ontario was 5·6 per cent higher than in 1942. On the whole comparatively little change in the situation was shown from month to month during 1943, employment at its maximum on December 1, being only 2·5 per cent higher than at its low point on May 1.

Industrial activity in the Prairie area was generally at a high level in 1943. Considerably greater activity was shown in manufacturing. Employment in animal food, iron and steel and certain other manufacturing establishments showed improvement, but lumber, pulp and paper and textiles were quieter. Some curtailment was reported among such non-manufacturing industries, as logging, mining and construction, but transportation, communications and services provided more employment than in 1942.

Particularly large advances were made in manufacturing in British Columbia. Shipyards were especially active, raising the index in the iron and steel group from 725·4 in 1942 to 1057·9 in 1943. Textiles and certain other branches of manufacturing showed moderate gains in 1943, but over the year there was a decline in pulp and paper and lumber mills. Of the non-manufacturing industries, logging, communications, transportation, construction and maintenance and services showed improvement in 1943, while mining and trade were not quite so active. A feature of the year in logging in parts of British Columbia was the payment of a special bonus to men completing specified periods of service with the same employers. This and other factors resulted in much higher rates of earnings in the industry in that province than in any of the other provinces.

Employment in Eight Largest Cities

As in former years the Bureau of Statistics segregated the data obtained from the eight Canadian cities having a population in excess of 100,000. The index numbers of employment in these cities indicate that in general the fluctuations over a period of years, were more marked than those for the remainder of the country. The effect of the war was at first to reduce the disparity in the index of employment for the larger cities and that for the remaining centres. Thus, in 1941 the difference was six points in favour of the latter, but in 1942, the situation was reversed, the cities' index being seven points higher. By 1943, the cities' index at 196·0 was 20·8 points above that for other portions of the Dominion. The explanation is to be found in the unprecedentedly high level of activity in manufacturing in the larger industrial centres, despite efforts to disperse war industries. The concentration of female wage earners in the eight largest cities is particularly marked. Of the total number of women in recorded employment at October 1, 1943, 60 per cent were employed in the eight largest cities. Approximately 41 per cent of the total males were employed in the larger cities at the same date. The weekly earnings of the persons in recorded employment in the centres of 100,000 population and over averaged $31.38 in 1943, exceeding the 1942 average by $2.11. The per capita figure for Canada as a whole was $30.78, which was $2.22 higher than the average in 1942. Firms in the eight leading cities

reported 45·9 per cent of the Dominion total of employees and disbursed 46·8 per cent of the aggregate weekly payroll.

Sex Distribution of Persons in Recorded Employment at October 1, 1943

Of the total of 1,950,131 persons on the staffs of the firms reporting in the nine leading industrial groups at October 1, 1943, 1,439,416 were men and boys and 510,715 were women or girls. The latter number constituted 262 per thousand workers of both sexes, a ratio which considerably exceeded that of 235 as at October 1, 1942. The expansion in employment reported over the twelve months was almost entirely among women workers, whose numbers increased by about 15 per cent, whereas the males declined very slightly. The general gain in recorded employment in the year amounted to just under 3·5 per cent.

Over the 12 months, further large numbers of men were withdrawn from industry to serve in the armed forces and the reserve of women was also affected to some extent by enlistments. The number of men in recorded employment, remained virtually stationary, notwithstanding the demands of the armed forces. This may be attributed to the following factors: (1) The transfer from the less essential to the more essential industries; (2) the continued movement from small employer classes to employment in industry; (3) the substitution of increasingly large numbers of boys of pre-enlistment ages, and to a lesser extent, of older and physically handicapped men; (4) the absorption in industry of men discharged from the armed forces.

Of the 510,715 women in recorded employment in the nine leading industrial divisions at October 1, 1943, 337,251, or 66 per cent, were engaged in manufacturing, including electric light and power. The proportion at October 1, 1942 was 66·4 per cent. The next largest groups of female employees were those of 80,238 in trade; 32,958 in finance; and 25,819 in services. The females engaged in plants turning out heavy manufactured goods constituted 25·6 per cent of the total number of women workers at October 1, 1943 as compared with 20·9 per cent in 1942. On the other hand, the proportion reported by manufacturers of light goods declined from 45 per cent to a little more than 40 per cent.

The highest proportions of female workers were in Ontario and Manitoba. During the year, the ratio in the former had risen from 267 per thousand employees to 302 and in the latter from 212 per thousand to 269. On the other hand, the number of male employees in Ontario fell by 3·3 per cent and that in Manitoba by 4·9 per cent in the year. In British Columbia there was an impressive increase of 34·5 per cent in the number of women in recorded employment and male workers gained by 2·6 per cent. The Maritime and Prairie provinces also showed important advances in the employment of females.

Slightly more than three-fifths of all females reported in manufacturing in the Dominion at October 1, 1943, were employed in the eight leading cities, where the male employees constituted over one-half of the total in manufacturing. Firms in Toronto indicated the employment of a larger number and a higher proportion of female workers than any other city; 107,903 or rather more than 21 per cent of the total employed by the employers reporting throughout the Dominion were in the Toronto metropolitan area. Montreal took second place with slightly less than 20 per cent. The lowest ratios were in Windsor, Vancouver and Hamilton, in all of which, however, the proportions were considerably higher than at October 1, 1942.

Labour Law

Labour Legislation in Ontario and Saskatchewan in 1944

Ontario

DURING the Ontario Legislative session which opened on February 22 and closed on April 5, statutes were enacted to authorize the application of the Dominion Wartime Labour Relations Regulations to employer-employee relations which are ordinarily within provincial jurisdiction, to repeal the Collective Bargaining Act, 1943, and to continue in effect certain provisions of that Act protecting trade unions from Court actions in certain cases. Other measures provide for an eight-hour day and holidays wth pay in industrial undertakings, enable municipalities to establish health services, set up a Department of Planning and Development and amend laws relating to factories, shops, and office buildings, apprenticeship, workmen's compensation and hours of labour of municipal fire departments.

Collective Bargaining

The Labour Relations Board Act, 1944, which came into force on proclamation April 12, 1944, enables the Lieutenant-Governor in Council to provide for the application to employer-employee relations within the exclusive legislative jurisdiction of the Province, of the Dominion Wartime Labour Relations Regulations (P.C. 1003, Feb. 17, 1944), the Dominion regulations providing for Industrial Disputes Inquiry Commissions (P.C. 4020, June 6, 1941, as amended), any amendment to these regulations and any other regulations made by the Dominion under the War Measures Act (Canada). Regulations or amendments made applicable in Ontario under the above provisions are to continue in force notwithstanding their termination under the War Measures Act, subject only to any Order of the Lieutenant-Governor in Council. With the approval of the Lieutenant-Governor in Council, the Ontario Minister of Labour may enter into an agreement with the Dominion Minister of Labour for the purposes of the Act and for the administration in the Province of the Wartime Labour Relations Regulations.

The Labour Relations Board Act does not apply to farming, domestic service, the members of any police force, nor to any municipal corporation, school board, or board or commission created by a municipal corporation under statutory authority unless such corporation, board or commission has declared the Act to apply.

Provision is made for the establishment of an Ontario Labour Relations Board, consisting of a chairman and not more than six other members, who are to be appointed by the Lieutenant-Governor in Council on the recommendation of the Minister of Labour and to hold office during pleasure. The Board's powers and duties are to be those vested in or imposed on it by this or any other Act of the Legislature, by the War Measures Act (Canada), or by any regulation or agreement under any of these Acts. The Board is to have its head office in Toronto, but may sit at any place it considers expedient. A majority of the members is to constitute a quorum. A decision of a majority of the members present and constituting a quorum is to be the decison of the Board, and in the event of a tie the Chairman has a casting vote. The Board or any member of it is to have the powers of a Commissioner under the Inquiries Act, and may receive evidence and information on oath, affidavit or otherwise, whether admissible as evidence in a court of law or not. Subject to the approval of the Lieutenant-Governor in Council, the Board may make rules to govern its procedure provided they are not inconsistent with the Wartime Labour Relations Regulations or rules made under them.

Regulations may be made by the Lieutenant-Governor in Council vesting further powers in, and imposing further duties on, the Board or the Minister for the carrying out of the Act; or providing that, for purposes of administration, the term "Minister" when used in the regulations or amendments shall mean Minister of Labour for Canada or Minister of Labour for Ontario, as the Lieutenant-Governor in Council may consider advisable; or giving right of appeal from the Ontario Labour Relations Board to the Wartime Labour Relations Board and prescribing procedure upon appeals; and generally, for carrying out the provisions of the Act.

Subject to the right of appeal to the Wartime Labour Relations Board as may be provided by the Regulations, the decisions of the Ontario Board are final.

The Collective Bargaining Act, 1943, is repealed but any collective bargaining agency certified under that Act is to be deemed to have been certified under the Labour Relations Regulations as from the date of such certification as far as it is within the competence of the Legislature to prescribe with reference to an Act of the Parliament of Canada or Regulations made under it. The 1943 amendment in the Judicature Act setting up the Labour Court is also repealed but, for the purpose of continuing any proceedings pending in the Labour Court on March 20, 1944, this measure and the Collective Bargaining Act are to continue in effect. All records belonging to or in possession of the Labour Court are to be transferred to the Ontario Labour Relations Board.

The Act authorizes the Lieutenant-Governor in Council, by Proclamation, to suspend the operation of the Ontario Act enabling the application in Ontario of the Dominion Industrial Disputes Investigation Act. The latter Act, however, was suspended by the Dominion Wartime Labour Relations Regulations.

Trade Unions

The Rights of Labour Act, which came into effect on Proclamation April 12, 1944, preserves certain provisions of the repealed Collective Bargaining Act. The new Act defines a "trade union" as

> "a combination, whether temporary or permanent, having among its objects the regulating of relations between employers and employees, between employers and employers or between employees and employees",

and declares that a trade union and its acts shall not be deemed unlawful by reason only that one or more of its objects are in restraint of trade. Further, an act done by two or more members of a trade union, if done in contemplation or furtherance of a trade dispute, is declared not to be actionable unless such act would be actionable if done without agreement or combination. Trade unions are thus freed from the disabilities of an association in restraint of trade and, where there is a labour dispute, from the civil law of conspiracy. The Act also stipulates that a trade union may not be made a party to an action in any Court nor a collective agreement be made the subject of such an action unless this could be done irrespective of the provisions of the Act or of the Labour Relations Board Act. The provisions of the Reinstatement in Civil Employment Act, 1942 (Canada), are to have effect in Ontario notwithstanding the termination of the war or the repeal of the Act by the Parliament of Canada.

Hours of Work and Holidays with Pay

The Hours of Work and Vacations with Pay Act, 1944, applies to every "industrial undertaking", which is defined to include every establishment and undertaking and all work in or about any industry and also any establishment, undertaking or work in or about any business, trade or occupation which may be prescribed by the Regulations. Maximum working hours for employees in industrial undertakings are to be eight per day and 48 per week and employees must be given a holiday of at least one week with pay in every year. The maximum hours provision does not apply to a person holding a position of supervision or management or employed in a confidential capacity, so long as his duties are confined to work of that nature. Any dispute as to the character of the work is to be decided by the Industry and Labour Board.

The Board may authorize longer daily or weekly hours than those fixed by the Act or regulations if such hours are agreed upon in writing by the organizations or representatives of the employers and employees concerned and are approved by the Board. In the case of war industries the Board may suspend, for any undertaking or branch or class of workpeople, the maximum hours provisions and regulations, where it is not feasible to apply them, on such conditions as the Board considers advisable and for as long as the undertaking continues to be a war industry. The limit of hours may also be exceeded in case of accident or urgent work or force majeure, but only so far as may be necessary to avoid serious interference with the ordinary working of the undertaking.

The Board is authorized to investigate any alleged partnership, association or scheme which it considers is being used to defeat the purpose of the Act and to make any Order it deems proper declaring any person or class or group of persons to be employers or employees for the purposes of the Act.

Employers must produce records relating to hours of work of their employees on demand of the Board or of any person having its written authority. The Board may by written notice require any employer to provide for the correct recording of working hours, with respect to starting and stopping time and rest intervals, by means of time-clocks or in such other manner as the Board directs.

The Board or a Board member or any person authorized in writing by the Chairman may inspect all books, payrolls and records of any employer which in any way relate to hours of work, may take extracts from them and require the employer to furnish a statement verified by statutory declaration. Workers may also be required to furnish the Board with records and documents and to give evidence on oath or otherwise.

The Board, with the approval of the Lieutenant-Governor in Council, may make regulations: (1) declaring any establishment or undertaking in or about any business, trade or occupation to be an industrial undertaking for purposes of the Act; (2) prescribing the undertakings or branches of undertakings in which the hours fixed by the Act may be exceeded either by specified times or under specified conditions or generally, prescribing in each case the maximum and imposing conditions; (3) for the purpose of requiring holidays with pay, prescribing the working year in any industry in terms of weeks, days, or hours, with reasonable allowance for overtime work, seasonal employment, or other special conditions and, where the working year is less than eight months of work at normal hours, providing for a holiday of proportionate length; (4) making provision for holidays in cases of absence from work owing to illness or other unavoidable cause and making such other regulations concerning holidays as may be considered necessary; (5) requiring employers to notify employees of the provisions of the Act and regulations, particulars of hours of work, including hours of beginning and ending work, hours at which shifts change, rest periods and such other information as may be required; and (6) prescribing the records to be kept and returns to be made by employers.

An employer who employs any person or permits an employee to work contrary to the Act or regulations is liable to a penalty of not less than $25 and not more than $5 for each employee for each day of such contravention. An employer failing to comply with any provision of the Act or regulations or any order of the Board, for the violation of which no other penalty is provided, is liable to a fine of from $25 to $100. An employee failing to comply with the Act or any regulation or order is liable to a fine ranging from $10 to $25.

Where there is conflict between the provisions of the Act or regulations and the provisions of any other Ontario Act or regulations, the provision fixing shorter working hours is to prevail, and where there is any doubt or dispute the Board is to decide the matter.

The Act was to come into force on July 1, 1944, but, on application, made either before or after that date, by an employer or employers or by any representative group of employees engaged in any industrial undertaking or branch of such undertaking, the Board, in order to provide an opportunity for making an application under other provisions of the Act, was given power to exempt such undertaking or branch or any group or class of employees upon such terms as it may prescribe. No such order, however, was to continue in force after December 31, 1944.

The Ontario Minister of Labour has announced that the maximum hours provision of the Act will not be applied to war industries at the present time. "War industries" includes agriculture, horticulture, fishing and production of foods and farm products, dairy industries, building and upkeep of roads, construction, transport, textiles and other industries essential to the war effort.

Factories

A number of amendments were made in the Factory, Shop and Office Building Act. The definition of "factory" was extended to include places where goods are stored, cleaned and washed and also plants which are used for the maintenance of aircraft, locomotives and other transport vehicles. The term "shop" now covers bowling-alleys, pool-rooms and billiard-parlours. Shops where no baking is done were excluded from the definition of "bakeshop".

A new clause defining "bodily injury" to include injury to health was added to the Act and the section which required notice to be sent to the Chief Inspector of any absence from work exceeding six days due to bodily injury from fire or accident was extended to include absence caused by industrial disease. This section was also made applicable to any absence exceeding six days whether or not such days were consecutive or were the days next after the injury was sustained.

The section of the Act requiring the approval of plans for the erection or alteration of buildings was revised to require such plans to be submitted to the Chief Inspector and to take the form of drawings and specifications sufficient to give full information as to the extent and character of the work. For violation of this provision a fine of from $20 to $200 may be imposed and in default of payment a prison term of not more than 12 months. Specific power is given to the Lieutenant-Governor in Council to make regulations prescribing the nature of the drawings and specifications to be submitted, the fees payable on their approval and for the protection of the health, safety and welfare of persons employed

in a factory, shop, bakeshop, restaurant or office building.

The provisions relating to places where employees may take their meals are now applicable to all employees instead of applying only to youths, young girls and women. The inspector may prohibit any person taking meals in a room where a manufacturing process is being carried on. Where 35 or more females are employed or if the inspector gives a written order, the employer must provide and equip a satisfactory lunch-room for the employees, free of cost to them. No person may take food into a room where paint, varnish, dye, white lead, arsenic or other poisonous substance is exposed or where deleterious fumes, dust or gases are present. In a factory, shop, bakeshop, restaurant, or office where ten or more females are employed, the employer must now provide, to the satisfaction of the inspector, a rest room or other space affording reasonable privacy with one or more couches or cots, and chairs. The section requiring a matron to be placed in charge of dressing and eating-rooms in a factory or shop where 35 or more females are employed was changed to apply also to bakeshops, restaurants and office buildings employing that number and also to any such establishments where the inspector considers it necessary regardless of the number employed, the matron to have charge of the general welfare of female employees. As formerly, the inspector may grant written exemption from any of these provisions.

The section requiring the owner of buildings used as a factory, shop, bakeshop, restaurant or office building to provide toilets with separate approaches and sufficient in number for each sex was revised to accord with modern conditions. Where there is no municipal water supply, sanitary privies, chemical or other types of closets satisfactory to the inspector must be provided. Separate wash-rooms for male and female employees must now be provided, equipped with hot and cold water and wash basins in the ratio of one for every 15 employees.

The requirements as to cleanliness, heating, ventilation, etc., were made applicable to bakeshops and new provisions added. Accumulations of dirt and refuse must be removed at least daily, and windows and sky-lights kept clean and free from obstruction. The employer must provide suitable accommodation for clothing not worn during working hours and for work-clothes which must be dried or cleaned or kept separate from street clothes on account of poisonous, infectious or irritating materials. The section requiring shower baths to be installed in foundries was replaced by a provision that in every foundry and other factory where the inspector considers that the health of employees may be injured by poisonous, irritating or infectious material or gases or by extremes of temperature or humidity, the employer must provide such shower baths and additional wash basins as the inspector deems necessary.

The Lieutenant-Governor in Council may make regulations requiring employers in factories, shops, bakeshops, restaurants and offices to provide a suitable room with adequate supplies for rendering first-aid and for the supervision of the general health of employees during working hours.

Girls and women in a factory are now required to wear a close-fitting cap or other suitable head gear during working hours.

Other new safety provisions forbid the employer to allow such young persons or women to work at any machine without having first received adequate instruction upon its operation and any dangers connected with it, or without adequate supervision by a person having thorough knowledge of, and experience with, the machine. Where there is a contravention of this section the employer is liable to a penalty of from $50 to $500.

New sections forbid any person under the influence of, or having in his possession, any intoxicating liquor to enter or be in any factory, and provide for protection against dangerous fumes and dusts. Under the latter provision no person may be allowed to enter a tank, chamber, pit, pipe, flue or other confined space in which dangerous fumes, dusts or extreme temperatures are liable to be present in any factory unless such place has a manhole or other means of easy egress and has been thoroughly ventilated and tested and unless such person is wearing suitable breathing apparatus and a belt to which there is securely attached a rope with the free end held by a person outside the space. When considered necessary by the inspector, there must be conveniently available suitable reviving apparatus and a person trained in its operation. The belt, rope and other apparatus used for this purpose must be periodically inspected by the employer and kept in good working order.

The section requiring means of fire-prevention and protection in factories, shops, restaurants and office buildings was revised and extended to cover bakeshops. Such lighting and legible signs to facilitate egress as the chief inspector may direct must be installed. An amendment was made in the section requiring that in establishments employing 15 or more persons the main doors used by employees must open automatically and that such doors and those leading to tower-stair-

ways or fire-escapes must not be obstructed, barred or locked during the usual working hours. This section now requires that in such establishments all doors used by employees must open automatically and no door leading outside or to any passageway, tower-stairway or fire-escape shall be obstructed, barred or locked when employees are in the building. Power is given the inspector to extend these provisions to any establishment if he considers the business carried on to be dangerous to the employees.

An amendment in Part II of the Act, which enables municipalities to pass by-laws for early closing of shops, extends the definition of "shop" to include shoe-shine shops and hat-cleaning businesses.

Apprenticeship

The Apprenticeship Act was amended to enable employees to petition to have a trade designated under the Act. Previously, such petitions might only be presented by employers. The number of signatories must be twenty-five. A new section permits the Industry and Labour Board, with the approval of the Lieutenant-Governor in Council, to make regulations prohibiting employment in a designated trade of persons other than registered apprentices and holders of certificates of qualification. No such regulation is to affect any person who, within two years of the date when the regulation comes into force, satisfies the Provincial Advisory Committee that at that date he had been employed in the trade for a period equal to the apprenticeship period.

Workmen's Compensation

A number of changes were made in the Workmen's Compensation Act. The provisions of Part I of the Act were made applicable to the Crown in right of the Province, to permanent provincial boards and commissions and, also, to municipal corporations, public utilities and other municipal commissions, trustees of police villages, and to school boards other than rural boards. Previously, the Crown was not expressly included and the Act applied only to such part of the business of municipal corporations and school boards as would be covered by the Act if it were the business of a private company. Any farming industry may now be brought within Part I on application of the employer. It is made clear that the Board may exclude any particular occupation or employment from an industry which is under or is brought under Part I without excluding the whole industry.

Where a workman or his dependent brings an action against some person other than the employer and providing the workman or dependant is entitled to compensation under the Act, an amendment stipulates that if an action is brought and it is found that the employer or any employer within the Act or any workman of such an employer, is at fault, no damages or contribution may be recovered for the portion of the damage caused by such fault or negligence. The Court is to determine the portion of the damage so caused although the person at fault is not a party to the action. Thus, employers who pay assessment or who, individually, pay compensation under the Act are protected against liability in third party actions. A further change makes it clear that the provisions of the Act are in lieu of all rights of action against an employer for industrial diseases as well as for accidents.

The Board is now empowered to supply, in respect of an accident happening on and after April 6, 1944, such services and attendance as may be necessary in cases where the workman is rendered helpless by permanent total disability.

The Board is authorized to invest its funds in securities issued or guaranteed by the Dominion Government, as well as in those issued or guaranteed by the Province of Ontario.

A reduction from five years to two years was made in the period of exposure to silica dust necessary to enable a workman to claim compensation for silicosis and the provision requiring a workman to establish his claim to compensation for silicosis within five years of leaving his employment was repealed. These two amendments apply only to cases arising on and after April 6, 1944.

The provision, added in 1943, permitting the Board to continue compensation payments in order to furnish better education to a child "approaching the age of 16 years . . . but in no case beyond the age of 18 years" was amended to make clear that it applies to children between the ages of 16 and 18 years. This amendment applies to all cases without regard to the date of the accident.

A private member's Bill which failed to pass would have made the increased rates of compensation provided under the 1943 amendment to the Act apply to all accidents without regard to date. The Bill would also have abolished the time-limit of five years for making claims for compensation for silicosis, which was done under the amending Act noted above, and repealed the section requiring five years' exposure to silica dust in such cases, which period was reduced to two years under the amending Act.

Fire Departments—Hours of Labour

The Fire-Departments Act which formerly applied only to cities and towns with a population of 10,000 or more was extended to other types of municipalities in the same population class. The term "permanent fire-department" was defined as any fire-department established by a municipality under the Municipal Act where the officers and employees, or any of them, are regularly employed by the municipality on a full-time salaried basis. A person who voluntarily acts as fireman for a nominal consideration or honorarium is not to be deemed to be an employee of a permanent fire-department. An amendment in the section under which two platoons alternate every seventh day between 10 hours' day duty and 14 hours' night duty makes it clear that each daily period of duty must be followed immediately by consecutive hours off duty, 14 or 10 as the case may be.

Safety of Window Cleaners

A provision was added to the Municipal Act to enable the councils of urban municipalities to pass by-laws requiring the installation and maintenance of safety devices for window-cleaners, providing for inspection of such devices, and prohibiting any person cleaning the outside windows of buildings on which such devices are installed unless the devices are used.

Post-War Reconstruction

An amendment was made in the provision added to the Municipal Act in 1943 to enable municipal councils, with the approval of the Department of Municipal Affairs, to provide in their estimates each year during the war for the establishment of a reserve fund for use after the war in necessary replacements of, or improvements in, public works. This provision is now extended to enable all local boards as well as municipalities to establish such funds, but where the approval of the council is required by law for a capital expenditure or the issue of debentures of a local board, such approval must be obtained for the provision of the reserve fund.

The Vocational Education Act and the High Schools Act were amended to enable the Advisory Committee or school board, as the case may be, to set up a fund for future capital expenditures.

The Department of Planning and Development Act provides for the establishment of such a Department to collaborate with other Departments of the public service of Ontario and of the Dominion and the other Provinces and with municipal councils, agricultural, industrial, labour, and other associations, and with public and private enterprise, with a view to making plans to create, assist and maintain productive employment and develop the human and material resources of the Province.

Old Age Pensions

A further change in the Municipal Act repeals the provision requiring a petition signed by 75 per cent of municipal employees or any class of them before a pension scheme is established. Such a scheme may be set up either by agreement with the Dominion under the Government Annuities Act (Canada) or with an insurer licensed under the Insurance Act or with both. The definition of "employee" was extended to cover any person designated as an employee by the Department of Municipal Affairs, including part-time employees. As before, persons covered by the Teachers' and Inspectors' Superannuation Act and the Power Commission Insurance Act are excluded. The repeal or amendment of a pension by-law, as well as its enactment, must now be approved by the Department. Initial payments or contributions made by a municipality to a pension fund are not to be deemed to be current expenditures.

An amendment in the Old Age Pensions Act, which is retrospective to April 1, 1942, enables the Lieutenant-Governor in Council to provide for a cost-of-living bonus and for the whole or part of the cost of medical services to persons in receipt of old age or blind persons' pensions. A further change, retrospective to November 1, 1943, enables agreements relating to old age pensions to be made by the Government of the Province with the Government of the Dominion under any Dominion Act, thus validating an agreement of that date under the War Measures Act.

School Attendance

Under the Adolescent School Attendance Act the penalty for any person who employs an adolescent contrary to the Act or who, being a parent or guardian, conduces to or connives at the failure of an adolescent to comply with the Act now ranges from $1 to $20 instead of, as formerly, $5 for a first offence and $25 for a subsequent offence. The School Attendance Act was amended to fix the same penalty for a parent or guardian neglecting or refusing to cause a child to attend school. The minimum penalty in this case was formerly $5.

Municipal Health Services

The Municipal Health Services Act enables municipalities or groups of municipalities to

enter into an agreement for establishment, by by-law, of a plan for health services. No agreement may be made or by-law introduced, however, until the plan is approved by the Lieutenant-Governor in Council. By-laws must be approved by a majority vote of the qualified electors.

The Lieutenant-Governor in Council may appoint an Ontario Municipal Health Services Board of from seven to ten members which, subject to the approval of the Lieutenant-Governor in Council, may make agreements with municipalities adopting health services plans and with medical, hospital or other associations for the provision of such services, and may perform other duties to be defined in the Regulations issued under the Act.

A plan is to be financed by a property tax or by a personal tax on residents 17 years of age and over, or by both, the money thus raised being paid by the municipality to the Board. The Lieutenant-Governor in Council may provide for annual or other contributions to any municipality where a plan has been put in force.

The assessor of the municipality may require employers to furnish lists of employees and the dates upon which they are paid and the municipal treasurer may require any employer, whether his business is within the municipality or not, to deduct from the salary or wages of his employees and pay to the municipality the amounts payable under a health services plan. If the employer fails to make such deduction, he is personally liable for the amount.

Plans and by-laws under the Act may be altered or terminated only with the like vote or approval as is required for putting it in force. The Lieutenant-Governor in Council may, however, terminate any plan. A plan must be voted on at the end of three years to determine whether it is to be continued in force.

The Minister, with the approval of the Lieutenant-Governor in Council, may make regulations defining "municipal health services" and prescribing the type of service and the maximum services to be provided under any plan; governing the amount and conditions of payment of provincial contributions; providing for the exemption from taxation of any class of persons who are wholly or partly dependent on public funds; for the cancellation of the taxes of any person who, from sickness or extreme poverty is unable to pay them; and generally for carrying out the provisions of the Act.

Housing

The Wartime Housing Act, 1944, enables a municipality in which Wartime Housing Ltd. has erected houses to accept compensation in lieu of the taxes which would otherwise be payable by tenants of Wartime Housing Ltd.

Filing and Publication of Regulations

The Regulations Act which is to come into force on July 1, 1944, requires the filing with the Registrar of Regulations appointed under the Act, of two certified copies of every "regulation", which is defined to include any regulation, rule, order, or by-law of a legislative nature made or approved, under any Act of the Legislature, by the Lieutenant-Governor in Council, a Minister of the Crown, a Department of the Public Service or a Board or Commission whose members are appointed by the Lieutenant-Governor in Council. By-laws of a municipality or local board are not included. Unless otherwise stated, a regulation is to come into force on and after the date of filing, but in no case before that date and a regulation which is not filed is to have no effect, notwithstanding the provisions of any other Act. Every regulation must be published in the Ontario *Gazette* within one month of filing unless the time is extended by the Minister in charge of the Act. A regulation which is not published is not valid as against a person who has not had actual notice of it. Regulations made prior to the coming into force of the Act are to remain in effect until December 31, 1944, but mut be filed on or before that date. This provision is not to affect any legal proceeding begun before December 31, 1944. The filing or publication of a regulation is not to have the effect of validating or correcting it if it is otherwise invalid or defective.

Credit Unions

Among changes made in the Credit Unions Act was the amendment of the section requiring every union to set aside 20 per cent of its yearly net profits as a guarantee fund to meet losses, so that it is now stipulated that this need not be done if at the close of any fiscal year the guarantee fund equals ten per cent of the amount received from members on deposit and as payment for shares, and if the annual meeting, by a two-thirds vote, directs that no moneys be set aside for that year. A credit committee may authorize the treasurer or manager of a credit union to make loans to members up to $25 without obtaining approval of the committee. A member of a credit union having on deposit and as payment for shares an amount not exceeding $500 may, by written notice deposited with the credit union, nominate any person to receive the money at his death. If such member dies intestate the amount may be paid to the per-

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son who appears to be entitled to it and in such case the payment is valid with respect to demands from any other person as next of kin or lawful representative but such next of kin or representative may recover the amount from the person who received it.

Saskatchewan

The Saskatchewan Legislature, in session from February 8 until April 1, passed a statute setting up a Department of Reconstruction, Labour and Public Welfare, and Acts relating to collective bargaining, apprenticeship, health insurance and physical fitness. The laws governing firemen's hours of work, minimum age for employment in coal mines, closing of shops, labour contracts, workmen's compensation, relief, credit unions and co-operative associations were amended.

Department of Reconstruction, Labour and Public Welfare

This new Department brings together the work of the Bureau of Labour and Public Welfare, the Child Protection Bureau and the Old Age Pension Bureau. In addition to administering the laws relating to labour, the new Department is to have charge of the Child Welfare Act, the Old Age and Blind Persons' Pensions Act, the Education of Blind and Deaf Children Act, and the Direct Relief Act. These Acts and the others formerly under the Bureau of Labour have all been amended to this effect. Other powers in the field of public welfare include the collection and dissemination of information relating to public welfare, and the right to investigate and report upon all organizations concerned with the social welfare of adults or children in Saskatchewan, provided that they are not under the control of any other Government Department.

In the field of reconstruction, the Department is to administer those matters which the Lieutenant-Governor in Council may assign to it, as well as taking measures to rehabilitate discharged members of the armed forces and co-operating with the Federal Government in the furtherance of its reconstruction plans.

Collective Bargaining

The Labour Relations Act applies the Dominion Wartime Labour Relations Regulations (P.C. 1003) to Saskatchewan, in so far as relations between employers and employees are "within or ordinarily within the exclusive legislative jurisdiction of the province". The Regulations require employers to bargain with organizations of employees, provide for compulsory arbitration of disputes arising out of a collective agreement and for conciliation machinery to settle disputes where there is no agreement (L.G., 1944, p. 135). The Saskatchewan Act stipulates that any amendments in the Regulations and any regulations made under their authority may be declared by the Lieutenant-Governor in Council to have the force of law for the purposes of the Act. Thus, these changes will apply also to those employers, employees and their respective organizations whose relations in such matters are under provincial jurisdiction.

The Provincial Government is authorized to make an agreement with the Dominion Minister of Labour regarding the administration of the regulations within Saskatchewan. This agreement may provide for the appointment of officers or the constitution of administrative agencies and the delegation to them of such of the Minister's powers as may be necessary to carry out the Regulations in Saskatchewan. In addition, the agreement may provide for the transfer to the province of all or part of the powers conferred on the Wartime Labour Relations Board by the Regulations with respect to matters within the province, and for procedure for an appeal from a decision of the provincial authority so established. The agreement may stipulate that the province is to be reimbursed for expenses incurred in carrying out the agreement.

The Labour Relations Act suspends for the period of its operation the Freedom of Trade Union Association Act and the Industrial Disputes Investigation Act which makes effective within Saskatchewan the provisions of the Dominion Act of that title.

Apprenticeship

The Apprenticeship Act, which is to come into force on proclamation, enables the Lieutenant-Governor in Council to enter into an agreement with the Minister of Labour regarding the extension and operation of apprenticeship in the province. The Act is generally similar to, though different in detail from Apprenticeship Acts already existing in Ontario, British Columbia and Nova Scotia and those passed this year in New Brunswick, Manitoba and Prince Edward Island.

It prohibits any person entering into a contract of apprenticeship in any designated trade except in accordance with the Act. The thirteen trades specified are those of masonry, plastering, carpentry, painting, bricklaying, the electrical trade, plumbing, steamfitting, sheet

metal working, motor mechanics, motor vehicle repairs, watchmaking and blacksmithing. Others may be added by the Lieutenant-Governor in Council.

A plan for apprenticeship in any trade must provide for a contract in writing with an agreed scale of wages with increases at fixed intervals; for a period of apprenticeship of at least 4,000 hours with time credits for trade training in vocational schools or in the armed services and for previous experience in the trade; for a probationary period of at least three months; for a definite program of practical experience and instruction in related technical subjects; for tests and a final examination before the diploma is given certifying improver's or journeyman's status; for the transfer of an apprentice to another employer and the cancellation of a contract for cause; for inspection of training; and finally, for determination by the Lieutenant-Governor in Council, after consultation with employers and workers, of the ratio of apprentices to journeymen in any trade.

The contract must be signed by the apprentice, who must not be less than 16 years of age, the employer, and either the parent, guardian, or a district court judge. It may be terminated if all three parties consent or it may be cancelled for good cause. In addition to apprenticeship under individual contracts, the Act also applies to apprenticeship entered into under a collective agreement between an employer and a trade union or under an approved private plan carried on by an industry. Where rates of wages have been determined by a collective agreement, these rates are to apply to apprentices if they are not less than the minimum rates for the trades in question under any Act.

A Director of Apprenticeship is to be appointed in the Department of Reconstruction, Labour and Public Welfare to administer the Act, and supervise all apprenticeship plans. No contract, nor any termination, transfer or cancellation of a contract of apprenticeship, is to be of any effect until it has been registered by the Director, although this registration is no guarantee of the contract's validity. The Director's duties include collaborating with educational authorities in regard to training, assisting in establishing a system of training for any industry, and seeing that the provisions of the Act are being observed. There is also to be a Provincial Apprenticeship Board of five or more members including equal representation of employers and workmen and one or more persons from the Department of Reconstruction, Labour and Public Welfare and from the Department of Education. The members are to hold office during pleasure and will advise the Director.

The Lieutenant-Governor in Council may make regulations under the Act prescribing qualifications, courses of training, credits to be allowed for previous training and experience, hours of labour and rates of wages, fees, the various forms to be used, the proportion of employees that may be apprentices in any designated trade. The regulations may also provide for inspection of training; for tests to be given for the issue of certificates of qualification, both to those who complete their apprenticeship and to those who are already qualified at the time a trade is added to the designated list; for the payment of bonuses to employers of apprentices; and for the registration of employers in designated trades.

A maximum penalty of $100 is provided for any person who enters into a contract of apprenticeship in respect of any designated trade except in accordance with the provisions of the Act, who employs a larger number of apprentices than is prescribed by the regulations, or who violates any of the provisions of the Act and the regulations made under it. For each day during which the offence continues the fine is $10.

Workmen's Compensation

Benefits under the Workmen's Compensation (Accident Fund) Act were increased. In the case of death of a workman, the dependent children will receive $12 monthly instead of $10 if they have one surviving parent, and $20 monthly instead of $15 if they are orphans. The maximum compensation which may be paid in case of death has been raised from 66⅔ per cent of the average monthly earnings to average monthly earnings. The increased compensation applies to all payments accruing after May 1, regardless of the date of the accident.

The limitation has been removed that clinical hernia must be of recent primary demonstrability before compensation can be paid.

The Workmen's Compensation Act, which was passed in 1910-11 and which still applies to men in train and engine service, has been amended to apply not only to manual workers and to others earning less than $3,000 but also to non-manual workers earning up to $3,500.

Employment of Young Persons

An amendment in the Coal Miners' Safety and Welfare Act raises from 14 to 16 years the minimum age at which a boy may be employed or permitted to be in the workings of a mine.

A new paragraph added to the Cities Act permits a city council to pass a by-law prescribing the minimum age at which a minor

may be allowed to enter or be employed in a place where billiard, pool or bagatelle tables or bowling alleys are kept for hire. The by-law may also lay down the conditions under which a minor may be permitted to enter or be employed in such a place.

Labour Contract

An amendment to the Masters and Servants Act restricts to police magistrates the power to hear certain charges under the Act.

Hours of Work in Fire Departments

In fire departments of cities of over 10,000 provision is made for three platoons, each working on consecutive eight-hour shifts. Under an amendment in the Fire Departments Two-Platoon Act, the title of which is changed to the Fire Departments Platoon Act, a petition signed by at least one-tenth of the resident electors may be submitted to the city council before October 15 in any year requesting that a by-law setting up the three-platoon system be voted on at the next annual election. If such a by-law is assented to by a majority of the electors, the council must pass it within four weeks. In every city in which the three-platoon system is in operation, the employees will be entitled to whatever periods of rest are prescribed by by-law. Although the amending Act is not to come into force until it is proclaimed, a by-law may be passed at an earlier date and become effective as soon as the Act is proclaimed.

Early Closing of Shops

An amendment to the Rural Municipalities Act authorizes the municipal council to require by by-law that any class of shops must be closed between 5 p.m. and 5 a.m. on any or every day in the week, or between 12 noon and 5 a.m. on any day of the week. Thus the Act does not specify that shops must be closed within certain hours as do the City and the Town Acts. A shop is defined as meaning barber shops and any place where goods are exposed or offered for retail sale, but not where the only trade or business carried on is that of a hotel, inn, victualling or refreshment house.

Within six weeks of receipt of a petition for an early closing by-law which has been signed by three-fourths of the occupiers of the class or classes of shops to which it relates, the council is to pass such a by-law. Also, if two-thirds of all the shop-occupiers in the hamlet petition for a weekly half-holiday, the council must pass a by-law to this effect. Also, the council may, of its own motion without petition, pass these by-laws. Before a by-law may be repealed, it must appear to the council that more than one-half the occupiers of the stores affected are opposed to it. No shopkeeper will have committed an offence if he sells after closing hours medicines, drugs and medical appliances, or anything else required in an emergency resulting from sickness or death.

An amendment in the Town Act adds blacksmiths' shops to the list of places covered by the definition of "shops". The new restrictions imposed on blacksmiths' shops require them to be closed, except for emergency services, from Monday to Friday between 7 p.m. and 5 a.m., and on Saturdays, unless Saturday falls on December 24, and on each of the four weekdays before December 24, between 10 p.m. and 5 a.m. The council is authorized to prescribe by by-law conditions on which blacksmiths may give services during the time when their shops are closed.

Physical Fitness

The Physical Fitness Act which came into force on April 1 enables the Department of Public Health to promote the physical fitness of the people, in particular by co-operating with the National Council on Physical Fitness established by the Dominion National Physical Fitness Act, 1943. In carrying out the purpose of the Act, the Department may organize, encourage and correlate activities and provide facilities for physical welfare. It may co-operate with organizations, and provide for training the necessary staff.

The Act also provides for a Saskatchewan Council of Physical Fitness of not less than 10 nor more than 20 members, to be appointed by the Lieutenant-Governor in Council and to hold office during pleasure. The Deputy Minister of Health is to be chairman. The members are to receive travelling and hotel expenses while attending meetings and a daily allowance to be determined by the Lieutenant-Governor in Council. A secretary and assistants may be appointed subject to the approval of the Lieutenant-Governor in Council. The Council is to consider proposals of the National Council regarding a physical fitness program and to recommend to the Minister means of implementing these proposals in Saskatchewan. It will also recommend other activities which are considered desirable, and suitable persons who may be trained as instructors. The Council will advise concerning proposals submitted to it by the Minister and perform any other duties which he may assign to it. Regulations may be made by the Lieutenant-Governor in Council to carry out the provisions of the Act.

Expenses of administration are to be paid from money appropriated by the Legislature. This year $20,000 was set aside for this purpose.

Health Insurance

Legislation was enacted enabling Saskatchewan to bring into operation any national health insurance scheme adopted by the Federal Government. The Saskatchewan Health Insurance Act is to be administered by the Health Insurance Commission, a corporate body consisting of an indefinite number of members to be appointed by the Lieutenant-Governor in Council. The Deputy Minister of Health is to be an ex-officio member. One member will be appointed as chairman to hold office for as long as the Lieutenant-Governor in Council determines but not for more than 10 years. The other members will hold office for six years after the first term which shall be of two, four or six years' duration as may be determined by the Lieutenant-Governor in Council, but arranged so that, as nearly as possible, an equal number will complete their term of office at the end of either two, four or six years. A member is eligible for re-appointment when his term has expired. The direction of the work of the Commission is to be a full-time job for a salaried chairman. The other members will receive remuneration and travelling expenses. Other necessary personnel will be appointed by the Public Service Commission.

The Health Insurance Commission may require every person 16 years of age and over to file a return containing the prescribed information. For failure to furnish the required information a fine of $50 may be imposed or imprisonment for 30 days or both fine and imprisonment. Inquiry may be made to find out the correctness of any return, but the Commission is not to be bound by any information thus obtained. The Commission will report to the Minister on the manner in which health insurance benefits can best be supplied, the estimated cost and the most advantageous method of financing the scheme. It will make tentative arrangements with hospital boards and professional bodies for the purposes of the Act, and consider conditions in the province with relation to the benefits to be provided.

The province is to be divided into "Public Health Regions" and "Health Insurance Regions" for effective administration of public health services under the Department of Public Health and of health insurance under the Commission, with co-operation between the two in each region. The Commission is to make the inquiries necessary for the establishment of these regions. The Commission may establish regional offices and may divide each region into as many divisions, each with a divisional office, as are necessary. Regional and assistant regional medical officers may be employed on a full- or part-time basis as the circumstances require. The regional medical officer will advise practitioners in the discharge of their duties; keep in touch with them in order to raise the standards of service; investigate cases of alleged excessive prescribing of drugs, medicines or appliances by any practitioner; examine the records of practitioners with reference to their accuracy and efficiency, and perform any other duties the Commission may prescribe.

The benefits, available to all who normally live in Saskatchewan and who have complied with the requirements of the Act, include preventive measures and all necessary diagnostic and curative services, including medical, surgical, and obstetrical, dental, pharmaceutical, hospital and nursing benefits, as well as any auxiliary services necessary to render the benefits effective. Those who are most urgently in need of the benefits are to receive them if there is insufficient personnel or equipment in an emergency or other circumstances. Adjustments may be made in cases where complete benefits cannot be made available to all in any region.

The Commission may, subject to the approval of the Lieutenant-Governor in Council, make whatever regulations it considers necessary to carry out the provisions of the Act.

Relief

A new subsection added to the Relief Act empowers the Lieutenant-Governor in Council to institute and carry out, either alone or in conjunction with any city, town, village, rural municipality or with any person, such measures as may be deemed requisite for the relief of persons in necessitous circumstances. A similar subsection has been added to the Direct Relief Act stipulating that the Lieutenant-Governor in Council may carry out measures for the relief of persons in necessitous circumstances and is to be considered as always having had power to do so. Another new section added to the Relief Act, the Direct Relief Act and to the Local Improvement Districts Relief Act permits the council of any municipality to cancel or reduce the amount which any person owes to it for advances of aid or relief, regardless of when they were made or whether they were made under the present Acts.

Co-operation

Changes in the Credit Union Act permit greater latitude in financial arrangements of

credit unions. The registrar's permission is no longer required for the deposit of money with trust companies, with post office savings banks or with the Saskatchewan Co-operative Credit Society. The limit of 25 per cent of the union's total deposits no longer applies to deposits made with the Society. After a union's reserve amounts to 10 per cent of its assets, the union is not required to set aside each year 20 per cent of its net earnings before declaring a dividend, provided the income from the reserve, which is to be deposited in a chartered bank or invested in Government bonds, forms part of the general revenue of the credit union. Full membership rights may now be held at the age of 18 instead of 21 but a member may not vote until he is 16 years of age.

Amendments in the Co-operative Associations Act enlarge the objects for which an association may be incorporated, provide for federations of associations to be incorporated upon fulfilling certain requirements, lay down conditions concerning the amendment of the memorandum of association and the distribution of the surplus in the form of a reserve fund and dividends to members.

Old Age Pensions

An amendment in the Old Age and Blind Persons' Pensions Act provides that the Lieutenant-Governor in Council may pay a supplementary allowance not exceeding $1.25 a month to pensioners. The amendment also ratifies the supplementary agreement made in September, 1943, between the Governor-General in Council of Canada and the Lieutenant-Governor in Council of Saskatchewan to pay to the province out of the War Appropriation additional amounts based on a maximum pension of $300 yearly.

Miscellaneous

The Municipal Medical and Hospital Services Act has been amended regarding the paying of the tax. The rules are clarified concerning payment by those who become residents after October 31, provision made for a refund to those who leave before the end of the fiscal year, and for cancelling taxes which are uncollectable because a person moves out of the municipality.

Amendments in the Workmen's Compensation Board Superannuation Act, the Public Service Superannuation Act and the Telephone Department Superannuation Act provide that where allowances or other sums are payable under any of these Acts to a child, the allowance shall be paid to the child's guardian or, when there is no guardian, to someone appointed by the proper administrative body on the child's behalf.

The City and Town Acts have been amended to require the paying of a poll tax by those who have been residents of the city for at least three months instead of for six months. The council may provide by by-law that a person whose name appears on the householders' list, and the husband and wife of such a person, is not to be liable for the tax.

Amendments in the Town, City, Village and Rural Municipalities Acts permit the council to set up a fund for post-war reconstruction purposes.

Resolutions

A resolution agreed to on March 24 was concerned with further measures to re-establish the Armed Forces in civil life. It was resolved that they be kept on army pay until suitable employment has been offered to them, or until a disability pension and opportunity for re-establishment have been granted; that veterans be put on land suitable to the type of farming in which they expect to engage; that soil surveys be made of all lands purchased for veterans' settlement; that every contract to purchase a home or farm from the Government by a veteran contain a clause preventing the increase of his debt under the contract in years of crop failure or unemployment; that the Federal Government be urged to take over at a fair price all suitable farm land required for veterans' settlement in order to ensure protection from inflated prices; that preference be given ex-servicemen in all reconstruction projects and Government employment; that consideration be given to schemes for re-establishing the Armed Forces in primary industries other than farming; and that adjustment claims of present soldier settlers be individually reconsidered after examining these recommendations.

Prices

Prices, Retail and Wholesale, in Canada, June, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

ON the five-year base 1935-39=100 the Dominion Bureau of Statistics official cost-of-living index recorded a decline of 0·2 to 119·0 between May 1 and June 1, 1944. A contraseasonal drop of 0·6 points to 131·1 in the food index was mainly responsible and reflected lower quotations for potatoes, butter, eggs and onions. Higher prices in this series were noted for cabbage, carrots and lemons. Home furnishings and services, the only other group to record a change, dipped 0·1 to 118·4. Index levels for other groups as at June 1 were rentals 111·9; fuel and lighting 112·5; clothing 121·5 and miscellaneous items 109·0.

On the base August 1939=100 movements in cost-of-living indexes for eight regional cities were varied between April 1 and June 1, 1944. Montreal recorded the greatest change, with a decline of 0·5 to 120·7 reflecting lower subgroup indexes for foods and fuel and lighting. Lower prices for foods and fuel and lighting were also responsible for a drop of 0·2 to 115·5 in the Winnipeg index while the Toronto index at 117·1 and Saskatoon at 119·3 were each down 0·1 due to lower foods for the former and weakness in fuel and lighting for the latter. A gain of 0·2 to 117·4 for the Vancouver series reflected upturns for foods. Halifax and Saint John were 0·1 higher at 118·3 and 118·8 respectively with the increase for the former due to higher food quotations and for the latter upturns in rentals. Edmonton remained unchanged at 115·7 as fractional drops in foods, fuel and lighting were offset by increases in the clothing and miscellaneous series.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

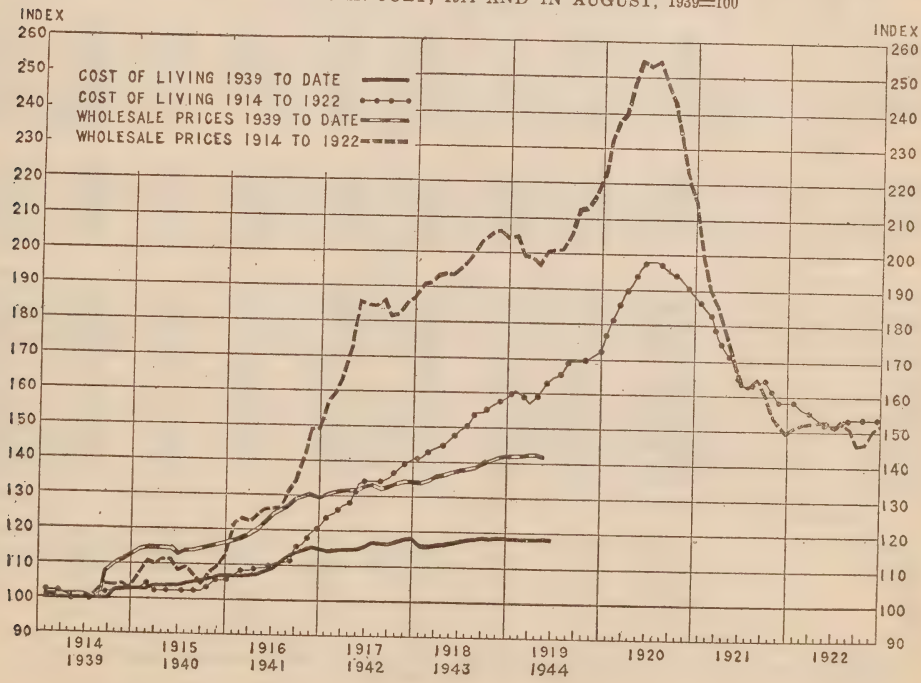


TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3	.....	.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3	.....	.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9	.....	.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5	.....	.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5	.....	.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4	.....	.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2	.....	.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3	.....	.....
1921	.....	132·5	143·9	109·1	127·6	123·4	112·5	.....	.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5	.....	.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1	.....	.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1	.....	.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8	.....	.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0	.....	.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8	.....	.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	103·0	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	116·0	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	116·3	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	117·2	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	117·6	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	117·9	118·8	131·3	111·5	113·4	120·5	117·8	108·2	125·1
August 2	118·3	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125·8
September 1	118·5	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
November 1	118·5	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	118·4	119·3	132·7	111·9	111·9	121·1	118·8	108·6	125·9
1944									
January 3	118·1	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	118·0	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	118·1	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1	118·2	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4
May 1	118·3	119·2	131·7	111·9	112·5	121·5	118·5	109·0	125·4
June 1	118·1	119·0	131·1	111·9	112·5	121·5	118·4	109·0	125·1

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
‡ Commodities in the cost of living index excluding rents and services.

TABLE II

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JUNE, 1944

(Base: August, 1939=100)

—	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax	118·3	139·1	105·7	107·5	117·6	115·0	108·9
St. John	118·8	131·6	107·8	114·4	121·7	116·3	109·9
Montreal	120·7	137·1	108·3	112·4	124·3	117·8	106·9
Toronto	117·1	128·5	111·1	119·2	118·0	114·1	108·9
Winnipeg	115·5	128·9	104·4	109·0	119·6	115·7	107·4
Saskatoon	119·3	133·9	113·1	110·4	119·4	120·0	107·4
Edmonton	115·7	131·1	100·0	103·6	124·4	117·1	108·4
Vancouver	117·4	134·2	99·7	113·9	123·3	115·8	108·6

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939–JUNE, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR JUNE, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	Nov. 1942	Feb. 1943	May 1943	Aug. 1943	Nov. 1943	Feb. 1944	April 1944	May 1944	June 1944	Price June 1944
Beef, sirloin steak	lb.	100·0	120·7	135·8	137·3	143·0	145·5	144·1	143·0	143·0	143·0	143·7	40·1
Beef, round steak	lb.	100·0	125·7	145·6	147·3	154·9	158·2	155·7	154·4	154·4	154·4	154·9	36·7
Beef, rib roast	lb.	100·0	125·5	143·0	145·7	155·7	164·3	173·9	173·9	173·9	173·5	173·5	39·9
Beef, shoulder	lb.	100·0	132·7	157·2	161·0	172·3	178·6	181·1	180·5	179·9	179·9	178·0	28·3
Beef, stewing	lb.	100·0	136·7	165·1	169·8	180·2	184·1	181·7	180·2	180·2	180·2	178·6	22·5
Veal, forequarter	lb.	100·0	139·3	159·2	164·5	176·3	179·9	182·8	177·5	175·7	173·4	174·0	29·4
Lamb, leg roast	lb.	100·0	109·9	121·8	132·7	137·7	157·4	126·4	141·2	142·3	143·3	143·7	40·8
Pork fresh loins	lb.	100·0	125·3	130·4	131·9	135·4	138·5	139·6	138·8	138·8	138·8	138·8	36·1
Pork, fresh shoulder	lb.	100·0	127·0	134·7	137·8	144·4	145·4	148·5	146·9	146·4	146·4	146·4	28·7
Bacon, breakfast, sliced	lb.	100·0	132·3	136·3	138·5	139·1	140·0	140·6	140·6	140·3	140·3	140·0	45·5
Lard, pure	lb.	100·0	151·3	143·0	157·9	162·3	162·3	162·3	162·3	155·3	153·5	152·6	17·4
Shortening, vegetable	lb.	100·0	134·7	134·7	136·1	137·5	137·5	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, grade "A" fresh	doz.	100·0	156·4	183·2	146·7	134·2	162·5	181·6	140·5	136·5	135·5	134·5	40·9
Milk	qt.	100·0	111·0	112·8	94·5	95·4	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery, prints	lb.	100·0	140·5	146·2	146·2	145·8	141·8	144·0	146·2	146·2	145·8	144·0	39·3
Cheese, Canadian, mild	lb.	100·0	174·6	163·0	162·5	164·4	166·3	166·3	166·8	165·4	164·9	164·4	34·2
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	100·0	9·2
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	131·1	132·1	132·1	132·1	136·7	137·7	138·7	138·7	14·7
Peas, canned, 2's	tin	100·0	117·5	120·0	120·0	120·0	120·8	121·7	124·2	124·2	124·2	124·2	14·9
Corn, canned, 2's	tin	100·0	128·3	131·9	131·9	131·9	133·6	133·6	135·4	135·4	135·4	134·5	15·2
Beans, dry	lb.	100·0	129·4	127·5	127·5	127·5	129·4	129·4	131·4	131·4	131·4	133·3	6·8
Onions	lb.	100·0	108·2	98·0	110·2	132·7	159·2	146·9	149·0	157·1	177·6	163·3	8·0
Potatoes	15 lb.	100·0	89·9	121·3	131·1	154·3	169·2	136·3	140·5	147·3	147·9	140·5	46·1
Prunes, medium	lb.	100·0	115·8	121·9	124·6	123·7	125·4	126·3	130·7	123·7	122·8	123·7	14·1
Raisins, seedless, bulk	lb.	100·0	104·0	100·7	98·0	103·3	111·3	102·0	101·3	108·6	109·3	113·2	17·1
Oranges, medium size	doz.	100·0	132·5	156·3	129·7	141·3	143·7	147·8	138·2	139·6	140·3	141·0	41·3
Lemons, medium size	doz.	100·0	111·3	126·5	129·5	133·8	144·9	141·8	138·2	136·6	135·7	136·0	44·2
Jam, strawberry, 16 oz.	jar	100·0	111·3	113·8	114·5	115·1	†115·1	†115·1	115·1	115·1	114·5	114·5	18·8
Peaches, 20 oz.	tin	100·0	101·5	103·6	104·1	105·6	†109·6	109·6	108·1	108·6	108·1	108·1	21·3
Marmalade, orange, 16 oz.	jar	100·0	118·3	121·2	125·8	129·5	131·8	131·1	131·8	131·1	130·3	130·3	17·7
Corn syrup, 3½ lb.	jar	100·0	138·0	140·7	142·7	154·7	154·7	154·3	154·7	155·0	155·9	155·0	46·5
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	133·3	133·3	133·3	134·9	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	142·0	130·5	130·5	130·8	131·1	131·1	131·1	131·1	131·1	44·3
Tea, black, ½ lb.	pkg.	100·0	145·2	148·3	131·3	131·6	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to June, 1944, prices.
† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef							Pork											
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled, oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—																			
1—Charlottetown	41·7	37·4	39·6	30·6	24·7	....	....	36·4	....	44·8	19·1	20·1	40·3	9·0	41·2	34·9	7·3	4·6	6·0	10·0
Nova Scotia—																			
2—Halifax	41·3	37·6	39·7	30·9	24·2	21·6	40·3	36·0	29·0	44·7	19·1	19·9	44·0	11·0	44·4	34·4	8·0	4·6	6·1	9·9
3—New Glasgow	42·8	39·0	41·0	31·9	25·1	....	....	39·2	31·9	47·2	18·7	20·0	42·4	10·0	44·4	34·9	7·3	4·9	6·1	10·0
4—Sydney	45·7	40·4	36·6	30·0	23·7	....	40·0	37·8	32·4	45·3	18·5	19·9	45·6	12·0	44·4	34·7	7·3	4·4	5·9	9·8
5—Truro	42·0	37·8	37·3	31·2	20·9	....	46·0	36·7	29·6	45·0	18·9	20·5	41·3	10·0	43·5	33·6	6·7	4·9	6·0	10·1
New Brunswick—																			
6—Fredericton	41·3	37·5	45·2	29·4	19·7	29·7	39·7	36·8	31·3	46·4	18·0	19·7	42·2	10·0	42·5	35·0	7·3	4·8	6·3	9·5
7—Moncton	42·4	37·9	41·6	29·9	21·8	....	....	36·1	30·0	47·4	18·0	20·1	42·2	10·0	42·8	34·8	8·0	4·6	5·8	10·0
8—Saint John	42·4	39·5	39·7	30·4	24·2	29·7	41·3	39·2	30·8	44·8	18·7	19·7	43·6	11·0	42·3	35·5	7·3	4·2	5·9	9·7
Quebec—																			
9—Chicoutimi	37·8	33·2	35·6	28·0	22·5	....	....	31·3	29·1	49·0	19·2	21·0	43·0	10·0	39·4	34·3	6·7	4·3	....	9·9
10—Hull	39·2	36·3	38·1	27·6	19·8	30·7	39·0	32·1	27·7	46·3	16·6	19·2	41·7	10·0	38·2	32·1	5·3	3·8	5·5	9·5
11—Montreal	40·2	37·7	43·5	26·4	21·5	23·7	38·9	33·2	26·5	45·8	17·4	19·3	44·6	10·5	38·7	34·0	6·0	3·8	5·4	9·3
12—Quebec	38·3	34·8	35·3	25·9	19·3	26·3	40·3	31·8	26·8	42·6	17·0	19·3	42·0	10·0	38·2	34·5	5·5	3·6	5·8	9·7
13—St. Hyacinthe	34·2	33·5	34·2	25·4	21·1	30·2	36·7	28·4	25·3	46·8	17·6	19·5	40·5	9·0	38·1	31·7	5·3	4·1	6·0	9·9
14—St. Johns	39·7	36·0	40·0	27·0	18·7	32·7	....	38·0	27·3	46·5	18·5	19·7	41·7	9·0	37·9	31·8	5·3	4·1	5·5	9·7
15—Sherbrooke	41·9	39·2	39·5	28·8	21·1	32·0	39·3	32·5	26·1	38·4	17·8	19·7	44·0	9·0	37·7	34·9	5·3	4·2	6·0	9·8
16—Sorel	38·3	37·0	34·0	24·8	18·1	....	37·0	32·4	24·7	45·5	18·3	19·4	40·9	9·0	38·1	32·2	5·3	4·0	5·3	10·0
17—Thetford Mines	33·9	35·2	27·7	24·3	18·6	....	....	25·0	23·9	37·0	17·9	19·5	39·0	8·0	38·2	32·0	5·3	4·1	5·1	9·7
18—Three Rivers	38·3	34·4	36·5	25·7	20·2	....	....	28·8	25·8	46·1	17·9	19·5	41·1	9·0	37·4	34·7	6·0	4·0	5·5	9·7
Ontario.																			
19—Belleville	38·6	35·9	39·6	28·3	23·6	29·6	39·7	35·7	28·8	45·7	16·9	19·2	39·3	10·0	38·9	30·9	6·7	4·2	5·3	8·8
20—Brantford	40·3	37·0	41·5	29·3	20·7	30·4	41·7	37·9	28·7	46·0	16·4	19·5	39·8	10·0	38·8	36·8	6·7	4·2	5·4	9·1
21—Brockville	41·0	37·4	45·5	29·9	21·7	....	....	34·6	28·8	45·1	17·5	19·4	40·8	10·0	38·2	29·5	6·3	4·1	5·5	9·0
22—Chatham	40·2	37·7	41·5	29·1	21·0	31·0	41·8	37·9	32·7	46·3	17·2	19·4	39·1	10·0	38·1	37·3	5·3	4·1	5·1	8·8
23—Cornwall	40·6	37·9	40·6	27·6	19·4	28·3	....	36·1	27·1	45·3	16·7	19·5	38·5	10·0	39·2	30·0	6·0	4·0	5·8	9·2
24—Fort William	40·3	36·5	39·3	28·4	22·6	....	41·0	36·7	30·1	45·6	17·2	19·1	45·3	11·0	39·5	34·4	6·0	4·0	5·1	8·9
25—Galt	39·7	36·7	39·9	29·0	24·6	30·7	....	37·4	28·4	46·1	16·9	19·2	38·3	10·0	38·5	36·8	6·7	4·1	5·7	8·8
26—Guelph	39·7	38·0	38·7	30·0	26·0	31·4	42·4	39·0	28·9	46·3	17·2	19·1	38·8	10·0	39·0	34·9	6·0	4·1	5·7	9·0
27—Hamilton	40·4	37·4	42·0	29·6	24·7	31·5	42·5	39·1	30·6	46·4	17·1	19·1	40·7	11·0	40·1	36·9	6·0	4·2	5·5	8·8
28—Kingston	40·0	36·2	38·6	28·0	19·5	....	42·7	36·2	27·7	45·8	17·3	19·2	41·0	10·0	38·5	31·2	6·0	4·3	5·3	9·1
29—Kitchener	40·3	37·4	39·1	28·1	24·2	30·0	41·8	38·0	28·7	45·8	17·0	19·6	37·9	10·0	39·3	34·1	6·3	4·0	6·1	8·8
30—London	40·2	37·5	41·3	28·9	23·1	30·1	43·0	37·1	28·1	44·5	17·7	19·1	42·0	10·0	38·9	33·4	6·0	4·1	5·6	8·9
31—Niagara Falls	40·0	36·1	42·7	29·2	21·5	30·1	42·5	37·9	28·8	43·9	17·0	19·5	40·3	10·5	39·7	34·0	6·0	4·2	5·6	8·8
32—North Bay	41·3	38·1	43·8	29·0	20·0	31·3	44·4	37·9	30·3	45·9	17·3	19·5	41·6	11·0	38·6	33·8	6·7	4·3	6·3	9·6
33—Oshawa	40·0	37·1	43·8	29·1	24·6	....	....	38·3	28·4	46·5	17·2	19·5	40·2	10·0	39·1	32·4	6·0	4·1	5·6	8·8
34—Ottawa	41·0	38·1	44·6	29·8	22·8	30·4	41·6	35·7	29·6	48·8	17·1	19·1	42·1	10·0	38·9	31·4	6·7	3·9	5·7	8·8

COAL AND RENTALS IN CANADA, JUNE, 1944

Canned Vegetables														Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, net 32 oz. jar	Peaches, choice per 20 oz tin.	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·9	15·3	15·5	6·6	8·3	40·6	13·7	18·6	46·0	63·4	39·3	....	36·8	50·7	8·6	8·1	54·0	38·0	.....	11·57	24·00–28·00(c)	1
14·8	14·8	15·3	7·4	8·4	47·3	15·3	17·0	47·7	49·5	38·1	....	37·5	50·9	8·5	8·2	49·9	38·0	.....	12·29	27·50–31·50	2
15·1	15·1	15·9	6·5	8·3	50·1	14·6	16·8	44·5	48·5	40·8	....	38·0	50·9	8·2	8·2	52·3	38·0	.....	8·42	16·00–20·00	3
14·8	15·0	15·0	6·7	8·7	49·5	13·2	18·4	47·4	56·5	39·4	21·0	36·1	50·1	8·6	8·3	49·9	37·8	.....	6·77	18·00–22·00(c)	4
15·1	15·4	14·9	7·0	9·0	48·9	15·0	17·3	47·7	48·3	40·8	21·7	37·3	51·4	8·7	8·5	51·3	38·0	.....	11·41	26·50–30·50	5
14·9	15·9	15·5	6·6	8·2	44·5	14·1	18·1	42·8	51·1	39·7	....	38·8	50·7	8·5	8·3	50·7	38·0	.....	12·09	21·00–25·00(c)	6
15·1	15·3	15·7	6·7	8·1	44·0	13·5	16·5	44·4	50·3	40·2	20·3	38·7	50·3	9·0	8·8	53·0	38·0	.....	11·57	26·00–30·00(c)	7
15·1	15·0	15·1	6·8	8·4	46·6	14·0	15·6	46·5	47·5	39·4	20·0	36·4	50·8	8·4	8·3	48·7	38·0	.....	12·70	20·50–24·50(c)	8
14·8	15·0	15·0	6·9	9·9	46·8	16·6	19·0	43·2	56·5	40·0	....	40·3	48·0	8·4	8·1	51·5	39·5	18·00	.....	.....	9
14·4	15·0	15·7	7·1	8·2	46·3	13·6	15·8	38·7	41·3	37·5	....	36·6	47·2	8·3	8·0	45·2	38·9	16·75	.....	15·50–19·50	10
13·4	14·7	15·0	6·5	7·6	43·8	14·7	16·6	39·5	39·9	37·2	....	35·0	46·5	8·0	7·9	46·3	39·7	16·65	.....	23·00–27·00(c)	11
14·0	14·0	14·5	6·7	8·7	36·9	14·7	18·0	42·1	46·8	37·3	....	35·6	47·8	8·1	7·9	42·7	39·8	16·32	.....	26·00–30·00(c)	12
13·3	14·7	15·6	6·9	8·3	49·7	13·8	17·0	39·6	45·6	39·6	....	36·6	44·3	8·0	7·8	42·3	40·8	15·75	.....	16·00–20·00(c)	13
14·1	15·5	15·0	6·5	9·0	47·4	14·6	17·3	40·1	45·0	38·6	....	37·7	46·5	8·0	7·9	40·5	40·0	15·50	.....	.....	14
13·4	15·7	16·9	6·4	8·0	40·3	14·4	18·6	40·3	44·5	39·7	....	39·7	49·6	8·0	8·0	39·8	39·4	17·50	.....	20·00–24·00(c)	15
15·0	14·7	17·4	7·2	9·0	48·1	15·0	17·7	43·2	50·8	39·9	....	36·9	48·7	7·9	7·7	45·8	39·4	16·25	.....	.....	16
13·5	14·3	14·8	5·9	8·0	40·4	15·0	16·5	41·4	45·8	39·7	....	37·4	47·7	8·0	7·5	48·3	39·4	19·00	.....	14·00–18·00(c)	17
14·6	14·8	14·9	6·3	8·8	41·8	14·7	19·7	39·7	47·5	38·6	....	37·6	48·3	8·5	8·0	47·4	40·6	16·00	.....	20·00–24·00(c)	18
13·1	14·1	14·4	6·2	8·3	45·8	13·2	16·2	40·0	43·6	36·6	....	33·7	45·5	8·5	8·4	44·0	38·9	16·00	.....	22·00–26·00	19
14·5	14·6	14·8	6·3	7·9	46·5	14·6	18·3	43·3	43·0	35·6	....	33·2	47·8	8·4	8·3	46·4	39·5	16·00	.....	22·00–26·00	20
14·0	14·1	14·6	6·5	7·8	50·6	.....	....	41·8	44·5	36·0	....	34·7	49·2	8·3	8·1	41·8	38·2	16·00	.....	20·00–24·00	21
14·3	15·0	14·9	5·6	7·4	49·8	.....	18·1	34·0	42·0	35·6	....	33·5	45·5	8·6	8·5	41·0	38·2	16·00	.....	21·50–25·50	22
15·0	15·0	.....	7·2	8·4	49·4	15·7	....	37·8	39·5	36·0	....	35·7	45·8	8·2	8·2	45·8	38·6	16·50	.....	23·00–27·00(c)	23
14·4	14·7	15·2	6·8	7·7	45·7	14·2	18·5	40·9	45·8	38·3	....	36·5	44·4	8·6	8·5	42·2	38·1	16·80	.....	25·50–29·50	24
13·8	14·5	14·6	6·3	7·9	46·1	13·8	17·0	43·0	46·9	34·2	....	33·8	47·1	8·5	8·3	44·3	39·4	16·00	.....	22·00–26·00	25
14·1	14·5	14·7	6·3	7·7	42·3	13·3	15·2	41·3	41·4	35·8	....	32·6	45·4	8·6	8·5	43·0	38·5	16·00	.....	22·00–26·00	26
13·9	14·4	14·7	6·1	8·1	48·7	14·1	16·7	44·5	42·7	35·4	....	33·7	46·2	8·2	8·1	41·8	39·3	15·50	.....	26·00–30·00	27
13·8	14·4	14·5	6·7	7·2	47·0	14·1	15·9	38·7	43·3	35·7	....	35·1	45·0	8·1	7·9	43·6	38·8	16·00	.....	29·00–33·50	28
14·2	14·5	14·6	6·5	7·8	47·9	13·5	15·5	41·3	45·3	36·3	20·3	33·4	45·6	8·7	8·5	39·6	39·4	16·00	.....	26·00–30·50	29
14·3	15·0	15·2	6·1	7·7	46·1	12·8	16·4	39·1	42·3	36·4	....	33·6	44·6	8·6	8·4	44·1	39·2	16·50	.....	26·50–30·50	30
13·3	14·0	15·0	7·1	8·0	46·2	.....	....	44·7	39·5	37·0	16·7	34·4	44·0	8·7	8·7	44·5	39·6	14·63	.....	25·00–29·00	31
14·5	14·5	14·9	6·4	7·9	51·1	13·9	17·7	41·8	48·0	38·0	....	36·5	46·8	9·0	8·9	51·6	39·3	17·25	.....	23·00–27·00	32
14·1	14·7	14·7	7·1	8·1	44·2	13·6	17·2	39·4	41·5	36·0	....	34·6	45·1	8·6	8·4	47·4	39·3	16·00	.....	23·00–27·00	33
14·3	14·7	14·8	6·8	7·9	46·6	14·0	17·4	41·5	43·5	37·1	....	35·9	49·5	8·3	8·1	43·8	39·0	16·75	.....	31·00–35·00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled, oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Ontario—Con.																				
35—Owen Sound	40·5	37·7	39·6	26·9	23·0	....	46·7	36·7	27·7	45·4	17·7	19·2	39·7	10·0	39·5	31·2	6·0	4·0	5·4	9·4
36—Peterborough	41·0	38·5	42·1	28·6	22·9	33·0	41·0	38·9	30·2	46·4	17·5	19·0	38·8	10·0	38·9	34·7	6·0	4·2	5·4	8·7
37—Port Arthur	40·8	37·2	38·6	27·0	22·3	28·0	38·6	35·8	29·0	48·6	17·4	18·9	45·2	11·0	39·4	34·4	6·3	4·2	5·6	9·4
38—St. Catharines	41·4	38·0	42·6	27·9	22·0	30·7	41·6	39·7	29·1	46·2	17·4	19·0	39·1	10·5	39·4	38·5	6·0	4·2	....	9·0
39—St. Thomas	40·4	37·4	42·6	29·4	24·7	30·0	....	39·0	31·2	46·1	17·9	19·5	41·1	10·0	39·4	33·2	6·0	4·2	5·7	9·5
40—Sarnia	40·0	37·1	41·3	28·5	22·6	33·7	40·3	37·3	29·7	46·1	18·5	19·6	42·3	10·0	39·8	34·4	6·0	3·9	6·0	9·5
41—Sault Ste. Marie	40·1	37·4	37·9	28·3	23·1	....	39·0	36·6	28·7	44·1	17·6	19·2	43·3	11·0	39·1	35·6	6·7	4·0	6·0	9·2
42—Stratford	38·7	36·3	40·0	29·0	24·2	....	....	37·0	29·0	46·0	18·1	20·3	38·9	10·0	38·9	32·4	5·3	3·9	6·0	9·1
43—Sudbury	40·4	37·8	40·3	28·7	23·4	28·8	38·4	37·3	29·6	43·7	17·7	19·4	41·9	11·0	38·7	33·6	6·7	4·2	6·3	9·3
44—Timmins	39·5	37·3	40·7	29·4	23·1	29·7	41·3	38·0	30·4	44·8	18·4	19·5	44·5	12·0	38·2	34·0	6·7	4·4	5·8	9·5
45—Toronto	40·3	36·9	43·2	29·7	23·9	30·1	40·9	37·4	26·5	48·4	17·2	19·1	42·7	11·0	39·5	37·3	6·7	4·2	5·4	8·8
46—Welland	39·3	36·2	41·3	29·3	23·6	32·0	....	36·8	28·6	43·4	16·9	19·3	36·4	11·0	39·5	35·0	6·7	4·1	5·3	8·9
47—Windsor	39·9	37·0	41·2	28·7	24·5	31·0	42·0	38·4	29·3	45·3	17·6	19·2	42·1	11·0	38·6	35·6	6·0	4·2	5·4	8·8
48—Woodstock	40·3	37·2	38·7	28·3	20·7	....	....	36·8	27·2	44·8	17·0	19·1	38·7	10·0	38·7	31·4	6·0	3·8	5·9	8·8
Manitoba—																				
49—Brandon	39·5	34·8	39·6	27·0	21·0	....	....	35·2	27·2	45·4	16·6	21·1	39·2	10·0	37·6	33·3	7·1	3·9	5·7	9·1
50—Winnipeg	38·5	34·3	34·6	27·1	24·3	27·9	39·2	36·1	29·4	46·7	16·8	19·5	42·0	9·0	36·0	34·5	8·0	3·7	5·3	8·8
Saskatchewan—																				
51—Moose Jaw	38·8	34·2	38·5	27·5	20·5	....	40·3	34·5	27·5	45·5	15·3	20·8	37·3	11·0	36·5	34·5	7·2	3·8	5·7	8·7
52—Prince Albert	33·2	30·4	34·7	24·6	18·8	....	36·7	34·5	27·7	35·8	16·1	20·4	....	10·0	38·0	33·1	6·0	4·4	5·8	8·8
53—Regina	38·2	34·2	37·1	26·0	23·2	25·6	37·5	33·2	24·7	43·0	15·8	21·6	41·2	10·0	36·6	35·0	6·8	4·0	6·1	8·8
54—Saskatoon	38·1	33·8	35·7	27·3	21·7	27·5	40·3	34·3	27·3	44·3	15·5	20·1	39·3	10·0	36·5	34·3	7·2	3·7	5·3	8·9
Alberta—																				
55—Calgary	39·9	35·9	41·9	28·2	24·5	27·5	39·3	35·4	30·5	48·1	15·9	20·0	41·2	10·0	37·4	35·9	7·2	3·9	5·4	8·9
56—Drumheller	37·5	33·7	37·3	26·7	22·0	25·3	....	35·0	26·7	45·2	17·0	21·7	40·7	10·0	39·1	38·0	8·0	4·4	5·7	9·2
57—Edmonton	38·3	33·4	36·5	23·5	22·5	26·9	36·3	34·2	26·9	46·0	15·4	20·3	40·2	10·0	37·3	34·4	7·2	3·9	5·3	8·7
58—Lethbridge	39·2	34·0	36·4	28·6	21·5	25·3	40·0	34·3	27·5	44·7	16·3	21·2	41·2	10·0	37·3	34·8	8·0	4·1	....	8·8
British Columbia—																				
59—Nanaimo	43·3	39·0	45·7	30·8	26·3	....	47·0	39·2	32·4	48·6	18·0	20·8	38·8	12·0	42·7	36·0	9·0	4·4	6·0	9·2
60—New Westminster	42·1	37·1	43·7	29·3	24·7	....	41·3	38·0	29·7	46·9	17·1	20·0	38·1	10·0	40·4	34·7	8·0	4·2	6·0	9·4
61—Prince Rupert	41·3	38·0	42·5	26·3	23·7	....	41·3	41·3	30·0	48·8	19·0	20·9	43·9	15·0	41·7	38·0	10·0	5·0	....	9·6
62—Trail	42·0	38·2	44·0	29·4	26·7	29·3	43·5	38·5	30·3	47·9	17·5	22·5	36·3	13·0	39·6	33·8	9·0	4·2	6·0	9·3
63—Vancouver	43·1	38·8	42·8	29·4	25·8	29·7	41·7	36·8	29·5	47·6	16·1	19·3	38·8	10·0	40·2	34·6	9·6	4·2	5·8	8·9
64—Victoria	42·7	39·0	45·0	29·9	26·0	32·4	43·2	37·5	29·4	47·1	17·6	20·5	38·0	11·0	41·3	34·7	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, JUNE, 1944

Canned Vegetables													Sugar				Coal		Rent (b)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
13·9	15·0	15·0	6·3	8·0	43·7	.....	15·3	42·4	42·3	....	....	35·0	43·1	8·5	8·4	48·3	38·9	16·50	.....	16·00–20·00	35
13·6	14·3	14·7	6·1	8·4	38·4	14·6	15·9	39·6	41·6	36·8	....	34·1	46·0	8·5	8·5	44·3	38·9	16·75	.....	24·00–28·00	36
14·3	15·0	15·0	6·5	7·9	45·8	13·4	17·7	41·3	46·2	39·5	....	35·2	42·9	8·6	8·4	41·9	38·1	16·50	.....	23·00–27·00	37
14·0	14·7	14·9	6·9	7·9	49·2	.....	....	42·3	44·1	34·0	....	33·2	45·2	8·5	8·3	43·5	39·0	15·75	.....	27·00–31·00	38
14·5	15·5	15·5	6·2	7·9	50·1	.....	16·0	43·8	45·4	35·0	....	33·5	46·2	8·7	8·6	43·8	39·5	16·00	.....	21·00–25·00	39
14·7	14·8	15·1	7·0	8·4	50·2	.....	....	42·9	42·1	35·7	....	34·7	46·7	8·8	8·8	44·5	39·3	16·50	.....	23·00–27·50	40
14·7	15·0	14·9	6·6	7·7	49·8	13·3	16·6	36·3	42·5	37·3	....	34·7	45·6	8·3	8·3	41·8	39·2	17·00	.....	23·00–27·00	41
15·0	14·7	15·0	6·0	8·3	46·0	15·0	15·3	42·4	44·4	35·0	....	34·0	47·0	8·8	8·7	43·6	38·8	16·00	.....	21·00–25·00	42
14·4	14·8	15·1	6·1	7·9	51·3	14·3	17·6	38·0	44·8	38·5	....	35·2	48·2	8·8	8·5	45·0	38·5	17·75	.....	27·00–31·00	43
14·9	14·8	15·1	6·2	7·8	57·0	12·6	19·5	41·4	45·6	39·3	....	35·6	49·5	8·9	8·8	39·6	39·0	19·50	.....	23·50–27·00	44
13·6	14·0	14·1	6·2	7·3	46·7	13·7	15·1	40·9	40·7	35·5	....	32·2	45·5	8·2	8·0	44·6	38·6	15·50	.....	32·50–36·50	45
14·0	14·4	14·8	9·7	7·5	47·8	.....	18·0	41·3	44·9	36·2	....	33·7	45·1	8·3	8·3	41·4	39·2	15·50	.....	.....	46
13·8	15·2	14·9	6·0	7·7	48·6	13·8	17·7	37·2	39·1	33·6	....	33·8	46·6	8·2	8·1	39·3	38·6	16·00	.....	25·00–29·00	47
14·6	14·6	14·6	6·3	8·0	43·2	14·5	17·8	40·2	43·3	.....	....	33·8	46·3	8·6	8·6	45·1	39·0	16·00	.....	22·00–26·00	48
15·6	14·7	15·2	7·2	7·7	38·9	13·8	16·5	41·5	41·4	38·6	21·0	39·7	44·3	9·1	9·0	44·5	38·2	.....	8·45	21·00–25·00	49
15·4	15·3	15·9	7·0	7·4	37·1	13·9	16·8	39·6	40·0	39·5	22·3	37·1	43·5	9·0	8·9	37·3	37·9	.....	12·95	26·00–30·00	50
16·8	15·3	15·4	6·4	7·5	45·5	13·9	17·3	37·7	43·2	38·8	22·4	37·3	43·0	9·3	9·4	41·7	38·6	.....	10·30	21·00–25·50	51
16·0	16·6	16·8	7·5	8·0	28·1	15·3	16·2	39·0	39·8	39·3	22·0	39·5	47·5	9·9	9·6	39·6	37·8	.....	10·50	19·50–23·50	52
16·7	15·7	15·0	6·6	7·8	42·7	13·7	17·5	38·0	37·9	40·5	21·6	37·3	46·3	9·2	9·6	42·3	38·1	.....	11·50	27·50–31·50	53
17·4	16·6	16·5	7·3	7·4	42·8	15·2	17·3	41·5	42·9	39·6	22·5	38·2	45·6	9·5	9·6	43·7	37·8	.....	10·10	22·00–26·00	54
14·9	14·7	15·1	7·5	7·4	47·5	14·8	17·3	38·9	45·9	37·0	21·0	34·6	45·6	9·0	9·2	41·4	37·5	.....	8·25	26·00–30·00	55
17·5	15·6	16·4	7·7	8·0	53·6	14·1	17·7	42·2	45·5	40·1	22·8	36·0	45·0	9·5	9·7	42·5	38·0	.....	.....	20·00–24·00	56
15·4	14·9	16·3	7·3	7·8	34·8	14·5	17·3	42·5	40·5	38·5	21·8	35·8	44·2	9·2	9·4	42·8	37·6	.....	5·40	24·50–28·50	57
15·8	14·2	.....	7·1	7·4	45·1	.....	....	40·5	36·8	....	....	32·4	43·6	9·3	9·4	45·0	37·5	.....	4·90	22·00–26·00	58
15·7	15·3	15·0	7·9	7·9	49·8	13·3	17·5	43·0	38·5	37·0	....	32·2	44·9	8·9	8·7	41·2	38·4	.....	.....	17·00–21·00	59
14·9	14·1	15·0	7·3	7·0	44·1	12·2	16·9	36·4	36·7	36·4	20·5	33·2	43·1	7·9	7·8	36·7	38·2	.....	13·00	20·50–24·50	60
16·1	15·4	16·2	8·3	7·6	62·5	12·6	17·6	47·5	44·4	38·0	22·3	34·4	44·6	8·8	8·6	44·3	39·0	.....	13·65	20·00–24·00	61
14·9	15·8	16·6	8·7	7·7	46·0	13·2	16·7	38·1	42·0	35·0	23·7	36·3	49·2	8·9	8·9	39·4	37·7	.....	10·75	23·00–27·00	62
14·8	14·5	14·7	7·1	6·9	49·7	11·8	16·6	38·6	37·9	37·3	20·8	30·8	43·3	8·0	8·0	38·8	37·8	.....	13·00	23·50–27·50	63
15·3	15·1	15·5	7·3	7·7	49·6	14·0	16·1	38·3	37·4	36·8	21·6	33·4	42·6	8·9	8·4	41·5	38·3	.....	13·25	21·00–25·00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V. INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(Average Prices in 1926=100)

Commodities	Commodities 1943	1913	1918	1920	1922	June 1926	June 1929	June 1933	June 1939	June 1941	June 1942	June 1943	May 1944	June 1944
All commodities	510	64·0	127·4	155·9	97·3	100·1	93·4	67·5	73·2	90·1	95·8	99·6	102·5	102·5
Classified according to chief component materials														
I. Vegetable products	113	58·1	127·9	167·0	86·2	100·6	84·8	61·5	61·9	77·7	84·5	91·3	94·9	95·0
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	100·8	107·7	58·5	71·2	89·7	102·2	106·6	106·3	106·1
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	99·7	91·6	69·9	66·6	90·8	91·9	91·9	91·9	91·9
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	100·1	94·0	61·7	77·1	96·1	101·8	107·6	118·0	118·0
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	100·0	93·8	85·3	97·0	112·7	115·8	115·7	117·1	117·1
VI. Non-Ferrous Metals and their products	17	98·4	141·9	135·5	97·3	98·7	98·7	68·0	69·2	78·1	77·8	79·7	79·7	79·7
VII. Non-Metallic Minerals and their Products	81	56·8	82·3	112·2	107·0	99·0	93·0	82·7	84·6	96·1	99·2	100·5	102·8	102·5
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	100·0	95·6	80·8	77·7	99·7	102·2	100·5	99·9	100·1
Classified according to purpose—														
I. Consumers' Goods	207	62·0	102·7	136·1	96·9	100·6	93·4	70·4	73·7	90·6	95·8	97·2	97·5	97·4
Foods, Beverages and Tobacco	114	61·8	119·0	150·8	90·2	99·6	96·7	63·9	71·8	88·9	98·7	103·0	101·3	101·2
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	101·2	91·2	74·8	74·9	91·7	93·8	93·3	94·9	94·9
II. Producers' Goods	366	67·7	133·3	164·8	98·8	100·4	93·5	64·6	68·0	84·2	88·8	94·3	100·0	100·2
Producers' Equipment	24	55·1	81·9	108·6	104·1	96·9	94·0	84·8	94·9	106·5	110·0	114·2	118·9	118·7
Producers' materials	342	69·1	139·0	171·0	98·2	100·8	93·4	62·4	65·0	81·7	86·4	92·1	97·9	98·1
Building and Construction Materials	111	67·0	100·7	144·0	108·7	99·5	98·6	78·9	88·1	108·5	114·9	119·2	127·5	127·4
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	101·1	92·2	59·6	61·1	77·2	81·6	87·5	92·9	93·1
Classified according to origin:														
I. Farm—														
A. Field	154	59·2	134·7	176·4	91·2	100·0	84·2	61·6	59·8	76·9	81·3	86·9	90·7	90·7
B. Animal	88	70·1	129·0	146·0	95·9	98·9	103·5	59·9	71·6	89·7	98·1	101·3	100·2	100·1
Farm (Canadian)	63	64·1	132·6	160·6	88·0	98·8	93·1	52·5	63·2	71·0	81·5	94·4	101·8	102·0
II. Marine	16	65·9	111·6	114·1	91·7	99·4	102·8	60·3	67·2	90·0	113·2	124·6	129·6	129·3
III. Forest	58	60·1	89·7	151·3	106·8	100·2	93·9	61·9	76·7	95·7	101·3	107·1	117·2	117·2
IV. Mineral	194	67·9	115·2	134·6	106·4	99·6	93·0	79·8	84·2	96·3	98·3	99·3	100·7	100·7
All raw and partly manufactured	213	63·8	120·8	154·1	94·7	99·2	92·9	57·6	64·9	81·8	90·8	98·7	104·0	104·0
All fully and chiefly manufactured	297	64·8	127·7	156·5	100·4	100·1	91·1	70·2	73·0	88·9	91·4	92·7	93·6	93·5

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent, $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the Labour Gazette for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the Labour Gazette under the title, *Price Control in Canada.*

Wholesale Prices, June, 1944

On the base 1926=100 wholesale prices remained steady in June at an index of 102·5. Among sub-groups non-metallic minerals recorded the greatest change with a loss of 0·3 to 102·5 due to lower prices for bituminous coal, crushed stone and gravel. In the animal products section a decline of 0·2 to 106·1 reflected weakness for calves, butter, lard and

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale. Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	805	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	903	.....	.....	882	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	1024	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	1225	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	1282	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	1536	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	1428	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	1194	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	1053	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1103	1150	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	.....	.....	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	.....	.....	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1242	1176	1416	1109
1943	100·0	118·4	103·1	123·5	162·8	199	218·2	203	1706	1244	1372	1267	1513	1002
May	99·3	118·1	104·1	125·1	163·3	199	218·1	203	1688	1248	1384	.....	1522	(e)
June	99·6	118·5	103·8	124·8	163·1	198	218·2	203	1695	1250	1399	1289	1528	1000
July	100·1	118·8	103·2	123·9	164·0	200	217·9	204	1703	1248	1404	.....	1522	.....
August	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	1395	.....	1522	.....
September	101·1	119·4	103·1	123·9	162·9	198	219·5	204	1725	1259	1398	1278	1520	996
October	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	1392	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1742	1256	1391	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	1266	1565	1001
1944—January	102·5	119·0	103·3	124·2	164·0	199	220·6	206	1767	1264	1391	.....	1566	.....
February	102·7	118·9	103·6	123·8	164·6	200	221·3	206	1768	1272	1385	.....	1567	.....
March	103·0	119·0	103·8	123·8	164·9	200	222·9	206	1765	1283	1387	(d) 1268	1559	1005
April	102·9	119·1	103·9	124·5	165·5	200	223·1	207	1773	1291	1394	.....	1558	.....
May	102·5	119·2	104·0	125·0	166·1	200	.....	.....	.....	.....	.....	.....	.....	.....
June	102·5	119·0	.....	.....	.....	200	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

eggs. These outweighed higher prices for steers and lambs. Higher quotations for lemons, potatoes, raw leaf tobacco and rosin overbalanced price declines for rye and oranges to advance the vegetable products group 0·1 to 95·0 while chemicals and allied products moved up 0·2 to 100·1.

Canadian farm product prices recorded a gain of 0·2 to 102·0 in June due to firmer quotations for live stock, raw leaf tobacco and hay outweighing lower prices for rye and eggs. Sub-group changes showed animal products 0·6 higher at 120·2 while field products were off 0·1 at 91·1.

Price Movements in Canada and other Countries

Wholesale price movements for the second quarter of 1944 were mixed. The Canadian series recorded a decline of 0·5 to 102·5 (1926=100) between March and June. On the same base the United States index advanced 0·2 to 104·0 between March and May, while the United Kingdom series at 166·1 (1930=100) in May recorded an increase of 1·2 points over March due to firmer prices for cotton and wool. Among other countries for which wholesale indexes were available the Australian index on the base 1936-39=1,000 was 1,394 in April, while a similar series for New Zealand stood at 1,558 (1926-1930=1,000) on the same date. The Switzerland index continued to gain slowly during 1944 to reach a level of 223·1 (July, 1914=100) by April.

Fluctuations in cost-of-living indexes in the second quarter of 1944 were small. The Canadian series at 119·0 (1935-39=100) recorded no net change between March and June, while the United Kingdom index at 200 (July, 1914=100) remained steady also. On the other hand the United States index registered a gain of 1·2 to 125·0 between March and May due principally to higher quotations for foods and homefurnishings. Quarterly indexes for Australia and New Zealand were slightly higher in March at 1,268 (1936-39=1,000) and 1,005 (1926-1930=1,000) respectively.

Manpower and Labour Relations Conference of Canadian Manufacturers' Association

AT the conference of the Canadian Manufacturers' Association held in Toronto, from June 12 to 14, there was a special conference on manpower and labour relations.

The conference received a comprehensive review of the situation, from an administrative stand-point, by Mr. Arthur MacNamara, Dominion Deputy Minister of Labour, and Director of National Selective Service (which is given elsewhere in this issue). From the Department of Labour also were the following officers who were present as observers and to give information relative to special phases of administration:—

Hon. Justice G. B. O'Connor, Chairman, Wartime Labour Relations Board.

A. J. Hills, Chairman, National Joint Conference Board of the Construction Industry.

Allan Mitchell, Director, Employment Service and Unemployment Insurance Branch.

Mrs. Rex Eaton, Assistant Director, National Selective Service.

T. R. Walsh, Chief, Legal and Enforcement Division, Unemployment Insurance Branch.

The employers' point of view was expressed by Mr. H. Taylor, Canadian National Carbon Company, and a member of the National Labour Relations Board; Mr. W. A. Osbourne, General Manager of Babcock-Wilcox and Goldie McCulloch, Limited. It was also emphasized in the address of the retiring president, Mr. F. P. Lane (an extract of which is given subsequently in this article).

Representing the Ontario Department of Labour in the discussion were Mr. James F. Marsh, Deputy Minister, and J. Finkelman, Chairman, Ontario Labour Relations Board, who outlined the functions of that body.

Collective Bargaining and Related Problems

Leading off in the discussion, Mr. Taylor addressed the conference under the title "Collective Bargaining and Related Problems".

After outlining the coverage of P.C. 1003, Mr. Taylor stated that "for all practical purposes perhaps we can say Canada has compulsory collective bargaining". Its significance he defined as "recognition by Government, both Provincial and Federal, that collective bargaining is part of our economic and social system . . .

"It is an indication that if democracy and the system of private enterprise are to be retained, there must be a place reserved in the system for collective bargaining. If this, even

in part, is an appraisal of the significance of this kind of legislation, collective bargaining is here to stay, and employers must not only become reconciled to it, but must learn to live with it. They must learn to live with it because the survival of management in its present form may be dependent upon how well they do live with it.

"It seems to me legislation of this kind is significant because it injects Government into labour relations. It implies that if management and labour cannot settle their differences, then Government will take authority to step in and settle such differences for them."

Defining collective bargaining he described it as "a process through which employers and organized employees determined conditions of employment and create machinery for the amicable and business-like conduct of labour relations."

Continuing, he said:

"The terms agreed upon are usually the result of a give and take attitude on the part of both parties. Stripped of all the verbiage what does this mean from the point of view of the employer? In plain language it means 'transferring of authority.' It mean certain authority, heretofore possessed by management, is transferred to organized employees or unions.

"War conditions necessarily impose many restrictions on manufacturers. It is not for me to say whether there are too many or too few such restrictions, or whether they are the right or wrong kind. I believe I can say that arising out of these restrictions some authority has, by orders in council, regulations, or otherwise, been transferred from manufacturers to Government, and, in some cases at least, further transferred from Government to trade unions, either directly or indirectly. How much of this transferred authority will be restored in the post-war period, I have no way of knowing. I believe, however, the authority transferred to unions is likely to be retained by unions.

"Authority in wise hands may well be constructive, but in unwise hands it may be destructive, not only to the war effort as such, but also because it will leave its mark during the post-war period. This implies there must be responsible leadership in management and responsible leadership in trade unions.

"If you accept the definition that 'collective bargaining is the transferring of authority,' it is obvious that it requires the serious attention of all concerned, not just during the negotiation of a contract, because bargaining does not cease when the contract is signed. It is a continuing process."

Maintaining Amicable Relationships

Stressing the necessity of maintaining amicable relationships, Mr. Taylor observed:

"I believe it goes without saying, there must be amicable relationships between employers and employees, particularly during the war period. I am not so sure that this can be accomplished simply by developing a mathematical formula which vests some agency or board with authority to write agreements. Contracts written this way are neither collective bargaining nor agreements. They are directives of the agency or board.

"Generally speaking, if collective bargaining is to be a necessary part of our economic and social system, then collective bargaining should be reserved to the parties involved to work out their problems themselves. It should not be replaced by directives of Government or agencies of Government. On the other hand, nothing must be permitted to interfere with the war effort and if differences cannot be resolved by the parties themselves, Government is bound to intervene, public opinion will demand that.

"If Government is to be forced out of active participation in our industrial relations, it will be only when management and labour have each demonstrated their ability to settle their differences without having to call upon Government to act as a policeman or umpire.

"It cannot be denied that many business firms have found satisfactory relationships with unions, in fact with closed shop or union shop conditions. On the other hand, many firms seem to have more disturbed conditions when they entered into contractual relationships with their employees. Much of this arises out of unreasonable demands on the part of one or both parties involved.

"It seems to me, a business and a trade union is as good as its leadership and no better. If collective bargaining implies transferring authority to unions, there must be responsible union leadership, otherwise the risk is greater that the authority so transferred will not be wisely used. On the other hand, if a business lacks responsible leadership, authority is very often transferred more quickly, more completely, and perhaps without regard to the best interests of the employees, the public and the business itself.

"If collective bargaining is here to stay, employers should recognize its importance. They must learn to use collective bargaining machinery. They should become better acquainted with the terms of reference and the language used by trade unions. They should know what is meant by union security and a host of other terms. They should understand that intelligent negotiations require facts, not just a lot of generalizations. They should understand that back of all negotiations is always the potential use of force. Therefore, there should be a clear appreciation of the economic power possessed by each side.

"In other words, I believe it is becoming increasingly more difficult for a company to follow a policy of isolation in the matter of its labour relations policies and practices. Employers must know what the other fellow is doing, and must learn as much as they can about what unions are doing.

Guarantee of Rights

"The Wartime Labour Relations Regulations guarantee certain rights to employees. They also guarantee certain rights to employers. There are a great many points in between, which are not established as rights, but which are left to either the Boards to determine or to employees and employers to work out themselves.

"Employers should know what their rights are under the regulations, but they should remember that the rights are much like the right of free speech, which is not an absolute or unqualified right, and never has been so considered, rather it has been regarded as a limited right. Freedom of speech is subject to such reasonable regulations as are necessary to preserve the public welfare. In my opinion, the Regulations do deny to employers the right to

exercise their freedom of speech in such a manner as to constitute interference with, or coercion of employees in the exercising of employees' rights, guaranteed under the Regulations. The point I want to make is that the employer's and the employees' rights provided for in the Regulations are all limited rights.

"There are bound to be situations where it is necessay for employers to appear before Government boards, either the War Labour Boards or the Labour Relations Boards. It is my experience that too many employers do not take this matter seriously enough, especially at the Regional level. Employers should realize that they must win their cases in the Regional Boards. They must not depend upon appeals. It is true there is the right to appeal to the National Boards, but this right of appeal was not intended to be a second chance just because a union or an employer does not happen to like the decision. The right of appeal was established mainly to maintain some degree of uniformity throughout Canada in the matter of interpretation and application of the regulations.

"When employers present cases before the Boards, they should present their claims clearly, stating what they want and why they want it. They should avoid generalizations. It is not enough to say certain classifications are confidential and therefore should be excluded from the bargaining unit. The employer must make out a case as it applies to him, because occupational classifications may be the same in name but frequently they cover quite different functions. In other words, what do the employees do that makes them confidential?

"One of the most difficult problems for employers and Labour Relations Boards to unravel is the attempt to reconcile the rights conferred upon 'employees' because of their employee status and the duties imposed upon them and other parts of management, because of their concurrent 'employer' status.

"The Regulations refer to confidential and/or the right to hire and discharge as tests for exclusion from employee status. In practice, the right to hire and discharge is usually centralized in an employment or personnel department, or is vested in a member of management sometimes one to three levels above the foreman. It would appear then, that confidential will, in the majority of cases, be the basis of determining what, if any, levels of supervision are to be included in the bargaining unit, since the right to hire and discharge is rarely vested in the lower levels of supervision.

"There is a great deal of pulling and hauling between management and unions, on the issue of foremen's unions, or foremen being included in a common union with the workmen. It seems to me this is a major problem for employers. Many foremen claim they are squeezed between management and the union of workers. They claim they are orphans, not recognized as part of management, and not fully accepted as employees in their relationship with respect to unions. In consequence of this, foremen's unions are taking root.

"The question that springs from this is, what should the employers do about it? I believe the answer may be found by giving foremen and other segments of management a place in the sun. If you are not prepared to accept foremen and others as part of management, then such people will look to the unions for help. In my judgment, the answer is largely in the hands of the employers.

Future of Collective Bargaining

Dealing with the future of collective bargaining, Mr. Taylor expressed himself as follows:

"I have been asked on a number of occasions to express an opinion as to where we are going with collective bargaining. My answer is always the same, 'I don't know.' There are experiments going on around us. There are developments which may be straws in the wind. Perhaps you can draw your own conclusions. For example, the trade union movement, particularly in the United States, appears to have three main stages, apart from the industrial vs. craft form of organization.

(1) The fight for union recognition.
(2) Union security.
(3) Industry-wide bargaining (including master contracts in large organizations).

"The fight for recognition, generally speaking, appears to be won by reason of legislation, the Wagner Act in the United States and the War-time Labour Relations Regulations in Canada, which under certain conditions guarantees recognition. The union security issue is well advanced in the United States, with some 6,000,000 workers covered by closed or union shop contracts, and many others under maintenance of membership provisions, which is practically an established policy of the United States National War Labour Board. Industry-wide bargaining has taken root, as have master contracts covering all establishments of a particular organization. The three stages overlap each other, in that all three are going on to some extent simultaneously.

"In Canada, the union security issue has not been made a matter of law, in the sense that any Board or agency can order it. On the other hand, it is not unlawful if mutually agreed upon.

"The inclusion of sanctions in recent labour legislation in the United States and Canada may be an indication that Government now recognizes that authority cannot be separated from responsibility.

"On the employer's side there is a recognizable trend toward employers' associations, organized for purposes of collective bargaining.

"The straws in the wind indicate that perhaps the pendulum is starting to swing in the opposite direction. Possibly the leaders of Government are beginning to realize that if satisfactory industrial relations are to prevail labour monopolies are not the answer. Full consideration must be given to 'management security' and the protection this phrase implies.

"In closing, I want to leave this thought with you, which in fact repeats what I said earlier. If cases are presented to the administrative boards in a manner which does not state the issues clearly, which contain loose statements, or statements not supported by facts, or which introduce a lot of irrelevant material, the work of the boards is not only increased but the real issues may be lost in the maze of irrelevant material. Under these circumstances, neither the union representatives nor the employer representatives on the boards can do as good a job as you and they would like to have done."

Foremen's Unions

Mr. W. A. Osbourne, General Manager, Babcock-Wilcox and Goldie-McCulloch Lim-

ited in referring to collective bargaining and foremen's unions stated in part:

"I don't think P.C. 1003 was ahead of its time. I think manufacturers generally are fully prepared to accept, in principle, collective bargaining, but I can quite visualize circumstances in which they may have something to say about the method as distinct from the principle, and I think that they may have something to say, and should be allowed to say it, about the indiscriminate extension of collective bargaining to any and all of their employees who may qualify under the definition of employees under the Order.

"I was very glad indeed to hear Mr. Taylor refer to foremen's unions. Under the definition of an employee, if a foreman has not got the right to hire and fire, and if he is not employed in a confidential capacity, whatever that may be, then he is an employee within the meaning of P.C. 1003, and he is entitled to join a trade union. At the present time there are influences and activities under way to form and to promote foremen's unions, which shall be actively connected with the international trade unions, and therefore in certain definitions of employee, the foreman should have the right to join such a union.

"I am one who believes that a foreman is part of management, that a foreman is responsible for interpreting information, transmitting the policy of management to his employees, and I believe, therefore, that he should be considered as part of management and not as an employee.

"We cannot ignore the implications of the Detroit strike of foremen recently, but I think it should be said in favour of certain foremen, just as Mr. Taylor has said it, that if we surrounded the foreman with specialists and with functionaries who do most of his thinking for him—specialists in personnel, in time study, and in all other things pertaining to the running of a factory—if we permit these men to bypass the foreman and leave him little or no say or share in management, then I think we can expect him to take the attitude he sometimes does and to feel that he is caught between the devil and the deep blue sea. The cure for that rests with management.

"But supposing that in spite of every effort to build up the foreman's prestige he is still open to persuasive influences and propaganda of outside interests that are perhaps not entirely disinterested, then are we, under P.C. 1003, to sit quietly by and just let that go on without discussing it with the foreman? Or can we sit down with him and indulge in freedom of speech and tell the foreman how we feel about it without intimidation, without interference, without influence, but still pointing out to him that he is an essential part of management and that if he forms himself into trade unions he is inevitably going into a system under which there must be divided allegiance between employer and union?

"These are days in which any remarks on free enterprise on the right of the individual are liable to be misinterpreted or criticized but I respectfully submit to these gentlemen who are here, and who have done us the honour of coming here, that if this Order in Council on collective bargaining is to achieve its objectives, which are set out in the preamble, then one of the cornerstones of that Order in Council and of its administration must be freedom of speech, not only for the employee but for the employer in the matter of collective bargaining."

Wartime Wages Control

In introducing for discussion the Wartime Wages Control Orders, Mr. J. F. Marsh, Deputy Minister of Labour for Ontario, pointed out in a brief review of the legislation that the objective underlying the several wage control Orders in Council was "to control wage rates in all wartime industrial and business enterprises throughout Canada." By this means, he said, it was intended to gain a measure of control of commodity process and thus hamper the development of any inflationary movement.

He pointed out that Canada was pioneering in wage control and outlined the process of administration through one national labour board and nine regional labour boards, one for each province. Without attempting "either to approve or condemn wage control", the Ontario deputy minister left the subject open for discussion.

The chairman of the session, Mr. C. W. Findlow, quoted figures, in which he indicated that there were now some 660,000 trade unions who were under the jurisdiction of two labour organizations—the C.C.L. and the T. and L.C. of Canada. He doubted if employers had a counterpart.

"In suggesting that a counter organization is necessary," he said, "I am not submitting that its policy should be militant or that it should be organized to combat the other counterpart. But if we are to bring organized economy out of this complicated picture that we are now in the midst of, it is necessary that these first-line organizations be got under way now so that we can effect proper dealings with Congress, meet them, deal with the problems and reach a solution as to the future current problems as they arise."

Mr. C. B. C. Scott of the Massey-Harris Company, and a former member of the Ontario Regional War Labour Board, urged employers not to "pass the buck" to the Regional War Labour Board when labour disputes occurred in their plants. Employers should refer disputes to the Board only after they had made earnest efforts to find solutions themselves.

Following Mr. Scott's address, members raised a number of questions relative to the operation of wartime wages legislation.

One questioner asked whether an industry must make application to the Ontario Regional War Labour Board for permission to establish a vacation with pay under the Ontario (1944) Hours of Work and Holidays With Pay Act.

Mr. J. F. Marsh, Deputy Minister of Labour for Ontario, replied that the Federal Government had taken cognizance of the Provincial

Act and by implication recognized it as not ultra vires. He stated further, that the inference followed from this that no application to the Ontario Regional War Labour Board would be necessary if an employer followed the Ontario law exactly.

Another questioner wanted to know if there was a way without giving names whereby information as to the rates approved by the Board could be made known to manufacturers. To this, Mr. Marsh replied that the Board felt it had no right to divulge the wage schedule of any employer to another employer without the consent of the first employer. However, the Board could disclose the rates currently paid in a locality for the various occupations without divulging names.

Still another questioner referred to the position of an employer who could not afford to grant holidays with pay and asked to what penalty would such an employer be subjected.

Mr. Marsh in his reply stated that there was no penalty written in the Act which would apply to anyone violating provisions for holidays with pay. The penalty is left entirely to the courts in case of prosecution.

Brigadier James Mess, Deputy Adjutant General, addressed the conference on what he termed "the most vital problem of the moment" recruiting for the armed services. He outlined the task he had undertaken of obtaining volunteers for overseas service from among civilians, the N.R.M.A. personnel, and, for women, from the C.W.A.C. He urged industrialists to re-assess their labour situations, to see if deferments could be further reduced and to make sure that all employees had cleared themselves with the armed services.

President Lane on Manpower

In his annual review of the activities of the Association, the retiring President, Mr. F. P. L. Lane, commented on the manpower situation as follows:

"At the close of his address in the House of Commons on April 28, 1944, the Hon. Humphrey Mitchell, Minister of Labour, said that the task of National Selective Service will be:

"'First, to provide the required men for the armed services; second, to meet the labour needs of agriculture; third, to place in employment men discharged from the armed forces; fourth, to meet, as they develop, the urgent needs of certain key industries; fifth, to place men laid off as a result of changes in munition production schedules as quickly and efficiently as possible.

"'Over the next year it appears that the general shortage of manpower will continue, yet there will be in certain localities at certain periods areas of local, though temporary unemployment. This is inevitable in a changing war economy.'

Collective Bargaining, Conciliation and Arbitration of Disputes

"The industrial relations question uppermost in the minds of employers in wartime is how to ensure employer-employee relations that will keep production at a maximum. To this end, it is all-important that strikes, stoppages, slowdowns and disturbances of all kinds should be eliminated. Now that a Dominion labour code, the Wartime Labour Relations Regulations, has been promulgated, employers are doing their utmost to make the new system work, that is, the new system of collective bargaining through representatives chosen by the employees concerned, whether trade unions or independent organizations, and the complementary system of conciliation and arbitration of disputes. Manufacturers naturally hope that the new system will work better than its predecessor; they feel, however, that it can hardly be expected to do so unless firmness and consistency are shown in its administration, and the prescribed penalties are applied, regardless of which side to the dispute is at fault.

Wage, Salary and Price Control

"Manufacturers are as convinced as ever of the wisdom of the Government's policy of preventing disastrous inflation by maintaining ceilings on prices and on wages and salaries. They realize that these two ceilings stand or fall together, and that they can only be maintained by the co-operation of government, employers and employees, producers and consumers, in fact all the elements in the community. This question assumes increasing importance as we get nearer the end of the war, for the reason that inflationary prices in the post-war period would have a very disturbing effect on the whole population, as they would tend greatly to restrict employment at a time when, from every point of view, it is essential that employment should be kept at a maximum.

Manufacturers and Social Security

"Manufacturers have taken note of the far-reaching proposals that have been put forward in recent months for a very elaborate extension of our existing social security measures. These new proposals are sometimes spoken of as designed to provide social security or protection against sickness, accident, unemployment and old age. In considering these far-reaching proposals, manufacturers have in mind that we already have in Canada well-established systems of workmen's compensation and unemployment insurance. We have also had for some seventeen years a system of old age pensions, which, it is true, cannot be regarded as very satisfactory, since it is based on the non-contributory, deserving-poor principle, instead of the contributory, 'all-in' principle which has long been recognized as the sounder of the two. As regards the proposed new system of health insurance, manufacturers are very much interested; many of the larger firms have instituted private health insurance schemes; and manufacturers generally are sympathetic to the idea of steps being taken to improve the health of the community at large by proper preventive and curative measures. The question in their minds, however, is whether the only national scheme put forward up to the present is not out of line in respect of cost with their experience in connection with their

private schemes, and whether there is available anything approaching the hospital facilities or the number of doctors or nurses that would be required, if the proposed scheme were inaugurated in the near future.

"As regards the new social security program generally, the question is whether we in Canada should not build on what we have already, which in certain fields, for example, workmen's compensation, unemployment insurance, child welfare, is as good as anything in the world, and add to it, in the light of our special Canadian conditions, instead of trying to transplant to Canadian soil systems which have been built up in response to the needs of countries where conditions are different from ours."

Social Security

"Social Security" was the general theme considered at the final session of the Conference. Mr. E. R. Complin presided and the first speaker was the Hon. Dr. R. P. Vivian, Minister of Health for Ontario. He discussed the question of "Health as Part of the Social Security Program". He stated that many Canadian industrialists were keenly interested in the health of their employees, pointing out that more than 300 doctors are employed either as full or part time physicians in industrial plants in Canada, and that over 60 physicians are conducting physical examinations of workers on a fee basis for those in plants of less than 1,000 employees. However, in 70 per cent of the factories with over 200 employees there were 200,000 men and 74,000 women with no organized health service, other than first aid for accidents.

In developing a program for the prevention of illness the first consideration must be in the public health field, Dr. Vivian asserted. Recent amendments to the Ontario Public Health Act provided for a full time community health service through the medium of municipalities. He claimed that much effective work had been done in industry by the inspectors under the Factory Act who work with the Division of Industrial Hygiene but that this awaits further development. The speaker emphasized that no amount of inspection can take the place of active interest in health measures by both employees and employers.

Dr. Harris McPhedran, President of the Canadian Medical Association, spoke on the attitude of the Association towards health insurance. He indicated that the Association went on record at its January meeting "as in favour of the principle of contributory health insurance" with two stipulations:

(1) that the plan secure the development and provision of the highest standards of health services, both preventive and curative, and

(2) that it be fair both to the insured and those rendering the service.

Other subjects and speakers were as follows:

"Social Protection of the People"—Dr. Charlotte Whitton, M.A., O.B.E.;

"Rehabilitation Program for Men in the Forces"—W. S. Woods, Associate Deputy Minister, Department of Pensions and National Health;

The International Labour Conference on Demobilization and Rehabilitation—P. Waelbroeck, Assistant Director, International Labour Office;

"Actuarial Basis of the Proposed National Health Act"—H. H. Wolfenden, Consulting Actuary and Statistician;

"Canada and Immigration"—Watson Kirkconnel, Professor of English, McMaster University;

"Budgeting the Cost of Medical Care on a Non-Profit Basis"—Dr. J. A. Hannah, Director, Associated Medical Services.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

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VOLUME XLIV] AUGUST, 1944 [NUMBER 8

Notes of Current Interest

Study of international trade combinations

The undertaking of a study of international trade combinations and their relationship to Canadian interests, was announced by the Minister of Labour, Honourable Humphrey Mitchell, in the House of Commons on July 24.

The study is being made under the direction of Mr. F. A. McGregor, Commissioner of the Combines Investigation Act, in consultation with members of the Advisory Committee on Economic Policy.

Discussing the study, the Minister quoted a letter he had written to Mr. McGregor on May 22, as follows:

Problems relating to international trade combinations such as international cartels and international patent arrangements have assumed great significance because of the possible effect of such arrangements on employment and domestic and foreign trade. Already international discussions on the expert level have brought forward proposals on which we are not as yet in a position to give an informed judgment.

No comprehensive study has been made in Canada of the various aspects of the problems involved and no steps have been taken to assemble information which will be necessary before sound conclusions can be reached. Questions in regard to international trade combinations are continually being raised and no time should be lost in gathering adequate information as to the character and activities of international trade combinations and in considering possible measures of control.

As there is no legislation in Canada which applies to international cartels as such it is highly desirable that study be given in advance to existing Canadian legislation in regard to trade combinations in their general aspects and to what further measures might be adopted to deal specifically with international trade combinations.

Preliminary discussions on the relationship of cartel problems to other post-war economic problems have already taken place with officers of the Department of External Affairs, members of the Advisory Committee on Economic Policy and others . . .

What is here suggested is a study rather than a public inquiry. Its objective should be to secure basic information on which suitable government policy might later be based and in this respect would be in contrast to specific investigations to secure evidence of alleged offences. At various stages in the course of the inquiry it would be desirable to discuss with members of the Economic Advisory Committee the information obtained and recommendations suggested. In general I suggest that the study might proceed along the following lines:—

Study the nature and operations of international trade combinations in relation to Canadian interests and the measures which exist for their control. Such a study would include international patent arrangements. The committee should endeavour to find out to what extent policies followed by such trade combinations have affected employment or the operations of business enterprises in Canada or may affect them in the future. Attention should also be given to the effects of such arrangements on Canadian import and export trade and possible effects in the post-war period.

Study the extent to which activities of such international trade combinations are affected by existing Canadian legislation and what further measures may be necessary to safeguard the public interest. In this phase of the study consideration should be given to the possibilities of international collaboration in the control of cartels.

Study the relationships that may exist between international and domestic trade combinations, and make recommendations of necessary changes in existing legislation affecting combinations of either type.

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Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

After five months of decline, the figures of the Dominion Bureau of Statistics show at June 1 an increase in industrial employment. The increase was decidedly below-average for June 1 in the years since 1920. The index was 180·5 at June 1 and 178·2 at May 1 as compared with 181·2 at June 1, 1943, and 113·1 at June 1, 1939. The 14,603 establishments reporting to the Bureau showed a total working force of 1,821,490 at June 1 which was 1·3 per cent greater than at May 1. The total weekly wages and salaries paid to these employees declined from the previous month by 0·1 per cent to $57,950,073 for the pay-

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1944			1943		
	July	June	May	July	June	May
Employment Index (1)	.....	**180·5**	**178·2**	**183·7**	**181·2**	**178·2**
Unemployment percentage (trade union members) (2)	0·3	.....	.....	0·6	0·7	1·0
Index numbers, aggregate weekly payrolls (3)	.....	146·0	146·2	145·5	143·4	139·6
Per capita weekly earnings $	.....	31·81	32·26	30·97	30·93	30·59
Prices, Wholesale Index (1)	**102·5**	**102·5**	**102·5**	**100·1**	**99·6**	**99·3**
Cost of Living Index (1)	**119·0**	**119·0**	**119·2**	**118·8**	**118·5**	**118·1**
Retail sales unadjusted index (4)	.....	176·4	176·7	147·8	158·8	162·7
Retail sales adjusted index (5) (4)	.....	170·0	169·1	155·4	155·5	154·4
Wholesale sales (4)	.....	190·3	195·2	170·8	174·3	163·6
Common stocks index (4)	†86·5	83·7	79·9	91·0	86·3	83·7
Preferred stocks index (4)	.....	122·2	118·5	117·3	113·3	110·1
Bond yields, Dominion index (4)	†97·0	97·0	97·2	97·3	97·3	97·3
Physical Volume of Business Index (5) (4)	.....	**238·8**	**241·8**	**236·3**	**232·4**	**231·8**
Industrial Production (4)	.....	266·8	272·3	270·2	267·2	267·8
Mineral Production (4)	.....	225·5	238·8	253·3	245·4	285·0
Manufacturing (4)	.....	292·2	297·3	284·8	285·6	286·8
Construction (4)	.....	111·8	109·2	69·5	73·6	91·3
Electric power (4)	.....	160·2	165·0	167·3	161·6	161·6
Distribution (4)	.....	180·8	178·6	166·1	160·5	157·2
Carloadings (4)	.....	155·5	159·6	148·0	147·0	142·5
Tons carried, freight (4)	.....	224·4	221·3	187·7	201·4	191·7
Trade, external, excluding gold $	.....	498,465,157	529,887,430	457,469,956	397,898,714	407,700,215
Imports, excluding gold $	.....	152,478,301	159,038,099	150,883,194	146,761,768	154,393,414
Exports, excluding gold $	278,713,000	343,158,277	368,356,855	303,644,968	249,232,362	250,606,911
Bank debits to individual accounts $	4,733,462,000	5,219,352,000	6,652,617,362	4,405,946,075	4,349,608,534	5,423,710,780
Bank notes in circulation (6) $	.....	.....	837,200,000	693,600,000	674,800,000	687,500,000
Bank deposits in savings $	.....	2,194,544,178	2,093,865,155	1,825,709,365	1,782,136,499	1,732,289,784
Bank loans, commerical, etc $	.....	1,060,775,469	1,117,464,938	1,133,154,482	1,147,522,832	1,153,505,824
Railway—						
Car loadings, revenue freight cars (7)	285,762	287,105	282,760	268,477	271,493	262,095
Canadian National Railways operating revenues $	.....	.....	32,138,400	35,535,000	34,839,400	32,970,200
operating expenses $	.....	.....	25,900,880	27,969,000	26,693,334	25,338,858
Canadian Pacific Railway traffic earnings $	.....	26,656,986	27,316,649	26,642,582	24,698,217	24,205,061
Canadian Pacific Railway operating expenses, all lines $	.....	22,118,529	22,846,290	22,712,535	20,276,780	19,891,648
Steam railways, freight in ton-miles	.....	.....	5,768,503,000	5,515,000,000	5,610,761,000	5,459,854,000
Building permits $	.....	14,274,590	17,838,508	9,843,479	8,070,727	8,663,882
Contracts awarded (8) $	32,228,100	37,315,400	31,694,500	16,166,900	20,478,700	23,486,900
Mineral production—						
Pig iron tons	.....	161,899	175,207	151,369	147,889	154,746
Steel ingots and castings tons	.....	240,750	263,431	250,508	239,501	271,737
Ferro-alloys tons	.....	17,906	15,876	21,408	18,151	17,971
Gold ounces	.....	239,916	256,837	292,561	326,611	313,396
Coal tons	.....	1,234,191	1,289,723	1,365,648	1,346,851	1,317,704
Timber scaled in British Columbia bd. ft.	.....	315,661,196	264,000,535	296,333,274	268,535,286	270,830,566
Flour production bbls.	.....	1,870,349	1,962,264	1,945,123	1,855,461	2,099,996
Footwear production pairs	.....	3,037,239	3,200,891	2,848,408	2,830,719	3,008,030
Output of central electric stations k.w.h.	.....	3,325,525,000	3,584,515,000	3,411,697,000	3,362,679,000	3,511,201,000
Sales of insurance $	.....	53,569,000	52,857,000	50,277,000	51,727,000	49,023,000
Newsprint production tons	244,406	246,864	262,467	262,320	257,850	254,050

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended July 27, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public (7) Figure for four weeks ended July 29, 1944 and corresponding previous periods. (8) Maclean's Building Review.

week ending June 1. The decline is due largely to the loss of working time occasioned by the observance of Victoria Day and partly to the seasonal increase in the employment of casual workers at lower rates of pay. Per capita weekly earnings receded from $32.26 at May 1 to $31.81 at June 1.

There was a further but smaller contraction in employment in manufacturing as a whole, most of which took place in iron and steel, non-ferrous metals and textiles. Mining declined also while logging, communications, transportation, services and trade increased. The greatest gain took place in construction, with highway construction increasing considerably more than building and railway construction.

The index of the physical volume of business receded in June to 238·8 from the relatively high level of 241·8 in the preceding month. This compares with 232·4 in June, 1943. Mineral production, manufacturing and electric power production averaged lower in June. The indexes for construction and for the distribution of goods recorded increases.

The index of the physical volume of business for the first six months of 1944 averaged 5·1 per cent higher than for the similar period in 1943. In the same comparison, the index of industrial production averaged 2·8 per cent higher and the index of employment 0·3 per cent higher; mineral production was 3·1 per cent higher and mining employment 1·9 per cent lower; manufacturing production 3·3 per cent higher and manufacturing employment 1·1 per cent higher; construction contracts awarded and building permits issued were 49·6 and 75·2 per cent higher, respectively, and construction employment 25·5 per cent lower. Also in the same comparison, export trade increased 38·4 per cent, import trade 2·9 per cent, carloadings 9·7 per cent, wholesale prices 4·4 per cent and the cost of living 1·2 per cent. Bank debits expanded 17·5 per cent and the circulating media 21·9 per cent.

Employment in Canadian coal mines for the first half of this year averaged 25,720 as compared with 24,293 for the first half of 1943. In comparison, production for the first six months averaged 1,397,782 tons in 1944 and 1,482,858 tons in 1943.

Revision of Post-Discharge Re-establishment Order

A revision has been made of the Post-Discharge Re-establishment Order. This Order sets forth the benefits payable to discharged members of the Armed Forces to facilitate their re-establishment in civil life. (L.G., June, 1944, p. 698; May, 1943, p. 587.)

The revision is made by Order in Council P.C. 5210, July 13, 1944. It brings together recent amendments, and re-words the provisions of the Order in simpler language. The revised text is available from the Department of Pensions and National Health, Ottawa.

On page 1019 of this issue appears an article describing the actual procedure through which veterans in Canada are being assisted in re-establishing themselves in civilian life.

Alternate Chairman of National War Labour Board appointed

By a recent Order in Council, Judge J. C. A. Cameron of Belleville, Ontario, has been appointed Alternate Chairman of the National War Labour Board.

The Order provides that the Alternate Chairman "shall preside over the National War Labour Board in the absence of the Chairman and for such purpose shall be a member of the said Board and shall have the voting rights of the Chairman thereof", but that he shall not have a vote at any meeting of the Board when the Chairman is present.

The Order in Council in its preamble explains that the appointment of an Alternate Chairman is for the purpose of expediting the business of the Board when the Chairman is absent.

The same Order in Council provides that the Vice-Chairman of the Wartime Labour Relations Board shall not have a vote at any meeting of that Board when the Chairman is present.

Strike of employees of Montreal Tramways Company

A recent strike of the employees of the Montreal Tramways Company ended when an Order in Council was passed appointing two controllers to take over the properties of the company for a sixty-day period and making it the duty of the employees to return to work. An account of the background of this dispute, including the reports of the Board of Conciliation and the text of the Order, appears on page 971 of this issue.

Commenting on the Order in the House of Commons, the Minister of Labour declared:

"I need scarcely say that the Government has taken this action in the public interest. A continuation of the strike might well result in grave injury in two ways: further great inconvenience to the population of the district of Montreal in not having local transportation facilities, and, war production, already seriously threatened, increasingly impaired if the strike continued.

"The interests of employees and employer involved in the strike are decidedly secondary to the public welfare and convenience. The issue is not of sufficient importance to warrant a strike in wartime.

"I want to make this point clear: the action of the Government is not to be understood as lending support to the proposition that it intends to compel any worker to relinquish freedom of choice as to the union which he wishes to join, nor should the action be construed as any departure whatever from the principles laid down in the Wartime Labour Relations Regulations, which provide that employees and employer have freedom of contractual collective bargaining.

"The public of Montreal are to be congratulated on the calm way in which they have accepted the inconvenience due to the strike and for readily accommodating themselves to the situation resulting therefrom."

Threshing outfits given special border crossing arrangements

Reciprocal arrangements have been made between the United States and Canada, permitting grain threshing outfits of each country to cross the border freely and to work in the other country, according to an announcement made by the Honourable Humphrey Mitchell, Minister of Labour, on July 2.

Under the special arrangements certain border crossing formalities were temporarily suspended from July 7, to permit the exchange of threshing equipment and crews between Canada's Prairie Provinces and adjacent western States of the United States.

Canadian threshing outfits may remain in the United States until September 15 under this season's arrangement. United States machines and crews may enter Canada when their services are required, but may not remain longer than December 31. In their announcement of the plan, the Governments of both countries point out that similar arrangements were in operation during the last two years, and will continue for the duration.

The agreement takes account of the fact that the grain harvesting in the United States is earlier, as a rule, than in Canada, and that not only will the Canadian crews be back here for harvesting, but that American crews will also be entering Canada when needed.

The Minister explained that the negotiations had involved the co-operation of the Immigration Branch and the Dominion and Provincial Departments of Agriculture.

Index of cost of living unchanged

The Dominion Bureau of Statistics cost-of-living index for July 3, 1944, remained unchanged at 119·0. Price increases within the food group were balanced by declines in the fuel and lighting, and the homefurnishings and services groups. Substantial advances in quotations for potatoes, lamb and the higher quality cuts of beef, and lesser ones for carrots and eggs were mainly responsible for a rise in the food index from 131·1 in June to 132·0 in July. Poorer quality cuts of beef and prices of cabbage averaged lower. The fuel and lighting index dropped from 112·5 to 108·9 following general reductions in domestic electricity rates within the Province of Quebec and scattered decreases in Prince Edward Island, New Brunswick, and Ontario. Minor declines for cleaning supplies reduced the homefurnishings and services index from 118·4 to 118·3. Other group indexes remained unchanged, rentals at 111·9, clothing at 121·5, and miscellaneous items at 109·0. After adjustment to the base August, 1939 as 100·0 the index was 118·1 at July 3.

Centenary of the co-operative movement

British co-operators are celebrating this year the centenary of the founding of the "Rochdale Equitable Pioneers Co-operative Society"—generally regarded as the founders of consumers' co-operation in its modern form.

The New Statesman and Nation in its issue of June 24 points out that from this humble origin, "over the past century, consumers' co-operation has spread around the world, establishing itself strongly in almost every developed country."

It is recalled that "a world survey recently published by the International Labour Office* recorded a total of 143,000,000 co-operators in the five continents, organized into 810,000 societies". Of this total, 9,000,000 are members of co-operative stores in the British Isles —"well over one-quarter of the total consuming public in Great Britain". From the point of view of the number of societies and total membership in any one country, Russia takes the lead with 286,595 societies and a membership of 60,380,000. Prior to the war, the co-operatives had made extensive progress in most of the other leading countries of Europe, as well as in Asia, America, and to a lesser degree in Oceania and Africa. However, Germany has in recent years discountenanced the movement, not only at

* *Co-operative Organizations and Post-War Relief*, Montreal, 1944.

home, but in all the occupied countries, and their present status is to some extent problematical.

It is stated in the I.L.O. report that certain leaders in British public life have "urged study of co-operatives as a possible pattern of post-war reconstruction". In trade union circles also, "the opinion has been expressed that the co-operative movement is well adapted to play a useful part in the tasks of post-war reconstruction". It is noteworthy too, that the National Rural Life Conference, held in June, 1943, in the United States, "proposed the rehabilitation of the co-operatives of all countries of the world," with a view to organizing post-war relief programs "on a co-operative basis, so that relief will not pauperize, but will contribute to self-help activities on the part of those so assisted."

Joint industrial council in British printing industry

Reorganization of the Joint Industrial Council of the printing industry was put forward in a report on post-war planning by the Printing and Allied Trades Federation. Formed in 1919, incorporating features of both the Whitley Report of 1917 and of a "betterment scheme" proposed by a committee of employers and workers in the trade, the Joint Industrial Council has 70 members, 35 from the British Federation of Master Printers and the Newspaper Society and 35 from trade unions affiliated to the Printing and Kindred Trades Federation. It considers a wide range of subjects of mutual interest but negotiation of wages is carried on by the unions and employers' associations as before. Committees established by the council deal with such matters as finance, organization, conciliation, health, fair prices, unemployment and apprenticeship. District committees have executive power only over their particular area. In case of a local dispute, no strike or lockout may take place until the dispute has been referred to the district committee or to a conciliation committee of the Joint Industrial Council. One factor which has contributed to the success of the council is that national agreements on wages and hours had been made before the council was formed.

As a measure to strengthen the J. I. C. the report suggests that all collective agreements should be submitted to the committee of the J. I. C. and registered as standard agreements. All employers and employees would be registered with the council and no union or union member would try to impede production in a registered firm so long as this relationship continued. Employers would be able to select their own registered employees while registered employees would be required to withdraw their labour from a deregistered firm. Standard selling prices and wages would be subject to the approval of an independent board. These proposals have been advanced by the union for the council's consideration.

New factory orders in Britain

Two new Orders providing for increased safety, health and welfare in certain types of factories have been made recently by the British Minister of Labour and National Service under the authority of the Defence (General) Regulations, 1939.

The Factories (Testing of Aircraft Engines, Carburettors and Other Accessories) Order, made on April 25, 1944, and to come into operation on August 1, applies to all factories in which the testing of aircraft engines, carburettors or other accessories is carried on. It imposes on the occupiers of factories, and on other persons where appropriate, requirements for minimizing the risk of fire and explosions, including provision of proper drainage arrangements for the escape of gasoline fumes, the use of flame-proof electrical apparatus and fire-proof protection in testing rooms, means of escape in case of fire, fire-extinguishing equipment and prohibition of smoking and the use of open flames.

The Patent Fuel Manufacture (Health and Welfare) Order of April 27, provides for the observance in patent fuel works of certain requirements with respect to ventilation, suppression of dust, washing facilities and clothing accommodation, eating-places, medical supervision and examination, and the protection of the employees' eyes and skin. It came into operation on May 1 except for the provisions necessitating structural changes which will not come into force until August 1.

Report on British herring industry

The Committee on the Herring Industry in Britain, appointed in 1942 to review the position of the industry, has published a report which includes a section on labour conditions in the industry and plans for improving them.

While the first necessity is for a minimum wage, a scheme of social insurance should also be worked out to cover fishermen and shore workers. The appointment of a joint industrial council is recommended to carry out these proposals. It is suggested that levies on the industry may also be necessary to obtain funds to finance these projects.

Women's equal pay laws in New York and Illinois

Laws prohibiting discrimination in the rate of pay because of sex became effective in Illinois and New York on July 1, making a total of five States with such legislation.

The New York law applies to all women in any industry or employment except domestic servants, farm labourers or employees in non-profit institutions which are operated exclusively for religious, charitable, scientific, literary or educational purposes. The measure specifies that "a differential in pay between employees based on a factor or factors other than sex shall not constitute discrimination within the meaning of this section". This provision, according to the law's sponsor, was designed to cover situations where a woman replaces a man whose value was based on knowledge acquired during long service. The State Commissioner of Labour has set up an Advisory Equal Pay Committee, consisting of representatives of labour, industry and the public, to consider the problems involved in relation to job analysis, standards and the education of employers and employees on the subject.

The Illinois law was passed a year ago. It prohibits the payment by any employer employing six or more males and females in the manufacture of any article of different rates to men and women except when based on a difference of seniority, experience, training, skill, services performed (whether regularly or occasionally), availability for other operation, or any other reasonable classification except difference in sex.

Effects of long working hours in U.S.A.

The Bureau of Labour Statistics at Washington has recently completed the first part of a study on the effects of the lengthened work-week in six metal-working plants operating in wartime under two or more different schedules of hours. One of the case studies has been completed and the findings, together with tentative conclusions on the other cases, are covered in the June issue of the *Monthly Labour Review*.

So far the Bureau's study shows that when the work schedule is lengthened absenteeism tends immediately to shoot up. In one case the absentee rate varied little under a five-day and six-day week, so long as the work day was only eight hours. But when the daily hours were increased to nine and a half, even though the five-day week was restored, absenteeism nearly doubled.

On the relation of accidents to hours of work, the data collected thus far are fragmentary. One case, however, showed that injuries under a fifty-eight hour week were twice as great as those under a forty-eight hour week.

With regard to production, the study finds that over an extended period hourly production dropped on a schedule of more than forty hours. This result may be explained in part by the fact that when daily hours go beyond eight, the mid-week production peak is usually eliminated. Under the eight-hour, five-day week, the hourly output of employees actually at work was found highest on Wednesdays and Thursdays. When hours were raised to ten a day, but the five-day week retained, one day's production was about the same as another. When a sixth day was added, the entire level of production dropped.

Federal control of homework in United States

Persons employed in their own homes on articles to be shipped across State boundaries are, with respect to wage rates, within the scope of the minimum ratio fixed under the Fair Labour Standards Act, 1938.

The Administrator of the Act is directed to stipulate any conditions he considers necessary in order to prevent the circumvention or evasion of the minimum rate or other provisions of the Act, or of any wage-order. Under this authority he may place restrictions on home-work on articles covered by a wage-order. Up to the end of June, 1944, six orders prohibiting home-work in certain industries, with some exceptions, were issued after public hearings. These were: the manufacture of jewelry, knitted outerwear, women's apparel, gloves and mittens, buckles and buttons, and handkerchiefs. By an order of June 26 the embroideries industry was added.

An article in the June issue of the United States *Monthly Labour Review* outlining the history of home-work legislation in the United States, points out that a sharp distinction is made between work at home based on skill in a particular handicraft, and hand or machine-work which can be done equally well or better in a factory. In addition, the orders permit, by certificate, work at home by any person who is unable to take up factory work because of age or physical or mental infirmity, or because he is needed at home to attend to an invalid.

Threat of employer to withhold benefits ruled illegal

The U.S. Court of Appeals for the District of Columbia distinguished in a recent ruling between statements an employer may legitimately make in the period before a National Labour Relations Board election among his employees and statements

that are "coercive in nature, constituting interference."

The question arose in connection with an appeal from a decision of the N.L.R.B., by which a company was held to be guilty of interference with the self-organization of its employees, because of its conduct in the pre-election period.

As a means of convincing the employees that the union was unnecessary, the company had issued a letter listing the benefits it offered the employees and appealing to their gratitude for these benefits. Such a letter, the court held, was legitimate on the part of the company, but efforts made, with the help of supervisors, to suggest that the liberal labour policy would be lost if the union was organized, were ruled by the court as definitely coercive.

The court differed with the N.L.R.B., however, in its contention that the company was guilty of an unfair labour practice in granting a general wage increase during the organizing campaign in order to forestall union success. Such conduct, the court held, cannot be deemed interference.

A.F.L. and C.I.O. agree on seniority formula for war veterans in United States

According to articles in the New York *Herald Tribune* for July 20 and 25, the American Federation of Labour and the Congress of Industrial Organizations, after negotiating with the Veterans of Foreign Wars, have concluded an agreement concerning preferential treatment for veterans of the present war upon their return to civilian life.

The agreement is embodied in a general statement of policy of the labour groups on post-war relations with veterans, and while it will not be binding on individual unions, the A.F.L. and C.I.O. will recommend its adoption by their member unions.

The policy agreed upon is reported to cover the following points:—

(1) Seniority rights should be granted to returning veterans on the basis of one month's seniority credit for each month in the armed services since September 1, 1940. Applicable in unions where work assignments are based on length of service, seniority should be extended to cover men who were not employed before entering military service and those who worked, but were not union members.

(2) Qualified, skilled veterans should be entitled to union membership at pre-war initiation fees and current dues rates.

(3) Disabled veterans unable to take over their former jobs should be given consideration for any other work by their old employer.

Under this policy it would be possible for a young man who served in the army or navy of the United States and who has had no previous experience or union membership, to receive full credit for his military service after September 1, 1940, in connection with obtaining a job in a unionized plant.

"Go-to-school" drive in United States

A "go-to-school" drive to persuade those under 18 to give up their jobs and return to school in the fall has been undertaken by the U.S. Office of Education and the Children's Bureau of the Department of Labour. The War Manpower Commission has endorsed the program and the Office of War Information is lending full co-operation.

The Government agencies sponsoring the scheme realize that in some areas vital war work must be done by students, and in these cases, where it is possible, a combination of work and school is advocated. Since 1940-41 when the all-time high was reached of almost 7½ million high school students in the United States, a drop of 1,000,000 has taken place in enrolment. A simultaneous increase of 300 per cent in the number of youth of high-school age at work has occurred. Last October half of the school-age youth who had been working in the summer were still at work although school had started. The Government considers that these figures indicate the need for an organized effort to induce young persons to return to school.

Since young persons are more susceptible to local influence, several communities have already planned to hold their own "go-to-school" drives. The Government urges that local committees should be formed with representatives of every section of the population—teachers, employers, unions, civic, churches, and young peoples' groups.

Education for Victory, issued by the U.S. Office of Education, contains ten suggestions for action, including the establishment of a policy regarding credit for work experience; arrangement with employers of schedules of work that do not conflict with school where student part-time labour is essential; the writing of a letter by the high school principal to each student who was registered in the spring, pointing out the importance of returning to school; communication by parent-teacher committees with parents of working children through telephone calls, home visits and letters.

Labour-Management Committees in Nova Scotia Coal Mining Industry

WITH the assistance of the Industrial Production Co-operation Board, some twenty labour-management committees have been set up to improve production in the coal mines of Nova Scotia. These committees each consist of three representatives of the company and three of the workers. To co-ordinate their work, six regional production committees have been set up, composed of one representative of management and one of labour from each local committee.

The committees are working to promote fuller understanding between labour and management; the reduction of absenteeism; the efficient transportation of materials, personnel and products; the elimination of waste effort; changing of obsolete practices; the elimination of unnecessary planning or routine; and other production problems.

Recently Mr. H. Carl Goldenberg, Chairman of the Industrial Production Co-operation Board, and Mr. M. M. Maclean, Board member, attended a series of conferences with officers of the Dominion Steel and Coal Corporation and of District Number 26 of the United Mine Workers of America to discuss problems of the coal mining industry.

A statement concerning these conferences was made in the House of Commons recently by Mr. Paul Martin, Parliamentary Assistant to the Minister of Labour, in reply to a question by Mr. Clarence Gillis, Member for Cape Breton South.

Mr. Martin declared:

"In May and June, 1944, the Industrial Production Co-operation Board concluded agreements between the coal operators of Nova Scotia and District Number 26 of the United Mine Workers of America for the formation of joint labour-management production committees in each mine and for the purpose of discussing all possibilities of improving and increasing coal production.

"Following these agreements, Mr. H. Carl Goldenberg, Chairman of the Board, summoned a conference of the coal operators and of the miners to be held in Sydney, Nova Scotia, on July 12 and 13, with a view to inaugurating the joint production committee and to discuss all aspects of the problems responsible for the decline in coal output, as well as possible means of increasing output.

"Mr. Goldenberg and Mr. M. M. Maclean, a member of the Board, proceeded to Sydney for these conferences. The conferences were attended by a large representation of both operators and miners. The conferences were marked by a full and frank discussion of the problems facing both operators and miners in the Nova Scotia coal mining industry. The discussions led to a clarification of a number of issues, and to a better understanding of mutual grievances.

"The principal agreement reached at the conference was that both operators and miners undertook immediately to consider all causes, such as absenteeism, presently interfering with maximum coal production, at meetings of the joint production committees, the first of the series being held on Monday of this week, July 17. It was further agreed that meetings of these committees are to be held twice every month at each mine, and that the operators and the miners would submit for consideration to each meeting problems affecting coal production as each side sees them, together with recommendations for solutions or improvements. Each side also undertook to give immediate consideration to all recommendations, the operators to put such recommendations as are acceptable and feasible into effect as soon as possible, and the union to urge its members to act accordingly. Reports of these meetings and of the progress made are to be submitted regularly to the Industrial Production Co-operation Board, which will continue to assist in the operations of the committee in so far as is necessary.

"The conference also discussed the recent closing down on Saturday morning of the two mines, number 4 and 11. The company advised that it was considering reopening these mines on Saturdays if the rate of absenteeism was reduced. Before the termination of the meetings the miners were advised by the Dominion Coal Company that these two mines would be open on Saturday, July 15, and on that day they were open for work.

"It is anticipated as a result of these conferences, and more particularly of the functioning of the joint production committee, that coal production problems will receive more immediate, more careful and more serious consideration. They will be considered both at the level of the mine production committee and of the district production committee, the latter covering a number of

mines. If both parties show the good will and co-operation which they showed at the conferences attended by Messrs. Goldenberg and Maclean, there should be an improvement in the coal situation. The Industrial Production Co-operation Board now has this matter in hand, and will follow up on the conferences as the situation requires it.

"I may say the conferences in Nova Scotia are in accordance with the policy laid down by the government sponsoring the formation of labour-management production committees in industry. A large number of these committees are now functioning across Canada, and the staff of the Industrial Production Co-operation Board is constantly engaged in setting up more of these committees. Not only in the coal mines, but in all industry, joint production committees should constitute effective machinery for the discussion and solution of production problems by labour and management on a democratic basis."

Recent Manpower Control Measures

THREE Orders in Council relating to manpower were passed during July. Of these, two provided for the postponement from military training of two essential classes of workers, coal mine workers, and coal delivery-men. The third revises the regulations concerning conscientious objectors.

Coal Mine Workers

An Order of July 14 (P.C. 5419) sets August 1, 1945, as the date up until which no coal mine worker is to be accepted for enlistment in any branch of the armed forces without the permission of a Selective Service Officer. Previously the date had been August 1, 1944 (L.G., Feb., 1944, p. 157).

Coal Delivery Men

As a measure to provide for the retail delivery of needed coal supplies for the coming winter an Order has been passed (P.C. 5771, July 27) providing for temporary postponement from military training of "persons engaged or employed in the actual delivery of coal." Postponement is until February 1, 1945. Voluntary enlistment of such persons is also restricted. A similar Order was passed last September (L.G., Oct., 1943, p. 1334).

Conscientious Objectors

The regulations concerning conscientious objectors (Part II A of National Selective Service Civilian Regulations) have been revised and consolidated to include recent amendments (L.G., April, 1944, p. 450). Certain minor alterations have been made in the text to facilitate administration. The Order in Council affecting the revision is P.C. 5130, dated July 6.

Trade Union Membership in Canada

ACCORDING to the annual survey of the Research and Statistics Branch of the Department of Labour, trade union membership in Canada at December 31, 1943, was 664,282* as compared with 578,380 at the end of 1942.

The estimate of trade union membership in Canada at June 30, 1944, is 690,000.

Since the outbreak of war in 1939 union membership has almost doubled. A similar growth occurred in the war of 1914-18, according to records kept in the Department of Labour.

The following figures show trade union membership at certain periods during the last 30 years:—

1914	166,163
1918	248,887
1919	378,047
1922	276,621
1924	260,643
1927	290,282
1930	322,449
1931	310,544
1935	280,648
1937	383,492
1938	381,645
1939	358,967
1940	362,223
1941	461,681
1942	578,380
1943	664,282
1944 (estimate at June 30)	690,000

The annual report of the Labour Department on *Labour Organization in Canada* covering the calendar year 1943 is in process of preparation.

* Subject to revision.

Reconstruction and Social Security

Employment Policy in Great Britain

Government Accepts Responsibility for Maintaining High Level of Employment After War

A DOCUMENT that has aroused keen interest both in Great Britain and abroad is the British Government's White Paper on *Employment Policy*. In it the British Government accepts responsibility for the maintenance of a "high and stable level of employment" after the war. In view of the importance of this declaration, the LABOUR GAZETTE presents herewith a summary of the principal means by which the British Government intends to accomplish its policy.

In its war on unemployment, the Government contemplates as little interference as possible with private ownership of industry. The Paper contains a chart showing that during the past 80 years the level of employment has been constantly varying from low to high levels, approximately ten booms and ten depressions having occurred during the period. It is the Government's intention to wipe out these cycles by taking action whenever unemployment threatens.

Cause of Unemployment

The main reason why workers lose their employment, the Paper declares, is a decline in the amount of money spent on the goods and services which they produce. If more money is spent on goods and services, then more money will be paid out as wages, and more people will be employed. "Thus, the first step in a policy of maintaining general employment must be to prevent total expenditure from falling away," the Paper states. The Paper points out also that a small decline is capable of rapidly gathering momentum and taking on the proportions of a major depression.

> If, for example, there is a decline in the demand for steel for the erection of new buildings, unemployment will first appear among steel workers. The steel workers, in consequence, will have less to spend on food and other consumer goods, so that the demand for consumer goods will fall. This leads to unemployment among the workers in the consumer goods industries who, in turn, find their purchasing power reduced. As a result of this general loss of purchasing power in the community, the demand for new building is still further reduced and the demand for constructional steel falls once again. The original decline in expenditure produces secondary reactions which themselves aggravate the source of the trouble. This is an over-simplified illustration, but it is sufficient to make it clear that the crucial moment for intervention is at the first onset of the depression. A corrective applied then may arrest the whole decline; once the decline has spread and gathered momentum, interventions on a much greater scale would be required—and at that stage might not be effective.

"The Government," the Paper continues, "are prepared to accept in future the responsibility for taking action at the earliest possible stage to arrest a threatened slump.

> This involves a new approach and a new responsibility for the State. It was at one time believed that every trade depression would automatically bring its own corrective, since prices and wages would fall, the fall in prices would bring about an increase in demand, and employment would thus be restored. Experience has shown, however, that under modern conditions this process of self-recovery, if effective at all, is likely to be extremely prolonged and to be accompanied by widespread distress, particularly in a complex industrial society like our own.

Total Expenditure

The methods by which the Government proposes to maintain total expenditure are described below.

Total expenditure in a country, the Paper states, is made up of five items, as follows:

(*a*) *Private consumption expenditure*

Spending by individuals on food, clothing, rent, amusements, etc.

(*b*) *Public expenditure on current services*

Expenditure by public authorities on education, medical services, maintenance of the armed forces, etc.

(*c*) *Private investment expenditure*

Capital expenditure by private industry on buildings, machinery and other durable equipment and on additions to goods in stock.

(*d*) *Public investment expenditure*

Capital expenditure on buildings, machinery, roads and other durable equipment by the central Government, local authorities or public utilities.

(*e*) *The foreign balance*

The money that a country spends on imports does not directly lead to employment at home; on the other hand some employment at home arises out of goods sold abroad. The difference between exports and imports constitutes the fifth item (sometimes a minus quantity) in the list of the constituents of total expenditure.

Under conditions of full employment, it is considered that spending by individuals (item (*a*)) would remain reasonably stable; and it is within the power of the Government to control the rate of expenditure under items (*c*) and (*d*).

Of the five items it is private investment expenditure which, through its instability, is the most to blame for causing unemployment in the majority of industrialized countries. At the same time, the Paper points out, it is very difficult to control.

> A business man deciding whether it is worth his while to sink more capital into his business will be influenced by a very wide range of considerations: whether his market is likely to grow or decline; what his competitors are doing; whether prices are likely to go up or down; whether the latest type of machinery is much superior to his own, and so on. It is in practice impossible to foresee with any certainty what decisions business managements will reach on these matters: the prevailing atmosphere of optimism or pessimism, particularly in periods of rapid industrial change, probably has as much influence on them as any independent analysis of the facts.

International trade is also subject to considerable variations which affect employment; and this item is particularly important to Great Britain whose export trade before the war provided employment for about one and three-quarter million persons.

Guiding Principles in Maintaining Total Expenditure

The Paper lists the guiding principles of the Government's policy in maintaining total expenditure as follows:

> "(*a*) To avoid an unfavourable foreign balance, we must export much more than we did before the war.
>
> "(*b*) Everything possible must be done to limit dangerous swings in expenditure on private investment—though success in this field may be particularly difficult to achieve.
>
> "(*c*) Public investment, both in timing and in volume, must be carefully planned to offset unavoidable fluctuations in private investment.
>
> "(*d*) We must be ready to check and reverse the decline in expenditure on consumers' goods which normally follows as a secondary reaction to a falling off in private investment."

The successful application of the first of these principles, and the achievement of the goal of increased exports will depend on prosperity in overseas markets, the Paper states. Great Britain therefore intends to pursue a policy of co-operation with other nations to re-establish general economic stability after the war and for the general expansion of trade. However the "responsibility and initiative" for developing export markets must rest with industry. The Government will endeavour to give what help it can at home through its taxation policy and other special measures, part of its policy of maintaining total expenditure, described below.

Government Action to Maintain Total Expenditure

The Paper discusses six measures by which the Government proposes to maintain the volume of expenditure within Great Britain whenever a decline in employment threatens.

1. *Interest rate*

"The possibility of influencing private capital expenditure by the variation of interest rates will be kept in view," the Paper states. However, monetary policy alone

> will not be sufficient to defeat the inherent instability of capital expenditure. High interest rates are more effective in preventing excessive investment in periods of prosperity than are low interest rates in encouraging investment in periods of depression.

2. *Long-range planning by business*

The Government intends to encourage privately-owned enterprises to plan their capital expenditure in conformity with a general stabilization policy. Each business will be asked to estimate its capital expenditure over a period of years, and to carry out such spending as much as possible in periods of threatening depression.

The Paper remarks, on this point:

> To a strong and well-established business, confident of its long-run earning powers, there are obvious attractions in executing plans for expansion or for the replacement of obsolete plant at times when costs are low. And a wider understanding of the social importance of the aims of employment policy should inform and reinforce the interest which business men as a whole undoubtedly have in evening out fluctuations in capital expenditure.

A further inducement would be provided, the Paper adds, if it were found practicable to adopt a device of deferred tax credits to stimulate spending at the onset of a depression.

3. *Long-range planning by government*

In co-operation with local authorities and public utilities the Government intends to undertake similar long-range planning in regard to public capital expenditure. In the past, the Paper points out, capital expenditure by the various public authorities has followed the same trend as private expenditure—falling in times of slump, and rising in times of boom —and has tended therefore to accentuate the peaks and depressions of the trade cycle.

"In the future," the Paper states:

> Government policy will be directed to correcting this sympathetic movement. It should be possible for the Government to maintain the stability of public investment when private investment is beginning to fall off at the onset of a depression. But this may not be enough: for the purpose of maintaining general employment it is desirable that public investment should actually expand when private investment is declining and should contract in periods of boom.

Under the policy, all local authorities will submit annually to the appropriate Government department their tentative program of capital expenditure for the next five years. These programs will then be assembled, and will be adjusted upward or downward in the light of the latest information on the prospective employment situation. The Government will thus be able to set each year a target for the whole volume of public works in the succeeding year.

This policy does not mean, however, that public needs which are urgent will be postponed.

"In the past," the Paper observes,

> the power of public expenditure, skilfully applied, to check the onset of a depression has been underestimated. The whole notion of pressing forward quickly with public expenditure when incomes were falling and the outlook was dark has, naturally enough, encountered strong resistance from persons who are accustomed, with good reason, to conduct their private affairs according to the very opposite principle. Such resistance can, however, be overcome if public opinion is brought to the view that periods of trade recession provide an opportunity to improve the permanent equipment of society by the provision of better housing, public buildings, means of communication, power and water supplies, etc.

In regard to the financing of public works, the Paper asserts that while the policies proposed may prevent the balancing of the budget in a particular year, "they certainly do not contemplate any departure from the principle that the budget must be balanced over a longer period."

4. *Variation in rate of social insurance contributions*

The British Government has in mind the establishment of a system of social insurance, to be financed partly by contributions from employers and employees. It is proposed to vary the rate of contribution to this system, in sympathy with the state of employment. A standard rate would be established, such as would keep the fund in balance over a period of years. At times when unemployment threatened, this rate would be lowered; in good times it would be raised.

The effect of this scheme would be that each rise in the country's unemployment percentage over a certain level would decrease the total of workers' social insurance contributions; the additional money thus left in the hands of millions of people would help to maintain the demand for consumers' goods throughout the country, and thereby help to offset the decline in spending of those who had lost their employment.

5. *Variations in rates of taxation*

The Government has under consideration as another device for influencing the volume of consumption a scheme for adjusting the rate of income tax. Under this scheme, rather more taxation would be raised in prosperous times than was required to balance the budget. The excess would be treated as a credit repayable to the taxpayers in bad times.

6. *Government purchasing of consumer goods*

The Government purchases large quantities of certain types of consumer goods, such as boots, clothing and furniture. According to the Paper, all public authorities might adopt a policy of buying for stock when employment was flagging, and allowing their stocks to run down when trade was brisk.

Analysis and Prediction of Business Trends

It is proposed to set up a small central staff, qualified to measure and analyze economic trends and submit appreciations of them to the Government. Such a staff would obtain statistics on employment and unemployment; statements by industry on employment prospects; figures of production, consumption and stocks; information on savings and projected capital expenditure; and estimates of foreign capital movements and balance of foreign payments.

Particular importance is laid on the work of this staff, for the Government's employment policy will depend on quick and accurate diagnosis.

> A slump may develop with fearful rapidity; in 1920-21 unemployment rose from 5 to 15 per cent in four months. Again, it is essential that we should not mistake the disease and so apply the wrong remedy. If, for example, we were to try to cure by means of stimulating total expenditure an outbreak of unemployment which was really due to a temporary maldistribution of the labour force, we might create a dangerous inflation.

Stability of Prices and Wages

"Action taken by the Government to maintain expenditure will be fruitless unless wages and prices are kept reasonably stable," the Paper asserts. Employers and workers are asked to "exercise moderation in wages matters," in order that the increased expenditure provided by Government action at the onset of a depression may go to increase the volume of employment, rather than wages. Similarly there is the danger that additional money made available by the Government might be absorbed in higher prices and increased profit margins rather than going to increase output and employment.

The Government is aiming at stability in the cost of lviing. An increase in wages, under such a policy, would be justifiable if it were related to increased productivity. Otherwise changes in wages should only be brought about to correct anomalies, the Paper indicates.

Mobility of Labour

"In an economy which aims at keeping employment at its highest level, change will always be going on; new industries will be starting up, new processes replacing old; new ways of meeting consumers' demand will be under experiment," the Paper declares. In sympathy with these changes, stress is laid on the necessity of workers being able and willing to move to places and occupations where they are needed.

Balanced Distribution of Industry and Labour

A type of long-term unemployment which was persistent in Great Britain in the between-wars period was that which developed in particular industries, and was caused by "technical change, the trend of fashion, or the growth of foreign competition." The industries affected were mainly export trades, such as cotton and coal, and some of the heavy industries which had been greatly expanded during the last war.

Areas which were largely dependent upon such depressed industries showed heavy unemployment percentages, not only in the basic industries, but in subsidiary trades and occupations as well.

"The suffering in these areas," the Paper states, "was enhanced by their lack of a proper industrial balance."

At the present time these special areas are not depressed. To protect them after the war, the Government proposes to encourage the establishment of new enterprises in these areas, so as to diversify their industrial composition. Industrialists contemplating the establishment of new factories will be required to notify the Government, which will take steps to influence the choice of location.

It is intended also that obstacles to the transfer of workers from one area to another and from one occupation to another be removed. The Government will take steps to see that a substantial number of low-rent houses is erected, so that workers moving to new areas may secure accommodation, and will provide resettlement allowances for workers transferring under approved schemes. To facilitate desirable changes in occupation detailed attention will be paid to training programs, both within industry and under governmental auspices.

> The allowances granted to the trainees will be completely divorced from payment of unemployment benefit. The worker entering upon a course of training must be made to feel that he has left unemployment and unemployment benefit behind him and has started on a new job. Training allowances will be fixed on a higher scale than unemployment benefit, subject to the principle that they should not be so high as to provide a higher income than the general run of wages likely to be received by trainees in their first subsequent employment.

With the creation of conditions designed to produce full employment, the Government hopes that "all parties in industry will agree that existing rules and practices may safely be modified to allow the ready admission of trainees, provided that proper steps are taken to train them to a standard which will justify the payment of the recognized rate of wages". Care will also be taken that too many workers are not trained for any particular occupation.

Immediate Problems of the Transition Period

The Paper anticipates that there will be no problem of general unemployment in Great Britain in the years immediately after the end of the war in Europe.

> Government expenditure on aircraft, warships and munitions will naturally contract, though the needs of the Armed Forces are likely to remain high for a considerable time; on the other hand, the pent-up demand for civilian goods of all kinds will be released. There will be an immense need for all the things we have had to go short of during the war. There will be houses to be built, shops to be filled, factories to be transformed, plant and rolling-stock to be replaced and export trade to be renewed and extended.

However three dangers are anticipated.

1. *Patches of Unemployment*

In spite of the great demand for goods that is anticipated, the problem of transferring men and women from the armed forces and from war jobs into peacetime production will be tremendous. In many cases the transfer will not involve any change in employment, for workers in a munitions industry may be re-employed by the same firm as soon as its plant is converted to civilian production. However, "patches of unemployment may develop where the industrial system fails to adapt itself quickly enough to peacetime production."

The Government plans to reduce this type of unemployment to a minimum:

(*a*) by assisting firms to prepare to switch over their capacity to peacetime production as quickly as possible;

(*b*) by finding out in advance where the skilled labour which will gradually become available for civilian work will be most urgently required;

(*c*) by arranging, so far as war conditions permit, that labour and raw materials will be forthcoming for urgent civilian work and ensuring that the machinery of allocation devised in wartime will be adaptable to the special conditions likely to obtain after the end of the war in Europe;

(*d*) by aranging, so far as possible, that curtailments of munitions production shall take place in areas where the capacity and labour can be used for civilian products of high priority;

(*e*) by arranging that the disposal of surplus Government stocks shall not prejudice the re-establishment and development of the normal trade channels for producing and distributing similar goods;

(*f*) by regulating the disposal of Government factories in such a way as to help towards the early restoration of employment.

2. *Inflationary rise in prices*

A further danger will come, the Paper points out:

> when people relax from the discipline and strain of war, and look around for opportunities to spend the money they have saved and to make up for their years of self-denial. If there were then a scramble to buy, while there was still a shortage of goods, prices would rise. This would mean an inflationary boom —bringing with it the social injustice and economic disturbance which inevitably accompany inflation.

To avoid this danger, the Government asks for public support along the following lines:

(*a*) The Government will continue rationing and a measure of price control for some time, easing these restrictions as supplies of goods increase.

(*b*) The Government will attempt to provide a stable general level of costs. In this connection it asks for the co-operation of all sections of the public, and while pointing out that the cost of imports will be unpredictable, undertakes to continue its present policy of providing subsidies to prevent sharp rises in the cost of living.

(*c*) The habit of saving must still be encouraged. If, instead of saving, people spend too much on consumption goods, the Paper states, "labour and capacity which is needed for schemes of post-war reconstruction and social development will have to be diverted to incresing the supplies of consumption goods."

(*d*) "The use of capital will have to be controlled to the extent necessary to regulate the flow and direction of investment," the Paper states, without detailing the techniques considered appropriate for this purpose.

3. *Production of essential goods before luxuries*

In order to prevent the production of unessential goods from interfering with the production of essentials, certain broad priorities will be established and enforced "by means of the issue of licences, the allocation of raw materials, and some measure of control over the labour and staff required for industry."

Before luxury goods are produced, the Paper indicates, the country's resources must be applied to producing goods for the export trade, necessary civilian goods, and the capital equipment needed to bring industry to its highest pitch of efficiency.

Application of Policy

The Government recognizes that in extending state control over the volume of employment it is "entering a field where theory can be applied to practical issues with confidence and certainty only as experience accumulates and experiment extends over untried ground," the Paper states. "The whole of the measures here proposed have never yet been systematically applied as part of the official economic policy of any Government. In these matters we shall be pioneers. We must determine, therefore, to learn from experience; to invent and improve the instruments of our new policy as we move forward to its goal."

Progress of Health Insurance Measure

REFERENCE has previously been made in the LABOUR GAZETTE to the draft bill on health insurance that has been studied by the House of Commons Special Committee on Social Security (L.G., April, 1944, p. 441; 1943, pp. 433, 1082).

The Committee has completed its study of the draft bill, and has presented it to the House of Commons with the recommendation that it be now referred to the forthcoming Dominion-Provincial Conference "for consideration of its general principles as expressed in its various clauses, and of the financial arrangements involved."

The draft bill envisages the payment of grants by the Dominion to provinces which pass health insurance measures along prescribed lines. A model provincial health insurance act is annexed to the draft Dominion bill. To become eligible for Dominion assistance, a province would also be obliged to maintain certain specified public health services.

In presenting the draft bill on health insurance, the Committee on Social Security made reference to other topics coming within its consideration as follows:—

"Your Committee heard evidence and received briefs on other phases of social security, but they were unable to give detailed or adequate study to the whole subject, which involves also intricate financial and constitutional problems. Your Committee recommends that when possible, consideration be given to the extension of unemployment insurance, sickness cash benefits, funeral benefits and other measures which will help to provide protection against old age, illness and economic misfortune, and to the establishment of greater co-ordination, and the elimination of overlapping or duplication of existing measures of social welfare under Dominion and Provincial Governments."

Social Security in Saskatchewan

Final Report of Committee

THE Committee appointed in 1943 by the Legislative Assembly of Saskatchewan to study social welfare legislation and further measures of social security and health services (L.G., 1943, p. 857) made its final report on March 30.

Since the Committee considered that the social and health services desired by the people could not be financed wholly by the Province, it had to take into consideration the plans of the Dominion Government. It was assumed that a national program of social security developing certain of the suggestions contained in the Marsh Report would eventually be established. The Committee favoured such a national scheme. As a Draft Bill embodying a scheme of national health insurance was being considered by a Select Committee on Social Security of the House of Commons, the Saskatchewan Committee recommended that steps be taken so that the benefits of the Dominion Bill should be available in Saskatchewan as soon as Federal legislation is passed. The Saskatchewan Health Insurance Act passed by the 1944 Legislature (L.G., July 8, 1944, p. 915) provided for the administration of a provincial health insurance scheme.

Alternative recommendations were also made by the Committee for interim measures, or in case wider national schemes are not forthcoming. It was agreed that consideration should be given to making municipal medical schemes compulsory in all municipalities and local improvement districts. The Committee endorsed the steps already taken towards establishing a medical college in the University of Saskatchewan.

With regard to old age pensions, it was recommended that the Federal Government be requested to set up a contributory State-aided plan of superannuation, payable without a means test and with a disability provision. Pending this measure the Committee agreed that the present pension should be raised to $30 a month payable at 70 years of age for men and 65 for women with an income allowed of $500 per year; that the age requirement for pensions to the blind be reduced to 18 with $10 a month paid for each dependent child.

The increase in mothers' allowances granted last year after the recommendation of the 1943 Committee was approved but further increases were urged. As a result of this an Order in Council gazetted May 31 provided for increased payments up to $15 for the first child, $10 for the second and $5 for each additional child. Family allowances, the cost to be borne by the Federal Government, were

favoured. It was felt that all matters relating to child welfare and public welfare generally, contained in the briefs and representations submitted to both the 1943 and 1944 Committees, should be referred to the new Department of Reconstruction, Labour and Public Welfare for consideration and appropriate action.

Dealing with ways to meet the costs of these services, $7,200,000 annually as the provincial contribution to the proposed Health Insurance Fund and $1,300,000 for other expenditures entailed by their recommendations, the Committee proposed increases in the Public Revenue Tax and the Retail Sales (Education) Tax, and the imposition of a Poll Tax. It was felt that Saskatchewan, owing to circumstances peculiar to it, was entitled to seek special federal financial assistance to meet commitments of a health insurance and social security program. Also, since payment of doctors' bills would be guaranteed, the Committee was of the opinion that a substantial reduction in the schedule of fees as authorized by the College of Physicians and Surgeons should be obtained.

Recruitment and Training of Teachers in Great Britain

THE committee, appointed in 1942 by the Board of Education of England and Wales to study the supply, recruitment, and training of teachers and youth leaders, issued its report in April, 1944. The committee, of which the Chairman was Sir Arnold McNair, gives a comprehensive survey of the whole educational field and contains 40 recommendations dealing with recruiting, conditions of service, organization and content of training, staffing of training institutions, youth service and young people's colleges, technical schools, educational research and teaching aids.

With regard to the future supply of teachers the recommendations are based on three principles: that the field of recruitment must be widened, that conditions of service which deter people from becoming teachers must be abolished, and the standing of education improved so that it will be an attractive profession. Salaries must be substantially increased with one basic rate for the qualified teacher and additions for special qualifications and experience. Only the qualified teacher, that is one who has satisfactorily completed an approved course of education and training, should be recognized. Bad buildings, large classes and the narrow life sometimes imposed on teachers are all deterrents which must be removed. Teachers should be allowed to participate in public affairs with more generous staffing arrangements making this feasible. A maintenance allowance should be offered to men and women of mature years who desire to be trained for the teaching profession, and to pupils in secondary schools to prevent their premature withdrawal on economic grounds. The marriage bar should be lifted and suitable arrangements made to meet the needs of married women. Adult education authorities could give parents and others the opportunity of discussing the function of education in a community.

To organize the training of teachers, the Committee suggests that the President of the Board of Education appoint a central training council for England and Wales to advise the Board on the creation of regional training services. Two area training schemes were suggested, one with a university as the main authority, and the other utilizing the existing Joint Board, a co-operative arrangement formed by each university and the training schools grouped around it. The area authority would approve curricula and syllabi and be responsible for the final assessment of the student's work. The report recommends that the course in training colleges should be extended from two to three years, followed by one year's probation before full recognition is granted as a qualified teacher. The salaries of teachers in training colleges must approximate university levels. "Education Fellowships" would permit these teachers to give up teaching for a year or two to study education. The regulations should not debar technical teachers from research or the necessary contacts with industry or commerce. It is recommended that the Board invite suitable professional institutions to establish standing committees to promote co-operation between technical colleges and industry, enabling teachers to return periodically to industry and commerce and thus to keep abreast of their subjects.

Emergency training courses for youth leaders undertaken by the Government during the war should be examined with a view to deciding the nature and scope of such post-war courses for men and women youth leaders. The course should be three years of combined study and practice for those without special qualifications. The salaries of youth leaders should be comparable with those of teachers and their services pensionable.

Decisions of National War Labour Board.

DURING the month of July, the National War Labour Board issued decisions in the following cases:—

General Motors of Canada, Limited, and U.A.W.-C.I.O., Local 222.

William Kennedy and Sons, Limited, and United Steelworkers of America, Local 2469.

Exolon Company, Limited, and Federal Labour Local 22689.

Consolidated Mining and Smelting Company of Canada, Limited, and its employees working at or near Kimberley, B.C., and the International Union of Mine, Mill and Smelterworkers, Local 651.

Edmonton General Contractors' Association and United Brotherhood of Carpenters and Joiners of America, Local 1325.

Aluminum Company of Canada, Limited, and Le Syndicat National des Employes de l'Aluminium d'Arvida, Inc.

Canadian National Institute for the Blind (Vancouver, B.C.).

Tavern-Keepers Association of the Island of Montreal and Province of Quebec Hotel Association Inc. and Tavern Employees International Union, Local 200.

Naugatuck Chemicals, Limited (Elmira, Ont.).

Dominion Rubber Company, Limited (St. Jerome, P.Q.), and Rubber Workers' Federal Union, Local 144.

Aluminum Company of Canada Limited (Kingston Works), and Employees' Council Aluminum Company of Canada, Limited.

Atlas Coal Company, Limited, Murray Collieries Limited, Empire Collieries Limited, Maple Leaf Collieries Limited (all of East Coulee, Alta.), and United Mine Workers of America, District 18.

Hendrie and Company, Limited (Toronto), and Canadian Brotherhood of Railway Employees and Other Transport Workers.

Ste. Anne Paper Company, Limited (Beaupre, P.Q.), and International Brotherhood of Paper Makers and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Lever Brothers Limited (Winnipeg, Man.).

Master Painters' Association of Saint John, N.B., and Brotherhood of Painters, Decorators and Paperhangers of America, Local 1151.

Fairchild Aircraft Limited (Longueuil, Que.), and Hotel and Restaurant Employees' Union, Local 382.

Bendix-Eclipse of Canada, Limited (Windsor, Ont.), and U.A.W.-C.I.O., Local 195.

Le Nouvelliste, Limitée; La Tribune, Limitée; L'Association des Hebdomadaires Canadiens-Francais, Inc. and other employers and La Federation des metiers de l'imprimerie du Canada Enrg., and International Typographical Union, Locals 672 and 856.

Kingston City Coach Company, Limited, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 1151.

The Royal Trust Company (Vancouver, B.C.).

The McKinnon Industries Limited (St. Catharines, Ont.), and U.A.W.-C.I.O., Local 199.

B.C. Motor Transportation Limited (Vancouver) and Amalgamated Association of Street, Electric Railway and Motor Coach Employees, Division 101.

John Inglis Company, Limited (Toronto) and United Steel Workers of America, Local 2900.

Various Railway Organizations and their Employers.

Brotherhood of Maintenance-of-Way Employees and Railway Association of Canada.

Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways.

John Inglis Company, Limited (Toronto) and United Steelworkers of America, Local 2900.

Dominion Bridge Company, Limited (Toronto) and United Steelworkers of America, Local 2808.

Vancouver Masonic Cemetery Association.

Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen on behalf of dining car employees.

Re: General Motors of Canada, Limited and U.A.W.-C.I.O. Local 222

Reasons for Decision

(Oral Decision)

This application was made pursuant to Order in Council P.C. 9384 and it is evident to the members of the Board that the Regional Board gave consideration to all the circumstances, and after making an investigation and considering the facts, it came to the conclusion that no gross inequality or gross injustice was established by the party to the application. There has been no additional information submitted to this Board that would justify us in interfering with the decision of the Regional Board.

This appeal will be dismissed.

July 6, 1944.

Re: William Kennedy and Sons, Limited and United Steelworkers of America, Local 2469

Reasons for Decision

(Oral Decision)

It is not necessary for the Board to defer its decision in this matter. The discussion has been very interesting.

The application concerned in this appeal was brought under Order in Council P.C. 5963, and that Order in Council does not enable this Board to set up any minimum standard of living wages.

There is no evidence before this Board to indicate that the Regional Board erred in principle, or erred in the exercise of its discretionary rights in making the comparisons as to wages in the proper comparable localities.

The appeal will be dismissed.

July 6, 1944.

Re: Exolon Company Limited and Federal Labour Local 22689

Reasons for Decision

(Oral Decision)

It is apparent that the parties to the application under appeal in this case should have sought the solution for their problem in the provisions of Section 26 of Order in Council P.C. 9384 instead of making an application pursuant to Section 20 of that Order.

This appeal will be dismissed.

July 6, 1944.

Re: Consolidated Mining and Smelting Company of Canada, Limited, and its employees working at or near Kimberley, B.C., and the International Union of Mine, Mill and Smelterworkers, Local 651

Reasons for Decision

This is an application by the International Union of Mine, Mill and Smelterworkers, Local 651, for stabilization of miners' basic wage rates, holidays with pay and overtime for certain employees of the Consolidated Mining and Smelting Company of Canada, Limited, employed by that Company in its mine and mill at or near Kimberley in the Province of British Columbia. The application is made pursuant to the provisions of Order in Council P.C. 9384.

The Union seeks the following:

I. The basic rate of wages paid to miners employed by the Company in its Sullivan Mine at Kimberley, British Columbia, be stabilized at the rate of $7.25 per shift exclusive of any cost of living bonus required by Federal Legislation or Order in Council, and exclusive of any gift by way of Christmas Bonus which the Company may decide to pay;

II. Overtime rates (presumably for all employees of the Company engaged in its operations at Kimberley and Chapman Camp, British Columbia) be established on the basis:

(*a*) that overtime be paid at the rate of one and one-half times the regular rate for time required to be worked in excess of eight hours per day or in excess of 48 hours per week; and

(*b*) that the minimum of the wage for one-half shift be paid when the employee is called out for work between regular shifts; and

(*c*) that double time be paid for Public Holidays as set out in Order in Council, P.C. 4671; namely New Year's Day, Good Friday, Dominion Day, Thanksgiving Day, Labour Day, and Christmas Day;

III. Vacations with pay be granted to all day-pay employees under the following conditions: after one year's continuous employment from the date of entering the service of the Company, each employee shall be entitled to six days' holiday, with pay, and thereafter the following scale shall apply: after three years' service—

seven days; after four years' service—eight days; after five years' service—nine days; after six years' service—ten days; after seven years service—eleven days; after eight years' service or more—twelve days;

IV. That a "shift work bonus" of ·05 cents per hour be paid to all day-pay employees of the Company engaged at the Sullivan Mine and Mill who actually work on afternoon and night shifts, that is, those employees who commence work between the hours of 3 p.m. and the following 7 a.m.

It will be convenient to consider these requests in the order above stated.

I.

The written briefs and the oral arguments from both the Union and the Company were largely devoted to this part of the application. The total number of employees affected is about 1450 and of these 360 are miners of whom more than 90 per cent are contract miners. From the evidence submitted to us it is apparent that for many years the wages of the employees have been based on a "pay roll" rate plus the number of fluctuating bonuses. At the date of application the miners were in receipt of a "pay roll" rate of $4.50 per shift, to which has now been added the cost of living bonus of ·77 cents making in all the sum of $5.27 per shift which is referred to as the "base rate". To this amount is added the "metal", "silver" and "efficiency" bonuses for the day-pay miners, and the "metal" and "silver" bonuses and "one-half the pay roll rate" for the contract miners. The amount of the "metal" and "silver" bonuses fluctuate from month to month and vary in accordance with the market prices of metals and are dependent upon the rate of exchange and other factors. The "efficiency" bonuses are regarded by the Company as an incentive payment to the employees who do not work on contract, and the basis is to pay the employees one-half the savings they can make by their own efforts. This bonus is corrected for all increased costs for which the workmen are not responsible, including increase in wages, cost of supplies, etc. Admittedly, the method of calculating the bonuses is a complicated one. The Union complains that the bonus system is too complex, that it is administered arbitrarily by the Company and that it does not provide the employees with reasonable assurance of lasting economic stability. The Board understands well this complaint by the Union and it is not particularly impressed with the argument that, the method having been in effect for upwards of twenty-five years, the employees should be content that it continue. Mr. Blaylock, the President and General Manager of the Company, intimated that he had hoped before this date to have had a simpler method of calculating the bonuses in operation but that due to war time conditions with abnormal fluctuation in the range of prices and demand for the Company's products and great variations in the rates of exchange, he had felt it desirable to postpone any change in the system until after the termination of the war.

At the same time, however, it is apparent that the present system of bonuses is one which has worked to the advantage of the employees and particularly so from 1938 to 1943. For example, the average daily earnings of contract miners have risen from $6.98 per shift in 1938 to $7.36 in 1943, exclusive of cost of living bonus. If cost of living bonus is added the average daily earnings of these employees in 1943 would be 8·078. The day-pay miners, as well as all other employees affected by this application, have enjoyed a similar degree of improvement in their daily earnings during the past five years.

The Union asks that there now be substituted for the "pay roll" rate plus bonuses, a basic rate of $7.25 per shift (exclusive of cost of living bonus) for the miners, and that the wages of all other employees be expressed in terms of the present differentials of the proposed basic rate of $7.25. A somewhat similar application on behalf of the employees has already been considered by this Board. In the earlier application the employees requested that in lieu of the bonuses received from the Company there be added to the base rate the sum of $1.25. This would have resulted in a new basic rate much less than the $7.25 per shift rate now applied for. The Union and the Company differ greatly as to the overall increase which would result if the present application were granted. The Union admits that such increase would amount to $180,000. The Company suggests that it would exceed $500,000. In any event, it is apparent that the granting of this application would involve substantial wage increases to the great majority of all employees affected by the application.

In its Finding and Direction dated April 6, 1943, this Board said:

"(*d*) existing scale of basic wage rates (including guaranteed daily rates and amounts of 'metal', 'silver', and 'efficiency' bonuses) paid by the Company to its occupational classifications generally equals or exceeds the scale of basic wage rates (including guaranteed daily rates and equivalent bonuses) paid comparable occupational classifications by comparable employers in the comparable locality;

(*e*) adjustment of the scale of basic wage rates of the Company's occupational classifications, as requested by the application, would result in an 'enhanced' scale of basic wage rates for such occupational classifications compared

with the basic scale of wage rates paid substantially similar occupational classifications by comparable employers in the comparable locality.

(*f*) in the circumstances, it would not be fair and reasonable to direct the Company to discontinue payment of 'metal', 'silver', and 'efficiency' bonuses and in lieu thereof to establish new basic wage rates for its occupational classifications employed at its Sullivan Mine and Sullivan Concentrator, incorporating a fixed amount of one dollar and twenty-five ($1.25) cents per shift in excess of established guaranteed rates for respective occupational classifications."

At the hearing of the present application the Union did not furnish the Board with any information or argument which would justify the Board in coming to a conclusion different from that expressed in the foregoing quotation from the finding and direction of the Board. Moreover, Mr. Stanton at the hearing argued that the present method of combining a basic rate with fluctuating bonuses in the payment of wages to the employees affected by this application constituted a "gross injustice" under Section 20, Sub-section 1, Clause (*a*) of P.C. 9384, as amended by P.C. 1727. In the opinion of this Board the Union has failed to show that any gross injustice or gross inequality existed for this reason and the Union, while complaining that a gross inequality and gross injustice prevail, completely failed to demonstrate their existence.

The Union also suggested that it was entitled to the relief asked for by virtue of the sub-paragraphs 3 and 4 of Clause (*c*) of said Section 20, Sub-section 1. The Board, however, is of opinion that the two sub-paragraphs, 3 and 4, do not afford reason for granting this application.

The Union further argued that a gross injustice existed when comparison is made of the amount of wage increases sought with the dividends and profits which are enjoyed by the Company at the present time. This argument, however, was not developed and it is sufficient for the Board to say that no gross inequality or gross injustice was established in this regard.

The request sought in this part of the application must therefore be refused.

II

In considering this part of the application it is useful to refer to the Finding and Direction dated November 25, 1943, on an application by Independent Smelter Workers Union, on behalf of certain classes of employees of the Consolidated Mining and Smelting Company of Canada, Limited, at Trail, B.C. The Board in that Finding and Direction directed the Company to pay to its occupational classifications covered by the application a rate of time and one-half for work required to be performed on six statutory holidays, and to pay a rate of time and one-half to employees required to work on their regularly assigned seventh day off duty under conditions as stated in the Finding and Direction.

The Board is of opinion that similar provisions with respect to overtime pay should be made applicable to the operations of the Company at Kimberley and should apply to the employees affected by this application.

It was indicated at the hearing that it is already an established practice of the Company to pay a minimum of the wage for one-half shift to employees called out for work between regular shifts.

III

The established practice of the Company with respect to granting holidays with pay is set out in Exhibit No. 8 of the Company's Brief as follows:

"5 (*a*) Any General Payroll employee who, on the January 15th immediately prior to, or on July 15th during any holiday period as defined in item 4 (*a*) below, has completed at least two years' service with the Company shall be entitled, during such holiday period, to holidays with pay as follows:

2	years'	service	but	less	than	3	yrs.—	2	days
3	"	"	"	"	"	4	" —	3	days
4	"	"	"	"	"	5	" —	4	days
5	"	"	"	"	"	6	" —	5	days
6	"	"	"	"	"	7	" —	6	days
7	"	"	"	"	"	8	" —	7	days
8	"	"	"	"	"	9	" —	8	days
9	"	"	"	"	"	10	" —	9	days
10	"	"	"	"	"	11	" —	10	days
11	"	"	"	"	"	12	" —	11	days
12	"	"	and over					12	days"

The general conditions of the Board's Supplementary Decision Bulletin No. D.B. 17 provides a week's vacation with pay after a qualifying period of one year's service or a minimum of 300 days actual work have been completed. To bring the conditions of the Company's vacation with pay plan into general conformity with the provisions of Supplementary Decision Bulletin D.B. 17 and yet maintain the more favourable conditions already established by the Company for its employees of long service, it is suggested that the vacation with pay plan might be modified to allow vacations with pay being granted to employees as follows:

After one year's service but less than 7 years' service										.....	6 days
After 7	"	"	"	"	"	8	"	"	.....	7	"
After 8	"	"	"	"	"	9	"	"	.....	8	"
After 9	"	"	"	"	"	10	"	"	.....	9	"
After 10	"	"	"	"	"	11	"	"	.....	10	"
After 11	"	"	"	"	"	12	"	"	.....	11	"
After 12	"	"	and over						.....	12	"

In all other respects the conditions of the Company's existing vacation with pay plan might be maintained with the proviso that, the condition authorized by the National War Labour Board's letter dated March 19, 1943, (copy attached) will be maintained in respect of the future operations of the Company, i.e.:

"It is understood that should your Company revert to a five day week during the duration of the war the conditions of service applicable to your vacations with pay plan will be reviewed."

IV

One of the items covered by the Board's Finding and Direction dated November 25, 1943, was payment of a differential of five (5c.) cents per hour to employees engaged in the Company's Tadanac and Warfield Plants working on rotating shifts other than the recognized day shift. The application in respect of this item was denied as it was found that it would not be fair and reasonable to direct the Company to pay shift differential as requested by the application as it is not an established practice in comparable continuous operation industries for employees working on rotating shifts to be paid a differential over basic wage rates; for working on shifts other than a recognized day shift.

No additional information was furnished the Board at the hearing of this application to indicate that it would be justified in directing payment of a night differential of five (5c.) cents per hour to the employees affected by the application. This request is, therefore, refused.

July 11, 1944.

Annex

March 19, 1943.

Mr. C. W. Guillaume,
Supervisor,
The Consolidated Mining and Smelting Company of Canada, Ltd.,
Trail, B.C.

Dear Sir,—

The National Board has had under consideration your letter of February 17th and March 6th and understands that your proposals in regard to vacations with pay involve merely a minor change in the regulations governing your established vacations with pay plan, that any extension of time proposed to be allowed to employees is to be based on length of service and that such amendment to your vacation plan arises from the necessity of equalizing conditions consequent upon the change from a five-day to a six-day working week.

In the circumstances, the National Board has no objection to your proposal to amend your present plan of vacations with pay as follows:

(*a*) employees with eleven years' service to be entitled to eleven days' holidays with pay;

(*b*) employees with twelve years' service or more to be entitled to twelve days' holidays with pay.

It is understood that should your Company revert to a five day week during the duration of the war the conditions of service applicable to your vacations with pay plan will be reviewed.

Yours very truly,
R. H. NEILSON,
Chief Executive Officer.

Re: Edmonton General Contractors' Association and United Brotherhood of Carpenters and Joiners of America, Local 1325

Reasons for Decision

This is an application by the Brotherhood for leave to appeal from a decision of the Regional War Labour Board for Alberta dated May 1, 1944, refusing to increase the rate for carpenters in Edmonton from $1.03 to $1.10½ per hour. Leave to appeal was not sought below.

The appellant bases its case upon a plea for restoration of the 1929 rate of $1.00 plus full cost of living bonus, urging that section 3 of P.C. 7440 should be considered still as the guiding principle of the wage control policy.

War Labour Boards are now governed exclusively by the provisions of P.C. 9384 and to raise rates it must first be found that the increase is "necessary to rectify a gross inequality or gross injustice." The Regional Board have found nothing of the kind in the case and, having carefully considered the material submitted, we must say that a reversal of the finding would be unwarranted and the appeal must fail.

July 12, 1944.

Re: Aluminum Company of Canada, Limited and Le Syndicat National des Employes de l'Aluminium d'Arvida, Inc.

Reasons for Decision

This is an appeal by the Company from a ruling of the Quebec Regional Board dated March 10, 1944, with respect to establishment of rates pursuant to section 15 and Schedule "A" of P.C. 9384 for certain classifications at the Arvida plant receiving time and incentive rates simultaneously.

The Company agrees to establish the new time rate by adding 8 cents to its previous rate. This figure represents the previous authorized cost of living bonus to the nearest cent. The incentive rate was calculated as a percentage, roughly 20 per cent of the former basic rate. The question is: should the percentage be made to apply to the 8 cents. On the 20 per cent basis, there would be an increase of 1·6 cents per hour in the incentive wage.

It seems clear from rules 5 and 6 of Schedule "A" that no such increase in wages "for equal service performed during normal working hours" is contemplated by the Order. Nor was it intended by the memorandum on procedures issued by the Board. (L.G., 1944, p. 170).

Consequently there should be a finding and direction effective for the first payroll period commencing on or after February 15, 1944 directing the addition of 8 cents to the time rate of all hourly employees and the adjustment of the incentive bonus so that the same amount of bonus will be paid per pay period as was paid prior to the effective date for the same output.

July 12, 1944.

Re: Canadian National Institute for the Blind (Vancouver, B.C.)

Reasons for Decision

This is an appeal from a decision of the British Columbia Regional Board which held the Institute to be an "employer" required to pay the mandatory cost of living bonus under P.C. 5963 to sighted employees employed in canteens operated by the Institute in the shipyards.

Undoubtedly the appellant by virtue of the general character and nature of the purposes for which it was established was exempted from the provisions of P.C. 5963 under the terms of section 11 (1) (v), (now section 13 (1) (d) (v) of P.C. 9384). The question arises in this appeal whether the employees here concerned are, to paraphrase section 11 (2) of the former order (now section 13 (4) of P.C. 9384), engaged in employment other than that of a corporation operating a charitable or educational association not for purposes of gain.

The canteens are operated by the Institute for the purpose of realizing a profit, but they are in no different position than its many other revenue-producing departments which we understand are all encompassed within the scope of the general activity of the Institute as an educational and charitable association.

We are informed also that these operations are exempt from Selective Service and Unemployment Insurance regulations and we are of the view that the line should not be drawn for wage control purposes. We would allow the appeal.

July 13, 1944.

Re: Tavern-Keepers Association of the Island of Montreal and Province of Quebec Hotel Association Inc. and Tavern Employees International Union Local 200

Reasons for Decision

An appeal by the Union from a decision of the Quebec Regional Board dated January 20, 1944 refusing an application under P.C. 5963 for the full cost of living bonus for tavern employees on the island of Montreal.

We have on a number of occasions indicated that a war labour board's power to increase the bonus above the mandatory amount was to be found only in section 34 (3) of the former control order and in the proviso added by P.C. 2370. We must say that the appellant has not made out a case to meet the terms of this legislation.

The appellant also argued its case to this Board on the alternative basis of a wage increase. If we were to accede, we would be rewriting the wage rate clauses of Ordinance No. 23 of the Quebec Minimum Wage Commission and assuming a function which we do not believe was intended to be exercised in the first instance by this Board or any Regional Board.

The appeal must be dismissed.

July 13, 1944.

Re: Naugatuck Chemicals, Limited (Elmira, Ontario)

Reasons for Decision

This is an appeal from a decision of the Regional Board for Ontario dated February 15, 1944, authorizing certain overtime rates from September 23, 1943.

The Company had paid these rates since January 1, 1943. It appears that the appellant, which is a wholly owned subsidiary of the Dominion Rubber Company, Limited, had paid these overtime rates for the period in question on the assumption that the authorization granted by the Regional Board to the Dominion Rubber Company (the parent Company) to pay overtime rates to its employees covered also those employees who were employed at the plant owned and operated by the subsidiary. The relationship between the parent company and the appellant was brought to the attention of the Regional Board.

This Board is reluctant to interfere with the discretion exercised by a Regional Board in a matter which in essence is one related to the enforcement of the provisions of the order.

The appeal should be dismissed.

July 13, 1944.

Re: Dominion Rubber Company, Limited (St. Jerome, P.Q.) and Rubber Workers' Federal Union, Local 144

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Quebec dated April 18, 1944 directing that overtime be paid at the rate of time and one-half after nine hours in a day and after fifty hours in a week and that the effective date be March 6, 1944.

In our opinion the appeal should be dismissed as to the overtime. On the information submitted to this Board on the appeal it is apparent that the Regional Board took into consideration all the relevant facts and circumstances and its decision should not be disturbed.

On the question as to retroactivity, however, we are of opinion that the decision of the Regional Board should be varied and that the effective date should be April 10, 1944. Under the provisions of Section 30, Sub-Section 2, of P.C. 9384, a Board has discretion in prescribing the effective date. Heretofore the general practice has been to make the date of application the effective date for the finding and direction. The date of the application in this case is April 17, 1944. It was apparent, however, in the representations before us that the Company had undertaken to make the wage increases effective from April 10, 1944, and in fact at the hearing counsel for the Company intimated that the Company was still agreeable to this date. However, there is nothing on the record and there was not sufficient in the evidence submitted to us to justify March 6 as the effective date.

July 13, 1944.

Re: Aluminum Company of Canada Limited (Kingston Works) and Employees' Council Aluminum Company of Canada Limited

Reasons for Decision

This is a joint appeal by the two parties from a decision of the Ontario Regional War Labour Board dated May 19, 1944 in which it declined to authorize the alteration in the terms of the agreement to permit the payment for six statutory holidays in lieu of the present four.

Notwithstanding the fact that the Ontario Regional War Labour Board in 1943 permitted the Company to pay its hourly rated employees for four statutory holidays when such employees are not working, that Board as now constituted does not favour the practice, even when considered as a substitute for an overtime rule, and it has refused the present request.

We are not disposed to say that the Regional Board took a wrong view in the circumstances and we think the appeal should be dismissed.

July 12, 1944.

Re: Atlas Coal Company Limited, Murray Collieries Limited, Empire Collieries Limited, Maple Leaf Collieries Limited (all of East Coulee, Alberta) and United Mine Workers of America, District 18

Reasons for Decision

This is an application by the Union to make effective a recommendation of the Royal Commission appointed pursuant to P.C. 8020 to investigate coal mine wages in Alberta and British Columbia and to make recommendations to the Minister of Labour and the Chairman of the National War Labour Board. On November 10, 1943, the said Royal Commission was clothed with the powers and authority of a Regional War Labour Board under P.C. 5963. What is involved in the application is the differential in certain contract rates between the East Coulee and Drumheller coal fields.

The Royal Commission, in its final report dated the 24th day of January, 1944, recommended *inter alia*—

". . . that the National War Labour Board reduce the contract rate differential from the present 9 cents in rooms and 18 cents in entries to 5 cents in rooms and 10 cents in entries so that the rates will be as follows: viz.,

	East Coulee Mines
Loaders in rooms.....	71 cents per ton
Loaders in narrow places and entries.....	85 " " "

On June 19, 1944, the Secretary-Treasurer of District 18 requested this Board to make effective this recommendation. After hearing the parties on the 27th day of June, 1944, and after perusal and consideration of the briefs and other documents submitted by the parties, this Board is of opinion that the request dated June 19, 1944, should not be dealt with as a new application under P.C. 9384, but as one, arising out of, and part of the proceedings commenced under P.C. 5963.

In addition to the above recommendation, we have the opinion to the same effect of a Board of Conciliation and Investigation under the chairmanship of Mr. H. A. Dyde in 1938. Mr. Steer made an exhaustive argument in behalf of the Companies against acceptance of the recommendation, but it would be difficult for this Board to do otherwise than accept the recommendation of two fact-finding bodies who have had the benefit of information on the ground.

Therefore, Finding and Direction will issue by this Board to give effect to the above quoted recommendation of the Royal Commission.

July 14, 1944.

Re: Hendrie & Company, Limited (Toronto) and Canadian Brotherhood of Railway Employees and Other Transport Workers

Reasons for Decision

This is an appeal by the Company from a decision of the Ontario Regional Board dated December 17, 1943, directing under P.C. 5963 a substantial increase in basic rates of pay and a reduction of working hours from 53 to 48 per week. The result of the direction was to increase the total hourly rate, i.e. basic rate plus cost of living bonus, by 17·76 cents, bringing it up to 72 cents. The Company operates a cartage service and is employed as to a large portion of its business by the C.N.R.

Under section 25 of the Order which must govern this case, the Regional Board could increase the rates only if it found them to be low on a proper comparison. The appellant company says that the railways are the comparable employers, while the Brotherhood suggests that we should look at the rates paid to truck drivers employed by industries generally. In our opinion, neither basis is entirely correct. These employees, although they are engaged largely in the same kind of work as the cartage employees of the railways, have none of the pension and other benefits which are enjoyed by railway employees. On the other hand they are not entirely comparable to employees who drive trucks in industry and the higher rates of the latter do not constitute a proper basis.

Our conclusion is that the truck driver of this employer should receive after 6 months an hourly rate (inclusive of cost of living bonus) of 65 cents. On the basis of 208 hours, the monthly rate will be $135 (bonus included). Rates for beginners and for the other classifications involved will be adjusted accordingly.

July 14, 1944.

Re: Ste. Anne Paper Company, Limited (Beaupré, P.Q.) and International Brotherhood of Paper Makers and International Brotherhood of Pulp, Sulphite and Paper Mill Workers

Reasons for Decision

This is an appeal by the Unions from a decision of the Quebec Regional Board dated February 15, 1944, for re-establishment of the one cent differential that prevailed prior to the establishment of a common rate in all paper mills arising out of an application by the Unions for a rate comparable to mills in Ontario.

The Regional Board did not bring the rate up to the Ontario rate and generally gave a 5-cent increase. In the mill here in question the increase was 4 cents, which was sufficient to increase the base labour rate up to the 50 cents (exclusive of cost of living bonus) adopted for all of the mills. In fact the Regional Board found that the differential was not justified.

It has not been shown that the Regional Board has erred in principle; neither has it been shown that this mill should get a rate one cent above the generally prevailing rate.

The appeal is dismissed.

July 17, 1944.

Re: Lever Brothers Limited (Winnipeg, Man.)

Reasons for Decision

An application for leave to appeal from a decision of the Manitoba Regional War Labour Board dated January 19, 1944, refusing to approve the Company's application for permission to pay an overtime rate to office employees.

From the terms of the decision under appeal and the material filed by the Regional Board it would appear that it was considered that the plan submitted was not sufficiently in operation in Manitoba to warrant approval. It also felt that there was no abnormal amount of overtime required by wartime conditions in the appellant's Winnipeg plant.

The Regional Board have also on the facts distinguished this case from the McKinnon Industries decision (L.G., 1943, p. 1345).

Under these circumstances, we do not think we should interfere and leave to appeal must be refused.

July 13, 1944.

Re: Master Painters' Association of Saint John, N.B., and Brotherhood of Painters, Decorators and Paperhangers of America, Local 1151

Reasons for Decision

By leave granted below, this appeal is brought by the Brotherhood from a decision of the New Brunswick Regional Board dated March 14, 1944 denying an application under P.C. 9384 to increase the hourly wage rate for painters from 76 to 80 cents.

The Regional Board having come to the conclusion that there was no gross inequality or gross injustice to be rectified in the circumstances of the case, we must say that it has not been shown to this Board that there was an error in the decision. Consequently, we will have to dismiss the appeal.

July, 17, 1944.

Re: Fairchild Aircraft Limited (Longueuil, Que.) and Hotel & Restaurant Employees Union, Local 382

Reasons for Decision

This is an appeal by the Union from a decision of the Quebec Regional Board dated March 16, 1944.

The Company in March, 1943 took over the management of a restaurant from an employer who was not then paying the 60 cents cost of living bonus under the Board's general order dated August 4, 1942. The question now is to determine the amount of "previous authorized bonus" for the purpose of establishing the rates on February 15, 1944 pursuant to section 15 and schedule "A" of P.C. 9384.

We are of opinion that the bonus to be merged should have included both the 60 and the 35 cents ordered by the Board by its general orders.

We think the appeal should be allowed.

July 13, 1944.

Re: Bendix-Eclipse of Canada Limited (Windsor, Ontario) and U.A.W.-C.I.O., Local 195

Reasons for Decision

This is an appeal by the Union from a decision of the Ontario Regional War Labour Board dated February 24, 1944. An application was made on August 3, 1943, asking for the establishment of certain classifications and approval of certain wage rates. The Ontario Board on November 22, 1943, granted an Order authorizing certain classifications and stipulating certain rates. This schedule of classifications and rates seems to have been unsatisfactory to both the Union and the Company and finally on February 22, 1944, the Ontario Board approved a new schedule of classifications and wage rates. The Union seeks in this appeal to vary this schedule with respect to production operator (semi-skilled), production operator (skilled) and the rates for janitors. It also asks that the company be directed to pay the rates from August 3, 1943.

This Board is of opinion after considering all the evidence submitted to it that the Ontario Regional War Labour Board studied carefully the matter of classifications and rates and adopted the proper basis of comparability. We see no reason why the decision of the Ontario Regional War Labour Board should be disturbed in this respect.

We think, however, that the decision of the Ontario Regional Board should be varied to make it a direction effective from August 3, 1943, the date of the application.

The application to this Board that periodic increases of five cents per hour over the minimum rate after thirty days and after ninety days employment, with the top rate after six months, cannot be entertained because it was not submitted to the Ontario Regional War Labour Board.

July 13, 1944.

Re: Le Nouvelliste, Limitée; La Tribune, Limitée; L'Association des Hebdomadaires Canadiens-Français, Inc. and other employers and La Fédération des métiers de l'imprimerie du Canada Enrg., and International Typographical Union, Locals 672 and 856

Reasons for Decision

This appeal by the Unions is from a decision of the Quebec Regional Board dated January 11, 1944, refusing to increase under P.C. 5963 the cost of living bonus payable by employers in Zones 2, 2A, 3 and 3A designated in the collective labour agreement relating to the printing trades in the Montreal district. This agreement was adopted and extended to non-parties by Order in Council No. 987 pursuant to the provisions of the Quebec Collective Agreement Act.

The application requested that the minimum mandatory bonus be raised from 95 cents to $2.75. Having regard to the decision of this Board (L.G., 1943, p. 1353) with respect to the printing trades in Zone 1, it would seem reasonable to maintain the differentials set out in the agreement and to grant in this case the cost of living bonus asked for.

Consequently, we would allow the appeal as from February 15, 1944.

July 18, 1944.

Re: Kingston City Coach Company Limited and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 1151

Reasons for Decision

This is an appeal by the employer from decisions of the Ontario Regional Board dated December 4, 1943, granting under P.C. 5963 increased rates to driving and maintenance employees, overtime provisions and holidays with pay.

The Regional Board appear to have reached their conclusion upon consideration of total remuneration (basic rate and cost of living bonus) paid to these classifications in comparable localities. We have found no reason to disturb the decisions in the matter of rates, except that in the case of the drivers there should be periodic increases as specified in the union's application so that the top 68-cent rate will be reached after the fifth year.

On the matter of overtime, the provision should be restricted to the holidays requested in the application. There will be Finding and Direction accordingly.

July 18, 1944.

Re: The Royal Trust Company (Vancouver, B.C.)

Reasons for Decision

The Company appeals from decisions of the British Columbia Regional Board dated December 10, 1943, and December 15, 1943, fixing wage rates for janitors and cleaners under P.C. 5963.

In so far as the appeal raises questions of fact as to the nature of the work performed by the employees concerned and the basis of comparison used by the Regional Board, we are not prepared to say that the decisions are wrong and should be reversed.

However, counsel for appellant developed a legal argument of considerable force relative to the interpretation of section 25. His submission was that a finding that wage rates are low must be related to the basic date of November 15, 1941, and the Regional Board having granted an increase under section 25 on October 17, 1942, must be presumed to have exhausted its jurisdiction. The Board appreciates the force of this argument and referred to it in part in the Victoria Carpenters' case (L.G., 1944, p. 282) when in commenting on the comparisons there adopted it said (p. 283):

> "This case affords a typical illustration of the ineffectiveness of section 25 as a wage control measure when the comparative formula is cut loose from the anchor date (November 15, 1941)."

Nevertheless we do not believe that our intervention would be justified at this date and in the circumstances of this particular case and our opinion is that the appeal must be dismissed.

July 20, 1944.

Re: The McKinnon Industries Limited (St. Catharines, Ontario) and U.A.W.-C.I.O. Local 199

Reasons for Decision

This is an appeal by the Union from a decision of the Ontario Regional Board dated February 15, 1944, refusing an application under P.C. 9384 for a direction ordering payment of a "five cents per hour premium for all hourly rated employees starting work after 2 p.m. and before 5 a.m." The Company opposes the request.

It appears from the evidence that payment of a premium for night work is not a prevailing practice in St. Catharines and, although the premium figured in the negotiations leading to the current agreement between the parties, that no provision was made therein for its inauguration.

In addition to these considerations, the formula requested is much broader than what this Board is prepared to say is warranted under the terms of the relevant Order in Council.

This Board therefore confirms the decision of the Regional Board.

July 20, 1944.

Re: B.C. Motor Transportation Limited (Vancouver) and Amalgamated Association of Street, Electric Railway and Motor Coach Employees, Division 101

Reasons for Decision

This is an appeal by the Union from a decision dated November 22, 1943, of the Regional War Labour Board for British Columbia refusing to order under section 25 of P.C. 5963 an increase in basic rates for certain classifications of garage employees. The decision directed payment of increases to some classifications including the mechanics.

The Regional Board rested that part of the decision which is under appeal upon the following finding of fact:

> "The Regional War Labour Board for British Columbia finds that certain of the wage rates presently being paid in respect of certain of the occupations listed in the said application are not 'low' compared with wage rates generally prevailing for the same or substantially similar occupational classifications in the comparable locality."

Having perused all of the material filed by the parties and by the Regional Board, it appears to us that the Board have carefully considered the nature of the work performed by the classifications now concerned and made what they thought were the proper comparisons. There is no evidence before us that they erred in concluding as they did. The Union urges, however, that by refusing to increase certain rates the decision upsets the differentials established in 1940 following the report of a Conciliation Board acting under provincial legislation. While the argument is one which has a good deal of merit, our view is that in this type of employment the maintenance of wage relationships is not perhaps as important as it would be in other kinds of operations. At all events, the circumstances are not such as to justifiy an intervention on the part of this Board.

Consequently, the appeal must fail.

July 24, 1944.

Re: John Inglis Company Limited (Toronto) and United Steel Workers of America, Local 2900

Reasons for Decision

This is an appeal by the Company from a decision of the Ontario Regional Board dated February 4, 1944, directing under P.C. 5963 payment of a premium of 5 cents per hour to employees on the second shift (3 p.m. to 11 p.m.). Leave to appeal was given by the Regional Board.

This is the second time the matter of shift premium in this company has been before this Board. On October 8, 1943, the parties jointly and successfully appealed a decision refusing the premium to workers who came on the third shift (11 p.m. to 8 a.m.) by rotation (L.G., 1943, p. 1490). Following the decision allowing the appeal in that case, the Union on November 10, 1943, applied for an extension of the premium to the second shift. That application was opposed by the Company and is the matter now under appeal.

The Union bases its case upon the Ford Motor decision (L.G., 1943, p. 1342). The Ford case is distinguishable in important respects from the one now before us as is indicated by the foregoing sequence of events in this case. The circumstances and conditions here present do not justify an order to extend the premium to an afternon shift.

The appeal must be allowed.

July 27, 1944.

Various Railway Organizations and their Employers

Re: *Brotherhood of Locomotive Engineers; Brotherhood of Locomotive Firemen & Enginemen; Order of Railway Conductors; Brotherhood of Railroad Trainmen; The Order of Railroad Telegraphers; Commercial Telegraphers' Union; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Brotherhood of Railway Carmen of America; Brotherhood of Maintenance of Way Employees; International Association of Machinists; International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America; Sheet Metal Workers' International Association; International Moulders' Union of North America; United Association of Journeymen Plumbers and Steamfitters of the United States and Canada; International Brotherhood of Blacksmiths, Drop Forgers and Helpers; International Brotherhood of Firemen and Oilers; International Brotherhood of Electrical Workers; Brotherhood of Railroad Signalmen; and Canadian National Railways and subsidiaries; Canadian Pacific Railway Company and subsidiaries; Dominion Atlantic Railway; Quebec Central Railway; Esquimalt and Nanaimo Railway; Northern Alberta Railway; Algoma Central & Hudson Bay Railway; The Essex Terminal Railway Company; Pacific Great Eastern Railway Company; Sydney & Louisburg Railway Company; Temiscouata Railway Company; Temiskaming & Northern Ontario Railway Commission; The Toronto, Hamilton & Buffalo Railway Company; Toronto Terminals Railway.*

Reasons for Decision

This application is made pursuant to Order in Council P.C. 5963 by the Standard Railway Organizations listed in the heading on behalf of the employees represented by them for increases in wage rates. The employers are the Railway Companies listed in the heading. The employees on whose behalf this application is made number approximately 100,000 and are resident at various places in all provinces of Canada. Their duties require varying degrees of skill, and, in the main, require also a high sense of responsibility. In addition to these employes there are a large number of other railway employees who are not parties to this application but on whose behalf separate applications have been made for wage increases.

This application was filed with this Board on September 16, 1943. The brief in support of the application, however, was not filed with the Board until the 11th day of December, 1943. The reply on behalf of the employers was filed on the 16th day of March, 1944, and the rebuttal on behalf of the employees was filed on the 13th day of April, 1944. The application was heard by this Board on the 4th, 5th and 6th days of May, 1944.

The increases requested by the employees as stated in the notices attached to the application are as follows:

1. "That effective September 1st, 1943, all existing basic wage rates be increased in all classes of service to the extent necessary to equalize with rates paid for comparable service in the Eastern United States, plus the amount which such rates may be increased as a result of negotiations now being conducted in the United States on behalf of the employees represented by these Organizations. Existing differentials, special allowances, arbitraries, etc., to be retained, and a percentage increase applied to same equivalent to the amount by which the basic wage rates are increased."

2. "That effective September 1st, 1943, all existing basic wage rates be increased twenty-three cents (.23c) per hour."

Objection was raised by the employers that the request of the employees should not be entertained by the Board by reason of an agreement made between the parties on the 29th day of July, 1941. Paragraph 3 of this Agreement reads as follows:

> "3. This agreement is entered into between the respective railways and the individual organizations representing their respective classes and it is intended between the parties hereto that, subject to any legislation or other governmental action which may alter the bases upon which this agreement has been reached, and subject to mutual agreement in the applications of the third and succeeding adjustments in bonus payments, it will remain in effect for one year from the date of proclamation of peace and thereafter subject to termination by thirty days notice by either party."

It is not necessary in considering this application to deal with the argument as to whether or not this agreement had been affected by Orders in Council passed subsequent to the date of the Agreement and which indicated substantial changes in Government policy with respect to wage control, because on June 4, 1943, this Board in its Reasons for Decision in the case entitled Division No. 4, Railway Employees Department (A.F. of L.) and the Railway Association of Canada (L.G., 1943, p. 752) in considering the effect of the Agreement of July 29, 1941, stated:

> ". . . . it is quite within the Board's power to deal with questions within its jurisdiction under P.C. 5963 in spite of any term provided for in such an agreement and also regardless of any other special covenants as to wages and working conditions. There can be no doubt that a covenant to accept wage rates and working conditions without change for the period of collective agreement is a very important factor to be taken into consideration but does not create an absolute bar to any relief authorized by the general Order in Council."

No arguments were submitted to the Board at the hearing of this application which would justify the Board in departing from the position it took on June 4, 1943.

The written and oral submissions on behalf of the employees were almost entirely directed to the argument that Section 25 of Order in Council P.C. 5963 permitted and required the Board to make a comparison between the wage rates paid to employees in the railway service in the Eastern Territory, United States, with the wage rates paid to employees in similar classifications in the railway service in Canada. The voluminous written submissions and exhibits elaborated at great length on the historical development of the relationship in the wage rates paid to the employees in the railway service in the two countries, on the similarity of their duties, on the similarity of traffic and other railway problems and on the many other features and factors common to the railway service of these two countries.

In like manner, the written submissions and oral arguments presented by Counsel on behalf of the Railway Companies were largely devoted to examination and rebuttal of the arguments of the employees in this regard. On behalf of the Railways, it was also urged that the adoption by this Board of the wage rates prevailing in the railway service in the Eastern Territory, United States, would mean annual additional costs to the railways operating in Canada in the sum of $119,898,084, and that the addition of such a sum to the cost of operation of railway service could be met by the railways only by seeking an increase in freight rates or by seeking some form of Government assistance. On behalf of the employees it was argued that this sum was excessive and greatly overestimated. According to their argument, the annual increase in cost to the employers, after due allowance had been made for the cost of living bonus which, since February 15, 1944, has been incorporated in basic wage rates, would be the sum of $53,884,111.50, and this sum it was urged could be paid in wage increases without the necessity of the Railways seeking either increase in freight rates or some form of Government assistance.

Holding the view we do, it is unnecessary to examine in detail the arguments in this regard and which were presented with great skill and force on behalf of both the employees and the employers because this Board is of opinion that under the Wages Control Order, P.C. 5963, the comparisons authorized to be made by Section 25 of that Order must be restricted to industries in Canada. In order to make proper comparisons with wage rates paid in similar jobs, positions or occupational classifications in countries other than Canada there would be required an involved and detailed study and examination of and inquiry and investigation into very many factors and conditions which were never contemplated by the Order. The whole policy of control of wages and prices in this country is entirely distinct and unrelated to the economy of the United States. This Board is satisfied that comparison of wage rates paid in the two countries is neither permitted nor required in the administration of P.C. 5963. In fact this Board is of opinion that for the purposes of interpretation and administration of all relevant Orders in Council comparisons must be restricted to industries in Canada.

This is not the first occasion on which this question has come before the Board. In its

decision in *re* National Maritime Federation, National Seamen's Association of Canada and Various Shipping Companies, (L.G., 1943, p. 1347) this Board said:

> ". . ., the applicant unions did not even try to put the case on a comparative basis as required by Section 25 of P.C. 5963. The only comparison offered was that with American rates, which, under P.C. 5963, is irrelevant."

Again in considering the British Columbia Electric Railway Company Case (L.G., 1944, p. 274), this Board said:

> "Now, the union has sought to make a comparison with Seattle, pointing out that the Order in Council is silent with respect to points of comparison outside of Canada. We have already intimated in a case—I think it was the National Maritime Federation case, I have forgotten the reference in the LABOUR GAZETTE and other publications—that we were rather of the opinion that such a contention cannot prevail, because primarily the purpose of the Order in Council was to stabilize wages as they existed in Canada."

With these pronouncements this Board is completely in accord. The many arguments submitted to it on the hearing of this application failed to convince the Board that said Section 25 enabled or permitted comparison of wage rates prevailing in any industry in Canada with wage rates paid to employees in a similar industry in United States.

The Board is further of opinion that Section 62 of Order in Council P.C. 5963 is not applicable to this case. Any effort to demonstrate that under Section 62 the employees in railway service in Canada are entitled to receive wages at the same rate as those paid to similar employees of railways in the United States completely failed.

It was also urged on behalf of the Employees that there existed unfair and unjust disparities between railway wage rates in Canada and those enjoyed by employees in other industries in Canada. This argument was not developed, and it is unfortunate that no submission, verbal or written, was made to us to show by proper analyses and comparisons the relationship between wage increases received by the employees of the railways and those received by employees in the same or reasonably comparable classifications of employees in other industries in Canada. It has, therefore, been necessary for the Board itself to have such analyses and comparisons made, and in making them much time, study and research have been required. As a consequence the decision with respect to this application has been delayed.

The Board caused an examination and study to be made of the wage rates received immediately prior to the war by employees in a large and representative group of industrial and other establishments in all parts of Canada. In making the examination and study we were careful that the establishments under review were not only representative of all parts of Canada but also of the various types of industry in the country, and care was also taken to make sure that the establishments examined and studied had in their employ a wide enough range of classifications to embrace classifications reasonably similar or comparable to as large a number of Railway classifications as possible. Similar information was obtained with respect to wage rates received by employees in these same establishments at the date of this application and comparisons were made with wage rates received by Railway employees at the same dates. The figures used for comparison in all instances included the cost of living bonus then being paid. This comparison showed that employees in other industries in Canada had received wage increases in excess of those received by employees in the railway service. It was apparent that the wages paid in some of the classifications in the railway service at the commencement of the war were low as compared with those paid in other industries. In other classifications, however, they were high, and, therefore, it was necessary that this fact receive proper consideration when comparisons were made. Due allowance had to be made for the security and pension rights enjoyed by employees in the railway service as compared with those enjoyed by employees in other industry. It was necessary to keep in mind also that among the many classifications considered a higher degree of skill is generally required for employees in the railway service. In considering the results of the study and examination made, the Board also kept in mind the fact that large wage increases in some classifications in other industries in part at least reflected the wartime demand for skilled labour. After due consideration of all these factors, we are of opinion that following the broad and liberal interpretation which has been given by this Board to Section 25 of Order in Council P.C. 5963, all employees represented in this application are entitled as and from the date of said application, namely September 15, 1943, to increases in their basic wage rates as follows:

1. Six cents per hour to all hourly paid employees;
2. Forty-eight cents per day to all daily paid employees;
3. Two dollars and eight-eight ($2.88) cents per week to all weekly paid employees;
4. Twelve dollars and forty-eight ($12.48) cents per month to all monthly paid employees.

Finding and Direction will issue accordingly.

July 31, 1944.

Re: Brotherhood of Maintenance-of-Way Employees and Railway Association of Canada

Reasons for Decision

This application made pursuant to Order in Council P.C. 5963 was heard by this Board on October 7, 1943. An interim decision was given on November 24, 1943, determining all matters under consideration excepting the question of wage increases. This question was retained pending determination of the application N-1300 made on September 15, 1943, on behalf of certain other railway employees.

This Board has on this date filed its decision with respect to that application and adopts that decision for the question of wage increases in this application.

Therefore, the employees represented on the hearing of this application, as and from the date of said application, viz., March 3, 1943, are entitled to increases in their basic rates as follows:—

1. Six cents (6c) per hour to all hourly paid employees.

2. Forty-eight cents (48c) per day to all daily paid employees.

3. Two dollars and eighty-eight cents ($2.88) per week to all weekly paid employees.

4. Twelve dollars and forty-eight cents ($12.48) per month to all monthly paid employees.

Finding and Direction will issue accordingly.

July 31, 1944.

Re: Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways

Reasons for Decision

This application made pursuant to Order in Council P.C. 5963 was heard by this Board on September 30, 1943. An interim decision was given on November 24, 1943, determining all matters under consideration excepting the question of wage increases. This question was retained pending determination of the application N-1300 made on September 15, 1943, on behalf of certain other railway employees.

This Board has on this date filed its decision with respect to that application and adopts that decision for the question of wage increases in this application.

Therefore, the employees represented on the hearing of this application, as and from the date of said application, viz., May 25, 1943, are entitled to increases in their basic rates as follows:—

1. Six cents (6c) per hour to all hourly paid employees.

2. Forty-eight cents (48c) per day to all daily paid employees.

3. Two dollars and eighty-eight cents ($2.88) per week to all weekly paid employees.

4. Twelve dollars and forty-eight cents ($12.48) per month to all monthly paid employees.

Finding and Direction will issue accordingly.

July 31, 1944.

Re: John Inglis Company Limited (Toronto) and United Steelworkers of America, Local 2900

Reasons for Decision

This is an appeal by the Company from a decision of the Ontario Regional Board dated February 5, 1944, directing under P.C. 5963 a normal work week of 42¾ hours for office employees, overtime at pro rata rates for work in excess of 44 hours and at time and one half for work in excess of 48 hours, and an extra day's pay "where office workers are required to work on statutory holidays."

The evidence is that salaries were increased in 1940 by one-sixth to compensate for the 7-day work week then inaugurated in the war emergency. The work week was reduced to 6 days in 1941 and 5½ days in March, 1943, without corresponding salary adjustments. At present the normal work week is 45¾ hours with no overtime provisions.

The appellant's contention is that by directing a reduction in hours for office employees the Regional Board encroached upon new ground and went beyond what was indicated by the last paragraph of the decision in the McKinnon Industries case (L.G., 1943, p. 1345). Our opinion is that that contention must prevail in this case. We think it is unwise for a government authority to interfere with the discretion exercised by the management of this large war plant in the matter of working hours for office and clerical employees, when from the evidence it appears to have pursued a fairly liberal policy.

However, we are prepared to give effect to the McKinnon decision and to direct payment of overtime at straight pro rata time for work required to be performed after 46 hours and at time and one-half after 48 hours and on statutory holidays.

Finding and Direction accordingly.

July 28, 1944.

Re: Dominion Bridge Company Limited (Toronto) and United Steelworkers of America, Local 2808

Reasons for Decision

An appeal by the Company from a decision of the Ontario Regional Board dated May 22, 1944, directing payment of "a night premium of 5 cents per hour to all hourly rated employees working on the afternoon and night shifts effective from April 1, 1944," at the Company's Sorauren Avenue munitions plant. Leave to appeal was granted below.

The Company's production schedule has called for a 3 shift operation. The afternoon shift works from 4 p.m. to 12 p.m. and the night shift from 12.01 a.m. to 8 a.m., and employees change shifts weekly. Premium for night work has been recognized by this Board as a fair and reasonable condition of employment both in the interest of production and to compensate the worker for the special hardship. In certain cases other considerations, however, must sometimes prevail as in Electro-Metallurgical Company of Canada Ltd. (L.G., 1944, p. 470.)

Under the Order in Council (P.C. 9384) by which we must govern our decisions it is necessary for us to find that the condition is consistent with the purposes of the Order, one of which is to stabilize the wage structure (section 20 (1) (*c*) and section 14 (*b*)). On a rotating 3-shift operation, the extension of the premium to the second or afternoon shift is more of a straight wage increase than a premium for night work and becomes an unstabilizing factor in wage control.

Our conclusion is that in this case the premium must be restricted to the midnight shift. Also it must not be included in the base rate for the purpose of computing overtime.

The Regional Board's decision is therefore varied accordingly.

July 31, 1944.

Re: Vancouver Masonic Cemetery Association

Reasons for Decision

This appeal is from a decision of the Regional War Labour Board for British Columbia dated June 1, 1944, which held the Association to be an "employer" under the wages control orders P.C. 5963 and P.C. 9384 and as a consequence compelled to pay the cost-of-living bonus (now merged into basic rates) made mandatory by this Board's general orders.

The Association is a non-profit organization incorporated under the Benevolent Societies' Act of British Columbia, but that is insufficient by itself to bring it within the terms of the exemption provided by paragraph (v) of section 13 (1) (*d*) of the current Order. The association must be either "religious, charitable or educational" to claim the exemption. We are of the view taken by the Regional Board and find that the exemption does not apply. Nor do we think that there is ground for exemption under paragraph (vi).

The appeal must therefore fail.

July 31, 1944.

Re: Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen on behalf of dining car employees

Reasons for Decision

On March 8, 1944, this Board issued the following directive to the Company:

> "On those assignments in which the time in transit exceeds 24 hours, if an employee is not relieved from duty for at least 9 hours between the serving of dinner and breakfast, any time between the actual time of release from duty and 9 hours shall be paid for as overtime at the rate of time and one-half on the minute basis to the nearest 15 minutes. For the purpose of calculating overtime rate the working month is to be considered one of 240 hours." (see Reasons for Decision, L.G., 1944, p. 467.)

In its application the Brotherhood had asked for "a 208-hour basic month with time and one-half for all service in excess." This was refused and the foregoing was advanced by the Board as a measure to alleviate the situation from the point of view of overtime.

The Board was aware that negotiations had been conducted by the parties and the reasons contained the following:

> "Just how the above directive may be complicated by other conditions of work tentatively agreed to we are not sure. If there is any such complication which the parties cannot agree to solve the matter may be spoken to."

Under this passage, the Brotherhood now requests that we direct the company to inaugurate the following rule in addition to the rule for overtime on the daily basis provided in our decision of March 8, 1944:

> "Two hundred and forty hours' service, or less, in assigned service, shall constitute a basic month's work. All time work in excess of two hundred and forty hours will be paid for as overtime on the actual minute basis at *pro rata* rate."

It appears that this was one of the conditions tentatively agreed to until the Brotherhood decided to come to the Board on its original application.

We are of opinion that there should be a direction effective from March 15, 1944, covering the last-mentioned rule. It should be understood, however, that no employee shall be paid overtime under both rules for the same period of time worked. July 19, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Wartime Labour Relations Regulations.—Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field, to the extent considered necessary to cover adequately employers and employees in industries "essential to he efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation Work of the Industrial Relations Branch.—Conciliation proceedings are carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for four days during the month of July. During this period the Board received eighteen applications for certification, held eleven public hearings, ordered eleven representation votes, issued twelve certificates designating bargaining representatives and rejected two applications for certification. Details of these proceedings and activities are given below:—

Certificates Issued

(1) International Union of Mine, Mill and Smelter Workers, Local 690 and Alberta Nitrogen Products, Limited, Calgary, Alberta. Following a preliminary investigation of the application, the Board ordered that a representation vote of the employees be taken. Out of 272 eligible voters, 186 voted in favour of the applicant union and 54 against. The local union and Messrs. William Longridge, V. H. Johnston, G. Lydsman, W. Wright, J. Bennet, F. Calow, C. Armstrong, C. Hughes and R. Lee were certified as the bargaining representatives of the employees of the Company with the exception of office and professional workers, supervisors and others having the right to hire and discharge, electricians, carpenters, painters, security guards and two groups of part-time labourers comprised of students employed after school hours and on holidays and members of the armed forces working on week-ends.

(2) Val d'Or Mine and Mill Workers' Union, Local 654 of the International Mine, Mill and

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Smelter Workers and Golden Manitou Mines, Limited, Val d'Or, P.Q. Following a preliminary investigation the application, and a subsequent public hearing, the Board ordered that a representation vote of the employees be taken. Out of 274 eligible voters, 218 voted in favour of the applicant union and 18 against. Subsequently the union and Messrs. Thomas McGuire, R. H. Carlin, J. J. Billoki, George Zapotoski, Leo Belisle, Robert Joseph, Leo Allard, Henry Chandonnet and Lorenzo Bourassa were certified as bargaining representatives for all the hourly-rated employees of the company, except employees engaged in surface mechanical transportation, the refinery and assay office or those in a supervisory capacity.

(3) International Union of Mine, Mill and Smelter Workers, Local 688, and Beattie Mines (Quebec), Limited, Duparquet, P.Q. The Board, following a preliminary investigation of this application, and a public hearing, ordered that a representation vote be taken. Out of 430 eligible voters, 338 voted in favour of the applicant union and 14 against. The union and Messrs. R. H. Carlin, Thomas McGuire, David Cote, Leo. A. Behie, D. Richard, R. Rivard, N. Vugnovich, J. J. McCann, E. Johnson and A. Little were certified as bargaining representatives for all the hourly-rated employees, except office staff and those employees holding a position higher than that of sub-foreman or mucker boss.

(4) International Union of Mine, Mill and Smelter Workers, Local 688, and Powell Rouyn Gold Mines, Limited, Rouyn, P.Q. Following a preliminary investigation of this application, a public hearing was held and the Board ordered that a representation vote be taken. Out of 229 eligible voters, 147 voted in favour of the applicant union and 26 voted against. The union and Messrs. R. H. Carlin, Thomas McGuire, David Cote, Leo. A. Behie, J. Burdages, A. Doucet and A. Renaud were certified as bargaining representatives for all the hourly-rated employees of the company except clerical staff and those employees holding a position higher than that of sub-foreman or mucker boss.

(5) International Union of Mine, Mill and Smelter Workers, Local 688 and Senator-Rouyn Mines, Limited, Rouyn, P.Q. Following a preliminary investigation of this application and a public hearing, the Board ordered a representation vote. Out of 129 eligible voters, 87 voted in favour of the applicant union and 6 against. The Union and Messrs. R. H. Carlin, Thomas McGuire, David Cote, Leo. A. Behie, R. Rainville, J. R. Foysy, and L. Belleau, were certified as bargaining representatives for all the employees of the company except clerical staff and employees holding a position higher than that of sub-foreman and mucker boss.

(6) International Union of Mine, Mill and Smelter Workers, Local 688, and Waite-Amulet Mines, Limited, Rouyn, P.Q. Following a preliminary investigation of this application and a public hearing the Board ordered a representation vote. Out of 395 eligible voters, 242 voted in favour of the applicant union and 25 for the Waite-Amulet Employees Committee, intervener. The Union and Messrs. R. H. Carlin, Thomas McGuire, David Cote, Leo. A. Behie, Leonard Desabrias, H. Poutvin, A. Lafrete and U. Lemay were certified as bargaining representatives for all the hourly-rated employees of the company except supervisory and clerical staff, guards, technicians, laboratory employees or employees holding position higher than that of sub-foreman or mucker boss.

(7) International Brotherhood of Electrical Workers, Local B1106, and the Quebec Power Company, Quebec, P.Q. Following an examination of the Union's membership records by an officer of the Board, the Board certified the Union and Messrs. Rene Michaud, and Jean Louis Ouellet as the bargaining representatives for all the employees of the company except the clerical staff and supervisory technicians.

(8) International Association of Machinists, Lodge 1288, and the Anglo-Canadian Wire, Rope Company, Limited, Lachine, P.Q. Following an examination of the Union's membership records by an officer of the Board, the Board certified the Union and Messrs. Oliva Schanck, Mike Horniak, Roger St. Onge and Mike Gulyck as the bargaining representatives for all hourly-rated employees of the company except clerical staff, watchmen and foremen and those in higher positions.

(9) International Association of Machinists, Lodge 1288, and the Dominion Wire, Rope and Cable Company, Limited, Lachine, P.Q. Following an examination of the Union's membership records by an officer of the Board, the Board certified the Union and Messrs. George Moore, Antonio Lebell, and Dick Pape as bargaining representatives for all the employees of the company except clerical staff, storekeepers, testers, shippers, watchmen and foremen.

(10) The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station employees and Fort William Coal Dock Company, Limited, Fort William, Ontario. Following an examination of the Union's

membership records by an officer of the Board, the Board certified the Union and Messrs. J. L. Pateman, and T. Johnson, as the bargaining representatives for all the employees of the company except the weighman, foreman, office staff and supervisory employees.

(11) Canadian Seamen's Union and Saint Lawrence Steamships, Limited, Buffalo, N.Y. Following an investigation of union membership records and a public hearing on the application the Board ordered a representation vote. Out of 33 eligible voters, 27 voted in favour of the applicant union and 5 against. The Union and Messrs J. A. Sullivan, D. Ferguson, and C. L. Lenton were certified as bargaining representatives for all the unlicensed personnel of the company on the S.S. *Sioux,* S.S. *Algonquin,* and S.S. *Cheyenne.*

(12) National Harbours Board Employees, Federal Union No. 24, and the National Harbours Board, Saint John, N.B. Following an examination of the Union's membership records by an officer of the Board, the Board certified the Union and Messrs. Harry Truswell, Frank Byron, Frank Burchill, Ralph Shephard, and James A. Whitebone as bargaining representatives for all the employees (including patrolmen) of the National Harbours Board, Saint John, N.B., except the superintendent, general foreman and office staff.

Applications for Certification Rejected

(1) The United Association of Locomotive Engineers, Firemen, Brakemen and Dispatchers, Federal Union 22022 (A.F. of L.) and Aluminum Company of Canada, Limited, Arvida, P.Q. Following an investigation of the application and a public hearing the Board ruled that since the employees affected were covered by a collective agreement between the National Catholic Syndicate of Aluminum Workers of Arvida, Inc., and the company, the terms of which had been automatically extended until December 31, 1944, the application could not be entertained until the expiry of ten months from the renewal date of the agreement (January 1, 1944) as provided in Section 9 of the Wartime Labour Relations Regulations.

(2) Canadian Union of Asbestos Workers, Local 6 (C.C.L.), and Johnson's Company, Thetford Mines. This application was investigated and later a public hearing was held, following which the Board rejected the application on the grounds that it was premature, the ten-month period of the existing collective agreement not having expired as required by Section 9 of the Regulations.

Representation Votes Ordered

Representation votes were ordered by the Board on the following applications:

(1) Employees' Welfare Board of the Hudson Bay Mining and Smelting Company, Limited, and the Hudson Bay Mining and Smelting Company, Limited, Flin Flon, Manitoba, and subsidiaries. Representatives of the applicants and the Company appeared before the Board. The eligible voters are the plant unit or units exclusive of shift bosses, foremen, superintendents, confidential employees and those having the right to hire and discharge.

(2) Canadian Brotherhood of Railway Employees and Other Transport Workers and Levis Ferry, Limited, Quebec, P.Q. Representations were made before the Board by the applicant union, the company and the National Catholic Syndicate of Ferry Employees of Levis, as intervener. Captains, second captains and management staff were excluded from the vote.

(3) Brotherhood of Railroad Trainmen and Canadian National Railways and Canadian Pacific Railway Company, Montreal, P.Q., with the Order of Railway Conductors as intervener. Representatives of both organizations and the companies appeared before the Board. Those eligible to vote are all regularly assigned conductors, those regularly assigned to conductors' spare board as of April 5, 1944, and part time conductors, who during the period April, 1943, to April, 1944, worked a preponderance of their time as conductors.

(4) Commercial Telegraphers' Union, Canadian Pacific System Division No. 1, and the Canadian Pacific Railway Company (Communications Department). Representatives of both parties appeared before the Board. The eligible voters were mechanical staffs, broadcaster chiefs and attendants, repeater chiefs, supervisors and attendants, installers and assistants. Those excluded and therefore not eligible to vote are chief operators, assistant chief operators, night chief operators, all night chief operators, morse traffic supervisors, printer traffic supervisors, R.S. traffic chiefs (Montreal and Winnipeg) and managers of branch offices.

(5) Canadian Union of Soapstone Workers (C.C.L.) and the Broughton Soapstone and Quarry Company, Limited, Leeds Station, P.Q. Representatives of the applicants and the company appeared before the Board. Those eligible to vote are: hoistmen, millwrights, signalmen, stonecutters, stone crushers, and quarry labourers. The foremen and senior

supervisory members of the staff are excluded from voting.

(6) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Superior Elevator Company, Port Arthur, Ontario. The eligible voters are: shovellers, labourers, experienced labour inside the elevator, foremen, watchmen and all monthly rated employees engaged in the operation of the elevator. Excluded from the vote are the clerical office staff and the supervisory employees above the rank of foreman.

(7) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and National Grain Company, Limited, Fort William, Ontario. Those eligible to vote are: shovellers, labourers, experienced labour inside the elevator, foremen, watchmen and all monthly rated employes engaged in the operation of the elevator. The general foremen, clerical office staff and the supervisory employees above the rank of foreman are excluded from the vote.

(8) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Northland Terminals, Limited, Fort William, Ontario. The eligible voters are: shovellers, labourers, experienced labourers inside the elevator, foremen, watchmen and all monthly rated employees engaged in the opeation of the elevator. Excluded from the vote are the clerical office staff and the supervisory employees above the rank of foreman.

(9) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Reliance Grain Company, Limited, Fort William, Ontario. Those eligible to vote are: shovellers, labourers, experienced labour inside the elevator, foremen, watchmen, one guard and all monthly rated employees engaged in the operation of the elevator. The clerical office staff and the supervisory employees above the rank of foreman are excluded from the vote.

(10) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company (Island Terminal Coal Dock), Fort William, Ontario. The eligible voters are: weighmen, coalmen, watchmen, machine operators, repairmen, car loaders and oilers. Those excluded from voting are: foremen and other supervisory employees and employees in the power house such as blacksmiths, electricians, etc.

(11) Val d'Or Mine and Mill Workers' Union, International Union of Mine, Mill and Smelter Workers and Lamaque Mining Company, Limited, Bourlamaque, P.Q. Those eligible to vote are all the hourly-rated employees of the company except the clerical and supervisory employees, guards, technicians, laboratory employees and employees holding positions higher than that of sub-foreman and mucker boss.

Applications for Certification Under Investigation

International Longshoremen's Association and B.C. Coast Steamship Service, C.P.R. Company, Victoria, British Columbia.

Canadian Seamen's Union and Western Union Telegraph Co. (Unlicensed Personnel Cable Ships), Halifax, Nova Scotia.

United Steelworkers of America and National Harbours Board, Montreal, P.Q.

International Longshoremen's Association, Local 1552, and Shipping Federation of Canada, Montreal, P.Q.

International Brotherhood of Teamsters & Chauffeurs and McArthur & Son, Ltd., Brandon, Man.

Canadian Brotherhood of Railway Employees & Other Transport Workers, Div. 217, and Canadian Pacific Railway Company (Inland Boats), Nelson, B.C.

International Union of Mine, Mill and Smelter Workers and Riverside Iron Works, Ltd., Calgary, Alta.

International Union of Mine, Mill and Smelter Workers and Dominion Bridge Co., Ltd., Calgary, Alta.

Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees and B.C. Coast Steamship Service, Canadian Pacific Railway Company, Victoria, B.C.

International Longshoremen's Association, Local 375 and Shipping Federation of Canada, Inc., Montreal, Que.

International Brotherhood of Electrical Workers, Local Union No. 230 and Canadian Collieries (Dunsmuir) Ltd., (Puntledge River Power House), Vancouver, B.C.

Western Canada Firebosses Association and Crow's Nest Pass Coal Co., Fernie, B.C., International Coal and Coke Co., McGillvary Coal & Coke Co., of Coleman, Alta. West Canadian Collieries, Blairmore & Bellevue, Alta., Hillcrest-Mohawk Collieries, Bellevue, Alta.

The Deepsea & Inland Boatmen's Union of the Pacific, B.C. Division and Badwater Towing Co., Vancouver, B.C.

International Union of Mine, Mill & Smelter Workers, Local 514 and Yukon Consolidated Gold Corporation, Dawson City, Y.T.

The Association of Federal Employees of the Port of Quebec, Inc., and National Harbours Board, Quebec, P.Q.

National Harbours Board Employees' Federal Union No. 24 and National Harbours Board, Saint John, N.B.

Deepsea & Inland Boatmen's Union of the Pacific, B.C. Division and Gibson Bros. (Log Towing), Vancouver, B.C.

Brotherhood of Railroad Signalmen of America and Toronto Terminals Railway Company, Toronto, Ont.

Applications Referred to Provincial Jurisdiction

International Association of Machinists and MacDonald Brothers Aircraft, Limited (office and stores departments, Robinson Street Division), Winnipeg, Man. This application was referred to the Manitoba Wartime Labour Relations Board.

Rules of Procedure of Board Amended

ON June 7, 1944, the Wartime Labour Relations Board (National) approved rules of procedure with respect to the making of various types of applications (L.G., June, 1944, p. 737). These rules were amended on July 19, by:—

(1) adding a Subsection (3) to Section 1, providing that "The following rules in Sections 2 to 6 inclusive shall apply to proceedings before the National Board and also to proceedings before a Provincial Board unless and until such Provincial Board adopts its own rules of procedure";

(2) deleting the first sentence of Subsection (1) of Section 3;

(3) extending the period of time (fifteen days) in Section 7 (1) (*a*) and (2) to thirty days.

These amendments have been consolidated in the Regulations given below.

Wartime Labour Relations Board (National) Board Regulations

1. (1) In these Regulations, unless the context otherwise requires,

(*a*) "National Board" means the Wartime Labour Relations Board;

(*b*) "Provincial Board" means a Labour Relations Board exercising any of the powers of the Wartime Labour Relations Board in any province;

(*c*) "Person" includes firm, corporation, trade union, employees' organization or employers' organization.

(2) Other words and expressions used in these Regulations shall, unless the context otherwise requires, have the same meaning as in the Wartime Labour Relations Order (Order in Council P.C. 1003 of February 17, 1944 and any amendments thereto).

(3) The following rules in Sections 2 to 6 inclusive shall apply to proceedings before the National Board and also to proceedings before a Provincial Board unless and until such Provincial Board adopts its own rules of procedure.

PROCEDURE

Applications for Certification of Bargaining Representatives

2. Any application for certification of bargaining representatives shall be required to be submitted in writing duly verified by statutory declaration.

3. (1) The Board shall give notice in such manner, as, in the circumstances, it deems sufficient to any person having an immediate interest in the matter in respect of which application is made and shall furnish a copy of the application to him and shall give an opportunity for representations to be made and evidence adduced by or on behalf of every such person with regard thereto.

(2) Every person shall within seven days of the receipt by him of such notice and copy of application notify the Chief Executive Officer of the Board in writing whether he wishes to contest the application and in such case he shall within fourteen days of the receipt by him of such notice and copy of application file in the office of the Board his reply and the reply shall be verified by statutory declaration in the same manner as in the case of an application.

(3) The reply shall contain a concise statement of the material facts upon which the person replying intends to rely and shall specifically admit, deny or explain each of the statements made in the application. The name and address of the person replying shall be stated in the said reply.

(4) If any person shall fail within seven days of the receipt by him of a copy of the application to notify the Chief Executive Officer that he wishes to contest the application or, having so notified the Chief Executive Officer, shall neglect to file his reply in the office of the Board within the time hereinbefore limited or to give his name and address in such reply he shall not be entitled to any further notice of the proceedings commenced by the application and relief under the said application may be granted without giving any further opportunity for representations to be made or

evidence adduced by or on his behalf with regard thereto, but nothing herein contained shall prevent the Board from hearing further representations or evidence from any such person.

(5) Upon the filing of a reply the Chief Executive Officer shall forthwith send a copy of the reply to the applicant and shall give notice to the applicant at the address stated in the application and to all parties filing replies at the address set out in the said replies respectively fixing a time and place for the hearing of the application. If necessary, this notice may be given by telegraph or telephone.

(6) The Board shall make such inquiries and investigations into the matter in respect of which such application is made as it deems necessary for the proper disposal thereof.

Applications for Intervention of a Board Pursuant to Section 11 of the Wartime Labour Relations Regulations

4. An application by a person for the intervention of a Board pursuant to Section 11 of the Wartime Labour Relations Regulations may be made by letter or telegram to the Chief Executive Officer of the Board.

(1) The application shall set forth the time spent and the efforts made by the parties to negotiate an agreement and state the grounds for the belief that an agreement will not be completed in a reasonable time.

(2) Upon receipt of the application for intervention, the Chief Executive Officer may request such additional information as may be necessary from the applicant and a statement from the other interested party or parties concerned, or may request the parties to appear before the Board for a hearing of the application prior to reference of the matter to the Minister as specified in Section 12 (1) of the Regulations.

Applications for the Establishment of an Appropriate Procedure for the Consideration and Settlement of Disputes, Pursuant to Section 18 (2) of the Wartime Labour Relations Regulations

5. An application for the establishment by a Board of an appropriate procedure for consideration and settlement of disputes concerning the interpretation or violation of a collective agreement pursuant to Section 18 (2) of the Wartime Labour Relations Regulations may be made by letter or telegram to the Chief Executive Officer of the Board.

(1) The application shall set forth the names and addresses of the parties to the dispute, the date of the execution of the collective agreement, and a statement that the agreement contains no appropriate procedure for consideration and settlement of disputes concerning its interpretation or violation. If the applicant claims that the procedure contained in the agreement is inappropriate, the reasons for so claiming must be given.

(2) The applicant shall also file a copy of the collective agreement in connection with which it is desired that an appropriate procedure be established.

(3) On receipt of the application for the establishment of an appropriate procedure, the Chief Executive Officer may request such additional information as may be necessary from the applicant and a statement from the other interested party or parties concerned, or may request the parties to appear before the Board for a hearing of the application, or may instruct an officer to investigate the application and report thereon to the Board.

Applications for Leave to Institute Prosecutions Under the Wartime Labour Relations Regulations

6. An application to a Board for leave to institute a prosecution under the Regulations may be made by letter or telegram to the Chief Executive Officer of the Board.

(1) The application shall specify the provision of the Regulations alleged to have been violated and material facts regarding such violation.

(2) On receipt of an application for leave to institute a prosecution, the Chief Executive Officer may request such additional information as may be necessary from the applicant and a statement from the other interested party or parties concerned, or may request the parties to appear before the Board for a hearing of the application, or may instruct an officer to investigate the application and report thereon to the Board.

Appeals

7. (1) Any person directly affected by any decision or order of a Provincial Board may appeal to the National Board, if

(*a*) The Provincial Board making such decision or order grants leave so to appeal and the request for such leave to appeal has been made within thirty days of the announcement of the decision or order of such Provincial Board; or

(*b*) The National Board grants leave so to appeal and the request for such leave to appeal has been made within sixty days of such announcement.

(2) Within thirty days after the granting of such leave to appeal the appellant shall appear before the National Board and present the said appeal provided, however, that the National Board may for good cause adjourn the hearing of the said appeal from time to time.

(3) On any such appeal, the decision or order of the National Board shall constitute the decision or order of the Provincial Board as if originally made by it.

General

8. The National Board may from time to time amend these Regulations.

Made pursuant to Section 27 of the Wartime Labour Relations Regulations of February 17, 1944, P.C. 1003, this 7th day of June, A.D. 1944.

G. B. O'Connor,
Chairman.

Bernard Wilson,
Secretary.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

SECTIONS 12 to 14 of the Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlement of disputes where negotiations for an agreement have been unsuccessfully continued for thirty days following certification of bargaining representatives. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the provincial boards. A conciliation officer is then appointed to confer with the parties and attempt to effect an agreement. If the conciliation officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by appointment of a conciliation board, a board is appointed by the Minister of labour forthwith. The duty of such a board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Montreal Tramways Company, Montreal, Quebec

During the month of July two reports had been received from the Board of Conciliation established to deal with a dispute between the Montreal Tramways Company, Montreal, Quebec, and its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The personnel of the Board was as follows: Hon. Mr. Justice Oscar L. Boulanger, Quebec, P.Q., chairman appointed on the nomination of the other two members; Mr. Walter A. Merrill and Mr. F. R. Scott, both of Montreal, appointed on the nomination of the company and the employees respectively.

The dispute arose over the union's request for the inclusion of certain clauses, including the closed shop and check-off of union dues, in a collective labour agreement. The union, whose bargaining representatives had been certified by the Wartime Labour Relations Board (National), notified the Board on April 14 that negotiations had been proceeding for thirty days and that an agreement would not be completed in a reasonable time. Pursuant to section 12 (1) of P.C. 1003 the Board referred the matter to the Minister of Labour who forthwith appointed Mr. J. S. McCullagh, Ottawa, Ontario, to act as a conciliation officer to confer with the parties in an attempt to effect an agreement.

The report of the Conciliation officer, which was received by the Minister of Labour on May 5, stated that there had been no indication of agreement on the closed shop and check-off questions, and that out of 117 clauses in the proposed contract, agreement was reached on only 27 relatively unimportant points. In view of such circumstances the conciliation officer recommended the establishment of a board of conciliation. The Board was subsequently established on May 11 and, with the appointment of the Chairman, it was fully constituted on May 30.

The report of the Board was received on July 8. It reported that agreement had been reached on a number of points. On the question of the check-off the Board unanimously agreed that union dues should be deducted from the last pay of each month and detailed the form of written authorization for this purpose. With respect to the question of a closed shop, a majority of the Board consisting of the Chairman and Mr. Merrill recommended against a "union shop". The Chairman's concurrence in this majority finding was modified, however, in his statement that he would be in favour of including in the contract a union shop clause applicable to all future personnel, but he would not be in favour of a union shop clause applying to the present employees of the Company who are not members of the Brotherhood. With respect to such employees he said he would favour a maintenance of membership provision. In a minority finding on this point, Mr. F. R. Scott outlined the Brotherhood's reason for requesting a union shop, and advised the adopting of a union shop clause, maintaining that the denial of such would take away completely the freedom of the majority to include such a provision in the collective bargaining agreement.

In an addendum, Mr. Scott pointed out that he and the Chairman favoured some kind of union shop, there thus being a majority of the Board in support of the principle, although there is a majority against the particular form proposed by the Brotherhood.

On July 24 the Board reconvened on the request of the Minister of Labour for the purpose of clarifying certain of its recommendations and to make a further effort to mediate the main items in dispute. In its supplementary report, received by the Minister of Labour on July 27, the Board declared that it was its intention that the check-off should apply to the Brotherhood only, while the contract was in effect, and that no organization should be authorized or permitted, to collect union dues on the company's premises.

With respect to the closed shop the supplementary report stated that, inasmuch as the company and the union had submitted no new proposals which would lead the members of the Board to modify their original findings and notwithstanding the efforts of the Board to induce the parties to reach some common ground of agreement, all efforts at reconciling the parties were unsuccessful. The Board therefore made no change in its original findings with regard to the union shop.

The text of both reports of the Board of Conciliation are included on page 976 of this issue.

On July 31 a strike vote conducted by the Brotherhood was held among the workers to ascertain whether or not they favoured going on strike with a view to forcing the company to agree to the union shop provision in the proposed agreement. The result of the vote was 3,520 to 78 in favour of a strike. The Brotherhood then announced that a strike would take place at midnight August 2. At that time transport operations ceased. By August 11 there seemed to be no indication of a negotiation settlement being reached.

On August 11 the Dominion Government by Order in Council P.C. 6416 appointed two controllers to have custody and control of the property of the Montreal Tramways Company in so far as it relates to the operations of its transportation system, for a period commencing August 14 and ending at such time as the order is revoked. The controllers are E. L. Cousins of Halifax, Wartime Administrator of Canadian Atlantic Ports, and J. E. St. Laurent of Ottawa, Vice-Chairman of the National Harbours Board. It was stated in the Order that every employee of the Company must return to work on August 14 and to perform his duties under the conditions prevailing at the time the strike occurred until the authority of the controllers is revoked.

The Order makes it an offence for any person to refuse to resume work or to recommend to any person that work be not resumed, and also makes it an offence should the Company refuse to place its properties at the disposal of the controllers.

The disputing parties were directed to recommence negotiations for a settlement with the controllers to remain in charge pending an agreement. If at the end of sixty days the controllers report to the Minister of Labour that there is no prospect of settlement, the matter will further be reviewed by the Government.

Work was resumed on August 14.

The text of Order in Council P.C. 6416 is as follows:

Whereas a strike of the employees of the Montreal Tramways Company has been in progress since the third day of August, 1944, arising out of the failure of negotiations between the Company and the bargaining representatives of the employees appointed under the Wartime Labour Relations Regulations to settle the terms of a collective agreement;

And whereas as a result of the strike the entire transportation system of the Montreal Tramways Company has ceased to operate with most serious consequences to both civilian and military pursuits in that locality and consequential dimunition in the production of essential war supplies;

And whereas in view of the foregoing it is advisable for the security, defence, peace, order and welfare of Canada and the efficient prosecution of the war that Controllers be appointed to manage and control the operations of the Company and that employees be required to return to work immediately pending settlement of the dispute aforesaid;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Munitions and Supply and the Minister of Labour and under and by virtue of the powers conferred by the War Measures Act, being Chapter 206 of the Revised Statutes of Canada, 1927, is pleased to order and doth hereby order as follows:—

1. E. L. Cousins, Esquire, of the City of Halifax, Wartime Administrator of Canadian Atlantic Ports and J. E. St. Laurent, Esquire, of the City of Ottawa, Vice-Chairman of the National Harbours Board, are hereby appointed Controllers of the business, undertaking, affairs and operations of the Montreal Tramways Company;

2. The said Controllers shall have the custody and control of the undertaking and all the property and assets of the Company insofar as the same relate to or are connected with the operations of its transportation system, and shall have the power and authority in the name of and on behalf of the Company to manage, operate and carry on the transportation business, undertaking, affairs and operations of the said Company, and for such purpose shall exercise the powers, authorities and rights which but for the provisions of this Order would have been exercisable by the board of directors of the Company.

3. The Controllers shall exercise the foregoing powers and authorities subject always to existing contracts with the municipalities in which the company operates and subject to such instructions and directions, if any, as may from time to time be approved by the Governor in Council.

4. The authority of the Controllers shall commence at the first moment of the fourteenth day of August, 1944, and shall continue until the same is revoked by Order in Council which shall be published in the CANADA GAZETTE.

5. The authority of the board of directors and the shareholders in respect of the management, operation and carrying on of the transportation business, undertaking, affairs, and operations of the Company is, subject to paragraph nine, suspended from the last moment of the thirteenth day of August, 1944, until the authority of the Controllers is revoked.

6. The said Controllers and any persons acting for or on behalf of or under the authority of

the said Controllers shall not be or become liable to any person (including the Company, its creditors or shareholders) for anything done or omitted in the exercise or purported exercise of any power or authority from time to time vested in or conferred upon the said Controllers.

7. It shall be the duty of every person who was in the employ of the Company immediately before the aforesaid strike to resume work on the fourteenth day of August, 1944, at the hour he should normally have resumed work on the fourth day of August, 1944, and to perform the duties of his employment until the authority of the Controllers is revoked; and every person who fails to resume work and perform his duties as aforesaid as herein required without lawful excuse, the onus of proof of which is upon him, is guilty of an offence and liable upon summary conviction to a fine of twenty dollars for each day or part of a day on which he fails so to perform his duties.

8. It is hereby provided that all the terms of employment which were in force between the Company and its employees immediately before the aforesaid strike are applicable to employment under this order.

9. The bargaining representatives of the employees and the Company shall enter into negotiations immediately with a view to the completion of a collective agreement, and shall negotiate in good faith with one another and make every reasonable effort to conclude a collective agreement.

10. If the Controllers at the end of sixty days following the date of their appointment report to the Minister of Labour that the bargaining representatives of the employees and the Company are unable to negotiate a collective agreement, the Minister of Labour shall report the same to the Governor in Council for his further consideration as to what further measures may be taken for settlement of the matters in dispute.

11. Any person who (*a*) interferes with the exercise by the Controllers of any of the powers, authorities and rights conferred upon them or (*b*) interferes with any employee or other person seeking to comply with the terms of this order or (*c*) counsels or procures any person to violate this order shall be liable upon summary conviction to a fine not exceeding in the case of (*a*) five thousand dollars or imprisonment for a term not exceeding five years or to both such fine and such imprisonment and in the case of (*b*) or (*c*) to a fine not exceeding five hundred dollars or imprisonment for a term not exceeding six months or to both such fine and such imprisonment.

12. In this order "Company" means the Montreal Tramways Company and all the tramway companies that the Montreal Tramways Company controls or whose powers, franchises, privileges or other rights it exercises either under its own name or any other name.

Boards Fully Constituted

During July three Boards of Conciliation were fully constituted.

Russel Bros., Owen Sound, Ontario.—The Board of Conciliation established to deal with a dispute between Russell Bros., Owen Sound, Ontario, and its employees, members of Local 2837, United Steelworkers of America, was fully constituted on July 11. On June 16, Mr. J. P. Nicol, Industrial Relations Officer, Dominion Department of Labour, Toronto, Ont., who was appointed Conciliation Officer to investigate the dispute, recommended that a Board of Conciliation be established, as he had been unable to bring about a satisfactory settlement of the dispute. The personnel of the Board is as follows: Dr. Cecil A. Wright, Toronto, Ontario, Chairman, appointed on the joint recommendation of the other two members; Mr. John J. Robinette, employer's nominee; and Mr. F. A. Brewin, employees' nominee, all of Toronto.

Pedlar People, Limited, Oshawa, Ontario.—With the appointment of the Chairman on July 18, the Board of Conciliation established to deal with a dispute between the Pedlar People Limited, Oshawa, Ontario, and the United Steelworkers of America, Local 2784, was fully constituted. The establishment of a Board had been recommended by Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ontario, who had investigated the dispute as a Conciliation Officer. Dr. Cecil A. Wright of Toronto, is the Chairman of the Board, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. Mr. J. S. D. Tory, of Toronto, was appointed on the nomination of the employing company and Mr. Bora Laskin of Toronto was appointed on the recommendation of the employees concerned.

Fittings Limited, Oshawa, Ontario.—The Board of Conciliation established to deal with a dispute between Fittings Limited, Oshawa, Ontario, and Local 1817, United Steelworkers of America was fully constituted on July 18. Mr. F. J. Ainsborough had investigated the dispute as Conciliation Officer, and in his report of June 10, he recommended the establishment of a Conciliation Board, in view of the fact that no agreement had been reached on any of the matters in dispute. The personnel of the Board is as follows: Dr. Cecil A. Wright, Toronto, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; Messrs. J. S. D. Tory and Bora Laskin, Toronto, appointed on the recommendation of the company and the employees respectively.

Boards Established

During the month, seven Boards of Conciliation were established.

Dominion Glass Company, Wallaceburg, Ontario.—The Minister of Labour established a Board of Conciliation to deal with a dispute between Dominion Glass Company, Wallace-

burg, Ont., and Local 251, United Automobile Workers of America. The establishment of the Board was recommended by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, in his report of June 24, as Conciliation Officer.

Mr. F. P. Dawson, K.C., Sarnia, Ontario, was appointed a member of the Board on the nomination of the employing company and Mr. Bora Laskin of Toronto, Ontario, was appointed on behalf of the employees concerned. At the end of the month the two members were conferring on the nomination of a Chairman and third member of the Board.

C. Lloyd & Son Limited, Wingham, Ontario.—On July 14, the Minister of Labour established a Board of Conciliation to deal with a dispute between C. Lloyd & Son, Limited, Wingham, Ontario, and Local No. 3, National Union of Woodworkers (C.C.L.). On June 28, Mr. James Hutcheon of the Ontario Department of Labour had been appointed a Conciliation Officer to confer with the parties and attempt to effect an agreement. In his report of July 12, Mr. Hutcheon reported that he had been unable to bring about an agreement between the parties and recommended the establishment of a Conciliation Board.

The Company nominee on the Board is Mr. Norman L. Mathews, K.C., of Toronto, and the nominee of the Union is Mr. Herbert Orliffe of Toronto. At the end of the month, Mr. Mathews and Mr. Orliffe were conferring on the recommendation of a Chairman and third member of the Board.

Fairchild Aircraft Limited; Noorduyn Aviation Limited; and Canadian Vickers Limited (Aircraft Division), Montreal, Quebec.—The Minister of Labour, on July 19, established a Board of Conciliation to endeavour to effect an agreement between Lodge 712 International Association of Machinists and three companies: Fairchild Aircraft Limited; Noorduyn Aviation Limited, and Canadian Vickers Limited (Aircraft Division), Montreal, Quebec. Mr. Bernard Rose, K.C., of Montreal was the Conciliation Officer who investigated this matter. Mr. Rose reported that the parties were unable to reach a satisfactory settlement of the principal matters at issue and recommended the establishment of a Board.

Mr. D. A. Paterson was appointed on the recommendation of the employing companies and Mr. Drummond Wren was appointed on behalf of employees concerned. On July 26, Mr. Wren and Mr. Paterson were requested to confer on the nomination of a Chairman and third member of the Board.

Ottawa Electric Railway Company, Ottawa, Ontario.—On April 17, 1944, Division No. 279, Amalgamated Association of Street, Electric Railway, and Motor Coach Employees, of America made application for certification to the Wartime Labour Relations Board (National). Certification was granted on April 27. Subsequently the Board was advised pursuant to Section 11 of the Wartime Labour Relations Regulations that the parties had negotiated for thirty days and that there was no prospect of the completion of an agreement within a reasonable time. The Board then referred the matter to the Minister of Labour, under Section 12 (1) of the Regulations. Subsequently Mr. J. S. McCullagh of the Department of Labour was appointed as Conciliation Officer to confer with the parties and attempt to effect an agreement. On July 18, Mr. McCullagh reported that he had been unable to bring about an agreement and recommended the appointment of a Conciliation Board. The Minister of Labour thereupon established the Board on July 19. Colonel John T. C. Thompson, K.C., Ottawa, was appointed on the recommendation of the employing company and Mr. John Munroe, Toronto, was appointed on behalf of the employees concerned. At the end of the month, Colonel Thompson and Mr. Munroe were conferring on the nomination of a Chairman and third member of the Board.

Aluminum Power Company, Limited, Shipshaw, P.Q.—After having been certified on May 10, 1944, the National Syndicate of Electric Power Employees of Shipshaw, P.Q. negotiated with the Aluminum Power Company of Shipshaw, P.Q., with a view to the completion of a collective agreement. On July 6, the Business Agent of the Union notified the Wartime Labour Relations Board (National) that it was impossible for the parties to come to an understanding. The Board then referred the matter to the Minister of Labour who requested Mr. L. Pepin, Industrial Relations Officer, Montreal, to investigate as Conciliation Officer. Mr. Pepin reported on July 15 that he considered that it was necessary to establish a Conciliation Board. The Board was established on July 18 and Messrs. Philippe Boily of Jonquiere, P.Q., and D. A. Paterson of Montreal, were appointed as members on the nomination of the employees and employing company respectively. On August 1st, Mr. Paterson and Mr. Boily were requested to confer on the nomination of a Chairman and third member of the Board.

Aluminum Company of Canada, Limited, Ile Maligne, P.Q.—On May 12, 1944, the National Syndicate of Aluminum Workers of St. Joseph d'Alma, Inc., were certified as the bargaining agency for the employees of the

Aluminum Company of Canada, Limited, Ile Maligne, P.Q. Representatives of the Company and the Union negotiated for thirty days with a view to the completion of a collective agreement. On July 7, the Wartime Labour Relations Board (National) was notified by the Union that negotiations had broken down. The matter was then referred to the Minister of Labour who subsequently appointed Mr. L. Pepin of Montreal, as Conciliation Officer to confer with the parties and attempt to effect an agreement. Mr. Pepin reported on July 15, that he had been unable to bring about a settlement and recommended the establishment of a Board of Conciliation. Mr. Philippe Boily of Jonquiere, P.Q., was appointed on the nomination of the employees concerned and Mr. D. A. Paterson was appointed on the recommendation of the Company. At the end of the month, the two members were conferring on the appointment of a Chairman and third member of the Board.

Breithaupt Leather Company Limited, Penetang, Ontario.—On July 24, the Minister of Labour established a Board of Conciliation to deal with a dispute between the Breithaupt Leather Company Limited, of Penetang, Ontario, and National Union of Shoe and Leather Workers, Local No. 24. The appointment of a Board had been recommended by Mr. J. P. Nicol, Industrial Relations Officer, Toronto, who had investigated the case, as Conciliation Officer. At the end of the month the parties concerned had been requested to submit nominations for membership to the Board.

Investigation by Conciliation Officers

Page-Hersey Tubes, Limited, Welland, Ontario.—On July 10, the Minister of Labour was notified by the Ontario Labour Relations Board that negotiations had continued for thirty days between the Page-Hersey Tubes, Limited, Welland, Ontario, and Local 523, United Electrical, Radio, and Machine Workers of America, and that there was no indication of a completion of an agreement within a reasonable time. The Minister of Labour then appointed Mr. Harold Perkins, Industrial Relations Officer, Toronto, as Conciliation Officer to confer with the parties. On July 21, Mr. Perkins reported that there was no possibility of mutual agreement on the questions involved and recommended the establishment of a Board of Conciliation. On July 26, the parties concerned were notified of the result of Mr. Perkin's investigation and requested to make nominations for membership to the Board.

Electro-Metallurgical Company Limited, Welland, Ontario.—On July 10, the Minister of Labour was notified by the Ontario Labour Relations Board that negotiations had been proceeding for thirty days between the Electro-Metallurgical Company Limited, Welland, Ontario, and Local 523, United Electrical Radio and Machine Workers of America, and that there was no indication of the completion of an agreement within a reasonable time. The Minister then instructed Mr. Harold Perkins, Industrial Relations Officer of Toronto, to investigate the situation as Conciliation officer. On July 24, Mr. Perkins reported that there was no possibility of an agreement on the questions involved and recommended that a Board of Conciliation be established. On July 26, the parties were notified of the Conciliation Officer's recommendation and were requested to nominate persons for membership to the Board.

Canadian Oil Companies Limited, Petrolia, Ontario.—On July 6, the Minister of Labour was informed by the Ontario Labour Relations Board that negotiations had been proceeding for thirty days between the Canadian Oil Companies Limited, Petrolia, Ontario, and Local No. 1, National Union of Petroleum Workers (C.C.L.). The Minister of Labour then appointed Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, a Conciliation Officer to investigate the matter. On July 25, Mr. Ainsborough reported that there was reason to believe that a recommendation of a Board of Conciliation and Investigation would be accepted by the parties and he, therefore, recommended the establishment of a Board. On July 28, the parties were notified of Mr. Ainsborough's recommendation and were requested to submit nominations for membership to the Board.

Motor Products Corporation, Windsor, Ontario.—On June 16, the Minister of Labour was notified by the Ontario Labour Relations Board that negotiations had been proceeding for thirty days between Motor Products Corporation, Windsor, Ontario, and Local No. 195, United Automobile, Aircraft, and Agricultural Implement Workers of America (U.A.W.-C.I.O.). The Minister subsequently appointed Mr. F. J. Ainsborough of Toronto as Conciliation Officer to deal with the case. On July 4, the Department of Labour was notified by the Company that it had made an application to the Ontario Labour Relations Board requesting leave from that Board to appeal a previous decision to the Wartime Labour Relations Board. At the end of the month, Mr. Ainsborough's investigation was post-

poned pending the decision of the Ontario Labour Relations Board.

Corporation of the Township of York Hydro System, Toronto, Ontario.—On July 10, the Minister of Labour was notified by the Ontario Labour Relations Board that negotiations had been proceeding for thirty days between the Corporation of the Township of York Hydro System, Toronto, Ontario, and the Canadian Electrical Trades Union (Branch No. 1), and that there was no indication of the completion of an agreement. On July 14, Mr. F. J. Ainsborough of Toronto was appointed Conciliation Officer to investigate the dispute. On July 25, Mr. Ainsborough reported that the parties had agreed to again enter into direct negotiations and that there appeared every reason to believe that an agreement would be concluded by the parties in the very near future.

John Inglis Company Limited, Toronto, Ontario.—On July 20 the Minister of Labour was notified by the Ontario Labour Relations Board that negotiations had been proceeding for thirty days between the John Inglis Company, Limited, Toronto, Ontario, and the United Steel Workers of America. The Minister thereupon appointed, on July 29, Mr. F. J. Ainsborough as Conciliation Officer to confer with the parties and endeavour to effect an agreement.

Report of Board in Dispute between Montreal Tramways Company, Montreal, and its Employees

During the month of July two reports were received from the Board of Conciliation established to deal with a dispute between the Montreal Tramways Company, Montreal, Quebec, and its employees, members of the Canadian Brotherhood of Railway Employees and other Transport Workers.

The personnel of the Board was as follows: Hon. Mr. Justice Oscar L. Boulanger, Quebec, P.Q., chairman, appointed on the nomination of the other two members; Mr. Walter A. Merrill and Mr. F. R. Scott, both of Montreal, appointed on the nomination of the company and the employees respectively.

The first report was received by the Minister of Labour on July 8; the supplementary report on July 27.

The texts of the two reports follow:—

Report of Board

To:
The Honourable Humphrey Mitchell, M.P.,
Minister of Labour,
Ottawa, Ont.

Re: Wartime Labour Relations Regulations, P.C. 1003, and re dispute between The Montreal Tramways Company, Montreal, P.Q., and employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

Sir:

At the hearing before the Board, it was agreed that, in view of the instructions to the Conciliation Board with respect to basic wage rates and in view of the exclusive jurisdiction over such matters possessed by the National War Labour Board, all the articles of the contract in dispute which related either directly or indirectly to wage rates and wage increases should be referred to the National War Labour Board.

In addition, the parties themselves during the course of the hearings—at the suggestion of the Board—re-opened negotiations on a great many questions which had been in dispute and on which no agreement had been reached, and the goodwill and co-operation of the respective parties were such that when the Board resumed its hearings, it was found that the number of matters remaining to be dealt with by the Board had been materially reduced.

The Board unanimously wishes to take this opportunity of expressing its appreciation to all the parties who appeared before it, for the friendly spirit which prevailed throughout and for the dignified and able manner in which both sides presented their case and their willingness to find, wherever possible, some mutual ground of agreement in the interest of industrial harmony.

The matters which remained to be dealt with by this Board concerned only the following articles in the original contract of July 24, 1940, namely:

Nos. 25, 97 (*d*), 98, 99, 100, 102 (*a*), 102 (*b*), 102 (*c*), 107, 108 and 109.

Unanimous Findings:

ARTICLE 25

With respect to Article 25, it was unanimously decided that this matter be re-considered by the parties in the light of the decision by the National War Labour Board, as it appears to be closely related to the question of wages and is dependent upon the decision to be rendered by the National War Labour Board on Article 1.

ARTICLE 97 (*d*)

With respect to Article 97(*d*), it was unanimously agreed that a similar procedure be followed in this matter, namely: that it be reconsidered by the parties in the light of the decision to be rendered by the National War Labour Board.

ARTICLE 100

With regard to Article 100, it was unanimously agreed that the proposal submitted by the Brotherhood should be accepted.

ARTICLE 102(*a*)

With respect to Article 102(*a*), the Board was unanimously of the opinion that the proposal of the Brotherhood be replaced by the following:—

"The Company agreed to deduct and remit from the earnings of each employee, who so authorizes it in writing, such amount as the employee may specify, such deduction to be made from the last pay of each month; the written authorization shall be in the following terms:—

'To the Montreal Tramways Company, Montreal.

'Gentlemen:—

'I,..... hereby authorize and direct Montreal Tramways Company to deduct, monthly, from any earnings accumulated to my credit, $..... this being the amount of my monthly dues to the Canadian Brotherhood of Railway Employees and Other Transport Workers, Local.....

'I further authorize Montreal Tramways Company to pay the said earnings so deducted to the Secretary-Treasurer of Local .....of the Canadian Brotherhood of Railway Employees and Other Transport Workers, whose receipt therefor shall be considered as a discharge to Montreal Tramways Company for the amounts deducted from my earnings.

'I agree that the Montreal Tramways Company shall be held harmless for all deductions and payments so made.

'I reserve the right to cancel this authority at any time on 30 days' notice to the Company.'

"The Brotherhood undertakes to pay to the Company on demand all cost and expense of the Company incurred by reason of the foregoing provision."

ARTICLE 109

With respect to Article 109, the Board was unanimously of the opinion that Article 109 should be deleted, it now being obsolete.

(Sgd.) OSCAR L. BOULANGER,
Chairman.

WALTER A. MERRILL,
Member of the Board.

F. R. SCOTT,
Member of the Board.

Majority Findings:

ARTICLE 98

With respect to Article 98, a majority of the Board—consisting of the Honourable Mr. Justice Oscar L. Boulanger and Mr. Frank Scott—were of the opinion that the amendment proposed by the Brotherhood should be adopted for the reason that the right to "leave of absence" for work on behalf of the Union is a natural right belonging to whichever agency has been certified as the sole bargaining agency.

ARTICLE 99

With respect to Article 99, a majority of the Board—consisting of the Honourable Mr. Justice Oscar L. Boulanger and Mr. Frank Scott—were of the opinion that Article 99 should be amended by replacing the words "a Union" and "Union" in the said paragraph by the words "a Brotherhood" and "Brotherhood."

(Sgd.) OSCAR L. BOULANGER,
Chairman.

F. R. SCOTT,
Member of the Board.

Minority Finding:

ARTICLES 98 AND 99

Mr. Walter A. Merrill, K.C., does not agree with the aforesaid majority of the Board in their findings relative to Articles 98 and 99, inasmuch as any change or amendment to the said Articles would impinge upon acquired legal rights under the existing contract of Tramways Employees other than members of the Brotherhood.

If the recommendation of the majority of the Board were followed, it would mean that the status and privileges enjoyed under the existing contract by certain employees would be taken from them, which it is submitted cannot be accomplished legally unless mutually agreed upon by all the parties who might be affected. Mr. Merrill's finding, therefore, is that the original Articles 98 and 99 should remain in the contract.

(Sgd.) WALTER A. MERRILL,
Member of the Board.

Majority Findings:

ARTICLES 102(B) AND 102(C)

With respect to Articles 102(*b*) and 102 (*c*), a majority of the Board, consisting of the Honourable Mr. Justice Oscar L. Boulanger and Mr. Walter A. Merrill, K.C., recommend that the said Articles 102(*b*) and 102(*c*), dealing with "Union Shop" be not included in the amended contract, and in view of his former decision in the United Shipyards matter, the

Chairman, Mr. Justice Oscar L. Boulanger, wishes to make the following observations:—

Although he is in favour of the majority ruling the minority, he is not in favour of the majority completely eliminating the minority. He would be in favour of inserting in the contract a union shop clause applicable to all future engagements of personnel, but he would not be in favour of a union shop clause applying to the present employees of the Company, who are not members of the Brotherhood. He considers that the application of a union shop clause to the present employees of the Company, who are not members of the Brotherhood, violates the right that every workman has under the law to join the union of his choice, because it would put the employees, who are not members of the Brotherhood, in the position of having to give up their lifelong occupation or of joining the Brotherhood against their will. On the other hand, if the union shop clause were to apply only to future engagements of personnel, the violation of the principle of freedom of association would not be so drastic, because those applying for positions with the Montreal Tramways would know the conditions beforehand and would be free either to join the Brotherhood and be employed by the Montreal Tramways or not to join the Brotherhood and seek employment somewhere else.

Inasmuch as the Brotherhood insists upon the insertion in the amended contract of a union shop clause having retroactive effect and applying to the present employees of the Company who are not members of the Brotherhood, the Chairman, therefore, cannot do otherwise but join Mr. Walter A. Merrill, K.C., in recommending the exclusion from the amended contract of the union shop clause proposed by the Brotherhood. The Chairman wishes to state that he would be in favour of placing more responsibility on the shoulders of the Brotherhood to ensure the proper execution of the contract by obliging the members of the Brotherhood to maintain their membership during the existence of the contract.

(Sgd.) Oscar L. Boulanger,
Chairman.
Walter A. Merrill,
Member of the Board.

Minority Finding:

Articles 102(b) and 102(c)

With regard to the question of the union shop clause, which is one of the most important matters in dispute between the parties, the following considerations seem to be relevant and compel me to dissent from the opinion of the majority. There is a fundamental principle at stake here which affects the whole future of collective bargaining in Canada.

The Brotherhood won control of the Tramway workers in March, 1943, and under the Goldenberg agreement of March 31, 1943, the Company agreed to discuss with the Brotherhood representatives "any changes in the existing contract". The union shop clause is such a change, and is, therefore, a proper matter for discussion under the agreement.

Ever since the Goldenberg agreement, the Brotherhood has attempted to secure changes in the old contract, but without success. This delay, now of 16 months' duration, has itself been a cause of dissatisfaction to the employees. All this time there have existed small remnants of the defeated unions, namely: the Catholic Syndicates Tramways Union and the Montreal Tramways Union (A.F. of L.) Local 790, whose presence has been a constant source of irritation to the members of the Brotherhood. The Company continued to grant leave of absence privileges to the officers of these unions, even after the Brotherhood had been certified as the sole bargaining agency under P.C. 1003, and has contended that the rights possessed by them under the old contract cannot be taken away. So long as this situation continues, there are groups within the employees not subject to the control of the Brotherhood and seeking always to gain back what they have lost by various means. To establish harmonious relations in the industry on a firm foundation, and to prevent the Company from utilizing these groups as counterweights to the Brotherhood, it is necessary that the majority will of the employees should prevail over the whole working force of the Company. That majority will demands the union shop.

It is to end this condition of affairs and to establish order and discipline in the industry that the Brotherhood proposes the union shop. The Chairman's suggestion of a union shop clause covering only members of the Brotherhood and future employees would not meet the situation. The status of the dissident minorities, and their opportunities for undisciplined action, would not be impaired.

Two main arguments are advanced against the union shop clause. The first is that it is prohibited by law. The Company cites Clause 88 of its statutory contract with the City of Montreal, as well as the Quebec Labour Relations Act (R.S.Q. 1941, Chap. 162A), Article 502 (*a*) of the Criminal Code, and even P.C. 1003 itself.

As to the contract with the City of Montreal, this deals merely with the right to join a union and says nothing about the conditions which may be included in a negotiated contract; in any case, it is superseded by P.C. 1003, which deals with that question specifically. The latter argument holds also for the

Quebec Labour Relations Act. The Quebec Law can have no application to a war industry governed now by federal war regulations. The Criminal Code, Section 502(*a*), and P.C. 1003, Sections 19 and 20, dealing with intimidation, are surely not intended to eliminate and render unlawful a union shop or closed shop clause which is established practice in many Canadian industries. Such a contention violates the very purpose of those laws, which is precisely the guarantee and makes secure the freedom of workers to select their own unions and through them to establish the working conditions they desire. If P.C. 1003 is capable of such an interpretation, then it badly needs amendment.

The other principal reason advanced against the union shop is that it interferes with the principle that every worker may join the union of his choice. This contention is more subtle, since it has the appearance of being in defence of workers' rights, and is sincerely put forward by many people who dislike any deprivation of individual liberty. One might observe in passing that no section of organized labour in Canada, who represent the most interested people, oppose the union shop in principle. Even the Catholic Syndicates have written contracts containing the clause. But the fundamental question we must ask is this: What does the principle mean, and when does it apply?

It seems clear to me that it means that workers in any industry may decide, by majority vote, to choose any union they wish (Catholic Syndicate, A.F. of L, or C.C. of L.). That is their freedom. This they have done in the Tramways Company. By an overwhelming majority, they have selected the Brotherhood. Having done this, what does the principle mean? Does it mean that the minority who lost the vote do not have to pay any attention to the majority? Obviously not. The minority have no right, for example to choose a separate bargaining agency under P.C. 1003. The Brotherhood has already been certified as the exclusive agency for the Tramways. So a certain freedom of choice is restricted and must be restricted in order to allow the majority will to prevail. After all, majorities have just as much right to freedom of choice as have minorities. We cannot perpetuate the freedom of the minority not to join the majority union, without taking away from the majority their right to determine by collective bargaining the conditions of employment which shall prevail in that industry. I repeat, that a union shop and a closed shop are both well known aspects of labour contracts. To force a minority to conform to the working conditions established by the majority is not a denial of freedom but a guarantee of it, otherwise the majority loses its freedom.

Moreover, and this is important, the union shop clause does not take away the right of the minority to belong to a union not recognized as the bargaining agency. It merely insists that all employees shall belong to the union chosen by the majority. Any employee who wishes can also maintain his connection with and his membership in another union of his choice. He cannot expect this other union, however, to have any rights under the contract until it has established that it is a majority by a new vote. This it can do under P.C. 1003, Section 9. This section specifically provides for the substitution of new bargaining representatives for old ones after any agreement has been in force 10 months. Hence, if a union shop were granted to the Brotherhood in Montreal Tramways, the handful of existing members remaining in the Catholic Syndicates or A.F. of L. unions would have to join the Brotherhood as a condition of employment, but they would be free to maintain membership in their own unions and to try to persuade their fellow-workers to join with them. The only infringement on their liberty is the obligation to pay two sets of union dues instead of one. Then they can apply under P.C. 1003, Section 9, for their new vote. In other words, their freedom to choose periodically is not totally destroyed by the union shop clause. On the other hand, a denial of the union shop clause does take away completely and forever the freedom of the majority to include the provision in the collective bargaining agreement. Granting the union shop clause, therefore, secures and guarantees much more freedom than it takes away. And without such a clause, the particular difficulty in the Montreal Tramways, resulting from dissident minorities, cannot be controlled and ended, nor can the full responsibility of the Brotherhood for the behaviour of the employees be expected. I, therefore, strongly advise the adoption of the union shop clause as proposed by the Brotherhod.

(Sgd.) F. R. Scott,
Member of the Board.

Addendum to Minority Opinion

In conclusion, I wish to emphasize that both the Chairman and I favour some kind of union shop for the Tramways. There is thus a majority of this Board in support of the principle of the union shop, although there is a majority against the particular form of it proposed by the Brotherhood. The only

difference between the Chairman and myself is as to the coverage of the existing employees, and the Chairman goes so far as to recommend the maintenance of membership clause. It is important that this point be appreciated and I would hope that the Company, in view of these opinions, would work out with the Brotherhood officials the manner in which the union shop principle should be applied.

(Sgd.) F. R. S.

Majority Findings:

ARTICLE 107

With respect to Article 107, a majority of the Board— consisting of the Honourable Mr. Justice Oscar L. Boulanger and Mr. Walter A. Merrill, K.C., were of the opinion that the proposal of the Company should be accepted.

(Sgd.) OSCAR L. BOULANGER,
Chairman.
WALTER A. MERRILL,
Member of the Board.

Minority Finding:

ARTICLE 107

Mr. Frank Scott disagreed with the majority finding with respect to Article 107. In his opinion, the duration of the contract should be settled in accordance with the provisions of Article 15 of P.C. 1003, which, whether or not it covers pre-existing contracts, clearly indicates a policy of annual revision of collective labour agreements for all industries covered by the order. He suggests that the Brotherhood's proposal is reasonable and should be adopted.

(Sgd.) F. R. SCOTT,
Member of the Board.

Majority Finding:

ARTICLE 108

With respect to Article 108, a majority of the Board—consisting of the Honourable Mr. Justice Oscar L. Boulanger and Mr. Frank Scott—recommend that this article be excluded from the amended contract.

(Sgd.) OSCAR L. BOULANGER,
Chairman.
F. R. SCOTT,
Member of the Board.

Minority Finding:

ARTICLE 108

Mr. Walter A. Merrill, K.C., disagrees with the aforesaid majority finding that Article 108 should not be included in the amended contract, because in his opinion the article deals with wages and holidays, which are matters within the exclusive jurisdiction of the War Labour Board. Furthermore, the exclusion of this article would neither constitute an amendment such as contemplated by Section 89 of the agreement or such changes as contemplated even in the Goldenberg agreement.

(Sgd.) WALTER A. MERRILL,
Member of the Board.

Dated at Quebec, this 6th day of July, 1944.

Supplementary Report of Board of Conciliation

Re: Wartime Labour Relations Regulations P.C. 1003 and re Dispute between Montreal Tramways Company, Montreal, P.Q., and Employees Members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

To The Honourable Humphrey Mitchell, M.P.,
Minister of Labour,
Ottawa, Ontario.

Sir:

In accordance with instructions from the Director of Industrial Relations, Mr. M. M. Maclean, the Conciliation Board, under the Chairmanship of the Honourable Mr. Justice Oscar L. Boulanger, reconvened in Room 24 of the Court House at Montreal at ten a.m. on the 24th of July, 1944, and further continued its hearing at two p.m. in the afternoon.

We have the following further recommendations to make in regard to the matters in dispute, in accordance with the instructions contained in the letter to the Chairman from Mr. Maclean, dated the 20th of July, 1944.

ARTICLES 98 AND 99

Majority Findings:

With regard to these articles, a majority of the Board, consisting of the Honourable Mr. Justice Oscar L. Boulanger and Mr. Frank Scott, were of the opinion that the rights referred to in these articles should be the exclusive privilege of the Brotherhood as being the duly certified bargaining agency. We feel that the name of the Brotherhood should be designated in these articles rather than to substitute for them the terms suggested by the Company in its letter of July 17, 1944, namely, "the union, lawfully certified as the bargaining agency." This would mean that the Company should discontinue granting these privileges to the representatives of any other organizations or unions.

(Sgd.) OSCAR BOULANGER,
Chairman.
F. R. SCOTT,
Member of the Board.

ARTICLES 98 AND 99

Minority Finding:

Mr. Walter A. Merrill, K.C., does not agree with the aforesaid majority of the Board in their findings relative to Articles 98 and 99 for the same reasons as already expressed in his original minority report.

(Sgd.) WALTER A. MERRILL,
Member of the Board.

ARTICLE 100

Unanimous Finding:

At the original hearings before the Board the Board was informed that the Company and the Brotherhood had agreed to the proposals of the Brotherhood, and, as a consequence, recommended that the proposals submitted by the Brotherhood should be accepted.

In its letter to the Department of Labour, dated the 17th of July, 1944, the Company proposes an alternative form to this article but it is the unanimous opinion of the Board that its original finding should be adhered to.

ARTICLE 102

Unanimous Finding:

The Board is of the unanimous opinion that Article 102 of the 1940 contract be struck out for the reasons set out below with respect to article 102-A dealing with the check-off.

ARTICLE 102-A

Unanimous Finding:

With respect to the matter of the check-off the Board declares that it was its intention that the privilege of the check-off should be that of the Brotherhood only during the pendency of the contract and that no organization be authorized or permitted to collect union dues on the Company's premises.

(Sgd.) OSCAR BOULANGER,
Chairman.
WALTER A. MERRILL,
Member of the Board.
F. R. SCOTT,
Member of the Board.

ARTICLES 102-B AND 102-C

Unanimous Finding:

In accordance with the instructions received from the Director of Industrial Relations, Mr. M. M. Maclean, the Board endeavoured to bring the parties together on the question of union shop. Inasmuch as the representatives of the Brotherhood and of the company submitted no new proposals to the Board which led the members of the Board to modify their original findings, and notwithstanding the efforts of the Board to induce the parties to reach some common ground of agreement, we must regretfully report that our efforts at reconciling the parties were unsuccessful and therefore the members of the Board see no reason to change or modify the majority and minority findings of the original report on this question of the union shop.

(Sgd.) OSCAR BOULANGER,
Chairman.
WALTER A. MERRILL,
Member of the Board.
F. R. SCOTT,
Member of the Board.

Administration of Wartime Labour Relations Regulations in British Columbia and Manitoba

The Order in Council effecting an agreement between the Dominion Government and the province of British Columbia providing for the administration within that province of the Wartime Labour Relations Regulations has been amended (P.C. 3062; L.G., May, 1944, p. 610).

At the request of the provincial government, and in order to remove uncertainty, jurisdiction over the coal mining industry in the province has been specifically vested in the National Wartime Labour Relations Board.

The amending Order, P.C. 5485, appears below.

Reference was made in the July LABOUR GAZETTE (p. 847) to the signing of an agreement between the Dominion and the Province of Manitoba. The text of the Order in Council approving this agreement (P.C. 3491) is printed below.

Text of Order in Council P.C. 5485

Whereas Order in Council P.C. 3062 of April 27, 1944, makes provision for the administration within the Province of British Columbia of the Wartime Labour Relations Regulations by the Minister of Labour of the said Province including matters relating to the mining industry in the said Province, but reserving inter alia the jurisdiction of the Wartime Labour Rela-

tions Board under the said Regulations with respect to matters where employers or employees in more than one province are affected;

And whereas a close relationship exists between employers engaged in the coal mining industry in the provinces of British Columbia and Alberta and between employees engaged in such industry in the said provinces with respect to matters covered by the said Regulations, and in view thereof, it is desirable that matters affecting employers and employees in the said industry in British Columbia be dealt with by the Wartime Labour Relations Board as such Board would be in a position to exercise jurisdiction in such matters simultaneously in the provinces of British Columbia and Alberta as circumstances may require from time to time;

And whereas the Government of the Province of British Columbia have accordingly requested that, notwithstanding anything contained in Order in Council P.C. 3062 of April 27, 1944, or the agreement referred to therein, the Wartime Labour Relations Board continue to exercise the jurisdiction vested in it under the said Wartime Labour Relations Regulations with respect to employees in the coal mining industry in the said Province and their employers;

And whereas it is deemed advisable to amend the provisions of Order in Council P.C. 3062 of April 27, 1944, to give effect to such request and to remove any uncertainty there may be under existing legislation as to the jurisdiction of the Wartime Labour Relations Board with respect to such employees and their employers;

Now, therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of the War Measures Act is pleased to amend Order in Council P.C. 3062 of April 27, 1944, and it is hereby amended by adding the following as paragraph (iii) of subsection (2) of section two thereof:—

"(iii) Employees who are employed upon or in connection with a work or undertaking engaged in coal mining and the employers of all such employees in their relations with such employees and trade unions, employees' organizations and employers' organizations composed of such employees or employers."

His Excellency in Council, on the same recommendation, is further pleased to authorize and doth hereby authorize the amendment accordingly of the agreement entered into by the Minister of Labour with the Minister of Labour of British Columbia and approved by Order in Council P.C. 3062 of April 27, 1944.

Text of Order in Council P.C. 3491 *re* administration within the Province of Manitoba of the Wartime Labour Relations Regulations

Whereas section 36 of the Wartime Labour Relations Regulations (Order in Council P.C. 1003 of February 17, 1944) provides that the Minister of Labour may, with the approval of the Governor in Council, enter into an agreement with the government of any province to provide for the administration within that province of the said Regulations or any part thereof and that such agreement may provide for the manner in which the Minister of Labour shall exercise the powers conferred on him under the said section and for the transfer to the government of the province or persons specified by the government of the province of all or any part of the jurisdiction in respect of matters within the province conferred on the Wartime Labour Relations Board by the said Regulations, and for a procedure whereby an appeal may be had to the Wartime Labour Relations Board from a decision made in the exercise of the jurisdiction so conferred, and for the reimbursement of the province in respect of expenses so incurred.

And whereas pursuant thereto the Minister of Labour submits for approval an agreement dated 6th May, 1944, entered into by him with the President of the Executive Council of Manitoba, to provide for the administration of the said Regulations in the Province of Manitoba and for the establishment of a Board to administer the Wartime Labour Relations Regulations in the said Province;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to approve the said agreement, of which a copy is hereto annexed as Schedule A, and it is hereby approved accordingly.

And whereas it is deemed necessary by reason of the war, for the security, defence, peace, order and welfare of Canada and for the effective prosecution of the war that the order hereinafter set out be made;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under the authority of the War Measures Act, is pleased to make and doth hereby make the following Order:—

ORDER

1. In this Order, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944.

2. (1) There shall be a Manitoba Wartime Labour Relations Board for the Province of Manitoba (hereinafter called "the Provincial Board") consisting of Mr. Justice S. E. Richards, Winnipeg, Man., who shall be Chairman thereof and the following members:—

J. H. Parkhill, President, Parkhill Bedding Ltd., Winnipeg, Man.,

E. Claydon, President, Claydon Company Ltd., Winnipeg, Man.,

J. B. Graham, Business Agent, United Brotherhood Carpenters and Joiners, America Local Union No. 343, Winnipeg, Man.,

John S. McNabb, Secretary, Winnipeg Labour Council, Winnipeg, Man.

(2) A majority of the members of the Provincial Board shall constitute a quorum.

(3) A decision of the majority of the members of the Provincial Board present and constituting a quorum shall be the decision of the Provincial Board and in the event of a tie, the Chairman shall have a casting vote.

(4) The Provincial Board and each member thereof shall have the powers of a Commissioner under Part I of the Inquiries Act.

(5) The Provincial Board and each member thereof may receive and accept such evidence and information on oath, affidavit, or otherwise as in its or his discretion it or he may deem fit and proper whether admissible as evidence in a court of law or not.

(6) The Provincial Board shall determine its own procedure but shall in every case give

an opportunity to all interested parties to present evidence, and make representations.

(7) Each member of the Provincial Board, other than the Chairman, shall be paid remuneration at the rate of fifteen dollars per day for each day engaged on the business of the Provincial Board together with actual living and travelling expenses while absent from his place of residence on the business of such Board; and the Chairman of such Board, in accordance with the recommendation of the Honourable Mr. S. S. Garson, Premier of Manitoba, under date of May 6, 1944, shall be paid an expense allowance of $166 per month during his occupancy of the positions of Chairman of such Board and the Manitoba Regional War Labour Board together with actual travelling expenses while absent from his place of residence on the business of either Boards.

(8) Mr. W. Elliott Wilson of Winnipeg, Man., Barrister, shall be the Chief Executive Officer of the Provincial Board.

3. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the Wartime Labour Relations Board thereunder.

4. (1) Except as hereinafter provided, the jurisdiction and powers of the Wartime Labour Relations Board under the Wartime Labour Relations Regulations with respect to

(i) employees in the Province of Manitoba described by the provisions of paragraphs (*b*) and (*c*) of subsection one of section three of the said Regulations,

(ii) the employers of all such employees in their relations with such employees, and

(iii) trade unions, employees' organizations and employers' organizations composed of such employees or employers, are hereby vested in the Provincial Board and all the provisions of the said Regulations relating to or referring to the Wartime Labour Relations Board shall relate and refer *mutatis mutandis* to the said Provincial Board.

(2) The provisions of subsection one of this section shall not affect nor be deemed to vest in the Provincial Board the jurisdiction of the Wartime Labour Relations Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of section five of the Regulations where employees in more than one province of several employers are affected.

5. The Wartime Labour Relations Board may exercise the jurisdiction vested in it under the Wartime Labour Relations Regulations with respect to any proceeding pending before it on the date of this Order.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board made pursuant to the Wartime Labour Relations Regulations may appeal to the Wartime Labour Relations Board by leave of the Wartime Labour Relations Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board or within such longer period as may be allowed by the Wartime Labour Relations Board.

(2) On any such appeal the Wartime Labour Relations Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. Mr. James Leslie of Winnipeg, Man., shall be appointed to the staff of the Wartime Labour Relations Board as Chief Conciliation Officer for the Province of Manitoba with headquarters at Winnipeg, Man., at a salary of $230 per month effective June 1, 1944.

8. The expenditures incurred by the Minister of Labour under any agreement executed under section two of this Order shall be paid out of moneys appropriated for the administration of the Wartime Labour Relations Regulations.

Text of Agreement between the Dominion and the Province of Manitoba *re* administration of Wartime Labour Relations Regulations

This Agreement made this 6th day of May, 1944, between His Majesty the King in right of the Dominion of Canada, represented by the Minister of Labour of Canada, hereinafter called "the Dominion" of the one part and His Majesty the King in right of the Province of Manitoba, represented by the President of the Executive Council of Manitoba, hereinafter called "the Province" of the other part.

Whereas the Province has enacted appropriate legislation to apply the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments, to employees described in paragraph (*c*) of subsection one of section three of the said Regulations, to employers of all such employees in their relations with such employees and to trade unions, employees' organizations and employers' organizations composed of such employees and employers; and

Whereas under the provisions of Section thirty-six of the Wartime Labour Relations Regulations the Minister of Labour of Canada is authorized, with the approval of the Governor General in Council to enter into an agreement with the Government of any province to provide for the administration within the province of such Regulations; and

Whereas the parties hereto desire to enter into such an agreement to provide for the administration within the Province of Manitoba of the Wartime Labour Relations Regulations;

Now therefore the parties hereto pursuant to the provisions of Section thirty-six of the aforesaid Regulations covenant and agree with each other as follows:—

1. (1) In this agreement, unless the context otherwise requires, words and expressions have the same meaning as in the Wartime Labour Relations Regulations.

(2) In this agreement

(*a*) "Dominion Minister" means the Minister of Labour of Canada,

(*b*) "Provincial Minister" means the Minister of Labour of the Province of Manitoba,

(*c*) "National Board" means the Wartime Labour Relations Board appointed under the Wartime Labour Relations Regulations,

(*d*) "Provincial Board" means the Board appointed by the Governor General in

Council pursuant to the provisions of this agreement to administer the Wartime Labour Relations Regulations in the Province of Manitoba,

(*e*) "Regulations" means the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, and amendments.

2. The Dominion, by order of the Governor General in Council, shall appoint a Provincial Board to exercise in the Province of Manitoba the powers of the National Board under the Regulations in relation to all matters in respect of which jurisdiction is transferred to it pursuant to this agreement or otherwise; and shall provide for the appointment of, and appoint, an executive officer who will be the Chief Executive Officer of the Provincial Board.

3. (1) The Provincial Board shall consist of a Chairman and an even number of other members, not exceeding a total of six, equally representative of employers and employees; and a Vice-Chairman may be appointed to preside over the Provincial Board in the absence of the Chairman.

(2) The members of the Provincial Board shall be appointed by the Governor General in Council after consultation by the Dominion Minister with the Provincial Minister and the remuneration payable to such members shall be fixed at the same rates as are payable to members of the Regional War Labour Board for the Province of Manitoba.

(3) With the concurrence of the National War Labour Board, the staff, offices and other facilities of the Regional War Labour Board for the Province of Manitoba will be made available for the use of, and will be utilized by, the Provincial Board in the administration of the Regulations in the Province of Manitoba.

4. (1) Except as otherwise hereinafter provided the jurisdiction of the National Board under the Regulations shall be transferred to the Provincial Board with respect to employees in the Province of Manitoba described by the provisions of paragraphs (*b*) and (*c*) of subsection one of Section three of the Regulations, the employers of all such employees in their relations with such employees, and trade unions, employees' organizations and employers' organizations composed of such employees or employers.

(2) The provisions of subsection one of this section shall not be deemed to include the transfer of the jurisdiction of the National Board under the Regulations with respect to

(i) any matter where employees in more than one province of a common employer are affected, or

(ii) any matter arising out of subsection three of Section five of the Regulations where employees in more than one province of several employers are affected.

5. (1) Notwithstanding the provisions of section four of this agreement, the National Board may exercise the jurisdiction vested in it under the Regulations with respect to any proceeding pending before it on the date this agreement is approved by the Governor General in Council.

(2) Nothing contained in this agreement shall be deemed to preclude the Governor General in Council from re-vesting in the National Board jurisdiction under the Regulations relating to any particular matter which is otherwise within the jurisdiction of the Provincial Board by virtue of this agreement, and whether or not at that time pending before the Provincial Board.

6. (1) Any employer, employee, employers' organization, trade union, or employees' organization interested in or affected by any decision or order of the Provincial Board may appeal to the National Board, by leave of the National Board or the Provincial Board if the application for such leave has been made within fifteen days of the issue of such decision or order of the Provincial Board, or within such longer period as may be allowed by the National Board.

(2) On any such appeal the National Board may dismiss the appeal or make the decision or order which in its opinion the Provincial Board should have made.

7. The Provincial Board may make regulations governing its procedure not inconsistent with the Wartime Labour Relations Regulations or the regulations made by the National Board thereunder.

8. The services of the conciliation officers of the Provincial and the Dominion Departments of Labour will be utilized as required in the administration of the Regulations for the investigation of applications for certification and for conciliation purposes in accordance with such arrangements as are made from time to time between the Dominion Minister and Provincial Minister.

9. Where pursuant to Section thirteen of the Regulations a conciliation officer recommends the appointment of a Conciliation Board in relation to an employer and his employees in a matter within the jurisdiction of the Provincial Board he will transmit the same to the Provincial Minister who will forthwith transmit the same to the Dominion Minister along with whatever recommendation he sees fit to make with reference thereto

10. The Provincial Board will be responsible for the proper administration and enforcement of the Regulations within the province as to all matters transferred to its jurisdiction pursuant to this agreement; and the Provincial Board will itself institute all prosecutions for breaches of the regulations through counsel retained and instructed by it.

11. Except to the extent that the provisions of this section are altered by subsequent agreement between the Dominion and Provincial Ministers, the following provisions in regard to the cost of administration of the Regulations in the Province of Manitoba shall have effect:—

(1) The Province will reimburse the Dominion for one-third of its disbursements for the administration of the Regulations in the Province of Manitoba by the Provincial Board pursuant to this agreement including one-third of its disbursements made for Conciliation Boards appointed under the Regulations in relation to matters in respect of which jurisdiction is transferred to the Provincial Board under this agreement.

(2) For the purposes of this section, the disbursements of the Dominion shall include the amount of the salaries and expenses if any additional staff of the Regional War Labour Board for the Province of Manitoba which the Chairman of that Board certifies as having been employed to provide for the administration of the Regulations in the Province, and the disbursements made in the prosecution of offences under the Regulations, if certified or taxed by the Chairman of the Provincial Board.

(3) The Dominion will reimburse the Province for two-thirds of its disbursements for salaries of any provincial staff attached by arrangement with the National Board, for full time employment with the Provincial Board.

(4) The Dominion shall, in January of each year, furnish to the Province a statement of disbursements payable by the Province pursuant to this agreement for the preceding calendar year certified by the Comptroller of the Treasury, and the Province shall reimburse the Dominion for its share of such disbursements within two months after the receipt of such statement.

(5) The Province will, in January of each year, furnish to the Dominion a statement of disbursements payable by the Dominion pursuant to this agreement for the preceding calendar year certified by the Provincial Auditor and the Dominion shall, within two months after receipt thereof, reimburse the Province for its share of such disbursements.

(6) Each party shall furnish to the other such particulars of accounts as may be deemed necessary by the other for payment of the accounts.

12. This agreement may be terminated by either party on six months' notice.

13. The parties hereto will take steps to obtain any further approval of this agreement necessary to give it legal effect.

In witness whereof, the Honourable Humphrey Mitchell, Minister of Labour of Canada, has hereunto set his hand on behalf of the Dominion of Canada and the Honourable Stuart Sinclair Garson, President of the Executive Council of Manitoba, has hereunto set his hand on behalf of the Province of Manitoba.

Signed on behalf of the Dominion of Canada by the Honourable Humphrey Mitchell, Minister of Labour of Canada in the presence of George G. Greene.

HUMPHREY MITCHELL.

Signed on behalf of the Province of Manitoba by the Honourable Stuart Sinclair Garson in the presence of G. H. Rutherford.

S. S. GARSON.

Recent Proceedings Under the Industrial Disputes Investigation Act

WITH the coming into effect of Order in Council P.C. 1003, Wartime Labour Relations Regulations on March 20, 1944, the Industrial Disputes Investigation Act, except as to matters pending when these Regulations came into force, was declared to be of no effect while this Order is in force.

The Act, therefore, as from that date would apply only to such applications for the establishment of Boards of Conciliation and Investigation as had been received prior thereto.

Recently two Boards of Conciliation and Investigation submitted their reports in connection with the following disputes, applications with respect to which were pending when the Wartime Labour Relations Regulations became effective:—

(1) Between Halifax Shipyards, Limited, Halifax, N.S., and its employees, members of Local No. 1, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.).

(2) Between Canada Packers Limited, Edmonton, Alta., and its employees, members of Local 243, United Packinghouse Workers of America.

Report of Board in Dispute between Halifax Shipyards, Limited, Halifax, N.S., and its Employees

On June 16 the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Halifax Shipyards Limited, Halifax, N.S., and its employees, members of Local No. 1, Industrial Union of Marine and Shipbuilding Workers of Canada (C.C.L.) (L.G., April, 1944, p. 480).

The personnel of the Board was as follows: Honourable Mr. Justice John S. Smiley, Halifax, N.S., Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board; Messrs. Charles B. Smith, Halifax, N.S., and D. W. Morrison, Glace Bay, N.S., appointed on the nomination of the employer and employees respectively.

The report of the Board was signed by the chairman and Mr. D. W. Morrison. Mr. Smith submitted a minority report.

The texts of the report of the Board and the minority report are as follows:—

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between Halifax Shipyards Limited, Halifax, N.S., and Employees, Members of the Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 1 (C.C.L.).

To: The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation and Investigation appointed by you has investigated the above dispute, and now has the honour to submit its report.

Sittings of the Board were held on the 3rd and 4th days of April, 1944, in the Municipal Council Chamber, Law Courts Building, Spring Garden Road, Halifax, N.S.

The applicant union was represented by the following official representatives:—

Silby Barrett, 40 Minto St., Glace Bay, N.S., a member of the Executive of the Canadian Congress of Labour and Regional Director thereof for the Maritime Provinces.

H. A. Shea, 74 Bedford Row, Halifax, N.S., representative of the C.C.L.

James O'Connell, 86 Quinpool Rd., Halifax, N.S., President of Local No. 1, Marine & Shipbuilding Workers of Canada.

In addition to the above official representatives of the employees there were present also the following unofficial representatives:—

Milfred Hubley, 268 Windmill Road, Dartmouth, N.S., Chairman Dartmouth Branch of Local No. 1.

Charles Murray, 74 Bedford Row, Halifax, N.S., Business Agent of Local No. 1.

On behalf of the employer the following official representatives were present:—

R. J. R. Nelson, 8 Bloomingdale Terrace, Halifax, N.S., General Manager of the employer.

Daniel Scouler, Armdale, Halifax, N.S., General Superintendent of the employer.

John Patterson, 61 Pleasant St., Dartmouth, N.S., Superintendent of the Dartmouth plant of the employer.

The Company carries on a shipbuilding and a ship repairing business. Its present shipbuilding activities are confined to the construction of destroyers for the Royal Canadian Navy. Its ship repairing facilities are employed in the execution of repairs to ships of war and merchant ships of Canada, the United Kingdom and the other united nations. The Company is engaged in war work practically to its full capacity.

The Union concerned is "The Industrial Union of Marine & Shipbuilding Workers of Canada, Local No. 1, Halifax, N.S.", which is chartered by the Canadian Congress of Labour. The Local was organized in the year 1938 when the number of employees was small compared with the number to-day.

The Company, in its brief, points out that heretofore the relations with its employees have been excellent and that working conditions in its plants are good. The representatives of the union admit these facts but say that they wish to make the relations between the company and the employees even better and indicate that one way of doing this is to carry out the working conditions under consideration. Shortly after the opening of the proceedings on the hearing Mr. Shea read a written brief on behalf of the employees. The first paragraph of this brief, in addition to setting out the demands of the union, shows a commendable attitude on the part of the employees toward the war effort and we therefore quote it in full as follows:—

"For approximately three years this union has sought to obtain from Halifax Shipyards Limited the inclusion of provisions for the union shop, and the check-off in the agreement signed by the union and the company. The company has, throughout this time, shown nothing but opposition to these demands, an attitude which would ordinarily have resulted in serious industrial strife had not the union adopted a no strike pledge as part of its contribution to the war effort. However, the employees feel that there should be no further delay in obtaining these demands and present this brief in justification."

The Union brief contains the following definitions of the terms "union shop" and "check-off":—

"By union shop this union understands a provision whereby every employee covered by the union agreement and eligible for union membership would be required to join and remain a member in good standing of the union as a condition of employment. This provision would not interfere with the Company's right to hire in accordance with its personal policies."

"By check-off is meant an arrangement whereby the Company would undertake to collect the workers' union dues from their wage payments at specified intervals, in the same way as Unemployment Insurance and other deductions are now made, and to remit the money collected thereby to an officer of the union designated for that purpose. Generally accompanying such a provision is a further one specifying that each worker must sign a form authorizing such a deduction; such form to be handed in to the Company."

Following is a summary of the contentions in support of the demands of the union:—

Union Shop

1. It would enable the union to better meet its contractual obligations and responsibilities and enforce its collective discipline in order to maintain harmonious union-management relations.

2. It makes for better spirit among the workers themselves, and hence for greater efficiency and productivity.

3. It provides that those who share the benefits should likewise share the responsibilities.

4. Some form of union shop is a necessary result of genuine collective bargaining, and opposition to it is in reality opposition to any form of collective bargaining.

5. The principle of majority rule can be carried into industrial relations only through some form of closed or union shop requiring all employees to be and remain union members.

6. With the full acceptance of union recognition, and the assurance that no attempts will be made to undermine the union's position, union policy can begin to shift from a purely defensive to a more constructive position. It can turn its attention from the problems of self

protection and play a larger part in working out the problems of the industry as a whole.

7. If labour is to be enabled to carry out in full its share of the joint undertaking to settle all disputes peacefully, it should have authority which matches its responsibility.

Check-off

1. Reference to Section 12 of the Trade Union Act (Nova Scotia Laws, 1937, Chapter 6) which makes specific provision for the check-off of union dues under certain conditions.

2. The union has qualified for the check-off under the Act above mentioned.

3. The Company is a subsidiary of Dominion Steel & Coal Corporation Limited which has granted the check-off to the employees in its coal mines and steel mills who are members of District No. 26 United Mine Workers of America and the United Steel Workers of America respectively. The employees of the Halifax Shipyards Limited are entitled to the same consideration.

4. The vote taken under the Trade Union Act established that 75·86 per cent of the employees were in favour of the check-off.

5. The grant of the check-off would be an indication that the Company fully recognized the status of the union and wished to co-operate with it.

6. It makes for greater union efficiency since the time which union officers would otherwise spend in collecting dues could be devoted to the task of maintaining harmonious industrial relationships.

7. The goodwill created by instituting the check-off would redound to the Company's benefit by way of better employer-employee understanding and therefore better production.

General

Both the union shop and the check-off are prevalent in many industries in Canada and have been in effect for many years.

Mr. R. J. R. Nelson, General Manager of the employer, read a brief on behalf of the employer, of which a summary follows:—

1. If it be determined that the provisions of the Trade Union Act, relating to check-off of union dues, apply to the company and the union establishes its legal position, the company will conform with the relevant provisions of the Statute, but it contends that such provisions have no application to the company.

2. The question as to the application of the provisions of the Trade Union Act relating to check-off should be decided by the Court and not by a Board of Conciliation under the Industrial Disputes Investigation Act.

3. It is not the function of an employer to collect dues for any union.

4. It is unfair and unreasonable to impose upon the company the burden of the checking-off of union dues and thus add one more task to the many imposed upon it by wartime administrative regulations.

5. So far as the Dominion Coal Company is concerned the statutes relating to coal mining have for many years provided for a check-off and it therefore has been an established usage in the collieries of Nova Scotia.

6. In compliance with the Trade Union Act the Sydney steel plant of the corporation has had a check-off since shortly after the passing of the Act, but as the check-off was not the result of voluntary action by the management, it has no bearing on the present application.

7. A check-off is unknown in the shipbuilding industry in Canada.

8. The union shop and the check-off should be rejected upon principle because they are essentially undemocratic, restrict the right of the employer on the one hand to select those who are to enter and remain in his employ without assurance of a supply of competent workmen, and of the employee on the other hand to make free choice of the organization to which he will give allegiance and to transfer that allegiance at will and because they impair and destroy the initiative and interest of union officers to exert their best efforts on behalf of their members.

9. By the enforcement of union membership a fundamental principle of social and business policy is violated.

10. Reference to the report of the Royal Commission appointed by the Quebec Government to make an inquiry into labour disputes in certain paper mills in the Lake St. John area, a synopsis of which is contained in the Labour Gazette, December, 1943, issue, pages 1693 to 1697.

11. A large number of former employees of the company are now on active service with His Majesty's forces and many of the present employees are members of rival unions or are not members of any union. None of these employees should be compelled, in order to continue their employment with the company, to join the union against their will as it would be most unjust and inequitable to require their continued employment to be dependent upon membership therein. Neither should new employees be forced against their will to join the union.

12. An agreement for a union shop and/or check-off would also offend against the provisions of the Reinstatement in Civil Employment Act (Statutes of Canada, 1942-1943, 6 Geo. VI, c. 31).

13. It would be against the national interest to insist upon conditions in the plant of the company which will operate to deter any man from accepting or doing the job for which he is fitted and which he is willing to take.

14. The effect of granting a union shop and/or check-off would, of necessity, be a loss to the company of a large and valuable part of its skilled labour force.

15. The company has experienced very great difficulty in securing skilled workmen and the loss of a substantial number of skilled employees at this time would be disastrous; moreover, if the demands of the union are granted, it will make it much more difficult to obtain the services of skilled workmen who belong to other unions or do not belong to any union.

16. If the demands of the union are granted it is inevitable that there will be most serious delay in the construction of naval vessels and in the execution of repairs to naval and merchant vessels which would have most serious consequences.

17. References to P.C. 2685 which provides, among other things, "That employees shall be free to organize in trade unions free from any control by employers or their agents".

18. Reference to Section 202 and 202a of the National Selective Service Civilian Regulations. The company is a designated establishment.

19. The submission of the union with respect to union shop in effect amounts to a requirement that not only must the minority of employees accept the policy of the majority as to working conditions at the plant of the company but that the minority must join the majority.

The company also submitted a supplementary memorandum consisting chiefly of references to various Board decisions reported in the LABOUR GAZETTE.

At the conclusion of the first day's session the Chairman arranged for a meeting between the representatives of the employees and representatives of the employer, at the office of Mr. R. J. R. Nelson, General Manager of the employer, that evening at 8 o'clock. At the opening of the session the following morning the Chairman was informed by Mr. Barrett that there was nothing to report with respect to the outcome of the meeting. From this statement it was evident that no progress had been made toward a settlement of the matters in dispute.

In the discussions during the sittings it was stated by the representatives of the union that if a member of another union, at present employed in the shipyards, showed his membership card within a specified period, he would not be required to join the Industrial Union; and also that a card, a sample of which is an exhibit, must be signed by a member before his dues are checked off.

At the time application was made to the Minister of Mines and Labour for the Province of Nova Scotia, on May 22nd, 1941, for a vote under the provisions of Section 12 of the Trade Union Act, the employer was collecting dues for the Halifax Shipyards Mutual Employees Benefit Society. The company discontinued the check-off for the Benefit Society on July 7th, 1941. The vote was taken on September 2nd, 1943, with the following result:—

No. of employees eligible to vote.	2,308
No. of votes cast.	1,873
No. of votes in favour of check-off.	1,751
No. of votes against check-off.	87
No. of spoiled ballots.	35
No. not voting.	435

Attention is directed to the letter from the Honourable L. D. Currie, Minister of Mines and Labour of Nova Scotia, to Mr. Nelson, dated September 3, 1943, with respect to the vote, a copy of which is enclosed with the documents returned herewith.

RECOMMENDATIONS

The paramount consideration of all parties concerned is the successful prosecution of the war, entailing constant maximum production. Without dealing with the merits and demerits of a union shop, as established and carried on in normal times, we are impressed with the contention of the company that the establishment of a union shop in this period of national emergency would have the effect of retarding the war effort, by making it more difficult to secure and retain the skilled labour necessary for the maximum production required. We are therefore of the opinion that a union shop should not be established in the Halifax Shipyards. At the same time we recognize the fact that in order for the union to operate efficiently it must possess a correspondent measure of security, having regard, of course, to the rights of the employer and the public and the national interest. We think that a maintenance of membership clause in the agreement between the Company and the union would afford a measure of added security for the union and not hinder the Company in securing and retaining skilled workmen. At the same time it should strengthen the spirit of co-operation and contentment among the members, and be conducive to greater efficiency and increased production. We are of opinion therefore that such a clause should be included in the agreement and that it should be in simple form. We suggest the following form taken from the majority report of the board in the dispute between West Coast Shipbuilders Limited et al and certain of their employees, reported at page 1674 of the December 1943 issue of the LABOUR GAZETTE:

"The Company agrees that any present employee who at the date of this agreement was a member of the union or who has become a member of the union since that date shall, as a condition of continued employment, maintain membership in good standing; and any employee who hereafter, during the life of this agreement, becomes a member or is reinstated as a member of the union, shall, as a condition of continued employment, maintain membership in good standing."

We are of opinion also that a clause providing for a check-off of union dues, should be included in the agreement. The reasons, which we have given in support of a maintenance of membership clause, would seem to apply with equal force to a check-off clause. Although the check-off will involve some additional clerical work, we do not think it will be sufficient to impose an undue burden on the Company. Experience in the other industries of the parent company indicates that this system has worked satisfactorily.

We believe the implementation of the above recommendations would have the effect of strengthening the satisfactory relations admittedly existing between the company and its employees.

In conclusion we wish to thank both the employees and the employer for their co-operation in the investigation.

Mr. C. B. Smith, K.C., the third member of the Board, dissents from these findings, and is filing a separate report.

All of which is respectfully submitted.

Dated at Halifax, N.S., this 13th day of June, A.D. 1944.

(Sgd.) JOHN S. SMILEY,
Chairman,

(Sgd.) D. W. MORRISON,
Member.

Minority Report

In the Matter of the Industrial Disputes Investigation Act and in the Matter of a dispute between Halifax Shipyards Limited and its Employees, members of the Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 1, Halifax.

To: *The Honourable the Minister of Labour*

As I cannot concur in the opinions of the majority of the Board I find it necessary to submit this my minority report.

MATTERS IN DISPUTE

The Board was established to deal with two matters of dispute, only, viz:—

(*a*) Check-off for Union dues.
(*b*) Union Shop Clause.

The representatives of the employees contend that the proposed agreement between the parties should provide for a "check-off" for union dues and also contain a "union shop" clause.

The representatives of the employer object to the inclusion of either of these provisions.

I understand that the majority of the Board will recommend the inclusion of a "check-off" clause. I further understand that while the Board is unanimously opposed to the inclusion of a "union shop" clause under present conditions, the majority will recommend the inclusion of a "maintenance of membership" clause.

As already stated, I cannot join in either of these recommendations.

In the present state of the law both Federal and Provincial it seems to me that our duty in respect to both items in dispute is reasonably clear.

1. CHECK-OFF

Section 12 of the Trade Union Act, Chapter 6 of the Acts of the Legislature of Nova Scotia for the year 1937, provides that:

"In any industry in which by statute or by arrangement between employer and employees deductions are made from the wages of employees for benefit societies, hospital charges, or the like, deductions shall be made by the employer from the wages of employees for periodical payments to a trade union of employees—

(*a*) If the officers of such trade union thereunto duly authorized by its members make application to the Minister of Labour for the taking of a vote to ascertain the wishes of the employees of such industry in respect of such deductions; and
(*b*) If, upon a vote taken by ballot at times and under conditions fixed by the Minister of Labour, a majority of the employees of such industry vote in favour of the making of such deductions; and
(*c*) If the individual employee being a member of such trade union makes to the employer a signed written request that such deductions be made from the wages due to him therein indicating the name of the person to whom such deductions shall be paid."

The Legislature has, therefore, said that in industries to which the Section applies, i.e., in industries in which there is an existing check-off for "benefit societies, hospital charges or the like" a check-off for union dues shall be compulsory when the necessary requirements are met.

Inferentially, on the principle that "express enactment closes the door to further implication" it has also said that there shall be no compulsory check-off in industries which do not fall within the section.

While in the latter industries check-off by agreement is not prohibited, the policy of the Legislature seems to me to be in industries where the principle of check-off has been accepted and the necessary machinery to administer it has been set up and is in existence it is proper that the check-off should be extended for the benefit of the trade unions concerned, but that in industries where no check-off exists it should not be established.

This in my opinion is the only reason for the differentiation in the Act between industries in which the check-off presently exists and those in which it does not.

The representatives of the employees contend, and the representatives of the employer deny that Section 12 applies in the present instance.

If it does, the employees are entitled to the check-off asked for as a matter of right. If it does not, they are not, in my view, entitled to the check-off at all.

This seems to have been recognized by all parties to the dispute, as the contract between them dated August 1, 1941, contained the following provision:

"If it be determined that the provisions of the Trade Union Act of Nova Scotia relating to check-off for Union dues apply to this Company, and the Union establishes its legal position, the Company agrees to conform with the relevant provisions of the legislation. The Company, however, contends that such provisions of the statute have no application to this Company and reserves all objections thereto."

The same provision was contained in the contract of November 16, 1942, which by its terms remained in force for one year from that date and which by mutual consent was extended from time to time until March 16, 1944.

The question of whether or not Section 12 applies in the present instance is a question of fact or possibly a mixed question of law and fact upon which this Board is not competent to pass.

I am, therefore, of the opinion that until the question is settled by a competent tribunal we should refrain from making any recommendation in the matter.

I may add that if the matter had to be determined apart altogether from the Nova Scotia statute I would be compelled to recommend against inclusion in the proposed Contract of any provision for a check-off, as I believe that the check-off is bad in principle and though differing in purpose is not different in essence from the "truck system" against which labour unions in England fought for years.

It seems to me that the individual workman is entitled to be paid his full wages in cash and that the question of whether or not he will pay union dues is one to be determined by him alone free from any coercion on the part of either his employer or his fellow employees.

The expense and inconvenience to the employer entailed in instituting and administering a system of check-off while not by any means negligible might well be justified if there were any compensating advantage to the individual employees as such, and if the institution of such a system would tend to the maintenance of the excellent relationship that has heretofore existed between employer and employees in Halifax Shipyards.

The impression, however, that I gathered at the hearing was that the check-off was designed not for the benefit of the employees as such but in reality for the benefit of the Union and its officers.

The right of the individual employee to determine for himself whether he will or will not pay union dues is in my opinion not a matter for bargaining between his employer and his trade union.

2. "Union Shop" Clause

As already intimated, I understand that the Board is unanimously of the opinion that no "union shop" clause should be included in the proposed agreement.

3. "Maintenance of Membership" Clause

In lieu of the "union shop" clause submitted by the representatives of the employees either in its original or in its amended form the majority report will, I understand, contain a recommendation that a "maintenance of membership" clause be included to the effect that all employees who are members of the contracting union at the date of the contract or who shall become members during the currency thereof shall, under pain of dismissal, remain members for the entire period for which the contract runs.

The inclusion of such a clause would, it appears to me, be a direct contravention of existing governmental labour policy.

In addition it would be an unwarranted interference with the individual liberty of the employees and might well cause undue hardship to the employer.

A "maintenance of membership" provision in any form, while not going as far as a "union shop" clause, is analogous in principle and purpose and it may reasonably be assumed that once such a clause is inserted in a contract it will be retained in all renewals and that there will never be any hiatus between new contracts and old during which an employee would be able to terminate his union membership without automatically losing his employment.

The government policy is clearly laid down in Order in Council P.C. 2685 of June 19, 1940.

Section 6 of that Order declares:

"That employees should be free to organize in trade unions free from any control by employers or their agents"

and proceeds to point out that it is a criminal offence for any employer, without lawful authority, to refuse to employ or to dismiss from his employment any person because of his membership in a lawful trade union.

And Section 9 declares:

"That workers, in the exercise of their right to organize, should use neither coercion nor intimidation of any kind to influence any person to join their organization."

These two basic principles of sound industrial relations policy are restated in more

mandatory form in Sections 19 and 20 of the Order in Council P.C. 1003 of February 17, 1944.

In order to apply these principles to the case under review it is necessary to frankly face the existing facts.

These facts, so far as they are material, appear to me to be:

1. That the principal object of the "maintenance of membership" clause is to perpetuate the union rather than to promote the interests of the individual employees, except in so far as compulsory union membership may be deemed to be a benefit.

This was freely admitted by the representatives of the contracting union who stated that the main object of the provision was to give the union more control over its members and greater power to discipline them.

2. That the business of ship-building is a complicated one in which are employed many different trades and crafts. While the large majority of the employees are presently members of the contracting union there are a number who belong to one or other of the craft unions and have definite objections to joining the Industrial Union. Again there are many employees who are now members of the Industrial Union who are eligible for membership in one or other of the craft unions and who might conceivably determine during the currency of the contract to join the craft unions appropriate to their own particular trades.

3. That there is a certain amount of competition for membership between the Industrial Union on the one hand and the various craft unions on the other, and this competition is accentuated by the fact that members of the craft unions are eligible for membership in the Industrial Union, while for the most part the reverse is not the case.

4. That by P.C. 1003 the right of minority unions to bargain collectively through their own duly appointed and accredited representatives is preserved.

5. That the Company is wholly engaged in essential war work, i.e. ship-building and ship repairing, and in carrying out this work is continuously under the necessity of taking on new hands, most of them skilled in one or other of the crafts and many of them members of craft unions.

In the light of these facts I am of the opinion that the inclusion of a "maintenance of membership" clause would be contrary to the spirit, if not indeed to the letter, of the enunciated principles of policy.

The same considerations which make it improper for employers to discriminate against an employee on account of his union membership must apply equally to prevent discrimination against him by reason of non-membership.

An employer who is prevented, and properly so, from refusing to hire or from discharging an employee by reason of such employee's membership in a union should not, by force of contract, be compelled to discharge the same employee by reason only of such employee changing his union affiliation or deciding to belong to no union at all.

Similarly, employees, who in the exercise of their right to organize are precluded from using any form of coercion to influence any person to join their organization, should not be permitted, for the purpose of compelling maintenance of membership, to vicariously exercise coercion of the strongest kind in the form of threatened loss of employment, by the simple expedient of exacting from the employer a covenant to discharge such person should he cease to be a member of their organization.

It seems to me to be a fundamental right, personal to each individual employee, to determine for himself free from any coercion whatsoever either on the part of his employer or fellow employees whether or not he shall belong to any union at all and, if so, to what union. I further think that implicit in this right to join the union of his choice is the right to leave it at will, and for his action in joining, refusing to join or leaving he is not bound to assign any reason to anyone.

It is quite conceivable that during the currency of the proposed agreement and renewals thereof a considerable number of present and future members of the contracting Union may for a variety of reasons, each personal to the individual concerned and which need not be catalogued here, desire to discontinue their union membership.

If this be so, their undoubted right to do so should not be denied them.

If, on the other hand, no considerable number should desire to relinquish their union membership there is no necessity for a "maintenance of membership" clause and to include one in the contract would simply mean departing from generally accepted principles and invading the individual rights of the employees without serving any useful purpose.

From the standpoint of the Company the proposed clause is equally objectionable.

In the first place its effect would be to make the Company the unwilling instrument of the contracting Union in the discharging of employees whose services were perfectly satisfactory to the Company, and for reasons with which the Company as such would not be concerned.

Again it might well place the Company all unwittingly in the invidious position of appearing to take sides in a situation caused by the competing ambitions of rival Unions to increase their membership, and in the interest of good industrial relations generally it is essential that the Company should not be placed in any such position.

But the main objection from the point of view of the employer is that it would in all probability interfere with the essential war work on which the Company is engaged.

As before pointed out, many individual crafts and trades are employed in the industry of shipbuilding and ship repairing. In these crafts and trades are many key men who are essential to the carrying on of the industry, and the loss of whom might well cause great delay and inconvenience and there are some indeed who are irreplaceable.

As most of these key men are eligible for membership in the craft unions pertaining to their particular trades, it is from among their ranks that defections, if any, from the industrial union might reasonably be expected, with the inevitable results above indicated.

Furthermore the inclusion of the proposed clause would probably make it more difficult for the Company to secure the services of additional skilled workmen who are urgently needed and who are being taken on from time to time.

Any of these skilled workmen who have craft union affiliations may well be loath to take employment in an industry in which the contract with the industrial union contains a "maintenance of membership" clause.

In conclusion I should like to express my appreciation of the very fair, but withal forceful, manner in which the representations of the parties interested were put before the Board by Messrs. Barrett, O'Connell and Shea on behalf of the employees, and Messrs. Nelson, Scouler and Paterson on behalf of the employer.

All of which is respectfully submitted.

(Sgd.) C. B. Smith.

Halifax, N.S., May 31, 1944.

Report of Board in Dispute between Canada Packers Limited, Edmonton, Alta., and its Employees

On July 26, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Canada Packers, Limited, Edmonton, Alta., and its employees, members of Local 243, United Packinghouse Workers of America (L.G., May, 1944, p. 619).

The personnel of the Board was as follows: Mr. H. H. Parlee, Edmonton, Alta., Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from Messrs. Lawrence Y. Cairns, K. C., and Rev. C. J. Foran, both of Edmonton, Alta., the employers' and employees' nominees respectively.

The report of the Board was signed by the chairman and Mr. L. Y. Cairns, K.C.; Rev. Mr. Foran submitting a minority report.

The texts of the report of the Board and the minority report are as follows:—

Report of Board

In the Matter of The Industrial Disputes Investigation Act and a Dispute between Canada Packers Ltd., Edmonton, Alta., and Its Employees, Members of Local 243, United Packinghouse Workers of America.

Board:

Mr. H. H. Parlee, K.C.
Chairman.

Mr. L. Y. Cairns, K.C.
Appointed on the recommendation of the Employers.

Rev. C. J. Foran, D.D.
Appointed on the recommendation of employees.

On the 6th day of March, 1944, Local 243 United Packinghouse Workers of America (hereinafter referred to as "Local 243") made application to the Minister of Labour for the establishment of a Board of Conciliation and Investigation, under the above Act.

On the 19th day of April, 1944, such a Board was established to be constituted as in said Act provided.

The Board commenced its sittings on the 13th day of June, 1944.

Notices of the meeting were published in the local daily press and special notices were sent to:

The Officials of Local 243;
The employer, Canada Packers Limited, and The Packing Plant Employees Federal Union No. 78, Trades and Labour Council of Canada (hereinafter referred to as "Union 78").

The following representatives appeared;

For Canada Packers Limited:

Mr. S. F. McDougall,
Manager, Canada Packers Ltd. (Edmonton).

Mr. C. J. Long,
Superintendent, Canada Packers Ltd. (Edmonton).

For the employees, Members of Local 243 U.P.W.A. (C.I.O.)

Mr. John Lenglet,
Western Canada Representative, United Packinghouse Workers of America (C.I.O.)
Mr. Fred Romanchuk,
President of Local No. 243, United Packinghouse Workers of America (C.I.O.)

For the Employees, Members of Union 78, Trades and Labour Congress of Canada (A.F. of L.)

Mr. Carl Berg,
Vice-President, Trades and Labour Congress of Canada (A. F. of L.)
Mr. J. Wallin,
Local No. 78 Trades and Labour Congress of America.

Mr. A. W. Holmes acted as Secretary.

Briefs were submitted before the Board on behalf of Local 243 and copies delivered to the representatives of the Company, and of Union 78.

Briefs were then submitted on behalf of the employer and on behalf of Local 78.

Opportunity was given to all parties to adduce any verbal testimony or to file replies if thought advisable.

After the conclusion of the evidence submitted the Board had a round-table and informal discussion with the parties to endeavour to induce an amicable settlement of the dispute as required by section 24 of the Act. No settlement was effected, although an adjournment was had to allow the parties to further consider the matter.

Mr. Lenglet, on behalf of Local 243, did express a willingness that a vote be taken to be held within one week without electioneering or campaigning. He stated that he would prefer that the vote be held and see the majority of the people voting have the decision as to which union should be entitled to the bargaining agency, but he stated that he did not object to the majority being the majority of those affected. This offer was declined by Mr. Berg.

Facts

The following sets forth the facts and circumstances ascertained by the Board including the cause of the dispute.

Some time in the year 1940 Union 78 was established in the City of Edmonton. In the autumn of 1942 the employees of the Company at Edmonton voted to the effect that they desired to be represented in their dealings with the Company by Packing Plant Employees Federal Union Local 78.

Following the voting the Company entered into an agreement with Local 78, dated 27th day of January, 1943.

By this agreement the Company recognized Union 78 as the exclusive bargaining agent for all employees in the Edmonton plant as the word "employee" was defined in the agreement.

This agreement, in part provided (see article 12):

"That this agreement shall remain in effect for a period of one year from the date of the execution hereof and shall continue in force thereafter on a yearly basis until terminated by either party giving the other party thirty (30) days' notice in writing prior to the expiration date."

In or about December, 1943, Local 243 claimed that a large majority of the employees of the packing plant desired to be represented by Local 243 in preference to Union 78.

In January, 1944, Union 78 agreed that a vote should be taken to ascertain the wishes of the employees. Thus, on the 27th day of January, 1944, with the approval of the Company, a vote was taken under the auspices and direction of the Alberta Board of Industrial Relations.

At the time the vote was taken there were 647 names of employees on the voters' list and thus eligible to vote.

The result of the vote was as follows:

In favour of Local 243	291
In favour of Union 78	276
In favour of no union	4
Spoiled ballots	7
Non-voters	69
Total	647

The result was that Local 243 obtained a majority of the votes cast and counted but did not obtain a majority of the employees affected, if that expression means those entitled to vote and on the voters' list.

On the 6th day of March, 1944, Local 243 made application for a Board under the Act alleging as its reason:

"Refusal of the Company to recognize Local 243 United Packing House Workers of America after winning a vote on January 27, 1944, conducted for that purpose by Department of Trade and Industry of the Alberta Government."

Subsequent to the application Mr. F. E. Harrison, Representative of the Dominion Department of Labour, endeavoured to settle the dispute. It was finally agreed by all parties that another vote should be taken to ascertain the wishes of the employees, which vote was taken on the 14th day of April, 1944, under the auspices and direction of the Alberta Board of Industrial Relations.

There were eligible to vote 646. The result of the vote was as follows:

In favour of Local 243	320
In favour of Union 78	226
In favour of no union	8
Non-voters	92
Total	646

It will therefore be seen that Local 243 did obtain a majority of the votes cast but did not obtain a majority of employees affected, if such is given the interpretation as above.

Before this Board Mr. Lenglet contended that the majority of the votes cast should prevail but frankly admitted that Local 243 had not in either case obtained a majority of employees affected.

Evidence was submitted that there were at least 100 who had enlisted for active service while employees of the Company. The Company Officials asserted that it felt itself under an obligation to see that these persons were given a position of some kind, if they so desired, upon their return to Edmonton. It also appears that the change of personnel of the employees is rapid; that since the commencement of the war there has been over 1,100 changes in the personnel, although it must be admitted that many of these were engaged in a temporary capacity. However, there has been such a change of 338 since the 14th day of April, last.

Before concluding this statement the Board desires to say that there appeared to be no desire on the part of any of the representatives of the Unions to becloud the issue. They were acting in accordance with their convictions and sincere in endeavouring to settle the problem as they respectively saw it.

Representatives of each Union considered that they were right in their contention. In short, the contention of Local 243 was that it was entitled to have the bargaining agency as it had obtained a majority of the votes cast in each vote that was taken. The contention of representatives of Union 78 being that, inasmuch as Local 243 had not obtained a majority of those eligible to vote that its Agreement with the Company was still in force and effect.

During the summer months many of the employees are absent on vacation and then follows some months of peak production at the plant.

Conclusions

1. That the Company has been meticulously impartial in its attitude throughout and was prepared to recognize either Union as the bargaining agent, if it obtained a majority of the employees eligible to vote.

2. That while it is true there are a number of former employees now on active service, who will likely be re-employed by the Company and thus interested, perhaps affected, it would be impractical to give them a vote or to consider them as an employee affected.

3. That another vote should be taken of the employees to ascertain their wishes. The difficulty is to ascertain when that vote should take place.

4. That the agreement of the 27th day of January, 1943, between Union 78 and the Company is in force and effect.

5. That when a vote is taken there is some more or less interference with the business of the Company.

Recommendations

That another vote of the employees affected shall be taken in January, 1945. We suggest this date as being sound in principle and logical and having regard to all the circumstances and conditions. We do not think that the Company should be embarrassed by more than one vote a year. It has already had two in the year 1944. While it is true that those former employees on active service should not be deemed to be employees affected, nevertheless, considering the rapid change in the personnel and all other circumstances we are of opinion that any alteration in the status quo requires a majority of employees eligible to vote. We are also of opinion that a yearly vote is advantageous to both unions as it will tend to stability and harmony among the workers. Conceivably, in a short space of time the losing union might claim that a vote should again be taken. This would lead to disturbance and a lack of harmony and efficiency in the plant.

All of which is respectfully submitted.

(Sgd.) H. H. Parlee,
Chairman.

I concur.

(Sgd.) L. Y. Cairns.

To: The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa.

Edmonton, Alberta,
July 24, 1944.

Minority Report

St. Anthony's Rectory,
8317-105 St., Edmonton,
July 22, 1944.

Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Can.

Re: Industrial Disputes Investigation Act and re dispute between Canada Packers, Ltd., Edmonton, Alberta, and its employees, members of Local 243, United Packinghouse Workers of America, C.I.O.

Minority Report Submitted by Rev. Father C. J. Foran, a Member of the Conciliation Board appointed to Investigate the Above Dispute

Honourable Sir:

I find myself unable to concur in the recommendations made to yourself by the other two members of the Board appointed to investigate the above dispute and beg permission to make the following submission in the form of a minority report.

Members of the Board

Mr. H. H. Parlee, K.C. (Chairman)
Mr. L. Y. Cairns, K.C.
Rev. C. J. Foran, D.D.

Facts of the Case

1. This Board was set up by the Minister of Labour on April 19, 1944, under the Industrial Disputes Investigation Act to settle a dispute, or to make recommendations likely to effect the settlement of a dispute, between Canada Packers, Ltd., Edmonton, Alberta, and those of its employees who are members of Local 243, United Packinghouse Workers of America, C.I.O.

2. Since the autumn of 1942, bargaining rights in the Canada Packers were held by Local 78, a composite local affiliated with the American Federation of Labour, which thus became an interested party in the dispute.

3. Prior to the termination in January, 1944, of the yearly contract held by Local 78, the Company was informed by Local 243 that the C.I.O. affiliate challenged the right of Local 78 to continue as the bargaining agent for the workers at Canada Packers.

4. An election, under the provisions of the Alberta Industrial Conciliation and Arbitration Act and under the supervision of the Board of Industrial Relations of the Province, was held at Canada Packers on January 27, 1944.

The result was inconclusive in that Local 243, while obtaining a simple majority, did not obtain a majority vote of the "employees affected" as that phrase is interpreted by the Alberta Board of Industrial Relations.

According to the Company's brief submitted later, it was prevented, as the result of the indecisive vote, from recognizing either union as the bargaining agent.

(It is the opinion of the other two members of the Board that the Board of Industrial Relations exceeded its authority in telling the Company it must not recognize either union. If their contention is correct—and I incline to the opinion that it is—Local 78 remains the bargaining agent at Canada Packers and will remain so until rejected by a majority vote of employees affected. In the present existing situation that means that, on the basis of the latest figures available, 226 employees are authorized to bargain for the entire body contrary to the wishes of 320 employees opposed to their union. *Such a situation may be sanctioned by law but I contend that it offends against principles of equity.*)

The Company asserts that the agreement previously concluded with Local 78 remains in force by consent of all parties concerned but seems inclined to follow the directive issued by the Board of Industrial Relations to the effect that it must not recognize either union.

5. Disagreeing with the interpretation placed upon the Alberta Act by the Board of Industrial Relations, Local 243 appealed to the Minister of Labour at Ottawa for a Conciliation Board.

6. Following out routine practice, Mr. Fred Harrison, Western Conciliator for the Department of Labour, proceeded to Edmonton to attempt a settlement of the dispute. His efforts having failed, Mr. Harrison recommended another vote to which all parties concerned gave their consent. This vote took place on April 14, 1944, and again the result was indecisive. Local 243 increased its simple majority but failed by four votes to gain the majority of "employees affected." (Local 243—320 votes; Local 78—226 votes; 92 employees refrained from voting, for one reason or another. Representatives of Local 243 submitted for the consideration of this Board affidavits from seven employees who had not voted due to illness or other legitimate cause and who deposed that, had they voted, they would have cast their ballots in favour of 243.)

7. The Minister of Labour then proceeded to establish this Board which began its sit-

tings on June 13, 1944. Briefs were submitted by the following and in the following order:

Local 243, C.I.O. (Represented by John Lenglet and Fred Romanchuk.)

Canada Packers (Represented by Stewart McDougall and C. J. Long.)

Local 78, A.F. of L. (Represented by Carl Berg and John Wallin.)

Stripped of all irrelevancies, the salient points in the briefs submitted may be summarized as follows:

Local 243 clamoured for recognition on the basis of 320 votes cast plus seven affidavits which its representatives claimed showed a majority of the workers to be in favour of the C.I.O. affiliate.

Canada Packers, Ltd., asserted its willingness to recognize any union gaining the necessary majority but asked to be spared the inconvenience of oft-recurring elections.

Local 78 argued its right for continued recognition as the bargaining agent at Canada Packers.

8. The Board failed in its efforts to bring about a settlement by means of a round table discussion and that despite every effort made by the Chairman.

When asked, in the course of this discussion, for the greatest compromise that they were willing to make, the representatives of Local 243 agreed to the holding of another election. They stipulated that it should be held within a week; that there should be no electioneering; that an agreement be reached between the parties concerned as to whether a simple majority should suffice to declare a winner (the agreement Local 243 favoured) or whether a majority of employees affected should be required. (This latter requirement Local 243 was willing to accept.)

Furthermore, the representatives of Local 243 agreed to retire from the field should they lose the election on whatever basis it was fought.

(*This seemed then, and still seems, an eminently fair offer. As a matter of fact, it was the solution for the difficulty which kept presenting itself to my mind from the very beginning.* In view of the rapid turnover of manpower at the plant (338 employees since the election of April 14) I felt that Local 243 could not reasonably push its claim for recognition.)

Mr. McDougall is to be commended for the fairness and impartiality with which he expressed the Company's reacton to Mr. Lenglet's offer.

"Chairman—Mr. McDougall, what about a vote at any time in the near future?

Mr. McDougall—In the stand we took of being impartial, and wishing to follow that stand, I do not see where we would have any objection to taking a vote, if it is to determine the wishes of the employees; so I do not see any objection to a vote at some time in the near future."

He then asked for time to prepare for the consideration of the Board a list of factors likely to affect an election. Chief among these were the holiday schedule now under way and the busy season at the Plant beginning about October 1.

(*Here we have the two parties named in the instrument establishing this Board in virtual agreement upon a course of action the adoption of which was frustrated by the refusal of the third party to agree.*)

Local 78 refused to consent to the proposal acceptable to the other two parties and did not suggest an alternate compromise.

(This refusal definitely scuttled all efforts to effect a settlement by mutual agreement. Furthermore, I maintain, that since Local 78 had already consented to two elections within the year, its representatives had no valid reason for refusing to consent to a third to which the other interested parties had agreed. Certainly it is true that another election would inflict no hardship on Local 78 that it did not inflict upon the Company and Local 243.)

At this time the *tactics of Local 78 were definitely unyielding.* They were legitimate enough and dictated by strong convictions. As a consequence, I have no quarrel with them except in so far as *they defeated the purpose for which this Board was set up,* namely, to effect a settlement of the unfortunate situation prevailing at Canada Packers.

Here I must register disagreement with the recommendation made in the majority report. *The recommendation made by my two colleagues constitutes an indirect endorsation of a course of action which thwarts an early settlement of the dispute.*

One party or another has to suffer as a consequence of any recommendation made by a Board of this kind. *The party showing the least tendency to compromise merits the least consideration.* The opposite is true in the case of the recommendation made in the majority report. In military parlance, Local 78 decided to fight a delaying action rather than engage in a pitched battle (of ballots). That is good strategy on the part of Local 78 *but, in my opinion, it should not be endorsed by those who are charged with effecting a settlement of a dispute which is hampering production.*

Local 78 elected to stand on what it considered its legal rights and no one can take

exception to such action. However, the very fact that the Minister of Labour, knowing the situation as we must presume he did, decided to establish this Board casts serious doubts on the validity of these rights.

Conclusions

1. On the strength of the evidence submitted, it must be concluded that the Company is to be absolved of all charges of intimidation or discrimination. It has acted at all times with complete fairness and impartiality.

2. It must be concluded that all efforts to bring the two unions together seem doomed to failure before they get underway. Consequently, the sooner one or another is eliminated the better for the Company and the workers alike. In this regard, Mr. McDougall told the Board that the situation at the plant had lessened production but said he could not say to what degree.

3. About 100 former employees of Canada Packers are in the armed services. Some of these are likely to reenter the employ of the Company. It would, however, be impractical to consider them as "employees affected" by any dispute in the Plant during their absence.

Recommendations

All members of the Board were agreed that an election was called for sooner or later. We disagreed as to the date. My colleagues agreed it should be held in January, 1945. I held out for an early election.

In favour of the January date, the Chairman and Mr. Cairns were of the opinion that in order to maintain stable conditions at the Plant, an election should not be held oftener than once a year.

Under normal conditions this argument is cogent. But, when conditions are disturbed as they are in Canada Packers, an election is often the only way to clarify the matters in dispute. *Then, and under these conditions, elections are justified as often as they are necessary.* Moreover, the Act makes no recommendation to the effect that there should be but one election in a year.

An *early* election is the only course that offers any chance of an *early* solution of the situation at Canada Packers. Someone might say that a third election might again prove inconclusive. True, it might, but it must be recalled that Local 243 agreed to withdraw from the field in the event of its losing another election.

If, at the time of the round table discussion, Local 78 had agreed to the election, I am of the opinion no member of the Board would have raised any objection. In that event the dispute would have virtually settled itself and everyone would have gone home happy.

I find myself unable to concur in the majority report for the following reasons:

1. The majority report really makes no recommendation at all pertinent to the settlement of the dispute since the contract held by Local 78 expires in January next and an election would follow regardless of any recommendation from this Board should the two unions continue to contend for the bargaining rights.

2. The majority report, recommending an election in January, is in effect just another way of endorsing the continuance of the status quo and of the conditions that led to the establishing of this Board.

3. The majority report makes no contribution to the *early* settlement of the dispute since Local 78 retains the bargaining rights until January next. Thus we are confronted with the abnormal condition of Local 78 with 226 members retaining the bargaining rights against the wishes of Local 243 with 320 members.

4. The majority report is likely to lead to industrial strife at the plant since Local 78 retains the bargaining rights and that is the situation Local 243 was unwilling to accept at the time it asked for a Board.

Consequently, I make the following recommendations:

1. That another election in accordance with the provisions of the Alberta Act be held at Canada Packers within the shortest possible time and with the shortest possible notice.

"Within the shortest possible time" as this course offers the best chance of an early settlement and I suggest a date between August 1 and 15, 1944.

"With the shortest possible notice" because the issues at stake are well known to the workers at the Plant. They know now what union they want to bargain for them. A prolonged campaign will not enlighten them further but might becloud the issues and create tension among the workers. I am not denying the right of free speech but simply questioning the utility of too much of it.

2. In the event of a third inconclusive election the Company should be given guarantees by both unions that it will be freed from the inconveniences caused by an election campaign for a reasonable period of time—until the end of the year, at least, or perhaps until after the busy season in the Spring.

In conclusion, Honourable Sir, may I say that my failure to concur in the recommenda-

tion of my colleagues must not be taken to indicate any lack of harmony in the proceedings of the Board.

Its other two members are great gentlemen. I enjoyed every minute of my association with them. If we are ever brought together again, I hope it will be upon some matter on which we shall all agree.

Respectfully submitted,

(Sgd.) C. J. FORAN

Conciliation Work of the Industrial Relations Branch During July, 1944

DURING the month of July officers of the Industrial Relations Branch were called upon to handle 32 industrial disputes or controversial situations involving 20,215 workpeople employed in 53 different establishments. Of these 25 were new disputes which originated during the month while 7 were situations which had been unterminated as at June 30 and received further attention in July. They were dealt with under the provisions of the Conciliation and Labour Act.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:

MINING:	
Coal mining	7
Metal mining	2
MANUFACTURING:	
Animal food products	1
Metal products	13
Wood products, miscellaneous	1
Shipbuilding	2
TRANSPORTATION:	
Steam railways	2
Water	2
CONSTRUCTION:	
Buildings and structures	1
SERVICE:	
Business and Personal	1

A statistical analysis of the nature of the disputes handled, their cause, disposition, etc., is given below:

NATURE OF DISPUTE OR SITUATION:	
Strike	10
Threatened strike	3
Controversy	8
Arbitrations	3
Requests to conduct consent elections	1
Services of Commissioners	7
PREDOMINANT CAUSE OR OBJECT:	
Increase in wages	4
Decrease in wages	1
Other causes affecting wages and working conditions	5
Recognition of Union	3
Employment of Union members only	2
Discharge of workers for union activity or membership	7
To secure or maintain union wages and working conditions	1
Other union questions	1
Employment of particular persons	1
Discharge of workers*	3
Unclassified	4
DISPOSITION:	
Strike terminated by mediation	7
Threatened strike averted by mediation	2
Decision rendered in arbitration	2
Industrial Disputes Inquiry Commissioner appointed under P.C. 4020	5
Agreement signed	2
Verbal agreement	1
Dispute lapsed or called off; no further action required	4
Referred to N.W.L.B. or R.W.L.B.	2
Referred to Wartime Labour Relations Board	1
Other disposition	2
Disposition pending	4
RESULTS:	
In favour of employees	7
In favour of employer	9
Compromise or partially successful	2
Indefinite or unterminated	11
Not known	3
METHOD OF SETTLEMENT:	
Conciliation or mediation	15
Direct negotiations	2
Arbitration	1
Administrative action	9
Investigation only	2
Settlement pending	3

Brief summaries of the cases of chief interest or importance are given below:—

Metal Products Workers, Windsor, Ont.—In the July issue of the LABOUR GAZETTE reference was made to the appointment of Mr. J. A. Hanrahan, Police Magistrate of the City of Windsor, as an Industrial Disputes Inquiry

* Other than in connection with Union questions.

Commissioner to investigate the dismissal of an employee of the Aircraft Hydraulic Supplies Limited, of Windsor, allegedly because of union membership and activity. The case was heard during the early part of July and the Commissioner reported to the Minister of Labour that the weight of evidence proved that the employee in question had been dismissed for the reason that he was a member of or working on behalf of Local No. 195, United Automobile Workers of America. Pursuant to the recommendation of the Commissioner, the Minister of Labour ordered the Company to reinstate the employee in his former position with the same rights and privileges which he formerly enjoyed, and with reimbursement for lost wages.

Metal Products Workers, Hamilton, Ont.—Reference was made in the July issue of the LABOUR GAZETTE to the appointment of His Honour Judge Ian M. Macdonell of the City of Toronto as an Industrial Disputes Inquiry Commissioner to investigate charges that an employee of Sawyer-Massey Limited, Hamilton, Ontario, had been dismissed for the reason of his membership in and activity on behalf of the United Electrical, Radio and Machine Workers of America. Evidence was heard at two sittings in Hamilton during July. The Commissioner reported that although the labour situation at the plant was far from satisfactory, the attendance record of the employee in question was such that there could be no justification for recommending the man's reinstatement.

Metal Miners, Geraldton, Ont.—It was reported in the July issue of the LABOUR GAZETTE that the Minister of Labour had appointed a Commissioner under the provisions of Order in Council, P.C. 4020, to investigate a complaint that an official of the United Mine, Mill and Smelter Workers had been dismissed by his employer, Hard Rock Gold Mines, Limited, Geraldton, Ontario, because of Union membership and activity. His Honour Judge J. H. MacDonald of Sault Ste. Marie, Ontario, who acted as Industrial Disputes Inquiry Commissioner, reported after a hearing of the case, that the charge made by the Union was not proven by the weight of evidence, and that there had not been any improper action on the part of the Company officials.

Railway Workers, Quebec, P.Q.—In the June issue of the LABOUR GAZETTE reference was made to the appointment of the Honourable Mr. Justice Oscar L. Boulanger as an Industrial Disputes Inquiry Commissioner to investigate certain charges and countercharges under Order in Council, P.C. 4020, made by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and by the Quebec Railway, Light and Power Company of Quebec City, P.Q. The charges made by the Union were that one of its members had been dismissed for union membership and activity, and that another had been demoted to an inferior position for the same reason. The Company, in turn, laid charges that two of its employees (one of whom was the demoted person referred to above) had attempted improperly to organize a Union during working hours at the place of their employment, and had used coercion and intimidation to induce another employee to join the Union. The Commissioner reported to the Minister of Labour that the Union had proved its charges of discrimination in connection with both the dismissed employee and the person who had been demoted. Accordingly, the Minister of Labour ordered that each of these employees be reinstated in their former positions, and that the one who had been dismissed should be reimbursed for lost wages. With regard to the charges made by the Company, the Commissioner found that the management did not prove any overt acts in connection with the organization of a Union during working hours at the place of their employment; and that, taking into consideration the weight of evidence, the Company had not proved its charges or coercion and intimidation.

Coal Miners, Glace Bay, N.S.—About 1,487 coal miners of all classes employed in No. 2 and No. 20 Collieries of the Dominion Coal Company, Glace Bay, N.S., went on strike on July 17, 1944, when one employee refused to work at the coal face and the Company refused to give him other employment. The employee in question claimed that he was not able to continue working as a loader at the coal face, but the Company doctor claimed that he was physically fit for such work. The men resumed work on July 20 pending an investigation of the case. Conferences between Company officials and representatives of District No. 26, United Mine Workers of America were arranged by Mr. Allan MacDonald, Industrial Relations Officer, Glace Bay, N.S., on July 21 and 22. It was agreed that the employee would be examined by a medical board consisting of his own doctor, a Company doctor and a third chosen by the other two. If the board decided that the employee was unable to mine coal, the Company agreed to give him such other employment as was available, on the understanding that the settlement would not be considered as precedent in dealing with other similar cases.

Strikes and Lockouts in Canada During July, 1944

DURING the month of July the number of strikes and lockouts in Canada was two less than in June but the number of workers involved and the time loss were greater. There were 21 strikes during the month involving 9,696 workers with a time loss of 25,968 man working days as compared with 23 strikes involving 5,975 workers and a time loss of 9,491 man working days during the previous month. In July, 1943, there were 39 strikes with 15,679 workers and a time loss of 65,632 man working days.

Preliminary figures for the first seven months of 1944 show a total of 130 strikes involving 60,675 workers and a time loss of 356,846 man working days compared with 241 strikes, 114,631 workers and 581,552 man working days time loss during the first seven months of 1943.

Three strikes during July involved 1,000 or more workers, namely, shipyard workers at Halifax and Dartmouth, N.S., and coal miners at Glace Bay and at Stellarton, N.S. The first named strike accounted for approximately 45 per cent of the time loss for the month.

One strike involving 342 workers was carried over from June and twenty commenced during July. Of these twenty-one disputes, 17 were terminated during the month. Six resulted in favour of the employers, five in favour of the workers and six were indefinite in result. At the end of the month, therefore, there were four strikes unterminated, namely, coal miners, Stellarton, N.S., hat factory workers, Guelph, Ontario, shipyard workers, Halifax and Dartmouth, N.S., and taxicab drivers, Quebec, P.Q.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO JULY, 1943-1944

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
1944					
*January	26†	26	8,140†	8,140	23,408
*February	17	19	8,740	8,785	39,868
*March	11	13	1,635	1,680	3,080
*April	10	10	14,923	14,923	126,609
*May	24	25	12,043	26,043	128,422
*June	22	23	5,840	5,975	9,491
*July	20	21	9,354	9,696	25,968
Cumulative totals	130		60,675		356,846
1943					
January	33†	33	19,860†	19,860	166,715
February	27	31	2,611	5,239	24,301
March	25	27	16,688	16,993	30,822
April	35	37	32,292	32,496	103,936
May	35	40	7,210	15,306	47,229
June	53	59	21,765	23,321	142,917
July	33	39	14,205	15,679	65,632
Cumulative totals	241		114,631		581,552

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1944*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1944				
MANUFACTURING—				
Pulp, Paper and Paper Products—				
Paper mill workers, St. Jerome, P.Q.	1	342	1,026	Commenced June 15; for reinstatement of a worker; terminated July 5; conciliation, provincial; in favour of workers.
Strikes and Lockouts Commencing During July, 1944				
MINING—				
Coal miners, North Minto, N.B.	1	22	198	Commenced July 3; against discontinuance of wage increase; terminated July 12; reference to NWLB‡; in favour of workers.
Coal miners, Stellarton, N.S.	1	1,083	2,400	Commenced July 4; *re* working conditions; terminated July 6; conciliation, federal and return of workers pending negotiations; indefinite.
Coal miners, Cadomin, Alta.	1	250	500	Commenced July 10; against lack of medical services; terminated July 11; negotiations; in favour or workers.
Coal miners, Glace Bay, N.S.	1	1,488	4,464	Commenced July 17; protest over a loader (allegedly physically unfit) being refused datal work; terminated July 19 conciliation, federal and return of workers pending investigation; indefinite.
Coal miners, Glace Bay, N.S.	1	*(a)* 88	88	Commenced July 20; against refusal of company to guarantee average wage for the day following a mishap; terminated July 20; return of workers; in favour of employer.
Coal miners, Stellarton, N.S.	1	41	41	Commenced July 25; against deduction from pay of two workers for leaving early; terminated July 25; return of workers: in favour of employer.
Coal miners, Stellarton, N.S.	1	521	800	Commenced July 29; against suspension of a boy and cancelling of mine examiner's order *re* safety regulations; unterminated.
MANUFACTURING—				
Rubber and Its Products—				
Rubber factory workers (footwear), St. Remi, P.Q.	1	121	121	Commenced July 14; against dismissal of three workers allegedly for union activity; terminated July 17; conciliation, provincial; indefinite.
Textiles, Clothing, etc.—				
Hat factory workers, Guelph, Ont.	1	11	25	Commenced July 28; failure of one worker to pay union dues; unterminated.
Pulp, Paper and Paper Products—				
Paper mill workers, Ottawa, Ont.	1	600	1,500	Commenced July 7; for improved ventilation in machine rooms; terminated July 11; negotiations: in favour of workers.
Metal Products—				
Metal factory workers, Owen Sound, Ont.	1	520	325	Commenced July 10; against refusal of NWLB to grant wage increase; terminated July 10; return of workers; in favour of employer.
Motor vehicle factory workers, Oshawa, Ont.	1	*(b)* 280	280	Commenced July 10; against refusal of NWLB to grant wage increase: terminated July 10; return of workers; in favour of employer.
Agricultural implement factory workers, Winnipeg, Man.	1	75	75	Commenced July 10; against delay in negotiating a new agreement; terminated July 10; conciliation, federal; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1944*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During July, 1944—Con.				
MANUFACTURING—*Con.*				
Metal Products—Con.				
Machine shop workers, Sydney, N.S.	1	30	15	Commenced July 10; to compel a foreman-blacksmith to join union; terminated July 10; return of workers; indefinite.
Freight car factory workers, Trenton, N.S.	1	371	371	Commenced July 20; against foreman changing the job of a worker; terminated July 20; return of workers; in favour of employer.
Shipbuilding—				
Shipyard workers, Montreal, P.Q.	1	*(c)* 697	2,000	Commenced July 5; for summer vacation with pay and a 5-day work week; terminated July 8; conciliation, federal; in favour of employer.
Shipyard workers, Halifax and Dartmouth, N.S.	1	2,876	11,500	Commenced July 27; for maintenance of membership and check-off; unterminated.
CONSTRUCTION—				
Buildings and Structures—				
Labourers, Ste. Anne de Bellevue, P.Q.	1	23	65	Commenced July 7; for increased wages; terminated July 10; conciliation, federal; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—				
Other Local and Highway Transport—				
Taxicab drivers, Quebec, P.Q.	--	*(d)* 212	106	Commenced July 31; for increased starting rates; unterminated.
Miscellaneous—				
Cold storage plant workers, Winnipeg, Man.	1	45	68	Commenced July 17; against alleged delay of NWLB in dealing with request for increased wages; terminated July 18; return of workers: indefinite.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ NWLB—National War Labour Board.

(a) 200 indirectly affected; *(b)* 1,000 indirectly affected; *(c)* 2,819 indirectly affected; *(d)* 65 indirectl affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1944, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1943".

United States

Preliminary figures for June show 500 strikes beginning in the month, in which 155,000 workers were involved. The time loss for all disputes in progress during the month was 680,000 working days.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An Order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in April was 152, and 36 were still in progress from the previous month, making a total of 188 disputes in progress during the month, in which 239,200 workers were involved. The time loss in April was 719,000 working days.

The number of disputes beginning in May was 150, and 5 were still in progress from the previous month, making a total of 155 disputes in progress during the month, involving 27,700 workers, with a time loss of 45,000 working days.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods

WINNIPEG, MANITOBA.—OGILVIE FLOUR MILLS CO., LTD. AND FLOUR AND CEREAL WORKERS' UNION, LOCAL 132.

Agreement to be in effect from May 24, 1944, to May 24, 1945, and thereafter subject to 60 days' notice. The company recognizes the union as the sole bargaining agent for all employees and no discrimination to be shown by the company or the union against employees because of union membership or non-membership.

Hours: 8 per day, 48 per week. Overtime and work on Sundays and holidays, at time and one half. Vacation: one week with pay for employees with one year's service; two weeks with pay for employees with at least five years' service. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Animal Foods

ST. BONIFACE AND WINNIPEG, MANITOBA.—CANADA PACKERS LIMITED AND UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 216.

Agreement to be in effect from June 1, 1944, to May 31, 1945, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency and the union agrees to represent all employees without discrimination.

Hours: 8½ per day, Monday to Thursday inclusive, 9 hours on Friday and 5 hours on Saturday, a 48 hour week. Overtime: for production and maintenance employees other than continuous shift operators, time and one half for work in excess of 9 hours per day, Monday to Friday, 5 hours on Saturday or 50 hours in any week; for continuous shift operators, overtime at time and one half for work over 9 hours in any day or 50 in any week. Time and one half for work on six holidays. Guaranteed wage: the company guarantees a 40-hour week to all regular employees.

Wages: both parties agree to accept the wage rates presently existing in the plants. The company agrees to pay a premium of 5 cents per hour to all regular employees whose shifts begin between 3 p.m. and 3 a.m. Wages and overtime rates are subject to approval by the Regional War Labour Board. Vacation: one week with pay to employees with at least one year's service; two weeks to employees with at least five years' service; three weeks to female employees with 15 years' service and to male employees with 20 years' service. Provision is made for seniority rights and for the settlement of grievances.

Manufacturing: Printing and Publishing

MONTREAL, OTTAWA, TORONTO, HAMILTON AND LONDON.—CANADIAN LITHOGRAPHERS' ASSOCIATION AND AMALGAMATED LITHOGRAPHERS OF AMERICA, LOCALS 27 (MONTREAL), 40 (OTTAWA), 12 (TORONTO), 42 (HAMILTON) AND 47 (LONDON).

Agreement to be in effect from April 1, 1944, to March 31, 1945.

Hours: 44 per week with a maximum of 9 hours in any day; for the day shift, work to end at noon on Saturday, the regular hours for each plant are to be posted. Overtime: all work either before or after the schedule established in each shop, to be paid at time and one half for the first three hours on the first five days of the week, and double time thereafter; double time for work on Saturday afternoons, Sundays and eight specified holidays (seven holidays in English plants in Quebec).

Wage rates now include the cost of living bonus. The following rates are subject to the approval of the Regional War Labour Boards of Quebec and Ontario. Hourly wage rates for artists in the Art Department: commercial, general, letterers and engravers $1.12; drug label work 79 cents; poster (crayon) $1.22, poster (letterers) 97 cents; process (colour correctors) $1.34. Hourly wage rates in the camera department: camera operators 72 cents for commercial, $1.12 for process and colour and for projection machine operators. Hourly wage rates in the plate making department: commercial transferers 97 cents; colour transferers, provers, photo composagraph and stop and re-

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peat operators $1.12; vacuum frame and contact negative operators producing original and proving plates and press plates with frames size up to and including 23 x 35, 68 cents; vacuum frame and contact negative operaters making press plates with frames size over 23 x 35, $1.12; negative assemblers and lay-outers $1.12; stone polishers and plate grainers operating a single plate machine 68 cents; plate grainers operating two single or one double plate machine 84 cents. Hourly wage rates in press department: journeymen pressmen 70 cents to $1.49, according to size and type of presses and whether one or more colours; press feeders and feeder operators from 43 to 53 cents during first year, from 46 to 65 cents during second year and from 50 to 76 cents thereafter; on 4-colour sheet fed presses 36 x 48 or over, first feeder operator 91 cents, second feeder operator 81 cents. For press feeders and feeder operators, the hourly wage rates for male employees under 21 years of age and female employees is in some classes one or two cents per hour below the rate for male employees over 21 years of age. Hourly wage rates for apprentices: in plate making department from 23 cents during first year to $1.01 during second half of sixth year; in art department and camera department, from 23 cents during first half of first year to 64 cents during second half of fifth year and to $1.01 for the second half of second year as improver. Hourly wage rate for helpers from 34 cents during first half of first year to 45 cents after second year. Night work: all employees working on night shifts are to be paid at 15 per cent higher than the day rate. Handicapped employees may be paid lower rates as established by the joint committees.

Apprentices are limited to one for three journeymen and an additional apprentice to each additional four journeymen in the press department; one apprentice to the first four journeymen and an additional apprentice to each additional 5 journeymen in all other departments.

Vacation: (subject to the approval of the Regional War Labour Boards of Quebec and Ontario) one week with full pay to employees with at least one year's service.

A joint committee composed of an equal number of representatives of employers and employees to be appointed to interpret and determine the application of the agreement.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

TRANSCONA, MANITOBA.—DEFENCE INDUSTRIES LIMITED AND THE WINNIPEG POWDER AND EXPLOSIVE WORKERS FEDERAL UNION 150.

Supplementary agreement to be in effect from April 20, 1944 to April 20, 1945. The original agreement was summarized in the LABOUR GAZETTE, May, 1943, p. 638. The wage rates now include the cost of living bonus. These rates are now, for some classes: craftsmen 92 to 99 cents, tradesmen 85 to 87 cents, tradesmen's helpers 50 to 82 cents, operators 72 to 81 cents, operators' helpers 60 to 72 cents, labourers 47 to 60 cents. Vacations with pay are granted in accordance with the plan approved by the Board.

Transportation and Public Utilities: Water Transportation

VANCOUVER, B.C.—SHIPPING FEDERATION OF BRITISH COLUMBIA AND BURRARD COASTWISE LONGSHOREMEN'S ASSOCIATION.

This agreement which applies to the loading and discharging in the harbour of Vancouver, of coastwise vessels which ply between the ports in British Columbia, Puget Sound and Alaska, is to be in effect from June 8, 1944, to June 7, 1945, and thereafter from year to year, subject to notice. Preference in employment to be given to union members, if available. Longshoremen shall no longer be eligible for employment when they cease to be members of the union.

Hours: straight time is all time between 8 a.m. and 5 p.m. Monday to Friday inclusive and between 8 a.m. and 1 p.m. Saturday; overtime rates are payable for all other hours and for all work on Sundays and holidays. Wages: for double winch drivers $1.10 for straight time and $1.47 for overtime; for dock truckers on cement and for all other labour $1 for straight time and $1.33 for overtime. For work through meal hours, time and one third until relieved.

A Labour Relation Committee to be established for the settlement of disputes and to deal with other matters of mutual concern.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the amendment of nine agreements, all of which are noted below. Requests for a new agreement for retail stores at Windsor, and

for the amendment of the agreement for barbers and hairdressers at Montreal were published in the *Quebec Official Gazette,* July 8. Requests for amendments of agreements for the paint industry in the province and for bakers in Montreal were gazetted July 15. Requests for new agreements for the linoleum industry in the province, and for hospital employees at Sherbrooke were also gazetted July 15. Requests for new agreements for can and metal utensil manufacturing in the province and for hospital employees in Quebec were gazetted July 22. A request for the amendment of the building trades agreement at Sherbrooke was published in the *Quebec Official Gazette* July 29. Requests for a new agreement for retail stores at St. Johns and for the amendment of the agreement for barbers and hairdressers at Joliette were also gazetted July 29.

In addition, Orders in Council were published in the *Quebec Official Gazette* during July approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

Fur Manufacturing Industry (Wholesale), Montreal

An Order in Council, dated July 19, and gazetted July 29, extends the term of this agreement (L.G. Sept., 1940, p. 970; Jan., 1943, p. 87; May 1944, p. 637) to September 1, 1944.

Tannery Industry, Province of Quebec

An Order in Council dated July 19, and gazetted July 29, amends the previous Orders in Council for these trades, (L.G. Mar. 1940, p. 282; Feb., 1941, p. 183; Aug., p. 1008; Oct., p. 1313; Mar., 1942, p. 353, Sept., p. 1097; Dec., p. 1490; Apr., 1943, p. 489, Oct., p. 1381; Mar., 1944, p. 359, June, p. 753.)

Hourly wage rates including cost of living bonus: all stationary enginemen and maintenance men (millwrights), watchmen who also work in the manufacturing of leather, as well as at least 60 per cent of all other male workers and 60 per cent of female workers in the industry to receive 52½ cents in Zone I, 49 cents in Zone II and 43½ cents in Zone III; not more than 25 per cent of the male workers and 25 per cent of the female workers to receive 41½ cents in Zone I, 39½ cents in Zone II and 34 cents in Zone III; not more than 15 per cent of the male workers and 15 per cent of the female workers to receive 30½ cents in Zones I and II and 26 cents in Zone III. Vacation: one week with pay after one year's continuous service. Vacation pay should not be allowed for vacation not taken.

Manufacturing: Textiles and Clothing

Men's and Boys' Clothing Industry, Province of Quebec

An Order in Council, dated June 27, and gazetted July 8, extends the time of the previous Orders in Council for this industry (L. G. Dec., 1937, p. 1385; Dec., 1939, p. 1279; Nov., 1940, p. 1202; Aug., 1941, p. 1008, Sept., p. 1150; Mar. 1942, p. 353) to August 1, 1944.

Another Order in Council, dated July 19, and gazetted July 29, amends the previous Orders in Council for this industry. The term of the agreement is extended to July 1, 1945, and thereafter from year to year subject to notice.

MINIMUM HOURLY RATES FOR MEN'S CLOTHING INDUSTRY

Class	Coats	Rates of wages per hour		
		Zone I	Zone II	Zone III
		cents	cents	cents
AA	Skilled cutters	95	85	80
A	Head operators and shape sewers, or under-basters by machine	89	80	76½
AB	Skilled trimmers	81½	72½	69
BB	Pocket makers	81½	72½	69
B	Fitters, offpressers	79	70	66½
C	Edge basters, second basters, shapers, topcollar makers	75	67½	64
D	Examiners, joiners (second operators) lining makers, pocket tackers	66½	60	56½
D-1	Steam machine pressers	64	57½	55
D-2	Choppers	61½	55	52½
EE	Underpressers	59	52½	50
E	Lining basters, machine edge basters, undercollar basters	56½	50	47½
F	Armhole basters, buttonhole makers, lapel makers, sleeve makers	45	40	37½
G	Bottom of collar and leaf of collar fellers, canvas basters, canvas makers, coat finishers, general hands, inside coat tackers, button sewers	39	35	32½
H	Buttonhole tackers, fellers of bottom of sleeve linings, pocket closers, sleeve lining tackers and basters, ticket pocket makers:—			
	1st 6 months	21½	19	16½
	2nd 6 "	25	22½	21½
	3rd 6 "	30	26½	24
	4th 6 "	35	31½	29
	After 2 years	39	35	32½
K	Basting pullers:—			
	1st 6 months	20	17½	16½
	2nd 6 months	23	20½	19½
	3rd 6 months	26	23½	22½

MINIMUM HOURLY RATES FOR MEN'S CLOTHING INDUSTRY—*Concluded*

Class		Rates of wages per hour		
		Zone I	Zone II	Zone III
		cents	cents	cents
	Pants			
AA	Skilled cutters	95	85	80
AB	Skilled trimmers	81½	72½	69
BB	Back and front pocket makers, seamers	81½	72½	69
B	Leg pressers	79	70	66½
C	Lining stitchers	75	67½	64
D	Lining sewers and top pressers, cloth waistband sewers	66½	60	56½
D-2	Choppers	61½	55	52½
E	Pocket makers, outside seamers on boys' shorts, bloomers and juvenile pants, lining sewers, stitchers on boys' shorts, bloomers and juvenile pants	56½	50	47½
FF	Underpressers	52½	47½	45
F	Buttonhole makers, fitters, inside seamers on boys' shorts, bloomers and juvenile pants, trimming makers	45	40	37½
G	Button sewers, examiners, finishers, fly makers, loopmakers, sergers and bar tackers	39	35	32½
H	Buttonhole tackers, cleaners:—			
	1st 6 months	21½	19	16½
	2nd 6 "	25	22½	21½
	3rd 6 "	30	26½	24
	4th 6 "	35	31½	29
	After two years	39	35	32½
K	Basting pullers:—			
	1st 6 months	20	17½	16½
	2nd 6 "	23	20½	19½
	3rd 6 "	26	23½	22½
	Vests			
AA	Skilled cutters	95	85	80
A	Pocket makers, tape sewers	89	80	76½
AB	Skilled trimmers	81½	72½	69
BB	Second operators	81½	72½	69
B	Offpressers	79	70	66½
D	Fitters	66½	60	56½
D-1	General underpressers	64	57½	55
D-2	Choppers	61½	55	52½
F	Buttonhole makers, basters, lining makers, vee sewers	45	40	37½
G	Brushers, button sewers, examiners, finishers, general hands, ticket sewers	39	35	32½
H	Buttonhole tackers, cleaners:—			
	1st 6 months	21½	19	16½
	2nd 6 "	25	22½	21½
	3rd 6 "	30	26½	24
	4th 6 "	35	31½	29
	After 2 years	39	35	32½
K	Buttonhole tackers:—			
	1st 6 months	20	17½	16½
	2nd 6 months	23	20½	19½
	3rd 6 months	26	23½	22½
	An apprentice chopper is a beginner and shall work under the following schedule:—			
	1st 6 months	22½	20	19
	2nd 6 months	29	25	24
	3rd 6 months	34½	31½	29
	4th 6 months	41	36½	35
	5th 6 months	47	42½	40
	Thereafter	61½	55	52½
	An apprentice trimmer is a beginner and shall work under the following schedule:—			
	1st 6 months	22½	20	19
	2nd 6 months	25	22½	21½
	3rd 6 months	29	25	24
	4th 6 months	31½	29	26½
	5th 6 months	34½	31½	29
	6th 6 months	39	35	34
	Thereafter	47	42½	40

MINIMUM HOURLY RATES FOR ODD PANTS INDUSTRY

AX	Skilled cutters	85	76½	74
BX	Front and back pocket makers, trimmers, seamers	77	69½	66
CX	Lining stitchers, leg pressers	71½	64	60
DX	Lining sewers, top pressers	62½	56½	53½
DX-1	Choppers	56½	51½	49
EX	Pocket makers on boys' longs, shorts and bloomers, lining sewers and stitchers on boys' longs, shorts and bloomers: seamers on boys' longs, shorts and bloomer (outside)	51½	46½	44
FX	Fitters, underpressers, trimming makers, buttonhole makers, seamers on boys' longs, shorts and bloomers (inside)	41½	37½	35
GX	Fly makers, pockets sergers, tackers, button sewers, finishers, loop makers, examiners	36	32	31
HX	Cleaners, buttonhole tackers:—			
	1st 6 months	20	17½	16½
	2nd 6 months	22½	20	19
	3rd 6 months	27	24	22½
	4th 6 months	31½	27½	25
	After 2 years	36	31½	27½

(The above rates are a 5 per cent increase over those rates in effect June, 1941, and a 25 per cent increase over those in effect Dec., 1937.) Piece rates are also increased by the same percentage.

Vacation: one week with pay for employees with one year's service.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL

An Order in Council, dated June 23, and gazetted July 8, extends the term of this agreement (L.G. May, 1944, p. 637, and previous issues) to September 30, 1944.

Manufacturing: Metal Products

CLOCKMAKERS, MONTREAL

An Order in Council, dated July 19, and gazetted July 29, amends the previous Order in Council for this trade (L.G. Nov., 1943, p. 1530.) This amendment does not affect the summary already given.

Construction

BUILDING TRADES, QUEBEC CITY AND DISTRICT

An Order in Council, dated June 28, and gazetted July 8, amends the previous Orders in Council for this industry (L.G., Aug., 1941, p. 1009; Sept., 1942, p. 1097; Oct., p. 1209; Feb., 1943, p. 220; Feb., 1944, p. 199).

Hourly wage rates now include the cost of living bonus. There is a general wage increase of 15 cents over the previous basic wage schedule for all trades excepting contractors doing personal services whose rates remain the same. For structural steel, tank and other plate work and the installation of portable boilers and tanks, the minimum rate is $1, except the installation of portable tanks and boilers under two tons in weight for which the minimum rate is 70 cents. For maintenance men outside Zone I, qualified workmen shall receive $25 per week and unqualified workmen (labourers) $21. Painters' rates on structural steel are increased to 85 cents, structural iron workers to $1, boilermakers to $1.

Apprentices: one apprentice to seven structural iron workers.

BUILDING TRADES, VAL D'OR AND AMOS

An Order in Council, dated June 28, and gazetted July 15, amends the previous Orders in Council for this industry (L.G. June, 1941, p. 705; Oct., p. 1315, Dec., p. 1573; Mar., 1942, p. 353; Feb., 1943, p. 220; Mar., 1944, p. 359, June, p. 753.)

Hourly wage rates now include the cost of living bonus. There is a 5-cent increase in the hourly rates, a $2.40 increase in the weekly rates over rates published in the LABOUR GAZETTE, Oct. 1941, p. 1315.

Trade

RETAIL STORES, QUEBEC

An Order in Council, dated June 23, and gazetted July 8, amends the previous Orders in Council for this industry (L.G. April, 1943, p. 490 and previous issues as there noted.)

Weekly wage rates including cost of living bonus: 60 per cent of male clerks, $25.60; 25 per cent of male clerks, $20.60; 15 per cent, $12.60; for female clerks, 60 per cent at $13.62, 25 per cent at $11.37, 15 per cent at $8.58; accountant $29.60, assistant accountant (male) $22.60; assistant accountant (female) $14.21; collector (on the road) $24.60; apprentice tailors and dressmakers $9.60 in first year to $19.60 in fourth year; skilled tailor and dressmaker with 5 years' experience $25.60; apprentice milliner-seamstress from $5.92 in first year to $11.84 in fourth year; skilled milliner, seamstress, (woman with 5 years' experience) $13.62; tradesmen $25.60 to $27.60, trades apprentices and general work service man $9.47 to $20.60; watchmen $22.60.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Alberta

IN six provines—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these acts are summarized below.

Ontario

Manufacturing: Miscellaneous Wood Products

HARD FURNITURE INDUSTRY, PROVINCE OF ONTARIO

An Order in Council, dated May 2, and gazetted May 13, makes binding the terms of a new schedule for this industry throughout the province, from March 30, 1944, to March 30, 1945.

Hours: 8½ per day, 4½ on Saturdays, a 47 hour week; overtime and work on holidays is payable at time and one half. The Advisory Committee may permit overtime work on the production of church, theatre and school furniture at straight time.

The number of employees who have had less than 4 years' experience in the industry and who are either under 21 years of age or were under 21 years when they commenced work in the industry, together with all female employees, shall not exceed 20 per cent of the total number of employees in a plant (or 25 per cent in the case of plants more than 50 per cent of whose production consists of all wood chairs). The minimum hourly rates for this class of employees are 25 cents during first year of employment, 28 cents during second year, 31 cents during third year, 34 cents during fourth year.

For all other employees, the province is divided into two zones: the first zone consisting of the city of Toronto and the counties of York, Peel, Wentworth, Halton, Lincoln, Welland, Haldimand, Norfolk, Brant, Oxford and parts of the counties of Wellington, Waterloo, Perth, Middlesex and Elgin; in this zone the minimum average rates in each plant for these employees is 60 cents and the minimum rate 53 cents. The second zone consists of the rest of the province and the minimum average rate in each plant for these employees is 58 cents and the minimum rate 51 cents. In computing the average rate the wages paid to superintendent, manager and foreman and to any handicapped person who has been granted a special wage rate are not considered.

If any employer fails to maintain the average rates for his plant or exceeds the specified proportion of the lower paid group, then the minimum rate for each employee in the plant shall be the above minimum average rate for that plant.

Special rates may be established by the Advisory Committee for any handicapped employee.

Persons employed on any shift other than the regular day shift shall be paid a premium of 5 cents per hour except when working on overtime.

Construction

CARPENTERS, BROCKVILLE.

An Order in Council, dated June 16, and gazetted June 24, makes binding the terms of a schedule for carpenters in the town of Brockville, and adjacent district. The schedule is to be in effect from May 17, 1944, to March 30, 1945.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime is payable at $1.35 per hour for the first three hours and $1.80 thereafter. For work on night shifts, 8 hours' pay for 7 hours' work.

The minimum wage rate for carpenters is 90 cents per hour. The Advisory Committee may fix a special minimum rate for any handicapped employee.

Alberta

Service: Business and Personal

BARBERS, CALGARY.

An Order in Council, dated May 2, and gazetted May 15, makes binding the terms of a schedule for barbers in the city of Calgary, to be in effect from May 25, 1944 to May 24, 1945 or thereafter during pleasure.

Hours: a minimum of 4 hours in a day; a maximum of 9 hours per day, 49 per week; each employee to be allowed one hour per day for lunch; shops close at 1 p.m. on Wednesdays. Wages: for full time employees, 60 per cent of total takings, with a guarantee of $20 per week; for hourly paid employees, 50 cents per hour with a minimum payment for 4 consecutive hours in every day employed; for persons employed by the day, 60 per cent of total takings with a guarantee of $3.50 per day ($5 on Saturdays); for apprentices, 60 per cent of total takings with a guarantee of $10 per week. Not more than one apprentice to a barber shop. A schedule of minimum charges is set.

Canadian Vocational Training

Increase in Enrolment of Ex-Service Men and Women—Supervisory Training in Civil Service

CANADIAN Vocational Training provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the upgrading of persons already employed;

(3) Training plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools in the program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to June 30, 1944, the gross enrolment under Canadian Vocational has been as follows:

Training for Industry	226,130
Army Tradesmen	42,452
Navy Tradesmen	8,042
R.C.A.F. Tradesmen	65,108
Rehabilitation (discharged persons from the forces)	3,745
Students	5,373
Total	350,850

The gross enrolment in all types of classes on June 30 was 6,075 which constitutes the lowest figure during the operation of the program. Of this enrolment 3,417 were tradesmen from the Army, Navy and Air Force. Very few full-time pre-employment classes for industry were carried on during the month. Out of the total of 132 plant schools that had been approved up to June 30, 1944, 34 were still operating, the others had all met their requirements and had suspended operations.

Rehabilitation Training

The enrolment of ex-service men and women taking vocational training showed a slight increase during the month. The procedure adopted for placing individuals for training in industrial establishments has become better established and is working more smoothly, although the numbers involved are still very small. The closing of the schools operated to train tradesmen for the R.C.A.F. has permitted the conversion of these centres to rehabilitation training. The necessary alterations are being made and equipment is being installed. Arrangements have been completed for Canadian Vocational Training to take over the premises on the grounds of the Normal School in Toronto, formerly carried on by the R.C.A.F. as No. 6 I.T.S. It is expected to have this centre operating early in the fall. The training camp formerly carried on by the Army at Grand Prairie, Alberta, has also been made available for rehabilitation training, and is being converted to that purpose.

Supervisory Training

The Canadian Vocational Training Branch of the Department of Labour has undertaken to organize and set up training facilities in each department of the Dominion Civil Service, to familiarize the supervisory staffs with their five responsibilities:

I. Knowledge of the work
II. Knowledge of responsibilities
III. Skill in improving methods
IV. Skill in leading
V. Skill in instructing

I. *Knowledge of the work* refers to the kind of information which makes your business or job different from all other businesses or jobs.

II. *Knowledge of responsibilities* refers to particular department situations regarding

CANADIAN VOCATIONAL TRAINING

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE MONTH OF JUNE, WITH TOTALS FROM APRIL 1, 1944 TO JUNE 30, 1944

(Subject to Revision)

	Numbers in Training				Placed in Employment	
	From April 1/44 to June 30/44	At First of June	Enrolled in June	At End of June	From April 1/44 to June 30/44	(2) In June
DOMINION SUMMARY						
Pre-employment Classes (Men)	1,492	503	132	425	844	180
Pre-employment Classes (Women)	600	194	77	130	420	115
Part-time Classes (1) (Men)	1,100	457	36	323	.....	.....
Part-time Classes (1) (Women)	152	25	25	29	.....	.....
Total	3,344	1,179	270	907	1,264	295
NOVA SCOTIA						
Pre-employment Classes (Men)	20	12	2	5	15	9
Pre-employment Classes (Women)	.....	.....	.....	.....	.....	.....
Total	20	12	2	5	15	9
NEW BRUNSWICK						
Pre-employment Classes (Men)	43	27	.....	26	16	1
Pre-employment Classes (Women)	2	2	.....	2	.....	.....
Total	45	29	.....	28	16	1
QUEBEC						
Pre-employment Classes (Men)	634	179	48	150	310	55
Pre-employment Classes (Women)	94	14	10	.....	94	24
Part-time Classes (1) (Men)	67	13	.....	.....	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	795	206	58	150	404	79
ONTARIO						
Pre-employment Classes (Men)	571	216	62	191	346	79
Pre-employment Classes (Women)	439	177	33	98	299	91
Part-time Classes (1) (Men)	695	278	22	235	.....	.....
Part-time Classes (1) (Women)	142	18	25	29	.....	.....
Total	1,847	689	142	553	645	170
MANITOBA						
Pre-employment Classes (Men)	59	10	2	2	67	13
Pre-employment Classes (Women)	2	.....	2	.....	.....	.....
Part-time Classes (1) (Men)	15	.....	.....	.....	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	76	10	4	2	67	13
SASKATCHEWAN						
Pre-employment Classes (Men)	29	10	2	4	23	7
Pre-employment Classes (Women)	7	1	.....	1	3	.....
Part-time Classes (1) (Men)	.....	.....	.....	.....	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	36	11	2	5	26	7
ALBERTA						
Pre-employment Classes (Men)	88	32	3	26	43	9
Pre-employment Classes (Women)	19	.....	.....	.....	19	.....
Part-time Classes (1) (Men)	74	38	5	38	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	181	70	8	64	62	9
BRITISH COLUMBIA						
Pre-employment Classes (Men)	48	17	13	21	24	7
Pre-employment Classes (Women)	37	.....	32	29	5	.....
Part-time Classes (1) (Men)	249	128	9	50	.....	.....
Part-time Classes (1) (Women)	10	7	.....	.....	.....	.....
Total	344	152	54	100	29	7

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to June 30, 1944, were not so reported until after June 1, 1944.

CANADIAN VOCATIONAL TRAINING

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF JUNE, 1944, WITH TOTALS FROM APRIL 1, 1944

(Subject to Revision)

—	Numbers in Training				Completed Training	
	From April 1/44 to June 30/44	At First of June	Enrolled in June	At End of June	From April 1/44 to June 30/44	In June
DOMINION SUMMARY						
R.C.A.F. Classes	5,313	2,044	60	860	4,056	1,197
Army Classes	4,508	2,219	618	1,946	2,358	872
Navy Classes	1,286	631	138	611	627	137
Total	11,107	4,894	816	3,417	7,041	2,206
NOVA SCOTIA						
R.C.A.F. Classes						
Army Classes	175	110	31	76	93	65
Navy Classes	32	24	8	25	5	5
Total	207	134	39	101	98	70
NEW BRUNSWICK						
R.C.A.F. Classes	167	102		30	126	70
Army Classes	417	280	16	231	176	56
Navy Classes						
Total	584	382	16	261	302	126
QUEBEC						
R.C.A.F. Classes	361	128		48	284	73
Army Classes	457	284	20	236	207	68
Navy Classes	76	26	17	25	16	
Total	894	438	37	309	507	141
ONTARIO						
R.C.A.F. Classes	2,418	1,079	59	464	1,791	661
Army Classes	1,595	689	191	616	943	263
Navy Classes	1,099	580	111	558	530	132
Total	5,112	2,348	361	1,638	3,264	1,056
MANITOBA						
R.C.A.F. Classes	554	176			473	168
Army Classes	177	55	31	31	144	55
Navy Classes						
Total	731	231	31	31	617	223
SASKATCHEWAN						
R.C.A.F. Classes	582	154		66	496	85
Army Classes	531	315	102	303	228	114
Navy Classes						
Total	1,113	469	102	369	724	199
ALBERTA						
R.C.A.F. Classes	507	250		157	323	88
Army Classes	371	141	88	151	163	78
Navy Classes	55				55	
Total	933	391	88	308	541	166
BRITISH COLUMBIA						
R.C.A.F. Classes	724	155	1	95	563	52
Army Classes	785	345	139	302	404	173
Navy Classes	24	1	2	3	21	
Total	1,533	501	142	400	988	225

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF JUNE, 1944, WITH TOTALS FROM APRIL 1, 1944, TO JUNE 30, 1944

(Subject to Revision)

	Numbers in Training				Completed Training		Transferred to Production before Training completed	
	From April 1/44 to June 30/44	At First of June	Enrolled in June	At End of June	From April 1/44 to June 30/44	In June	From April 1/44 to June 30/44	In June
DOMINION SUMMARY								
Plant Schools.....Men	1,416	446	243	336	904	281	7	4
Women	2,286	549	365	450	1,571	362	34	.....
Part-time Classes.....Men	851	243	53	82	748	197	3	2
Women	250	16	.....	.....	250	16	.....	.....
Total.....	4,803	1,254	661	868	3,473	856	44	6
NOVA SCOTIA								
Plant Schools.....Men	74	43	16	32	30	15	4	4
Women	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes.....Men	22	11	.....	9	10	.....	3	2
Women	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	96	54	16	41	40	15	7	6
NEW BRUNSWICK								
Plant Schools.....Men	7	.....	.....	.....	6	.....	.....	.....
Women	4	.....	.....	.....	2	.....	.....	.....
Total.....	11	.....	.....	.....	8	.....	.....	.....
QUEBEC								
Plant Schools.....Men	789	243	133	151	528	183	3	.....
Women	802	310	134	244	426	127	.....	.....
Part-time Classes.....Men	353	55	43	39	310	58	.....	.....
Women	35	.....	.....	.....	35	.....	.....	.....
Total.....	1,979	608	310	434	1,299	368	3	.....
ONTARIO								
Plant Schools.....Men	546	160	94	153	340	83	.....	.....
Women	1,370	239	231	206	1,093	235	.....	.....
Part-time Classes.....Men	423	177	10	34	375	139	.....	.....
Women	215	16	.....	.....	215	16	.....	.....
Total.....	2,554	592	335	393	2,023	473	.....	.....
MANITOBA								
Plant Schools.....Men	.....	.....	.....	.....	.....	.....	.....	.....
Women	66	.....	.....	.....	33	.....	18	.....
Total.....	66	.....	.....	.....	33	.....	18	.....
ALBERTA								
Plant Schools.....Men	.....	.....	.....	.....	.....	.....	.....	.....
Women	44	.....	.....	.....	17	.....	16	.....
Part-time Classes.....Men	.....	.....	.....	.....	.....	.....	.....	.....
Women	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	44	.....	.....	.....	17	.....	16	.....
BRITISH COLUMBIA								
Plant Schools.....Men	.....	.....	.....	.....	.....	.....	.....	.....
Women	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes.....Men	53	.....	.....	.....	53	.....	.....	.....
Women	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	53	.....	.....	.....	53	.....	.....	.....

CANADIAN VOCATIONAL TRAINING

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1944 TO JUNE 30, 1944

(Subject to Revision)

	Numbers in Training				Placed in Employment	
	From April 1/44 to June 30/44	At First of June	Enrolled in June	At End of June	From April 1/44 to June 30/44	[1] In June
DOMINION SUMMARY						
In Schools—Men	1,005	536	127	531	282	89
In Schools—Women	267	171	45	185	35	18
In Industry—Men	220	141	44	160	36	22
In Industry—Women	11	8	1	7	2	1
Total	1,503	856	217	883	355	130
NOVA SCOTIA						
In Schools—Men	13	5	.....	3	8	2
In Schools—Women	.....	.....	.....	.....	.....	.....
In Industry—Men	2	1	1	2	.....	.....
In Industry—Women	.....	.....	.....	.....	.....	.....
Total	15	6	1	5	8	2
NEW BRUNSWICK						
In Schools—Men	27	19	4	20	2	1
In Schools—Women	.....	.....	.....	.....	.....	.....
In Industry—Men	4	2	1	3	.....	.....
In Industry—Women	.....	.....	.....	.....	.....	.....
Total	31	21	5	23	2	1
QUEBEC						
In Schools—Men	197	104	22	94	56	22
In Schools—Women	54	38	7	42	6	1
In Industry—Men	23	11	8	19	4	.....
In Industry—Women	2	1	1	2	.....	.....
Total	276	154	38	157	66	23
ONTARIO						
In Schools—Men	166	89	18	79	61	24
In Schools—Women	44	32	6	29	7	5
In Industry—Men	71	42	15	47	12	9
In Industry—Women	4	3	.....	2	2	1
Total	285	169	39	157	82	39
MANITOBA						
In Schools—Men	124	63	20	64	41	15
In Schools—Women	52	29	11	36	6	2
In Industry—Men	32	24	4	25	4	2
In Industry—Women	1	1	.....	1	.....	.....
Total	209	117	35	126	51	19
SASKATCHEWAN						
In Schools—Men	86	41	15	42	38	11
In Schools—Women	21	16	2	12	7	5
In Industry—Men	20	14	3	16	3	1
In Industry—Women	.....	.....	.....	.....	.....	.....
Total	127	71	20	70	48	17
ALBERTA						
In Schools—Men	197	96	16	94	61	8
In Schools—Women	51	28	9	35	5	2
In Industry—Men	31	23	7	27	7	5
In Industry—Women	3	2	.....	1	.....	.....
Total	282	149	32	157	73	15
BRITISH COLUMBIA						
In Schools—Men	195	119	32	135	15	6
In Schools—Women	45	28	10	31	4	3
In Industry—Men	37	24	5	21	6	5
In Industry—Women	1	1	.....	1	.....	.....
Total	278	172	47	188	25	14

[1] Includes graduates from previous month's classes who were not reported placed until after June 1, 1944.

—policies, regulations, rules, schedules and inter-departmental relationships. These are different in every department or company, hence this knowledge of responsibilities must be supplied locally. This is accomplished through the course—Job Relations Training, Series I.

III. *Skill in improving methods* deals with making the best use of the manpower, materials and equipment by having supervisors study each operation in order to combine, rearrange, and simplify details of the job. This skill is taught in Job Methods Training Course.

IV. *Skill in leading* helps the supervisor to improve his ability in working with people. These are basic principles that when applied day in and day out will tend to keep the relations smooth and problems from arising. This is accomplished through the course—Job Relations Training, Series II.

V. *Skill in instructing* is concerned with helping supervisors develop a well trained work force to have less faulty work, re-work, fewer accidents and people thoroughly understanding their jobs. This skill is practised in Job Instruction Sessions.

Canadian Vocational Training undertook this program as of January 3 of this year, and since that date has organized twelve departments with a staff of thirty trainers. To date, approximately 1,700 supervisors have been trained, and the courses are being received with a great deal of enthusiasm, and the general opinion is that this training should have been made available sooner. Quite a number of departments are reporting improved employee-employer relations and are very pleased with the increased efficiency evidenced in their staffs, due to these training facilities.

Occupational Hazards for Women in Wartime

ACCIDENTS occurring to women increased in the United States, according to a bulletin issued by the Women's Bureau of the U.S. Department of Labour. In Britain, the Chief Factory Inspector for the United Kingdom reported an increase of 90 per cent in the accident rate per 1,000 women employed in 1941 as compared with 1938. The large number of women in industry part-time has made it impossible to estimate the accident rate since 1941. Although most States do not compile injury figures separately for women, those which have, show a large increase in the number of accidents in the past year or two. The number of accidents per 1,000 women employed is not given but there is sufficient information to indicate the seriousness of the problem.

Measures recommended to cope with accident and health problems include safety education for the great number of women without previous industrial experience; clothing rules which the employees have helped to formulate and the purpose of which they understand; adaptation of the working environment to women's shorter reach, smaller hands, shorter height, and inability to stand constantly or lift heavy loads without serious consequences; provision where there is exposure to harmful and poisonous substances of protective equipment, suitable washing facilities, and devices to remove gas, fumes and dust from the air; periodic physical examinations; special attention to women working in extreme heat or cold and to lighting for women doing fine work.

Special problems of control have arisen as a result of the war. Among these are the lead hazard due to restriction on the use of tin and the consequent use of a larger amount of lead in solder, and the subcontracting of radium painting to small shops.

Increased hours, short lunch periods, pressure for production, overcrowding, makeshift washing facilities and too little time for washing are all war factors which tend to lower resistance to occupational disease, so that it becomes doubtful whether maximum concentrations of fumes and dusts in the air considered safe in peace time are still applicable.

The increased number of women welders raises special problems. Protection from fumes is essential since the metal to be welded may be painted with lead paint, and the coating on the rods to be welded may be of various materials, like aluminum oxide, calcium, silicon dioxide, manganese or carbon dioxide and little is known about the toxicity of these coatings when volatilized. Welding on stainless steel is especially dangerous. Clothing must be designed to offer protection from welding burns. The pamphlet states that, contrary to widespread belief, exposure to arc welding has no harmful effects on the reproductive organs, provided there is no other hazard present such as lead or other heavy metal. The increasing use of X-ray in industry makes it important that machines be sufficiently guarded and protective equipment be provided for the operator.

Activities of Unemployment Insurance Commission

Statistical Analysis of Operations for June—Claims for Benefit—Insurance Registration—The Fund—On-the-Job Staff Training

DURING June 3,226 applications for Unemployment Insurance benefit were filed in the local offices of the Unemployment Insurance Commission. This compares with 4,654 filed during May this year and 1,772 during June, 1943. The number of claims continues to decline each month, as is expected during this season of the year, but each monthly total remains approximately double the number for the corresponding month of last year.

A total of 4,707 persons (3,502 males and 1,205 females) signed the live unemployment register during the last week of June, whereas 7,329 (5,490 males and 1,839 females) signed during the last week in May. This indicates that the total on benefit and claiming benefit declined, during the period, to a greater extent than did the number of claimants.

The number of persons considered entitled to benefit during June was 2,276 compared with 4,421 during May and 1,390 in June of last year. Those considered not entitled to benefit numbered 881 in June, 1,057 in May and 388 in June last year.

Benefit was paid during June to 7,983 persons, 2,733 of whom commenced receiving it during that month. In May, benefit was paid to 14,095 persons of whom 5,223 commenced receiving it during the month, while in June of last year 2,729 persons received benefit, 1,096 of whom commenced receiving it in that month. Those to whom benefit was paid received a total of $247,891 in June for 128,922 compensated unemployed days, $473,709 for 240,232 days in May and $66,307 for 36,040 days during June last year.

The average duration of the unemployment compensated was 16·1 days in June as against 17·0 days in May and 13·2 days in June, 1943. The average amount paid for beneficiary was $31.05 during June, $33.61 during May and $24.30 during June last year. The average amount paid per compensated day of unemployment was $1.92 in June, $1.97 in May and $1.84 last June.

Tables 3 and 5 provide an analysis by provinces.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at July 31, 1944, 2,542,883 employees have been contributors to the fund since April 1, 1944, an increase of 337,127 since the commencement of the current fiscal year. Of this increase, 200,373 represented new entrants to insurable employment and 136,754 resumed insurable employment since April 1.

As at July 31, 1944, 135,810 employers were registered as having insurable employees, an increase of 5,799 from June 30, 1944. This increase is mainly due to the opening of summer resorts and general summer seasonal business.

Registration of employers and employees as at July 31, 1944, by regions follows:—

TABLE I

REGISTRATIONS AS AT JULY 31, 1944

Region	Employers registered (Live file)	Insured persons registered
Maritimes	11,114	168,650
Quebec	37,252	788,380
Ontario	50,775	1,016,156
Prairie	24,364	338,675
Pacific	12,305	231,022
Total for Canada	135,810	2,542,883

TABLE 2—Number of Persons Filing Claims for Unemployment Insurance Benefit in Local Offices, February, 1942, to June, 1944.

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1.748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562
January, 1944	11,751
February, 1944	12,284
March, 1944	10,667
April, 1944	6,463
May, 1944	4,654
June, 1944	3,226

TABLE 3—CLAIMS FOR BENEFIT BY PROVINCES, JUNE, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	22	15	7	17	14	3	20
Nova Scotia	185	160	25	688	73	20	612
New Brunswick	52	34	18	53	43	19	23
Quebec	750	528	222	846	814	387	182
Ontario	404	309	95	378	632	308	160
Manitoba	182	134	48	195	178	65	24
Saskatchewan	102	77	25	99	85	15	4
Alberta	1,287	1,140	147	487	203	24	318
British Columbia	242	207	35	236	234	40	51
Total, Canada, June, 1944	3,226	2,604	622	2,999	2,276	881	1,394
Total, Canada, May, 1944	4,654	3,816	838	4,741	4,421	1,057	1,552
Total, Canada, June, 1943	1,772	1,490	282	1,692	1,390	388	434

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASON FOR NON-ENTITLEMENT, JUNE, 1944

Reason for non-entitlement	Month of June 1944	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment	222	1,060
Not capable of and not available for work	30	75
Loss of work due to a labour dispute	223	223
Refused offer of work and neglected opportunity to work	12	58
Discharged for misconduct	40	197
Voluntarily left employment without just cause	296	1,711
Other reasons(1)	58	278
Total	881	3,602

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, JUNE, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days' Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	38	15	613	910
Nova Scotia	272	79	3,949	7,565
New Brunswick	179	66	2,484	4,730
Quebec	3,306	1,174	68,959	131,800
Ontario	1,474	695	20,313	39,542
Manitoba	523	194	7,830	14,251
Saskatchewan	260	61	4,984	9,686
Alberta	1,282	221	9,174	18,822
British Columbia	649	228	10,616	20,585
Total, Canada, June, 1944	7,983	2,733	128,922	247,891
Total, Canada, May, 1944	14,095	5,223	240,232	473,709
Total, Canada, June, 1943	2,729	1,096	36,040	66,307

Average Duration of Unemployment Compensated	16·1 days.
Average amount of benefit paid per person	$ 31.05
Amount paid per compensated day of unemployment	$ 1.92

TABLE 6—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-SIX MONTHS ENDED JUNE 30, 1944

	REVENUE								EXPENDITURE	
	CONTRIBUTIONS (GROSS, LESS REFUNDS)									
Month	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	nil	28,410,056 33
Total for the year ended December 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended December 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,006,862 48	97,795 32	6,138,970 22	302,464 53	182,613,627 92
March	3,396,560 16	1,233,726 84	1,531,457 47	18,159 12	6,179,903 59	1,235,980 73	1,052,416 93	8,468,301 25	753,987 98	190,327,941 19
April	2,507,008 56	875,674 55	1,487,585 87	11,455 47	4,881,724 45	976,344 89	465,233 20	6,323,302 54	357,152 72	196,294,091 01
May	2,572,416 90	1,092,551 02	1,438,361 64	23,554 06	5,126,883 62	1,025,376 72	1,417,498 56	7,569,758 90	471,757 74	203,392,092 17
June	2,634,893 79	1,068,463 52	1,484,998 45	41,796 71	5,230,152 47	1,046,030 50	298,500 00	6,574,682 97	245,534 06	209,721,241 08
TOTAL	16,422,482 83	6,422,263 73	8,797,931 56	107,271 87	31,749,949 99	6,349,990 01	3,370,168 99	41,470,108 99	2,261,001 21	209,721,241 08
GRAND TOTAL	92,123,207 11	37,096,475 63	41,453,655 94	158,429 12	170,831,767 80	34,166,353 56	8,262,996 20	213,261,117 56	3,539,876 48	209,721,241 08

The column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Penalties	$ 2,236 78
Contributions in respect of services in the armed forces	154,648 43
Miscellaneous	1,543 91
	$ 158,429 42

On-the-Job Training for Staffs of Employment and Selective Service Offices

Staff training as a continuing function was inaugurated in the local Employment and Selective Service offices of the Unemployment Insurance Commission a little over a year ago. Since that time steady progress has been made.

Training courses are being prepared to cover progressively the various activities conducted in these offices. These include courses on National Selective Service Civilian Regulations; the procedure in connection with the paying of supplementary allowances to those entitled to it by reason of compulsory transfer, etc.; the technique of interviewing applicants for employment and of taking claims for benefit. When the principle of self-registration by applicants at local offices was recently adopted, intensive training was conducted for the staffs concerned prior to the installation of this new method.

Instruction material is prepared in half-hour units to fit in with the policy adopted in most local offices of a half-hour of staff training per day. This training usually takes place the first thing in the morning. Questionnaires on each subject are prepared to test the knowledge and skill acquired.

Supervisory personnel have been trained in Job Instruction and Job Methods. Selected members from the staffs of offices attended schools conducted by the Regional Staff Training Advisers at which they were taught tested procedures for passing on information to those under their supervision. Obviously many of the supervisory personnel would be people with no specific training in the art of instructing others and the Job Instructor Training, as sponsored by the Vocational Training Branch of the Labour Department, has proven beneficial. The same applies to the Job Methods Training given the personnel responsible for setting up methods and procedures in their work. Growing out of this Job Methods Training, proposals for improvements in methods are being received at Head Office where machinery has been set up to study and evaluate them.

There is every reason to believe that both induction training and on-the-job training of staff yields dividends and there is no question of whether time spent on staff training is warranted—it is definitely desirable.

Accidents to Longshoremen in the United States

In a bulletin published by the U.S. Department of Labour entitled, "Injuries and Accident Causes in the Longshore Industry, 1942," it is pointed out that more than 138 longshoremen experienced disabling injuries in the course of every million man-hours of longshore work during 1942. No other industry for which injury-frequency information is available had a record approaching this figure. Logging held the second highest place with 89·6 disabling injuries during the same period. The bulletin states that in 1942 the chances for an individual longshoreman were approximately 1 in 560 that he would be killed or completely disabled for life, 1 in 48 that he would experience a permanent physical impairment, and 1 in 4 that he would lose time owing to a temporary injury.

The total number of disabling injuries for dockmen and holdmen in 258 stevedoring establishments during 1942 was 528, and 1,020 respectively; while permanent partial disability for dockmen, hand truckers and holdmen were 53, 71 and 87.

Safety codes for New York Atlantic Shipping and for the Pacific Coast were drawn up in 1939 and 1929 respectively, by the Maritime Association of the Port of New York and the Pacific Coast Marine Associations' Accident Prevention Bureau. The application of the Atlantic code was purely voluntary, however, and was accepted by comparatively few offices, while the 1934 coast-wide strike in the Pacific longshore industry interfered with work on the Pacific code. Differences of opinion between employers and union leaders in regard to the interpretation of the code have so far prevented its adoption. Both codes are printed in appendix B of the bulletin.

Safety shoes, gloves, aprons, goggles and hard hats will not prevent accidents, but their use would prevent many resulting injuries. Casual employment for short periods and continuous pressure for speed have so far prevented adequate instruction in safety and supervision of safety devices; but these difficulties differ only in degree from those in other industries.

Rehabilitation

Employment for Discharged Persons

Plans for Rehabilitation of Members of Armed Forces in Canada

WHEN civilians join the Canadian Armed Forces special arrangements exist for showing them the ways of the particular Service which they join, and for generally softening the impact of the change to military status. When men and women are being discharged from the Armed Forces it is essential that something of a similar nature be provided. The persons concerned may have changed as a result of military service, and the communities to which they return almost invariably have changed.

This preparation for re-entry into civilian life commences in the Services. The Navy, Army and Air Force are all making arrangements for assisting those who are about to be discharged in the planning of their civilian careers. Then the Department of Pensions and National Health interviews all such persons and its representatives explain the provisions which have been made by the Government for the rehabilitation of discharged men and women. Finally, the Department of Labour, through the offices of the Unemployment Insurance Commission, is prepared to place in suitable employment all those who want jobs and are ready to work. In order that this phase of placement activities shall receive special attention, a Veterans Placement Adviser has been appointed at the Head Office of the Commission. A similar appointment has already been made at the Head Office of the Ontario Region and a Veterans Placement Adviser will be appointed to each of the other regions in the near future. The job of the official at Head Office consists partly of working out plans and procedures for ensuring that suitable jobs are provided for all persons discharged from the Navy, Army and Air Force who are ready to go to work.

The Department of Pensions and National Health is responsible for rehabilitation generally. Its functions include recommending people for vocational training, educational training, grants under the Veterans Land Act and generally controlling the various benefits which have been provided by the Government for persons discharged from the Armed Forces. Its officials also advise and assist in the placement of handicapped veterans and generally work with Citizens' Committees in order to ensure that every opportunity for employment is given to discharged persons. The offices of the Unemployment Insurance Commission are responsible for placing the discharged persons in suitable jobs and also for the administration of the Reinstatement in Civil Employment Act.

A study of the discharges which have been carried out in recent months indicates that approximately 50 per cent of the personnel at present being discharged are returning to their former employment or are self-employed. In effect, this means that approximately half of the people being discharged do not require any particular service from any Government department. Of the remainder, from 10 to 15 per cent require further medical treatment, take vocational or educational training, settle themselves on small holdings or take advantage of the provisions of the Veterans Land Act. This leaves from 35 to 40 per cent who want jobs. It is with these that the Unemployment Insurance Commission is directly concerned.

Employment Procedure

In order to insure that the discharged persons who want jobs are suitably placed, the Employment and Selective Service Office at each point where military discharges are carried out has one or more officials stationed in the District Depot. These officials interview persons who are being discharged and obtain full particulars of the capabilities and desires of those who wish to obtain employment. Incidentally, National Registration is carried out by the official from the Employment and Selective Service Office in accordance with arrangements which were approved by the Chief Registrar for Canada in order to obviate the necessity of discharged personnel going to a Post Office to obtain National Registration Certificates.

At the conclusion of the interview, the dischargee is given an introduction to the

Manager of the Employment and Selective Service Office nearest to the place where he intends to take up residence, and a form setting forth his particulars is forwarded to that office by mail. As a result of this procedure, the Manager of the office concerned will have information in advance about the arrival of the discharged person and will be able to plan tentatively for his employment. Somewhat similar arrangements are made for the handling of discharged women and personnel of the Navy and R.C.A.F. In all these cases the numbers being discharged at any point are comparatively small, and it is usually not necessary to have an official stationed at the office where discharges are being carried out. Frequently, the personnel concerned are brought to the local office of the Employment and Selective Service and interviewed there.

In the offices of the Employment and Selective Service it has been found desirable to provide special facilities for handling discharged persons. To meet this need, Armed Forces Registration Units have been set up. In actual fact the Units will seldom consist of more than one person, and in the smaller offices armed forces registration will be carried out as a part-time duty by one designated person in each office. These Units have the duty of ensuring that every man or woman discharged from the Armed Forces who reports to an Employment Office is given special attention in securing employment. A special card is prepared for each such person as well as an entry in a journal. The journal constitutes a ready reference and shows at once whether or not persons have been placed. Each person is followed up until placed in employment which it is apparent that he or she can retain. This arrangement meets the need for special treatment to persons who have been discharged from the Services in the same way as these persons received special treatment when they joined the Armed Forces.

Plans Made Carefully

The procedure which has been outlined above was decided upon after thorough discussion and study. It had been felt by some that separate offices should be provided for the placement of discharged persons. However, it is considered that the existing arrangements are more satisfactory in that they place all the facilities of the Employment Offices at the disposal of discharged persons, with the added advantage of providing a special follow-up to insure that such persons are satisfactorily placed. Until the present system was put into effect, each office had worked out its own procedure for the placement of discharged persons. The best features of these arrangements were collected and consolidated into the instructions which are now in effect. Present indications are that these instructions will produce satisfactory results and it is anticipated that the Employment and Selective Service Offices throughout Canada will be organized satisfactorily to handle the employment problem which will come during the period of adjustment after the capitulation of Germany and Japan.

Rehabilitation of Ex-Service Personnel in Australia

THE return to civil life of men discharged from the Australian armed services is creating some problems for the Directorate of Manpower of the Commonwealth. As a similar situation confronts Canada the experience of Australia may be of interest to Canadian employers and workers.

It is stated in a recent issue of the *Manpower Review,* which is prepared and issued by the Director-General of Manpower in Australia, that "since the commencement of the war, tens of thousands of servicemen have been discharged from the defence forces." During recent months "the number of discharges . . . . has been increasing to an extent which warranted the establishment of a separate section in the Manpower Directorate to deal with their re-establishment in civil employment . . . ." Taking a long-term view the Commonwealth authorities are striving to create a technique in handling the problem that will be capable of adaptation when the time for general demobilization arrives. Of even greater importance than administrative machinery, it is asserted that "the all-important problem is to attune the rate of demobilization to the rate of absorption."

Agencies Concerned with Re-establishment

A number of Commonwealth agencies have been charged with the responsibility for particular phases of re-establishment. First of all, the Repatriation Commission, with its specialized experience acquired since it was set up in 1920, has been made responsible for the determination and payment of pensions, medical and psychiatric treatment, provision

of artificial aids, sustenance payments during convalescence and pending placement in employment, advances for the establishment of businesses, the education of soldiers' children, etc.

In the second place, the Manpower Directorate is the placement authority under the Defence Power. It is stated that this will "no doubt emerge in the post-war period in the form of a Commonwealth Employment Service."

Thirdly, the Industrial Training Division of the Department of Labour and National Service will be the controlling authority for vocational and industrial training.

Fourthly, the Universities' Commission "has a charter enabling it to control university and professional training and to administer a system of subsidies payable to students selected to proceed to a university and other approved courses."

In addition, Rehabilitation Sections have been established by the army, the navy and the air force.

"The Ministry of Postwar Reconstruction has been entrusted with the responsibility for over-all planning of those measures required to deal with the re-establishment of ex-service personnel. Its functions, of course, embrace a very wide scope of planning and co-ordination throughout the gamut of governmental activities and control in the post-war set-up of the Commonwealth." To deal with the most important aspects of rehabilitation "there have been established a number of representative inter-departmental committees responsible to the Department of Post-war Reconstruction, the chief of which are the demobilization committee, the re-establishment and re-employment committee, and the reconstruction training committee". The personnel and the function of these committees are outlined on the basis of past and present experience in handling men discharged from the services and with a view to meeting the problems that will probably arise when the time comes for general demobilization.

Labour for Veterans' Hospitals in Canada

CONTRACTORS who are now working on veterans' hospitals in Canada are to be given top priority on requests for workers on construction.

Building activity in the vicinity of veterans' hospitals now under construction may be halted, if necessary, to provide labour for the hospital contractors.

The Director of National Selective Service, Mr. Arthur MacNamara has ruled that hospitals for returned military personnel are to be given absolute priority on the services of bricklayers, carpenters, and other construction labour. In areas where a labour shortage exists, workmen may be shifted to hospital jobs under a compulsory transfer order.

Selective Service officials state that such compulsory transfers may interfere with other building projects, and this fact should be considered by construction contractors before they take on new jobs in areas where hospitals are now being planned or built.

In a letter to local employment office managers, Mr. MacNamara stated it was imperative that hospitals intended for the care of returned men and women be completed "just as speedily as human ingenuity can accomplish the work."

Employment and Selective Service officials across Canada are now keeping in close touch with contractors and subcontractors doing work on veterans' hospitals. Additional labour will be supplied where needed—even if it becomes necessary to move workers from their home districts.

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of June, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the trend of employment in Canada over a period of years.

Industrial employment at the beginning of June showed a general advance, according to returns received from 14,603 co-operating establishments with staffs aggregating 1,821,490 men and women, as compared with 1,797,873 reported on May 1.

The index number of employment (based on the 1926 average as 100) was 180·5 as compared with 178·2 in the preceding month, but was lower than the June 1, 1943 figure of 181·2.

Information is also embodied in this article concerning payrolls which is furnished each month by the co-operating firms. The per capita average weekly wage of $31.81 showed a decrease from that of $32.26 at the beginning of May, while at June 1, 1943, the figure was $30.93.

Report on employment conditions for July.—A summary of employment conditions for the month of July has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service Offices across Canada. These reports describe employment conditions in the Maritime, Quebec, Ontario, Prairie and Pacific Regions.

Applications for employment; vacancies, and placements, June, 1944.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from the Offices during the four-week period June 2, to June 29, 1944, showed an increase in the daily average of placements in employment when compared with the preceding five weeks and a decrease when compared with the five weeks May 28 to July 1, 1943, the changes in both instances being slight. The greatest improvements in placements under the first comparison were noted in manufacturing, trade and services and a substantial decrease was recorded in forestry and logging. Under the second comparison, all industrial groups except forestry and logging, and finance and insurance registered losses, the most pronounced being in manufacturing, and construction. During the period under review there were 230,868 vacancies reported, 207,653 applications for employment and 148,478 placements effected in regular and casual employment.

Unemployment in trade unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

The statistical article summing up the information contained in these reports is published quarterly in the LABOUR GAZETTE.

At the beginning of July the percentage of unemployment among trade unions was 0·3 in comparison with percentages of 0·9 in April and 0·6 in July, a year ago. The July figure was based on returns received from 2,206 labour organizations with a total membership of 415,707 persons.

Unemployment as reported by the Unemployment Insurance Commission.—In the article *Activities of the Unemployment Insurance Commission* appears each month a statement showing the number of claims made each month for unemployment insurance benefit.

During June, 1944, 3,226 persons made claim for benefit, as compared with 4,654 in May, and 1,772 in June, 1943.

The Employment Situation at the Beginning of June, 1944, as Reported by Employers

INDUSTRIAL employment at the beginning of June showed a general advance which was decidedly below-average for June 1 in the years since 1920. The number of persons taken on was practically the same as the number laid-off at May 1, restoring the general index to its April 1 position, which was somewhat lower than in any earlier month since May 1, 1943. The 14,603 firms co-operating in the latest survey reported a combined working force of 1,821,490 men and women. As compared with 1,797,873 in their last return, there was a gain of 23,617 workers, or 1·3 per cent.

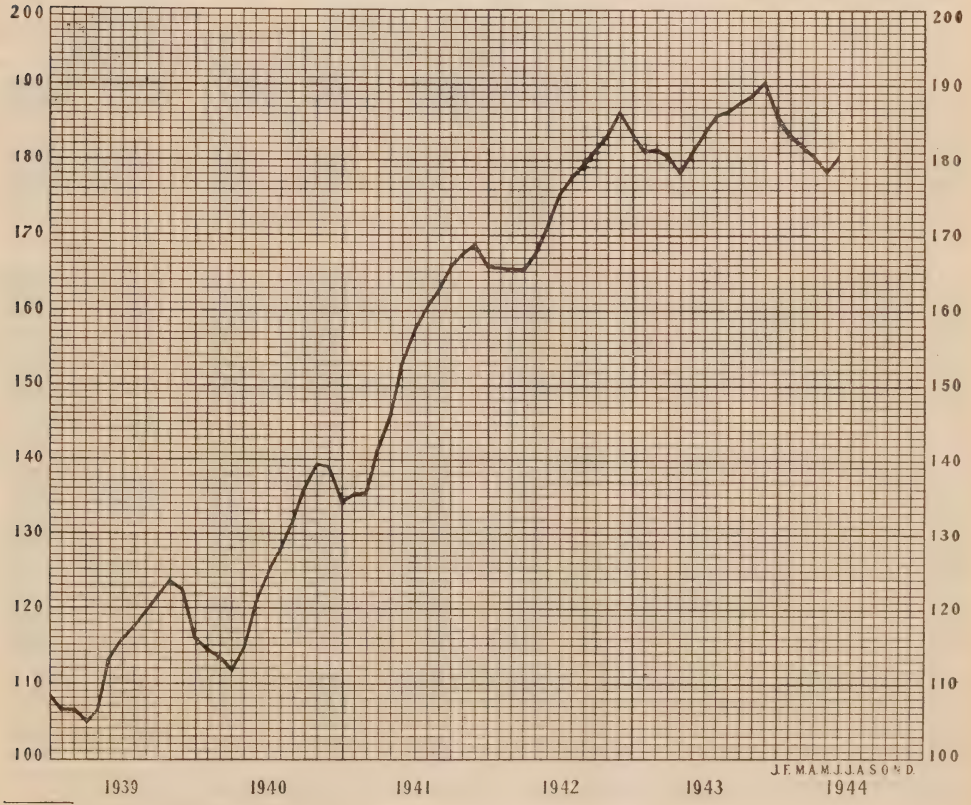
The increase in the number in recorded employment raised the crude index* from 178·2 at May 1, to 180·5 at the beginning of June, as compared with 181·2 at June 1, 1943. Reflecting the smaller-than-average advance at the date under review, the seasonally-corrected index showed a decline, falling from 185·0 at May 1, to 180·5 at the beginning of June.

Since the first of January, there has been a reduction of 2·8 per cent in the unadjusted index. While this loss is not large, it is interesting because it is contrary to the usual trend from January 1 to June 1, there being normally, an expansion of about four per cent in general industrial employment between those two dates.

As already stated, the general increase at June 1 as compared with a month earlier was approximately equal to the contra-seasonal decrease which had been indicated at the beginning of May. However, the industrial distribution of the gains differed from that of the preceding decline, being influenced to a considerable extent by seasonal trends. As a result, the April 1 levels in many divisions

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



* Based on the 1926 average as 100 per cent.

were not restored. There was a further, but small contraction in manufacturing as a whole, most of which took place in iron and steel, non-ferrous metals and textiles. Mining was also seasonally quieter than at May 1, but the remaining non-manufacturing industries showed heightened activity. The greatest gain, of 17,750 persons, took place in construction; this increase, and those in transportation and services, were below-normal for June 1. The additions to the working forces in logging, communications and trade, on the other hand, were about average in extent.

The reduction in manufacturing was slight, involving a loss of 0·1 per cent; it is particularly noteworthy, however, because it is only the second occasion in the period since 1920 in which the trend at June 1 has been unfavourable. In the class of durable manufactured goods, there was a decline of over 3,000 workers; the non-durable goods industries reported a gain of some 1,900 men and women, while central electric stations increased their personnel by almost 600. Within the light manufacturing group, the most important advances were in animal foods.

Payrolls

The firms furnishing statistics at the beginning of June disbursed the sum of $57,950,073 in salaries and wages for services rendered in the week preceding. This aggregate was less by 0·1 per cent than that of $57,998,385 reported in the eight leading industries at the beginning of May. The decline largely resulted from the loss of working time occasioned by the observance of Victoria Day as a holiday. The per capita average fell from $32.26 at May 1, to $31.81 at the beginning of June, as compared with $30.93 at June 1, 1943, and $28.20 at June 1, 1942. In the years for which statistics of payrolls are available, reductions in the average earnings at the beginning of June have frequently been reported, partly due to

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision.)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941	100·0	100·0	$25·25	100·0	100·0	$25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	108·4	112·1	26·13	111·4	114·3	26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1943	120·1	131·7	27·92	130·7	142·5	28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·7	143·0	30·72	133·0	162·1	31·49
Apr. 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1944	121·5	140·4	29·69	134·8	156·5	30·18
Feb. 1	119·8	148·1	31·76	135·3	170·6	32·76
Mar. 1	118·8	149·1	32·27	134·8	172·2	33·23
Apr. 1	118·1	148·6	32·37	134·2	171·7	33·28
May 1	116·5	146·2	32·26	132·9	168·1	32·92
June 1	118·1	146·0	31·81	132·8	166·7	32·64

the observance of the 24th of May as a statutory holiday and partly because of seasonal increases in the employment of casual workers and others at the lower rates of pay. The June 1, 1944, average was smaller than those at the beginning of March, April and May, but was otherwise the highest in the record, commencing in 1941. Between June 1, 1943, and June 1, 1944, the index number of payrolls has risen by 1·8 per cent, while that of employment has fallen by 0·4 per cent.

When the figures of employment and payrolls in financial institutions are included, the survey shows that the total number in recorded employment in the nine leading industries at June 1, was 1,886,238, as compared with 1,862,637 at the beginning of May. The weekly payroll fell from $60,109,897 at that date, to $60,066,354 at the beginning of June. The per capita average in the nine industries stood at $31.84, as compared with $32.27 at May 1, and $30.93 at June 1, 1943.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the eight leading industrial cities, and gives comparisons with May 1, 1944, and June 1, 1943 and 1942.

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at June 1, 1944, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at June 1 and May 1, 1944 and June 1, 1943 Based on June 1, 1941, as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Employees Reported at June 1, 1944	Aggregate Weekly Payrolls at June 1, 1944	Per Capita Weekly Earnings at				Index numbers of Employment				Index numbers of Aggregate Weekly Payrolls			
			June 1, 1944	May 1, 1944	June 1, 1943	June 1, 1942	June 1, 1944	May 1, 1944	June 1, 1943	June 1, 1942	June 1, 1944	May 1, 1944	June 1, 1943	June 1, 1942
		$	$	$	$	$								
(a) Provinces														
Maritime Provinces	**135,214**	**4,070,663**	**30·11**	**31·88**	**28·72**	**25·29**	**114·6**	**115·9**	**115·0**	**109·0**	**161·5**	**169·5**	**152·2**	**130·6**
Prince Ed. Island	2,627	68,801	26·19	26·86	23·21	22·46	124·7	114·9	101·1	99·9	152·7	144·3	110·5	105·7
Nova Scotia	81,756	2,607,333	31·89	33·41	29·91	26·33	117·6	119·3	116·4	110·3	167·1	177·7	155·8	133·8
New Brunswick	50,831	1,394,529	27·43	29·53	27·05	23·79	115·9	110·8	113·9	108·2	152·4	156·8	148·3	126·6
Quebec	**574,758**	**17,307,439**	**30·11**	**30·59**	**28·90**	**26·44**	**123·5**	**121·0**	**125·7**	**116·2**	**155·3**	**154·7**	**153·1**	**131·0**
Ontario	**741,815**	**24,327,111**	**32·79**	**32·97**	**31·98**	**29·42**	**112·5**	**111·7**	**113·0**	**110·3**	**136·1**	**135·8**	**134·0**	**121·1**
Prairie Provinces	**198,514**	**6,282,356**	**31·65**	**31·82**	**30·51**	**28·49**	**113·2**	**109·9**	**108·0**	**107·1**	**136·4**	**133·5**	**126·2**	**117·5**
Manitoba	93,032	2,902,815	31·20	31·51	30·06	28·57	113·6	110·8	109·2	106·7	133·6	131·7	124·1	115·7
Saskatchewan	38,931	1,191,934	30·62	30·43	29·19	27·35	108·6	102·5	103·7	103·6	132·0	124·6	121·4	114·0
Alberta	66,551	2,187,607	32·87	33·05	31·95	29·04	115·5	113·2	108·8	110·0	143·1	141·3	132·0	122·1
British Columbia	**171,189**	**5,962,504**	**34·83**	**35·51**	**35·34**	**30·68**	**136·1**	**135·9**	**139·1**	**120·0**	**168·7**	**171·5**	**176·2**	**135·8**
CANADA	**1,821,490**	**57,950,073**	**31·81**	**32·26**	**30·93**	**28·20**	**118·1**	**116·5**	**118·5**	**112·3**	**146·0**	**146·2**	**143·4**	**125·3**
(b) Cities														
Montreal	291,045	9,109,995	31·30	31·64	30·50	27·56	133·9	133·9	132·4	118·2	164·3	166·1	160·7	132·2
Quebec City	38,771	1,186,541	30·60	29·24	26·17	23·63	163·6	164·2	168·6	134·2	241·7	231·7	214·8	154·6
Toronto	255,107	8,290,079	32·50	33·21	31·51	28·64	128·2	129·0	126·1	117·2	155·8	159·3	149·1	127·0
Ottawa	21,740	606,979	27·92	27·78	26·60	24·65	109·5	108·2	109·4	104·7	132·1	130·0	126·4	113·2
Hamilton	58,439	1,909,718	32·68	33·74	31·77	30·30	110·2	110·5	113·9	114·8	130·9	135·5	131·5	126·9
Windsor	39,338	1,697,191	43·14	36·54	42·26	39·98	125·7	125·4	132·4	121·4	142·3	120·3	147·3	128·2
Winnipeg	60,810	1,761,471	28·97	29·40	28·16	26·75	118·1	116·5	111·8	108·7	134·9	135·0	124·5	115·5
Vancouver	87,261	2,933,375	33·62	34·33	34·41	30·08	171·6	171·2	169·3	139·3	220·7	224·9	225·2	163·8
(c) Industries														
Manufacturing	1,167,907	38,125,603	32·64	32·92	31·62	28·73	132·8	132·9	133·5	122·6	166·7	168·1	163·1	137·2
Durable Goods[1]	646,902	23,130,297	35·76	35·88	34·74	31·87	151·5	152·1	154·6	131·3	193·3	194·8	192·8	150·7
Non-Durable Goods	503,183	14,331,573	28·48	28·93	27·29	25·10	116·0	115·6	114·0	114·9	139·4	141·0	132·0	123·6
Electric Light and Power	17,822	663,733	37·24	37·47	35·69	34·31	93·4	90·5	93·6	96·9	107·9	105·1	103·6	103·4
Logging	52,600	1,383,791	26·31	28·97	24·58	20·65	111·1	102·6	92·8	106·8	149·2	151·7	117·2	118·0
Mining	71,794	2,688,386	37·45	39·25	36·35	34·47	86·3	87·7	88·1	97·7	102·5	109·1	101·9	108·7
Communications	28,800	900,653	31·27	30·97	29·37	28·01	110·9	109·2	106·6	106·9	128·0	124·8	115·5	110·4
Transportation	154,737	5,712,657	36·92	37·30	36·06	34·64	123·4	121·9	115·7	107·3	143·0	142·7	131·6	117·4
Construction and Maintenance	127,756	3,714,903	29·08	29·73	29·54	25·33	72·6	62·5	90·5	88·4	92·5	81·5	117·5	101·5
Services	45,934	890,963	19·40	19·65	18·53	17·17	118·3	117·4	112·3	105·7	140·9	141·9	130·1	113·6
Trade	171,962	4,533,117	26·36	26·42	25·31	24·05	102·9	102·3	96·0	98·0	115·7	115·3	106·4	104·1
Eight Leading Industries	**1,821,490**	**57,950,073**	**31·81**	**32·26**	**30·93**	**28·20**	**118·1**	**116·5**	**118·5**	**112·3**	**146·0**	**146·2**	**143·4**	**125·3**
Finance	64,748	2,116,281	32·68	32·60	31·07	30·19	108·0	108·0	105·6	105·8	122·6	122·3	114·0	110·9
Total—Nine Leading Industries	**1,886,238**	**60,066,354**	**31·84**	**32·27**	**30·93**	**28·27**	**117·6**	**116·1**	**117·9**	**112·0**	**145·1**	**145·2**	**142·1**	**124·7**

[1] This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

Table IV indicates that in the three-year period for which payroll data are now available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 18·1 per cent, while the aggregate weekly earnings of these workers are higher by 46 per cent. Including finance, the gain in employment from June 1, 1941, to June 1, 1944, amounted to 17·6 per cent, and that in payrolls, to 45·1 per cent. The explanation previously given for the much greater rise in the salaries and wages than in the numbers employed may again be stated:—(1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work; (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944, and (3) the progressive up-grading of employees as they gain experience in their work. In an important number of cases, higher wage-rates have also been granted.

The influence of the war has resulted in particularly marked expansion in employment and payrolls in factories, in which the rate of acceleration during the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 32·8 per cent from June 1, 1941, and that of payrolls has advanced by 66·7 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

In spite of recently-indicated contractions in the durable goods industries, the growth in employment and payrolls in that division has been outstandingly large in the months for which data are available; in this class, the index of employment shows a gain of 51·5 per cent, accompanied by an increase of 93·3 per cent in the salaries and wages distributed between June 1, 1941, and June 1, 1944. In the non-durable goods, the index number of employment at the date under review was higher by 16 per cent than that indicated at June 1, 1941, since when there has been an increase of 39·4 per cent in

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision.)

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
June 1, 1928.....	113·8	107·2	.....	.....	.....	110·7	115·5	121·5	.....	.....	.....	109·9
June 1, 1929.....	122·2	112·5	.....	.....	.....	115·9	126·2	132·4	.....	.....	.....	117·5
June 1, 1930.....	116·5	122·4	.....	.....	.....	114·5	117·8	115·8	.....	.....	.....	113·3
June 1, 1931.....	103·6	105·2	.....	.....	.....	104·3	104·2	103·3	.....	.....	.....	97·9
June 1, 1932.....	89·1	96·4	.....	.....	.....	87·8	89·9	89·3	.....	.....	.....	83·7
June 1, 1933.....	80·7	82·8	.....	.....	.....	79·3	81·6	82·7	.....	.....	.....	76·2
June 1, 1934.....	96·6	98·4	.....	.....	.....	90·9	104·4	89·5	.....	.....	.....	89·1
June 1, 1935.....	97·6	101·6	.....	.....	.....	93·8	101·6	92·2	.....	.....	.....	96·6
June 1, 1936.....	102·0	103·4	.....	.....	.....	99·8	104·7	97·7	.....	.....	.....	102·2
June 1, 1937.....	114·3	122·0	82·0	124·4	121·4	113·6	118·8	99·3	97·4	103·9	99·4	112·2
June 1, 1938.....	111·9	110·9	82·0	122·5	98·6	120·4	112·5	97·0	93·7	100·2	100·1	105·1
June 1, 1939.....	113·1	108·4	94·4	120·6	94·4	121·0	113·6	101·0	95·6	105·1	106·4	106·6
June 1, 1940.....	120·9	117·0	90·7	128·8	104·2	123·0	126·6	107·4	102·9	113·0	110·8	112·0
June 1, 1941.....	152·9	152·4	107·1	167·9	134·9	157·3	161·9	128·3	124·7	127·4	134·5	134·9
June 1, 1942.....	171·7	166·1	107·0	185·2	145·9	182·8	178·5	137·4	133·0	132·0	147·9	161·9
June 1, 1943.....	181·2	175·3	108·3	195·5	153·7	197·8	182·9	138·5	136·2	132·1	146·4	187·6
Jan. 1, 1944.....	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1.....	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Mar. 1.....	181·7	175·1	132·7	190·6	157·9	197·1	183·9	142·3	136·9	129·0	159·4	186·3
Apr. 1.....	180·5	177·3	140·5	190·7	162·4	194·2	182·9	142·6	139·2	130·3	156·0	184·7
May 1.....	178·2	176·6	123·1	200·3	149·5	190·4	180·8	141·0	138·2	130·6	152·2	183·3
June 1.....	180·5	178·2	133·6	197·4	156·4	194·3	182·1	145·2	141·6	138·3	155·3	183·6
Relative weight of employment by Provinces and Economic Areas as at June 1, 1941.	100·0	7·4	·1	4·5	2·8	31·6	40·7	10·9	5·1	2·1	3·7	9·4

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	June 1 1944	May 1 1944	June 1 1943	June 1 1942	June 1 1941
Manufacturing	**64·1**	**223·1**	**223·2**	**224·2**	**205·9**	**168·0**
Animal products—edible	2·5	226·1	215·0	184·9	174·9	172·9
Fur and products	·2	125·9	127·8	127·1	123·2	123·6
Leather and products	1·6	137·1	139·3	140·6	138·7	137·0
Boots and shoes	1·0	126·3	127·2	126·4	128·6	131·0
Lumber and products	3·6	120·9	115·7	117·3	120·2	120·9
Rough and dressed lumber	1·9	99·2	92·2	98·4	109·9	115·7
Furniture	·6	125·3	123·3	106·6	111·6	111·9
Other lumber products	1·1	198·3	196·7	198·2	166·9	148·5
Musical instruments	·3	28·8	29·3	51·2	38·7	39·2
Plant products—edible	2·7	152·8	151·3	138·1	137·2	133·8
Pulp and paper products	4·6	134·6	133·3	129·2	133·4	128·3
Pulp and paper	2·0	122·5	118·9	120·2	125·6	120·5
Paper products	·9	204·7	206·8	189·2	189·0	167·3
Printing and publishing	1·7	126·9	127·3	120·5	124·5	125·2
Rubber products	1·1	164·4	163·7	126·7	126·1	134·6
Textile products	7·5	157·5	159·7	161·5	168·9	159·4
Thread, yarn and cloth	2·6	156·5	159·0	161·5	176·8	169·9
Cotton yarn and cloth	1·2	110·1	112·2	119·8	128·9	125·8
Woollen yarn and cloth	·7	167·0	170·2	171·7	203·3	186·3
Artificial silk and silk goods	·6	595·5	600·7	552·5	581·0	585·6
Hosiery and knit goods	1·3	148·7	150·0	143·5	144·4	143·0
Garments and personal furnishings	2·7	159·3	160·7	167·9	172·7	155·6
Other textile products	·9	169·1	173·9	169·5	172·8	166·0
Tobacco	·6	125·5	130·8	131·6	123·2	107·0
Beverages	·7	241·4	236·3	211·8	235·5	205·6
Chemicals and allied products	4·1	593·8	588·5	676·1	680·7	346·7
Clay, glass and stone products	·8	136·6	136·6	131·5	133·6	133·3
Electric light and power	1·0	140·0	135·6	140·3	145·3	149·9
Electrical apparatus	2·7	328·9	329·9	296·2	254·4	213·1
Iron and steel products	24·8	330·7	334·2	341·2	281·8	199·0
Crude, rolled and forged products	1·9	247·9	249·3	262·3	245·4	211·2
Machinery (other than vehicles)	1·3	220·6	222·6	247·6	253·4	225·2
Agricultural implements	·5	122·1	121·7	134·2	138·5	107·9
Land vehicles and aircraft	10·5	302·4	305·5	285·3	236·2	179·8
Automobiles and parts	2·3	282·7	286·5	306·7	284·3	256·5
Steel shipbuilding and repairing	3·9	1,625·3	1,653·0	1,517·9	973·8	420·6
Heating appliances	·3	164·1	164·3	167·4	155·6	158·4
Iron and steel fabrication (n.e.s.)	1·3	329·1	328·3	316·9	291·4	226·2
Foundry and machine shop products	·7	260·1	267·6	262·1	281·3	232·3
Other iron and steel products	4·4	379·5	383·4	449·2	379·2	214·8
Non-ferrous metal products	3·6	453·9	454·3	483·1	390·8	293·0
Non-metallic mineral products	·9	211·4	207·5	205·1	196·9	179·7
Miscellaneous	1·1	372·4	371·6	363·9	341·4	205·5
Logging	**2·9**	**175·9**	**162·4**	**146·9**	**169·0**	**158·3**
Mining	**3·9**	**152·9**	**155·4**	**156·2**	**173·1**	**177·2**
Coal	1·4	94·8	97·0	89·0	92·2	91·5
Metallic ores	1·9	273·3	283·3	303·2	357·3	372·1
Non-metallic minerals (except coal)	·6	162·2	156·7	158·0	161·6	161·0
Communications	**1·6**	**107·8**	**106·1**	**103·6**	**103·9**	**97·2**
Telegraphs	·4	128·8	128·2	131·5	120·4	115·5
Telephones	1·2	102·1	100·1	96·0	99·3	92·2
Transportation	**8·5**	**122·4**	**120·9**	**114·8**	**106·4**	**99·2**
Street railways and cartage	2·5	185·4	182·0	166·5	152·9	146·5
Steam railways	4·6	106·0	105·1	102·3	94·7	86·2
Shipping and stevedoring	1·4	111·7	110·3	102·8	98·3	94·9
Construction and Maintenance	**7·0**	**101·3**	**87·2**	**126·3**	**123·3**	**139·5**
Building	2·0	86·2	83·9	157·0	138·9	141·1
Highway	2·9	132·1	99·8	131·3	135·3	180·3
Railway	2·1	88·1	78·9	90·7	96·7	100·9
Services	**2·5**	**202·2**	**200·7**	**192·0**	**180·6**	**170·9**
Hotels and restaurants	1·6	199·7	197·8	188·2	173·2	163·6
Personal (chiefly laundries)	·9	206·6	205·6	198·4	193·6	183·6
Trade	**9·5**	**161·3**	**160·4**	**150·6**	**153·7**	**156·8**
Retail	7·1	168·6	167·7	157·9	160·9	164·6
Wholesale	2·4	142·7	142·1	131·8	134·3	136·2
Eight Leading Industries	**100·0**	**180·5**	**178·2**	**181·2**	**171·7**	**152·9**
Finance	.....	**125·4**	**125·4**	**122·6**	**122·8**	**116·1**
Banks and trust companies	.....	129·8	129·9	126·7	125·7	111·3
Brokerage and stock markets	.....	136·3	136·1	111·9	108·6	123·3
Insurance	.....	118·7	118·7	117·8	119·6	122·3
Total—Nine Leading Industries	.....	**177·8**	**175·6**	**178·3**	**169·3**	**155·4**

[1] The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Report on Employment Conditions for July, 1944

THE following abstract of regional summaries of reports from Employment and Selective Service Offices of the Unemployment Insurance Commission indicates that employment conditions across Canada at the end of July were as follows:

Maritime Region

Agriculture.—The haying season is at its height throughout the maritime provinces, with a resultant serious shortage of experienced farm workers. Inexperienced helpers—boys, women and children are working long hours in the fields, and with their aid it is hoped that the crop will be harvested satisfactorily, although it is estimated that it will be approximately 25 per cent under last year's yield.

Prince Edward Island is the most hard-pressed of the maritime provinces at present, with the labour shortage accentuated by the fact that in spite of the lower prices prevailing this season the fishermen who were expected to help out with the haying are sticking to their boats. In the past fortnight the Charlottetown office has made a special effort to fill some 120 orders, and as a result of compulsory transfer and direction of all applicants to the land, has succeeded in placing 84. The Summerside office reports similar difficulty in procuring much-needed assistance. Favourable weather has eased the situation somewhat, but unless outside help is available, it is feared that a large portion of the crop may not be harvested.

On the mainland the labour outlook is more encouraging, although Woodstock reports that while the haying is well advanced, through the assistance of students and girls from town, farmers in the vicinity are increasingly worried over the later potato and grain crops.

Logging.—Until the haying is completed, logging operations are practically at a standstill. However, Halifax reports that choppers are still urgently needed on the Upper Musquodoboit, and with driving operations resumed in New Brunswick contractors in the Campbellton area expect that the cut will be as good as last year, in spite of the existing shortage of loggers. In the vicinity of Newcastle the demand for pulpwood cutters is continuingly heavy, and one large operator in the Bathurst area requires an additional 225 men.

Coal Mining.—There is little change in the manpower situation in the region's coal mines. Sydney reports that the shortage of skilled miners persists, and at New Glasgow orders are on hand for 78 miners and 35 mine workers. An anticipated increase in production in Minto collieries is materializing as stripping operations proceed.

Manufacturing.—In the manufacturing field, the fish processing plants and sawmills of the region continue to make a considerable seasonal demand on the labour force, but the requirements of both industries are less than a few weeks earlier, although no easier to satisfy. The textile plants, too, are experiencing difficulty in filling their female labour requirements.

Maritime shipyards, while not so exigent in their call for workers, are still in need of additional manpower. The two large shipbuilding companies at Bridgewater have had few applicants from their orders in clearance through the Maritimes, Quebec and Ontario, and are further handicapped by the fact that many carpenters and labourers have gone home for the haying. The requirements of H.M.C. Dockyard have dropped during the past month, and about 50 skilled workmen of all types would satisfy their needs for the time being, in addition to 35 unskilled labourers at the Bedford Magazine and Naval Stores. The Halifax Shipyards, with skilled tradesmen of many kinds required for new construction, are receiving some of these from Toronto, but have been advised that the

workers expected from the Quebec region will not be available.

Construction.—Wherever construction is in progress, a definite lack of carpenters, bricklayers, painters and skilled building labourers is noted and contracts are falling behind schedule as a result. Carpenters and labourers are still required for the airport at Debert, and approximately 30 building tradesmen are needed for paving work at the naval base at Digby. In Halifax, rock drillers and labourers are called for, both for the construction of the new hospital and other projects, and carpenters and labourers are needed for the erection of the new K. of C. Service Hut, for which a further demand is expected later.

Quebec Region

Agriculture.—The concensus of report indicates that, on the whole, Quebec is suffering less than other parts of the Dominion insofar as agriculture is concerned. Haying is almost finished, except in the northerly Lake St. John district, where temporary permits of farmers in industry have been extended another 15 days. Ste. Anne de Bellevue, St. Jerome and Campbell's Bay record a shortage of farm labour which cannot be met, and Coaticook, Valleyfield and St. Hyacinthe are similarly handicapped, while the Quebec office reports that during the past fortnight more than 50 soldiers on leave have been placed on neighbouring farms.

Logging.—The continued dry weather is holding up logging operations in many parts of the region, and the dearth of necessary bushworkers is still noticeable. The exodus of agricultural workers from the logging camps is aggravating the current shortage, and some companies lack even sufficient men for necessary repairs and improvements. Chicoutimi is calling for 400 more bushmen to continue spring cutting and river improvements, Rouyn requires 170, and Quebec and LaTuque are similarly needy. In the St. Joseph d'Alma area the river drive is almost over, and a considerable number of those released are returning to the bush to cut pulpwood.

July 22 was the expiry date for the issuance of exit permits for work in the American lumber camps. Megantic reports that some 250 permits were issued from that office, another 160 were given out at Riviere du Loup and still others at Coaticook. Indications were that the American companies would fill their quotas.

Mining.—There is little new development to report in the labour situation of the region's mines. In the Rouyn area approximately 400 men are needed for the base metal mines, but only 16 for the gold operations: some 70 diamond drill runners and 76 helpers are also required for the prospecting program now being carried on. Operations in the Val d'Or district, too, are short of the necessary workers.

From Campbell's Bay comes the report of many placements in the local zinc mines during the past fortnight, and the expectation of many more being engaged in the near future, but there has been a lay-off of some proportions at the Quyon molybdenum workings. The contract for the sinking of a new shaft and the erection of a bunkhouse for some 200 men has been awarded at Asbestos: men in the company's mills have been placed on an 8-hour, 5-day week, and will be employed on the new construction on the sixth day of each week.

Manufacturing.—The Montreal office reports that all the basic manufacturing industries in the city are in great need of extra labour. There has been no improvement in the packing plant situation, and employers have been asked to study means of putting a stop to labour turnover.

The textile and garment industries throughout the province continue to carry on with a minimum of staff. Girls and experienced sewing machine operators are needed in the Farnham plants, and at Granby 52 men and 50 women are called for. Experienced workers for the silk mill at Louiseville are in great demand and, in addition to 20 women who started to work recently in the boys' clothing factory another 20 will be needed soon.

In Quebec City, the shoe factories are calling for skilled workers, and have also some vacancies for women. Some 150 women have been referred to the Arsenal during the past fortnight and another 50 are requested. In Valleyfield the cotton textile plants are working a five-day week for the summer months.

At the height of the agricultural season, the cannery at St. Hyacinthe is in full swing of pea and bean canning. Its present orders total 100 women, who will be difficult to procure, and it is probable that the demand will have to be filled by students and women wanting temporary work.

In Three Rivers employment conditions are much more encouraging than earlier in the year. A training class of 60 has been organized under the Youth Training program, to provide machine operators for a steel plant, and when these workers are ready the company will require some 200 helpers. The demand for female labour in Three Rivers has also increased greatly and it is hard to find girls of 18 and upwards to work on uniforms.

The province's shell program continues to call for a large number of workers. One plant

at Three Rivers is commencing the operations of a department for the manufacture of cartridge containers, to employ about 75 people, and another at Ste. Therese is organizing a recruiting campaign to secure 300 girls. The shipyards of the Quebec region are slowing down on their shipbuilding programs, but as yet no lay-off of employees has occurred. One lay-off is in progress at Beauharnois, where the St. Laurent Alloys and Metals, Limited, is releasing about 100 men, some of whom will be placed in the aluminum plants.

Construction.—There has been no lessening in the manpower needs of construction during the past month and the demand for building tradesmen still far exceeds the supply. In all parts of the province road and bridge building is retarded by the loss of agricultural workers, who are busy with the haying. In Montreal, building construction is unchangingly short of labour.

Ontario Region

Agriculture.—As the summer advances agriculture is increasing its already heavy demands on Ontario's labour force. In all parts of the province there is a shortage for the haying, and recourse has been taken to whatever aid may be at hand in the various localities. Farm Commando workers engaged on a part-time basis are helping out where the need is pressing, and prisoners of war, conscientious objectors and western labour are also proving invaluable. Cobourg reports that men from the factories and soldiers on furlough have been pressed into service, and some workers in Kingston industries are obtaining four to six weeks' leave to go home for the harvest.

In the fruit belt, students are hoeing, picking and carrying on other light duties, releasing more experienced agriculturists for jobs requiring greater strength and skill. In the neighbourhood of Chatham an intensive campaign is being conducted to enlist from 150 to 200 students for the huge tomato crop grown under cannery contract, and Belleville is endeavouring to secure tomato pickers from four local factories closing for holidays from August 6 to 12. The completion of cherry picking and peach thinning in the St. Catharines area has brought about a temporary slacking off on the fruit farms.

Logging.—Labour needs in the logging industry have become subordinate to those of agriculture for the time being, and many farmers have left the bush to return home for the harvest. In the vicinity of Sault Ste. Marie, paper mills at Hornepayne are calling for another 200 pulpcutters, and approximately 1,000 pulpcutters and 25 drivers are needed for another company, but little hope of procuring these loggers is entertained, in spite of every effort to fill the orders.

Mining.—No change of any moment has occurred in the labour conditions of the region's mines, which continue to suffer from an inadequate supply of miners and labourers alike.

Manufacturing.—The manufacturing industries are still seriously short of heavy labour, for foundries and implement factories alike. The call for many hundred additional workers on Canada's shell production program is similarly urgent. In Hamilton, approximately 450 women are needed for this work: all part-time requirements have been met, and straight time shifts have been agreed on for permanent employees, in order to facilitate employment expansion. At Nobel, women are being taken on at the rate of about 25 weekly on an order for 500 shell workers, and in Welland one employer requires at least another 100 female workers to fill out three shifts. In one Ingersoll plant an increased order for shell parts necessitates the employment of 60 more men and 30 women.

With the completion of the summer vacation, the demand for skilled male labour has increased in practically every manufacturing centre. The Belleville office reports that the chief bottleneck at present is the lack of foundry labourers and skilled moulders, the latter almost impossible to procure. In Brantford the demand for iron and steel workers has mounted steadily in the past fortnight, with all types of skilled tradesmen needed immediately. The large implement plants are willing to take on trainees for moulders, but are meeting with little success in obtaining labour of this sort. London and Toronto report that the manpower situation has eased somewhat, but there is a continuing demand from Kingston and New Toronto, Oshawa and St. Thomas.

The needs of the Ontario textile plants remain unfilled. Cornwall and Dunnville record an unsatisfied demand for men and women alike, while in Brantford some 55 males and 202 females are required, with placements very slow and few women available. In Hamilton the need for experienced and trainee textile employees still tops the list. Welland, Peterborough and St. Catharines share in the universal dearth of workers for the textile industry.

On July 14, the Huron County Elementary Flying Training School became Aircraft Holding Unit No. 102 and an order for some 30 to 40 civilian employees, placed with the Goderich office during the past week, is absorbing all employees unplaced after the final lay-off at the station. At Windsor the 253 male workers out of the total of 520 laid off this month by the Canadian Motor Lamp Company have all been interviewed and a large

number are already absorbed in other essential industries, while others are taking a week's vacation before accepting other jobs. Of the 377 women laid off by the company only 139 have reported in search of employment since July 18, and of these 32 have been placed, while 21 employees of the Inspection Board have been transferred to other localities.

Construction.—The general demand for construction labour continues unchanged. In almost every part of the province municipal paving contracts and local construction are being held up by the scarcity of labour of all sorts. In Brantford 100 carpenters and 25 labourers are needed for the erection of 100 dwellings under Wartime Housing, and the erection of 200 homes for soldiers' families in Windsor is handicapped by the lack of the same type of labour. New Toronto reports that only enough construction labour is available to fill about 10 per cent of the current demands, and the shortage in the Windsor area is hampering alterations of local war plants and a new addition to the Canadian Driving and Maintenance School.

Prairie Region

Agriculture.—With haying well under way except in areas affected by a recent heavy rainfall, prairie farmers are making their plans for the agricultural help which will be so greatly needed for the coming harvest. The labour outlook for that important season is not encouraging, but every effort is being made to meet the emergency and in many districts local committees are being formed and co-operative movements are on foot to organize the securing of farm workers.

In the Fort Frances area excessively heavy rains have hampered operations, retarding the placement and referral of helpers. Plans are going forward to meet the farmers' requirements and quite a number of Air Force personnel have already obtained leave to work on the various farms through the district.

Farther west, North Battleford reports that orders are piling up, and a farm labour committee has started an organized campaign for harvest helpers. Swift Current, too, has appointed local and zone secretaries. It is estimated that some 500 men wil be required in the Swift Current area alone, and Saskatoon also needs a great number to handle the hay and fodder crop, which is one of the heaviest in the history of Saskatchewan. Regina's immediate needs include 50 tractor and combine men, 8 married couples and 20 general labourers, all of whom are difficult to procure, and a similar shortage exists in other parts of the province.

The Edmonton office reports that while present orders stand at 50 farm workers, three times that number could be placed if available. Some relief has been given through the assistance of students. In the Calgary area an increase in applicants during the past fortnight has reduced live orders to 35, an unusually low total for this season, but Blairmore is still pressing in its call for haymakers and experienced irrigation men are greatly needed in the vicinity of Lethbridge.

Logging.—The manpower needs of the logging industry are reasonably well filled for the time being, and some employers report themselves so well satisfied with the services of prisoners of war in the camps that they propose to use more of them next winter if available. In the Fort Frances area driving operations for both saw logs and pulpwood are almost completed. There has been no shortage of drivers as yet, but unfilled orders for the logging and pulpwood camps remain at 300. The greatest manpower shortage, as always, exists in the Lakehead district, where 3,506 pulpcutters and other bushworkers are needed.

Coal Mining.—The shortage of manpower in the region's coal mines has not lessened during the past two weeks. Certified miners and skilled underground mine labourers are at a premium, and the necessity of releasing a considerable number on account of physical disability is increasing the need. Lethbridge, Red Deer and Edmonton are particularly exigent in their call for additional miners: all are far short of the quota required for satisfactory production.

Base Metal Mining.—Referrals to the base metal mines of the prairie region have shown a decided increase through the addition of students and school teachers on vacation. The Port Arthur office has orders for 182 muckers and all the northern gold mines are calling for labour of practically every type, but Indians are relieving the need somewhat. The Flin Flon office reports new orders during the past week for surface, mill and underground labour. A considerable number of women are working in the zinc operations in that area, thus relieving the shortage of male labour. From Fort Frances comes the report that requests from the Steep Rock Iron Mines have been greatly reduced, and operations there have reached a point where some men are being released.

Manufacturing.—There has been no noticeable abatement of the manufacturing industry's demand for heavy labour in the past month. Winnipeg, Edmonton and Calgary in particular are suffering from this labour lack.

Calgary, which reports the placing of approximately 500 students during the past fortnight (400 in high priority manufacturing and construction), states that employers are willing to accept these youths wherever the work is not too heavy for them.

In Calgary the packing plants are sufficiently staffed for the time being, and Edmonton plants, too, while still requiring extra workers, are in a much better labour position than earlier in the summer. In the latter city two large establishments, in conjunction with the War Emergency Training program, have instituted schools for training youths in the packing industry and the local office is now selecting, from the province at large, 15 young men for each plant. At Prince Albert the industry is not so fortunate, and the labour situation will probably be grave from now until the end of the harvest.

As a result of a decrease in separations during the past month, the aircraft plant at Fort William has succeeded in enlarging its payroll to 7,000 workers, and the saturation point has almost been reached in the provision of local accommodation. The specimen shell submitted by another Lakehead company has been approved by the Inspection Board, and machines and assembly lines are being cleared for production.

Construction.—Although the supply of construction labourers has been exhausted, there is no general shortage of building tradesmen throughout the prairies. Port Arthur is in greatest need of unavailable labour, and building contracts in the area face mounting shortages of job labourers. A new note in building labour is struck at Winnipeg, where one contractor is asking for two women as construction labourers on repairs.

Transportation.—Shortage of transportation labour seems to be greater in the prairie region than in any other part of the Dominion. While the demand is being partially met by students, these are not physically capable of badly-needed track maintenance labour, and there also exists a definite shortage of machinists, boilermakers and roundhouse helpers for the railways, with little prospect of procuring them. In the Port Arthur area alone there are 437 vacancies for transportation workers and Edmonton reports that orders for train gangs remain at 350. In Calgary, 26 students have been taken on as section hands, 18 women as engine wipers and another 10 as car cleaners.

Pacific Region

Agriculture.—Farm labour demands are still being satisfactorily met in British Columbia. Fruit, vegetable and orchard work is going forward in all parts of the province with the assistance of women, students, neighbouring townspeople and soldiers on short leave as well as during the evenings. Loggers idle on account of the fire hazard are also helping out, and helpers from the prairies have been brought in under the auspices of the Emergency Farm Labour Service.

In the vicinity of Chilliwack some women are working in the hop yards, and Japanese women from the district have been transferred to various agricultural jobs on farms and fruit ranches in other parts of the region, and in Ontario. Vancouver and New Westminster find the lack of dairy hands a constant problem, but some relief has been assured by placing high school boys during their vacation. There has also been a slight increase in the general demand for farm hands in the Victoria area, but no interest is shown by the type of applicants usually engaged for this sort of employment. There is also some difficulty in meeting the requirements of the small fruit growers on the Island, but no emergency exists.

Logging.—With the sole exception of the Nelson area, the logging industry throughout British Columbia is very short of every type of bushworker and clearance orders throughout the region and the prairies have brought few applicants. While Nelson, too, has still a considerable number of vacancies, the Doukhobors are returning from their haying and other farm duties.

Practically all logging operations throughout the province have been closed down temporarily on account of fire hazard, but this respite will be brief and the reopening of the camps in a short time will accentuate the labour demand. Cranbrook and Kamloops are suffering from the absence of farmers busy with the haying, and Vancouver has orders on file for approximately 1,000 bushmen, including every class of logging labour, but fallers and buckers, chokermen and riggers in particular. In the far north, Prince Rupert is also handicapped by the insufficiency of its logging manpower supply.

On Vancouver Island, Government orders have reduced operations in the Duncan area to morning shifts during the dry season, and one company has closed down several of its camps entirely, as some 50,000,000 or 60,000,000 feet of logs are in the lake awaiting cutting. At Port Alberni, where all operations are in abeyance, bushmen are being placed for the time being with the Municipal Works Department and similar projects. Victoria reports that improved weather conditions now make it possible for crews to return to the woods

but the heavy demand is only slightly relieved by the placing of students.

Sawmills.—The needs of British Columbia sawmills are correspondingly heavy. Vancouver alone reports that the pulp and sawmills in that area require 600 men, mostly in the heavy and unskilled labour category, and no skilled workers are available locally. New Westminster's already heavy demands for experienced hands have been stepped up by large orders placed locally for the manufacture of ammunition boxes. The Department of Munitions and Supply has asked for increased production, and consequently, cut-off sawyers, rip sawyers and factory resaw men are greatly needed but are unprocurable in the area.

Coal Mining.—Although certified miners can be absorbed into the coal mines of British Columbia at any time, there is no pressing labour need for the time being, except in the Courtenay area, where some 100 miners are required, and the shortage of manpower has resulted in serious depletion of coal reserves.

Base Metal Mining.—The labour demand in the base metal mines is continuingly heavy and while surface requirements are fairly well met, experienced underground workers are badly needed and difficult to obtain. Some 100 experienced and another 100 inexperienced underground workers could be used on operations at Kimberley. Although some relief has been given by transfers from the mercury mine at Pinchi Lake, the number of terminations of employment for health reasons leaves the total requirements unchanged, and the company is prepared to accept any applicants between 18 and 45 capable of passing the medical examination. Development work is on the increase in the Princeton area, with a commensurately higher number of men required, and in the Prince Rupert district a considerable demand for miners and labourers is reported.

Manufacturing.—On the whole, the manpower demands of manufacturing are not so pressing in the Pacific region as elsewhere throughout the Dominion. The Vancouver office reports a general tendency towards decrease in orders, although a steady but not excessive request for skilled and unskilled workers continues. New Westminster, too, records a levelling off in the call for tradesmen, helpers and labourers and a slight tendency towards reduction of staff. At the present time, some 417 women and 260 students are registered for factory work in New Westminster.

There is little demand for aircraft workers in Victoria plants, with the exception of replacements, but the call in the shipyards is again on an upward trend. Very few suitable applicants are available for these vacancies, and wherever possible compulsory transfer orders are being applied. While the considerable number of students engaged in the Victoria yards will be of temporary assistance, it has been necessary to place orders for all types of skilled and semi-skilled labour in clearance. Female helpers are in increased demand for H.M.C. Dockyard, which is the largest shipbuilding employer of women in the area.

A fair call for shipyard workers persists at Prince Rupert, and even farther north, the Whitehorse office reports that approximately 100 male employees are still required for the local refinery.

Construction.—The shortage of finishing carpenters, building labourers and allied tradesmen for construction has not yet been met, but the situation has eased slightly as National Defence projects near completion. At Courtenay, work on the airport is slowing down, but in the Prince Rupert area there is still a heavy demand for carpenters and building labourers for National Defence construction. Approximately 200 men are still required for the maintenance of the Alaska Highway.

Transportation.—The closing down of the logging camps in some districts has resulted in a heavy overtaxing of transportation facilities and bus drivers and railway crews are in great demand throughout the province. There is also a persistent call for track workers, and during the past week some 50 Japanese from the Hope Road project have been placed on this work, resulting in the closing of one of the Government camps in the Princeton area.

Applications for Employment; Vacancies and Placements; June, 1944

REPORTS of the Employment and Selective Service Offices of the Unemployment Insurance Commission for the four-week period June 2 to June 29, 1944, showed a negligible increase in the average daily placements when compared with the previous five-week period April 28 to June 1, 1944. The only noteworthy changes in industrial groups were gains in manufacturing and trade and a loss in forestry and logging. A slight decline from the four weeks May 28 to July 1, 1943, was recorded in the daily average of placements effected. Under this comparison reductions were noted in all industrial divisions except

forestry and logging and finance and insurance, the most substantial being in manufacturing and construction.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trends of the curves of vacancies and placements in relation to applications took downward courses. The ratio of vacancies to each 100 applications was 111·1 during the four weeks ending June 29, in contrast with 126·7 during the previous five weeks, and 114·6 during the five-week period May 28 to July 1, 1943. The ratio of placements to each 100 applications during the period under review was 71·5 compared with 74·1 during the five weeks April 28 to June 1, 1944, and 70·9 during the five weeks ending July 1, last year.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the four weeks June 2 to June 29, 1944, was 9,619 in comparison with 10,407 in the preceding five weeks and 11,600 during the five weeks May 28 to July 1, a year ago. The average number of applications for employment received daily during the period under review was 8,652 compared with 8,210 in the previous period and 10,124 during the five weeks May 28 to July 1, 1943. The average number of placements made daily by the offices during the four weeks ending June 29, was 6,187, of which 6,045 were in regular employment and 142 in work of one week's duration or less, in comparison with a daily average of 6,086 during the previous four weeks. Placements during the five-week period ending July 1, 1943, averaged 7,174 daily, consisting of 7,005 in regular employment and 169 in casual work.

During the period June 2 to June 29, 1944, the offices referred 199,880 persons to employment and effected a total of 148,478 placements. Of these, the placements in regular employment numbered 145,077, of which 92,219 were of males and 52,858 females, while placements in casual work totalled 3,401. The number of vacancies reported by employers was 148,984 for males and 81,884 for females, a total of 230,868, while applications for work numbered 207,653, of which 128,801 were from males and 78,852 from females. Reports for the five weeks ending June 1, 1944, showed 312,200 positions offered, 246,306 applications for employment and 182,572 placements effected, while in the five weeks ending July 1, 1943, there were reported 336,388 vacancies, 293,597 applications and 208,032 placements in regular and casual employment.

The following table gives the placements effected by the offices each year from January, 1934, to date:

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (26 weeks)	830,946	24,492	855,438

Nova Scotia and Prince Edward Island

During the four weeks ending June 29, 1944, the daily average of positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island was 316, compared with 349 in the previous period and 499 during the five weeks ending July 1, last year. There was a daily average of 266 placements compared with 249 in the preceding five weeks and 301 during the period ending July 1, 1943. The decrease in the daily average of placements from the period ending July 1, last year, was greatest in construction. Of the changes in all other groups, a decline in public utilities operation and an increase in trade were the most important. Industrial divisions in which the majority of placements were effected included: manufacturing 2,557; services 1,232; trade 942; construction 750; public utilities operation 626 and mining 157. Placements in regular employment numbered 4,223 of men and 2,068 of women.

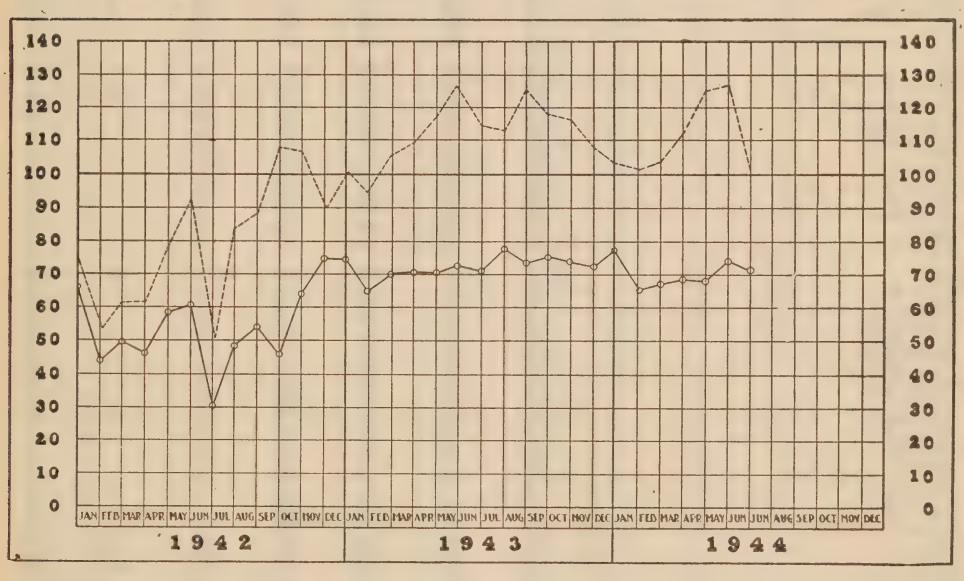
New Brunswick

Opportunities for employment at Employment Offices in New Brunswick during the period ending June 29, 1944, numbered 276 daily compared with 324 in the preceding five weeks and 280 during the period ending July 1, 1943. The average number of placements effected daily was 199 during the four weeks under review, in comparison with 174 in the previous period and 219 during the five weeks ending July 1, last year. The reduction in placements from the period ending July 1, 1943, was not large for the province as a whole under this comparison. The only changes of importance were moderate decreases in construction and public utilities operation. Placements by industrial groups numbered: manufacturing 1,699; services 732; trades 633; public utilities operation 602; forestry and logging 531, and construction 413. There were 3,283 men and 1,441 women placed in regular employment.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the Province of Quebec during the four weeks ending June 29, there being 2,883, compared with 3,585 in the previous period and 3,730 during the five weeks ending July 1, last year. Placements, likewise, showed declines under both comparisons, the daily average being 1,721 during the period under review, as compared with 2,020 in the preceding five weeks and 1,949 during the period ending July 1, 1943. The decline in placements from the five weeks ending July 1, last year, was mainly due to a substantial decrease in manufacturing, although a fairly large loss occurred in construction. These decreases were partly offset by a large increase in forestry and logging and moderate gains in trade, public utilities operation and services. Industrial divisions in which most of the placements were effected were: manufacturing 18,667; services 5,792; construction 4,482; forestry and logging 3,975; public utilities operation 3,574; trade 3,281 and mining 920. Regular placements numbered 29,209 of men and 11,938 of women.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



Ontario

Orders received at Employment Offices in Ontario during the four weeks under review called for an average of 3,984 workers daily compared with 4,114 in the preceding period and 4,284 during the five weeks ending July 1, 1943. Placements showed an increase in comparison with the period ending June 1, 1944, but a decrease in contrast with the five weeks ending July 1, last year. The daily average was 2,570 during the period under review, 2,255 in the previous five weeks and 2,834 during the period ending July 1, 1943. A substantial reduction in placements in manufacturing, augmented by a smaller decline in construction accounted for the loss from the five weeks ending July 1, last year under this comparison. In addition, however, trade and agriculture reported moderate decreases while gains were registered in services, forestry and logging, and public utilities operation. Placements by industrial divisions included: manufacturing 28,161; services 12,671; trade 7,360; public utilities operation 5,379; construction 3,522; forestry and logging 1,784; finance and insurance, 1,207; mining 1,045 and agriculture 562. Placements in regular employment numbered 35,640 of men and 24,949 of women.

Manitoba

Positions offered through Employment Offices in Manitoba during the period ending June 29, 1944, averaged 476 daily compared with 431 in the previous five weeks and 435 during the period ending July 1, last year.

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS JUNE 2 TO JUNE 29, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**654**	**273**	**804**	**758**	**548**	**5**	**185**
Charlottetown	360	193	527	503	312	5	156
Summerside	294	80	277	255	236	.....	29
Nova Scotia	**6,935**	**7,271**	**8,381**	**8,101**	**5,743**	**95**	**2,462**
Amherst	171	135	678	384	232	.....	53
Bridgewater	159	185	129	124	155	.....	25
Dartmouth	193	464	253	253	175	.....	103
Digby	244	212	118	114	102	.....	48
Glace Bay	259	229	419	309	283	.....	68
Halifax	2,135	3,863	2,502	2,889	1,789	.....	959
Inverness	37	40	61	26	19	.....	19
Kentville	147	200	178	116	82	8	115
Liverpool	162	161	193	186	138	.....	46
New Glasgow	997	554	953	977	694	44	304
New Waterford	98	98	153	127	69	.....	60
Pictou	233	43	293	291	256	1	19
Springhill	172	173	66	52	49	.....	14
Sydney	1,114	383	1,371	1,349	948	29	383
Sydney Mines	198	65	250	193	186	13	37
Truro	229	141	348	319	221	.....	100
Yarmouth-Shelburne	387	325	416	392	345	.....	109
New Brunswick	**6,624**	**5,973**	**6,961**	**6,477**	**4,724**	**44**	**2,289**
Bathurst	562	339	468	451	313	.....	79
Campbellton	337	434	544	424	245	21	336
Edmundston	717	947	307	280	262	.....	165
Fredericton	284	371	413	379	254	.....	191
Minto	299	249	277	274	256	.....	18
Moncton	1,671	1,696	2,109	2,055	1,371	17	856
Newcastle	449	201	385	383	357	.....	82
Saint John	1,901	1,222	2,062	1,934	1,455	6	374
St. Stephen	169	280	183	147	79	.....	102
Sussex	126	163	109	77	62	.....	49
Woodstock	109	71	104	73	70	.....	37
Quebec	**69,203**	**66,617**	**57,507**	**54,529**	**41,147**	**160**	**22,798**
Acton Vale	138	168	112	115	72	1	80
Asbestos	82	72	81	63	51	.....	40
Baie St. Paul	363	330	201	156	138	.....	19
Beauharnois	314	237	257	203	219	.....	38
Buckingham	330	140	383	337	316	.....	104
Campbell's Bay	76	173	101	94	129	.....	145
Causapscal	698	622	360	355	323	.....	125
Chandler	828	1,199	1,004	952	835	.....	423
Chicoutimi	2,113	1,343	1,306	1,272	1,208	.....	354
Coaticook	191	115	352	349	349	.....	6
Cowansville	85	88	107	95	91	.....	18
Dolbeau	285	75	552	529	545	.....	56
Drummondville	374	245	466	452	331	.....	209
East Angus	93	9	122	103	69	23	27
Farnham	119	124	120	108	96	.....	37
Granby	241	187	387	191	197	.....	85
Hull	513	445	895	513	496	20	421
Joliette	211	157	546	639	214	7	64
Jonquiere	794	217	740	965	555	19	331
Lachine	911	961	929	903	731	1	261
Lachute	635	464	498	466	316	.....	139
La Malbaie	259	316	207	207	205	2	8
La Tuque	701	249	369	384	363	.....	31
Levis	1,000	644	1,190	840	812	.....	285
Longueuil	608	457	536	475	406	.....	171
Louiseville	167	68	216	151	158	.....	40
Magog	179	82	198	258	130	.....	64
Matane	3,250	2,988	1,439	1,414	1,547	.....	41
Megantic	321	98	392	331	331	.....	33
Mont Laurier	369	289	333	332	344	.....	45
Montmagny	322	74	442	341	312	.....	77
Montmorency	217	43	292	383	203	.....	59
Montreal	32,624	35,546	22,948	22,902	15,527	51	11,736
Nicolet	34	0	34	34	34	.....	0
Plessisville	109	72	172	209	108	.....	31
Pointe aux Trembles	638	440	421	472	421	.....	53
Port Alfred	182	224	226	222	136	.....	145
Quebec	5,211	4,830	4,106	3,408	2,381	.....	2,728
Richmond	67	143	105	51	51	.....	14
Rimouski	307	442	331	362	216	.....	54
Riviere du Loup	402	546	647	565	431	.....	210
Roberval	155	103	172	146	94	.....	115
Rouyn	1,037	1,381	804	1,140	695	.....	174
Ste. Agathe	388	318	318	240	226	.....	29

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS
JUNE 2 TO JUNE 29, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Anne de Bellevue	188	60	205	209	192	.....	1
Ste. Therese	771	914	395	390	440	.....	97
St. Hyacinthe	1,012	879	485	471	428	5	74
St. Jean	555	523	665	720	524	.....	7
St. Jerome	515	493	554	495	380	.....	178
St. Joseph d'Alma	211	225	365	242	198	.....	228
St. Paul l'Ermite	470	189	389	385	454	.....	82
Shawinigan Falls	937	308	1,287	1,099	933	.....	433
Sherbrooke	936	564	1,285	1,222	822	31	300
Sorel	459	275	679	513	439	.....	103
Thetford Mines	618	363	691	718	540	.....	252
Three Rivers	1,577	725	2,188	1,583	1,296	.....	752
Val d'Or	448	507	483	457	413	.....	100
Valleyfield	293	617	630	531	372	.....	549
Verdun	1,886	2,847	1,370	1,385	967	.....	419
Victoriaville	386	404	419	382	337	.....	98
Ontario	**95,611**	**92,275**	**81,333**	**82,307**	**60,589**	**1,108**	**21,611**
Arnprior	152	62	194	174	113	.....	44
Barrie	422	309	470	386	289	.....	120
Belleville	680	546	692	823	584	.....	177
Bracebridge	632	825	438	398	618	.....	67
Brampton	155	619	220	204	124	.....	58
Brantford	912	1,683	1,001	993	827	2	145
Brockville	309	188	428	400	283	.....	108
Carleton Place	90	105	124	99	86	.....	35
Chatham	544	463	623	597	457	2	164
Cobourg	194	105	250	197	147	1	43
Collingwood	261	343	227	209	195	.....	58
Cornwall	848	194	1,011	984	821	1	238
Dunnville	70	91	105	93	69	.....	18
Fergus	83	159	131	116	107	.....	12
Fort Erie	422	463	255	247	199	.....	87
Fort Frances	278	491	414	319	279	1	71
Fort William	3,227	4,708	1,134	1,177	1,365	.....	270
Galt	590	1,017	595	564	478	.....	108
Gananoque	95	59	121	125	98	.....	25
Goderich	233	232	221	168	126	.....	79
Guelph	1,337	942	900	814	600	.....	231
Hamilton	5,783	6,636	5,242	6,170	3,787	89	1,048
Hawkesbury	86	151	237	167	102	.....	63
Ingersoll	189	324	219	214	170	.....	39
Kapuskasing	933	1,305	629	629	682	.....	60
Kenora	256	501	359	335	288	.....	92
Kingston	883	711	1,274	1,234	692	1	301
Kirkland Lake	707	612	1,062	828	562	18	241
Kitchener Waterloo	1,597	1,706	922	1,029	814	4	137
Leamington	215	124	234	201	148	.....	82
Lindsay	133	136	213	215	181	.....	31
Listowel	119	95	121	115	78	.....	26
London	2,561	1,391	2,600	3,267	1,950	198	614
Midland	465	416	428	405	324	.....	143
Napanee	103	101	114	95	77	.....	13
Newmarket	181	158	209	153	140	.....	32
New Toronto	2,513	2,330	1,499	1,295	1,103	27	360
Niagara Falls	740	480	860	940	660	.....	223
North Bay	971	784	1,181	1,089	899	37	303
Orangeville	63	91	101	93	63	.....	18
Orillia	555	567	602	510	427	.....	176
Oshawa	2,600	2,289	1,429	1,187	1,023	20	591
Ottawa	5,783	2,612	5,762	5,973	4,303	52	641
Owen Sound	456	339	488	472	327	.....	107
Paris	93	107	51	61	40	.....	10
Parry Sound	1,220	852	595	579	518	.....	90
Pembroke	342	338	417	442	282	.....	98
Perth	153	134	201	171	144	4	41
Peterborough	1,002	916	1,035	1,120	813	.....	279
Picton	190	94	160	152	113	.....	67
Port Arthur	2,569	4,740	1,562	1,485	1,204	.....	348
Port Colborne	271	289	415	312	257	.....	124
Port Hope	103	88	120	120	75	.....	36
Prescott	151	179	171	155	153	.....	21
Renfrew	173	101	201	243	146	.....	70
St. Catharines	1,339	892	1,292	1,534	1,148	.....	458
St. Thomas	621	886	671	760	496	35	177
Sarnia	915	459	1,270	960	766	.....	572
Sault Ste. Marie	1,832	1,343	1,083	950	958	.....	188
Simcoe	492	451	317	317	278	.....	34
Smiths Falls	181	94	172	199	150	.....	37
Stratford	632	543	930	760	369	170	325

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS JUNE 2 TO JUNE 29, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Sturgeon Falls	55	74	115	96	55	.....	34
Sudbury and Blind River	2,551	3,008	1,861	1,616	1,584	23	656
Timmins	1,401	1,996	1,925	1,698	1,381	17	940
Toronto	29,055	25,552	22,242	23,577	15,743	286	7,529
Toronto Junction	3,349	2,642	2,321	2,408	1,700	.....	453
Trenton	336	359	312	355	283	.....	49
Walkerton	185	173	213	167	112	.....	56
Wallaceburg	107	391	166	180	143	.....	67
Welland	1,543	1,672	855	830	674	.....	109
Weston	1,247	2,612	844	726	1,106	.....	148
Windsor	3,641	2,932	4,093	4,211	2,916	120	1,007
Woodstock	386	895	384	420	317	.....	89
Manitoba	**11,428**	**6,462**	**11,522**	**10,944**	**6,433**	**933**	**4,944**
Brandon	434	483	400	391	267	.....	199
Dauphin	210	199	261	239	110	.....	114
Flin Flon	135	302	153	159	171	11	33
Portage la Prairie	131	137	197	138	107	.....	45
Selkirk	128	43	160	133	118	.....	19
The Pas	73	112	153	74	61	.....	61
Winnipeg	10,317	5,186	10,198	9,810	5,599	922	4,473
Saskatchewan	**5,212**	**4,252**	**7,043**	**6,202**	**3,416**	**276**	**2,562**
Estevan	118	55	133	83	75	.....	80
Moose Jaw	819	633	1,004	833	516	9	480
North Battleford	152	106	191	136	101	.....	56
Prince Albert	432	559	510	511	357	4	187
Regina	1,894	1,348	2,412	2,527	1,209	203	666
Saskatoon	1,372	1,115	2,184	1,647	869	60	901
Swift Current	142	94	143	122	102	.....	35
Weyburn	131	125	116	80	75	.....	27
Yorkton	152	217	350	263	112	.....	130
Alberta	**10,201**	**8,512**	**8,730**	**8,188**	**5,779**	**331**	**2,615**
Blairmore	156	219	103	88	87	.....	24
Calgary	3,611	2,486	2,985	2,844	1,841	161	889
Drumheller	338	366	186	223	135	.....	47
Edmonton	4,869	3,984	4,425	4,033	2,925	168	1,326
Edson	102	209	52	52	53	.....	15
Lethbridge	578	663	480	517	346	2	185
Medicine Hat	237	311	301	245	210	.....	81
Red Deer	179	201	110	113	93	.....	33
Turner Valley	131	73	88	73	89	.....	15
British Columbia	**25,000**	**16,938**	**25,372**	**22,374**	**16,698**	**449**	**9,307**
Chilliwack	267	129	290	280	212	.....	97
Courtenay	334	331	218	150	127	.....	169
Cranbrook	236	380	222	210	195	.....	59
Dawson Creek	297	103	212	213	197	.....	27
Duncan	283	322	255	233	241	.....	93
Fernie	79	142	98	87	91	.....	17
Kamloops	525	313	482	428	405	.....	92
Kelowna	315	308	235	267	180	.....	83
Nanaimo	314	115	331	321	248	.....	91
Nelson	423	480	894	733	375	4	483
New Westminster	1,480	656	1,988	1,580	1,191	16	1,039
North Vancouver	401	200	402	289	256	.....	199
Penticton	333	189	237	266	194	.....	73
Port Alberni	278	190	209	203	182	1	83
Prince George	566	424	619	723	443	2	52
Prince Rupert	863	534	644	572	496	.....	159
Princeton	98	142	75	80	103	2	26
Trail	318	442	445	326	266	19	455
Vancouver	14,405	9,683	14,274	12,513	8,587	365	4,886
Vernon	730	302	728	622	668	13	172
Victoria	1,959	906	2,321	2,046	1,594	27	854
Whitehorse	496	647	193	232	186	.....	98
Canada	**230,868**	**208,573**	**207,653**	**199,880**	**145,077**	**3,401**	**68,773**
Males	148,984	143,894	128,801	122,022	92,219	876	40,211
Females	81,884	64,679	78,852	77,858	52,858	2,525	28,562

Placements showed a daily average of 307, in contrast with 263 in the preceding period and 360 during the five weeks ending July 1, 1943. All industrial groups recorded decreases in the daily average of placements from the period ending July 1, last year. The greatest reductions were reported in services, construction, public utilities operation and manufacturing. Industries in which employment was found for more than 100 workers included: manufacturing 2,391; services 1,926; trade 1,398; public utilities operation 876; construction 389; finance and insurance 160, and mining 121. During the period under review, regular placements numbered 3,401 of men and 3,032 of women.

Saskatchewan

Employment opportunities, as indicated by orders received at Offices in Saskatchewan during the four weeks ending June 29, 1944, showed a daily average of 217, compared with 289 in the preceding period and 244 during the five weeks ending July 1, 1943. There was a daily average of 154 placements compared with 161 in the previous five weeks and 185 during the period ending July 1, last year. Moderate decreases in placements from the period ending July 1, 1943, were reported in all industrial groups, except finance and insurance, where the increase was nominal. Of the reductions reported, the largest were in construction and manufacturing. Placements by industrial divisions numbered: services 1,241; trade 798; manufacturing 672; public utilities operation 481; construction 227 and agriculture 129. There were 1,898 men and 1,518 women placed in regular employment.

Alberta

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Alberta during the period ending June 29, 1944, was 425, as compared with 452 in the previous five weeks and 497 during the period ending July 1, last year. The average number of placements registered daily was 255, in comparison with 293 during the period ending June 1, and 333 in the five weeks ending July 1, 1943. Placements were less numerous in all industrial divisions than those of the period ending July 1, last year. The largest decreases were reported in construction, manufacturing, public utilities operation, services and trade. Industrial groups in which most of the placements were effected were: services 1,739; manufacturing 1,179; trade 1,035; construction 770; public utilities operation 661; mining 419, and agriculture 146. Placements in regular employment numbered 3,372 of men and 2,407 of women.

British Columbia

Orders listed at Employment Offices in British Columbia during the four weeks under review, called for a daily average of 1,042 workers, compared with 933 in the preceding period and 1,244 during the five weeks ending July 1, 1943. The average number of placements effected daily was 714, in contrast with 646 in the previous five weeks and 754 during the period ending July 1, last year. Placements under manufacturing were considerably fewer than during the five weeks ending July 1, 1943; and moderate declines were registered in construction and mining. These decreases, however, were partly offset by moderate gains in services and agriculture together with smaller advances in trade, and finance and insurance. The majority of placements recorded during the period under review, took place in the following industries: manufacturing 5,489; services 3,698; trade 2,086; construction 1,730; public utilities operation 1,527; forestry and logging 1,438; agriculture 441, and mining 405. Regular placements numbered 11,193 of men and 5,505 of women.

Quarterly Report of Employment and Selective Service Offices, March 31 to June 29, 1944

EMPLOYMENT conditions, as indicated by the work of Employment and Selective Service Offices of the Unemployment Insurance Commission during the second quarter of 1944, showed slight decreases in both vacancies and placements when compared with those reported during the corresponding quarter of 1943. Manufacturing, construction, services, finance and insurance and fishing, hunting and trapping recorded losses in both instances, the greatest reductions being in manufacturing and construction. Forestry and logging and public utilities showed gains under both comparisons. There were more placements but fewer vacancies in agriculture while mining and trade registered an increase in vacancies but a decline in placements. Provincially, all provinces showed losses in vacancies and placements, the most marked changes being reductions in vacancies in Quebec, British

Columbia and Nova Scotia and a decrease of placements in Ontario.

From the chart which accompanies the article on the work of the Employment and Selective Service Offices for the five-week period ending June 29, it will be seen that the curve of vacancies in relation to applications showed an increase during April and May but a decrease during June, while the curve of placements took a slightly downward course in April, rose sharply during May but dropped moderately during June. During the thirteen-week period there was a ratio of 121·3 vacancies and 71·9 placements for each 100 applications for employment as compared with 118·9 vacancies and 71·0 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 9,983; of applicants registered 8,232; and of placements effected 5,923 in contrast with a daily average of 11,312 vacancies, 9,513 appli-

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	59	20	.....	210	95	2	269	82	2	4,454	2,487	.....
Fishing, Hunting and Trapping	8	5	.....	9	7	.....	14	11	.....	80	46	.....
Forestry and Logging	16	7	.....	475	124	.....	4,844	1,509	.....	26,624	18,100	24
Mining	23	22	.....	529	443	.....	382	318	.....	4,664	2,603	.....
Metallic Ores and Prospecting	.....	.....	.....	13	.....	.....	3	.....	.....	3,334	1,652	.....
Coal	.....	.....	.....	482	442	.....	333	301	.....	37	26	.....
Oil, Gas Wells, Quarrying	23	22	.....	34	1	.....	46	17	.....	1,293	925	.....
Manufacturing	448	349	1	8,798	7,107	1	6,060	4,419	1	104,139	56,597	80
Food and Kindred Products	352	289	.....	1,129	926	.....	1,319	917	.....	12,140	5,719	10
Textiles, apparel, etc	8	9	.....	488	422	.....	259	254	.....	19,706	9,448	10
Lumber and Finished Lumber Products	4	3	.....	287	209	.....	1,266	775	.....	8,616	5,722	12
Pulp, Paper Products and Printing	8	6	1	161	108	.....	606	476	1	6,248	4,480	13
Chemical and Allied Products	37	18	.....	55	43	.....	311	251	.....	5,815	3,185	1
Products of Petroleum and Coal	.....	.....	.....	52	70	.....	18	16	.....	815	384	.....
Rubber Products	.....	.....	.....	5	4	.....	1	1	.....	2,229	1,516	.....
Leather and its Products	.....	.....	.....	4	3	.....	55	49	.....	3,111	1,513	2
Stone, Clay and Glass Products	.....	.....	.....	57	30	.....	100	87	.....	2,333	1,340	.....
Iron and Steel and their Products	3	2	.....	1,648	1,626	1	591	313	.....	14,535	7,536	5
Non-Ferrous Metal Products	.....	.....	.....	4	3	.....	12	11	.....	4,582	3,077	1
Machinery	.....	.....	.....	29	20	.....	27	21	.....	6,274	3,033	3
Transportation Equipment	36	22	.....	4,879	3,643	.....	1,378	1,160	.....	15,931	8,766	23
Miscellaneous	.....	.....	.....	.....	.....	.....	117	88	.....	1,804	878	.....
Construction	359	281	1	2,793	1,617	5	1,930	1,146	.....	24,985	14,002	51
Public Utilities Operation	234	178	.....	2,698	2,250	51	2,032	1,603	.....	18,970	11,450	10
Heat, Light and Power	1	1	.....	72	46	1	29	18	.....	1,263	902	3
Transportation and Storage	212	155	.....	2,481	2,099	50	1,830	1,473	.....	16,561	9,906	7
Communications	21	22	.....	145	105	.....	173	112	.....	1,146	642	.....
Trade	372	302	5	2,900	2,327	32	2,418	1,815	6	18,868	10,140	34
Finance and Insurance	13	14	1	160	126	1	160	124	.....	2,855	1,525	2
Services	476	353	7	4,551	2,961	286	3,262	2,239	152	37,395	18,060	325
Professional and Public	117	104	1	1,293	830	6	1,081	733	19	11,517	6,005	23
Recreational	15	10	.....	167	81	.....	123	98	.....	2,109	1,092	10
Business	2	2	.....	64	42	.....	36	27	.....	696	269	.....
Domestic	62	14	6	424	36	261	147	13	57	2,317	306	187
Personal other than Domestic	56	44	.....	273	233	7	304	246	2	3,865	2,007	4
Hotels and Restaurants	208	168	.....	1,916	1,443	6	1,045	774	.....	12,175	6,139	15
All Others	16	11	.....	414	296	6	526	348	74	4,716	2,242	86
Totals	2,008	1,531	15	23,123	17,057	378	21,371	13,266	161	243,034	135,010	526
Males	1,253	935	11	16,347	11,867	140	16,175	9,336	58	172,611	99,379	173
Females	755	596	4	6,776	5,190	238	5,196	3,930	103	70,423	35,631	353

cations and 6,759 placements during the same quarter of 1943.

During the three months April to June, 1944, the offices reported that they had referred 614,162 persons to positions and had effected a total of 456,076 placements, of which 444,445 were in regular employment and 11,631 in casual work. Of the placements in regular employment, 292,204 were of males and 152,241 of females. A comparison with the corresponding period of 1943 shows that 513,650 placements were then made, of which 499,993 were in regular employment and 13,657 in casual work. Applications for employment during the period under review were received from 408,094 males and 225,776 females, a total of 633,870 in contrast with the registration of 722,931 during the same period last year. Employers notified the offices during the quarter April to June, 1944, of 768,692 vacancies of which 508,104 were for males and 260,588 for females, as compared with 859,660 opportunities for work offered during the corresponding period a year ago.

SERVICE OFFICES, MARCH 31, TO JUNE 29, 1944

Ontario			Manitoba			Saskatchewan			Alberta			Br. Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements			Placements	
Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
4,173	**1,794**	**19**	**560**	**314**	**16**	**1,531**	**695**	**1**	**1,615**	**746**	**4**	**930**	**686**	.....	**13,801**	**6,919**	**44**
40	**28**	.....	**50**	**47**	.....	8	.....	.....	**25**	**2**	.....	**37**	**24**	.....	**271**	**170**	.....
14,345	**6,194**	.....	**219**	**113**	**2**	**56**	**16**	.....	**411**	**155**	.....	**8,478**	**5,681**	**4**	**55,468**	**31,899**	**30**
6,227	**3,248**	**2**	**1,002**	**317**	**1**	**87**	**66**	.....	**2,801**	**1,309**	.....	**2,398**	**1,156**	**8**	**18,113**	**9,482**	**11**
5,012	2,351	.....	932	289	1	.....	.....	.....	167	79	.....	1,591	639	6	11,052	5,010	7
87	6	.....	20	1	.....	27	15	.....	1,561	644	.....	413	249	1	2,960	1,684	1
1,128	891	2	50	27	.....	60	51	.....	1,073	586	.....	394	268	1	4,101	2,788	3
146,250	**80,744**	**344**	**10,889**	**6,903**	**338**	**3,021**	**2,351**	**86**	**5,476**	**4,100**	**39**	**24,124**	**15,230**	**224**	**309,205**	**177,890**	**1,114**
17,600	9,512	231	3,614	2,926	101	1,968	1,730	24	2,929	2,605	25	2,789	1,793	22	43,840	26,417	413
14,148	6,746	6	1,605	753	46	50	28	4	239	183	.....	514	343	12	37,017	18,186	78
8,349	5,523	6	683	334	49	331	190	24	730	385	1	6,283	4,497	26	26,549	17,638	118
8,884	4,862	3	528	352	14	175	91	3	147	93	6	2,168	1,084	9	18,925	11,552	50
9,072	4,139	9	1,554	851	51	95	44	.....	133	85	.....	477	366	.....	17,549	8,982	61
969	637	.....	186	132	.....	181	140	12	144	80	1	502	222	1	2,867	1,681	14
4,845	2,931	2	17	7	.....	12	11	.....	36	20	.....	42	27	.....	7,187	4,517	2
1,930	1,044	2	258	85	1	1	.....	.....	10	2	.....	135	76	.....	5,504	2,772	5
2,460	1,323	.....	242	107	23	61	30	11	304	167	2	319	123	1	5,876	3,207	37
27,456	14,220	59	679	506	18	10	15	.....	298	171	1	1,197	862	6	46,417	25,251	90
5,262	2,872	8	132	53	4	7	2	.....	189	101	.....	601	525	136	10,789	6,644	149
18,847	10,187	8	241	137	17	92	57	2	106	60	1	936	735	7	26,552	14,250	38
22,956	14,821	9	891	578	6	28	10	5	162	116	2	7,757	4,341	3	54,018	33,457	48
3,472	1,927	1	259	82	8	10	3	1	49	32	.....	404	236	1	6,115	3,246	11
18,626	**10,716**	**41**	**2,188**	**1,153**	**28**	**1,136**	**705**	**10**	**5,658**	**3,106**	**14**	**7,898**	**5,332**	**13**	**65,573**	**38,058**	**163**
28,614	**18,147**	**44**	**4,039**	**2,429**	**75**	**2,938**	**1,570**	**29**	**4,327**	**2,419**	**16**	**7,248**	**4,859**	**34**	**71,100**	**44,905**	**259**
1,514	933	.....	187	78	.....	49	33	.....	122	84	1	447	293	3	3,684	2,388	8
24,815	16,067	42	3,751	2,300	72	2,755	1,465	28	4,041	2,234	15	6,329	4,194	20	62,775	39,893	234
2,285	1,147	2	101	51	3	134	72	1	164	101	.....	472	372	11	4,641	2,624	17
30,309	**19,839**	**180**	**5,769**	**3,450**	**553**	**3,340**	**2,240**	**178**	**5,111**	**3,372**	**158**	**8,744**	**5,914**	**286**	**77,831**	**49,399**	**1,432**
4,729	**3,110**	**10**	**593**	**359**	**27**	**377**	**275**	**4**	**437**	**289**	**5**	**1,187**	**822**	**24**	**10,511**	**6,635**	**74**
59,756	**32,709**	**2,991**	**9,439**	**4,351**	**1,869**	**6,155**	**3,347**	**756**	**9,859**	**5,113**	**1,013**	**15,926**	**10,045**	**1,105**	**146,819**	**79,178**	**8,504**
16,760	10,994	75	2,675	1,574	141	1,304	925	19	2,456	1,527	16	4,310	2,989	60	41,513	25,681	360
3,395	2,146	14	468	234	38	126	80	6	259	162	9	451	297	13	7,113	4,200	90
1,287	773	10	204	105	3	80	55	1	241	163	1	264	196	3	2,874	1,632	18
6,557	477	2,707	1,756	68	1,348	1,039	60	512	1,343	125	454	1,828	177	907	15,473	1,276	6,439
4,886	2,698	14	880	532	29	523	383	3	873	627	6	1,220	898	7	12,880	7,668	72
20,984	12,326	49	2,637	1,425	259	2,133	1,376	23	3,184	1,981	55	5,928	4,179	53	50,210	29,811	460
5,887	3,295	122	819	413	51	950	468	192	1,503	528	472	1,925	1,309	62	16,756	8,910	1,065
313,069	**176,529**	**3,631**	**34,748**	**19,436**	**2,909**	**18,649**	**11,265**	**1,061**	**35,720**	**20,602**	**1,249**	**76,979**	**49,749**	**1,698**	**768,692**	**444,445**	**11,631**
194,471	106,892	865	19,277	10,745	707	11,046	6,559	312	22,802	12,576	267	54,122	33,915	610	508,104	292,204	3,143
118,598	69,637	2,766	15,471	8,691	2,202	7,603	4,706	752	12,918	8,026	982	22,848	15,834	1,088	260,588	152,241	8,488

Unemployment in Trade Unions at the Close of the Quarter Ending June 30, 1944

UNEMPLOYMENT in the following report has reference to involuntary idleness, due to economic causes. Persons who are without work on account of sickness, a strike or a lockout, or who are engaged in work outside their own trades, are not considered as unemployed. As returns from unions making reports vary from quarter to quarter, with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

At the close of the June quarter returns were tabulated from 2,206 labour organizations, having a combined membership of 415,707 persons, of whom, 1,147, or a percentage of ·3 were listed as without work, in comparison with percentages of ·9 in March and ·6 in June, a year ago. Any unemployment reported at this date and for some time past has been due to a great extent to temporary lay-offs. The moderate employment expansion shown over March was traced mainly to the marked betterment for union members in the building and construction trades, which is generally true for these workers at this time of the year. Conditions among fishermen showed marked improvement, but as the membership in this group is small this change did not greatly affect the situation as a whole. Union members in the manufacturing, transportation, mining and service groups reported slightly higher employment levels, while among the comparatively small section of lumber workers and loggers also, there was a minor increase in work.

The percentage of unemployed members in each province is shown in table I. As indicated therein, these figures ranged from ·1 per cent in Nova Scotia to ·6 in New Brunswick. In comparison with conditions at the end of the previous quarter employment levels in Ontario, Manitoba, Alberta and British Columbia were moderately higher, while improvements of somewhat lesser degree were in evidence also in Nova Scotia, New Brunswick, Quebec and Saskatchewan. As compared with the situation in June, a year ago, appreciably higher employment levels were manifested in Quebec and Alberta, while an increase in work although of somewhat lesser degree, was apparent in Manitoba. Slightly better conditions were observed in New Brunswick, Nova Scotia, Ontario and Saskatchewan, while in contrast a very slight recession was indicated in the returns received from British Columbia unions.

A separate compilation is made each month of unemployment among union members in the largest city in each province with the exception of Prince Edward Island. At the end of June, these percentages ranged from ·1 in Toronto to 1·1 in Regina. As compared with March returns, the employment level in Edmonton was considerably higher, while in Winnipeg, Halifax, Montreal and Toronto there were employment expansions, although these were not so pronounced. Slight improvement only was reflected in both Saint John and Vancouver. In contrast to these a moderately lower level was indicated in Regina. In comparison with conditions in June, a year ago, appreciably higher employment levels were observed in Montreal, Winnipeg, Edmonton and Saint John, while in Toronto the situation improved, although not to such a great extent. On the other hand, slightly less work was in evidence in Halifax, Regina and Vancouver.

The accompanying chart shows the trend of unemployment from January, 1939, to date. The point of the curve in June was at a moderately lower level than at the close of the March quarter, thus reflecting a rather substantial expansion in available work. In comparison with the situation in June, 1943, the level was slightly lower, thus indicating a fair betterment only.

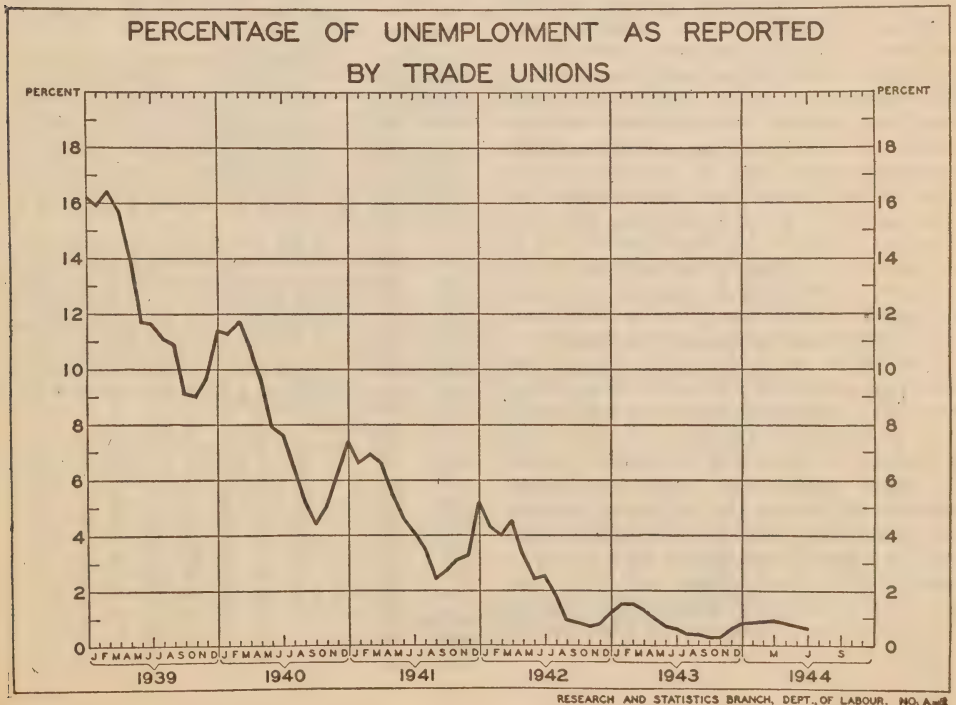
For the manufacturing industries returns were received from 782 unions, having a total membership of 223,975 persons, of whom 250, or a percentage of ·1 were listed as without work, in comparison with a percentage of ·3 both at the end of March, 1944, and in June, a year ago. In comparison with reports received at the close of the March quarter, woodworkers recorded an appreciably higher level of activity. Among papermakers, and among union members in the printing and iron and steel trades, as well as for those in the animal products division, in which section are tabulated returns from unions such as butchers, meat and fish packers, leather and fur workers, there were slight employment advances. For the non-ferrous metals group, in which are included reports from such trades as metal polishers, jewellery, aluminum and mine, mill and smelter workers and in the unclassified manufacturing group, likewise, slight increases in activity only were necessary to attain full employment. For those in the mineral products section a very minor betterment resulted in full employment, while no one was reported as idle at either date among employees in electric power production, etc., textile and carpet, hat, cap and glove, clay, glass and stone and chemical workers. In the vegetable products division, in which are included reports covering such occupations as soft drink, cigar and tobacco workers and bakers and confectioners, the situation remained unchanged; very little unemployment

was apparent in this group. For union members in the garment division, in which are included reports from both women's and men's clothing workers, there was a minor decline in the very high employment level prevailing in these trades. In comparison with the situation in June, a year ago, unclassified manufacturing workers manifested an appreciable advance to full employment. Union members in the printing trades and in the animal products group were moderately better employed, while for paper makers and woodworkers slightly better conditions were indicated. As will be seen in table II the very high employment level which prevailed also for those in the iron and steel trades, a year ago, remained unchanged. On the other hand, a very slight decline in activity was observed for union members in the vegetable products division.

Reports were tabulated from 50 unions of coal miners, with a total membership of 17,370 persons, all of whom were listed as working, as compared with an unemployment percentage of ·3 in both March, 1944, and June, 1943. In comparison with conditions in March, an appreciable advance to full employment was apparent in Alberta, while in British Columbia a slight increase only was necessary to attain the same result. Full employment at both dates was reflected in reports received from union members in Nova Scotia and New Brunswick. As compared with conditions in June, a year ago, the situation in Alberta, as in the previous comparison, indicated a moderate improvement, while in Nova Scotia, the slight increase in available work provided full employment. In New Brunswick and British Columbia, no one was listed as out of work at either date.

In the metallic ores and non-metallic minerals sections of the mining division, reports were tabulated covering 8,012 and 4,863 union members, respectively. In comparison with conditions in both March, 1944, and June, 1943, there was, in each instance, a slight increase in available work, which for those in the metallic ores group was all that was necessary to attain full employment.

Reports were received from 189 unions in the building and construction trades. These organizations reported a combined membership of 35,300 persons, of whom 325, or a percentage of ·9 were unemployed, in comparison with percentages of 6·5 in March and 2·8 in June, a year ago. As compared with March, carpenters and joiners manifested a marked employment advance, an improvement due to a great extent to seasonal conditions. Noteworthy increases in available work were in evidence, likewise, among bricklayers, masons and plasterers, plumbers and steamfitters and hod carriers and unclassified building workers. Although the membership involved was small, a pronounced employment advance was indicated, likewise, among steamshovelmen. The percentages of those without work among bridge and structural iron workers



and granite and stonecutters, both of which organizations have small memberships, also were reduced substantially, thus reflecting noteworthy improvements. Painters, decorators and paperhangers indicated a slight advance to full employment, while among wood, wire and metal lathers, no one was reported as without work at either date. On the other hand, a slight decline in activity was apparent among electrical workers; very little unemployment was apparent at this date in the great majority of the trades. In comparison with conditions in June, 1943, the employment level for carpenters and joiners was substantially higher and among hod carriers and unclassified building labourers, likewise, there was a noteworthy increase in available work. The unemployment percentage showed a marked reduction for granite and stonecutters but as the membership is small, this change did not greatly affect the situation as a whole. The amount of work available for bricklayers, masons and plasterers showed a moderate contraction.

Returns were tabulated in the transportation industries from 834 unions with a combined membership of 79,380 persons, of whom 254, or a percentage of ·3 were without employment, in comparison with percentages of ·4 in March and ·6 in June, a year ago. Over 80 per cent of the entire group membership reported was included in the steam railway group. In comparison with March the situation for these workers, as well as for those in the street and electric railway division, remained unchanged. For teamsters and chauffeurs, etc., full employment prevailed at both dates, while, on the other hand, a very slight decline in activity took place among navigation workers. As compared with the returns for June a year ago, a slightly higher employment level was in evidence in the steam railway group, while for teamsters and chauffeurs, etc., a minor advance only was necessary to attain full employment. As in the previous comparisons, the situation among street and electric railway employees remained unchanged, while for navigation workers there was a slight recession in available work.

As in March and in June, 1943, union members in the retail and wholesale trades did not report any unemployment. In the service group is included returns from civic employees, in addition to hotel and restaurant, theatre and stage employees, barbers, stationary engineers and firemen and unclassified workers. The employment level for this group, when taken as a whole, was slightly higher both as compared with March returns and with those of June, a year ago. A membership totalling over 26,000 was included in the service division.

Reports were received which covered a total of 225 members in the fishing group and 7,126 workers in the lumber workers and loggers' section. No unemployment was in evidence in June, in either occupation. In the case of fishermen this was a very substantial improvement over March, while for lumber workers and loggers full employment was reached through a slight expansion only, in available work. The situation in both occupations was identical with that of June a year ago, at which date, also, the entire group memberships were reported to be working.

Table I shows by provinces the average percentage of union members who were unemployed each year from 1933 to 1943, inclusive, and also the percentage of unemployment for June, of each year from 1932 to 1942, for each month of 1943 and for the quarters ending March and June, 1944. Table II summarizes the returns in the various groups of industries for the months included in Table I.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
Average 1941	2·2	2·3	6·1	3·4	4·4	3·4	6·7	4·5	4·5
Average 1942	1·1	2·0	2·9	2·2	2·5	1·7	2·9	1·0	2·2
Average 1943	·8	·9	1·1	·6	·9	·7	·8	·4	·8
June 1932	9·6	12·0	27·1	23·4	18·1	14·4	23·4	22·3	21·9
June 1933	13·8	13·0	26·2	23·3	19·4	14·9	24·5	18·6	21·8
June 1934	11·4	7·3	22·9	15·9	17·0	12·1	24·8	17·2	18·0
June 1935	12·2	8·1	21·9	12·0	13·7	9·4	20·1	13·2	15·4
June 1936	6·7	7·8	19·0	13·3	8·4	6·4	17·2	10·5	13·9
June 1937	5·9	4 7	15·3	7·6	5·7	7·2	16·6	8·0	10·4
June 1938	3·6	14·8	17·1	12·4	12·5	9·7	17·8	14·3	13·5
June 1939	6·3	8·9	15·0	9·7	10·2	6·6	18·2	9·7	11·6
June 1940	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	7·6
June 1941	2·0	1·9	6·2	2·0	4·3	1·8	11·5	3·8	4·1
June 1942	1·3	4·7	4·6	1·6	1·1	·9	2·6	·9	2·5
Jan. 1943	·4	2·3	2·1	·8	2·7	·9	1·4	1·6	1·5
Feb. 1943	·5	2·6	2·0	1·1	1·9	1·1	3·2	1·1	1·5
March 1943	·6	·8	2·2	1·1	1·1	1·0	1·1	·4	1·3
April 1943	·3	1·3	1·6	·9	1·3	·9	·8	·4	1·0
May 1943	·2	1·2	1·3	·4	·8	·6	·9	·2	·7
June 1943	·3	1·1	1·0	·4	·6	·6	1·1	·1	·6
July 1943	·1	·4	·7	·3	·5	·3	·2	·1	·4
Aug. 1943	·5	·5	·7	·3	·5	·6	·1	·2	·4
Sept. 1943	·1	·4	·4	·3	·3	·7	·1	·2	·3
Oct. 1943	·2	·4	·4	·3	·3	·3	·3	·4	·3
Nov. 1943	2·9	·4	·5	·4	·3	·8	·5	·2	·6
Dec. 1943	2·9	·3	·7	·5	·8	·8	·9	·5	·8
March 1944	·4	·9	·9	·9	·9	·7	1·4	·7	·9
June 1944	·1	·6	·4	·2	·2	·5	·2	·2	·3

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month		Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Government (civic)	Miscellaneous	All occupations
June	1932	7·6	48·7	12·4	24·2	10·3	13·3	13·6	13·1	0	44·8	31·3	22·1	32·5	17·5	27·8	....	26·8	24·6	14·4	....	....	34·0	60·8	11·8	35·4	13·0	1·4	10·8	11·0	0	2·3	11·4	5·1	21·2	21·9
June	1933	1·2	24·1	14·6	24·5	8·4	14·0	12·7	14·5	0	26·8	18·9	10·6	20·7	·8	20·9	....	30·6	14·0	36·8	....	....	46·9	62·5	12·0	31·0	13·6	1·0	10·1	10·3	0	1·4	12·9	6·3	23·4	21·8
June	1934	2·2	3·0	20·9	17·2	6·0	8·3	6·7	11·6	0	17·6	18·1	13·7	21·2	6·2	9·8	....	18·6	20·0	15·6	....	....	62·3	57·8	9·3	43·0	9·1	·9	12·3	12·6	0	6·2	7·1	3·0	14·9	18·0
June	1935	1·2	5·1	18·2	15·9	10·2	7·3	4·3	9·5	0	5·1	23·4	16·8	24·7	10·0	14·4	....	15·6	17·6	47·3	....	....	44·9	44·5	7·7	27·2	8·6	·8	11·3	11·5	0	10·3	6·9	2·8	14·7	15·4
June	1936	1·7	3·8	18·4	13·7	9·9	5·4	2·1	8·3	0	10·3	25·5	2·9	27·7	39·4	17·9	....	10·9	24·5	39·5	0	....	34·7	40·5	6·3	35·6	6·4	·6	9·5	9·7	0	3·5	5·4	2·0	10·2	13·9
June	1937	·8	1·6	14·0	11·9	7·0	5·6	4·6	6·8	0	3·7	19·1	....	23·7	14·2	21·9	....	10·0	4·8	73·0	0	....	29·1	24·6	5·2	23·5	4·5	2·5	7·9	8·1	0	3·6	....	·8	6·7	10·4
June	1938	·6	6·2	11·6	16·7	6·0	10·3	13·8	6·0	....	29·9	25·5	2·6	29·2	43·7	21·4	....	13·9	3·4	44·2	0	....	26·9	31·2	7·7	31·8	8·4	·5	8·3	8·5	0	0	4·8	·5	9·3	13·5
June	1939	·7	10·1	14·7	13·5	4·7	5·5	4·5	7·1	0	3·0	19·0	8·8	20·3	24·1	17·8	0	14·7	7·4	45·3	0	....	34·1	24·7	6·3	26·3	6·7	1·5	6·1	6·2	0	·1	3·5	1·5	5·3	11·6
June	1940	27·7	20·3	11·9	8·5	2·3	3·1	1·6	5·5	9·3	4·7	7·5	·5	17·6	10·0	17·2	4·1	7·1	·3	12·5	0	....	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	·4	3·2	2·3	4·0	7·6
June	1941	16·9	3·2	11·9	3·1	1·1	1·6	·7	3·4	0	·4	9·0	·1	17·0	12·9	10·5	0	1·2	·3	1·4	0	....	15·5	7·9	2·1	16·6	1·7	·1	4·1	4·2	0	0	2·0	1·2	2·6	4·1
June	1942	6·2	3·7	2·4	2·8	·8	1·9	0	1·6	0	·4	9·0	0	13·3	0	4·1	0	1·1	·1	1·7	0	2·9	23·1	5·8	1·4	10·4	1·3	·3	2·1	2·3	0	·1	1·6	2·3	0	0
January	1943	4·0	2·0	3·8	2·9	·2	1·9	2·0	1·6	0	6·2	·4	0	·6	·0	2·6	0	·2	·1	·0	0	6·7	11·5	6·2	1·3	4·5	1·5	·1	1·8	2·0	0	0	0	0	0	0
February,	1943	9·3	2·0	3·8	2·6	·1	1·1	1·0	1·1	0	·6	·2	0	·2	·1	4·6	0	·2	·1	·0	0	2·4	18·9	8·4	1·3	4·3	1·5	·0	1·8	1·9	0	0	0	0	0	0
March,	1943	·7	0	·2	·3	·2	·5	·3	1·0	0	·0	0	2·3	·8	·1	2·4	0	·1	·0	0	0	5·3	9·0	9·1	·9	5·5	1·2	·2	1·8	1·9	0	0	0	0	0	0
April,	1943	·1	0	·6	·4	·4	·6	·5	·8	0	·0	0	1·3	·2	0	2·3	0	·2	·0	0	0	3·2	2·6	2·6	·6	1·5	·8	·3	1·1	1·2	0	0	0	0	0	0
May,	1943	·9	·4	·4	·3	·1	·3	1·8	·5	0	·0	0	1·3	·2	0	2·3	0	·1	·0	0	·8	6·1	2·8	·4	·4	1·0	·6	·3	1·6	1·7	0	0	0	0	0	0
June,	1943	0	·6	·3	·2	0	·2	·1	·2	0	·4	0	·4	·2	0	·1	0	·1	·0	0	0	3·0	1·3	·4	·4	·6	·5	·0	2·1	2·3	0	0	0	0	0	0
July,	1943	0	·1	·2	·2	0	·1	·1	·2	0	·3	·2	0	·3	·2	·6	0	·2	·0	0	·7	2·0	1·3	·4	·4	·6	·4	·0	2·1	2·3	0	0	0	0	0	0
August,	1943	0	·1	·7	·2	0	·2	·2	·2	0	·3	·2	0	·2	·2	·6	0	·2	·0	0	0	2·5	1·0	·5	·2	1·5	·5	·0	1·1	1·2	0	0	0	0	0	0
September,	1943	0	0	·1	0	·2	·2	·2	·3	0	·5	·2	0	·2	·2	·7	0	·1	·0	0	0	2·4	1·2	·5	·2	2·4	·5	·0	1·6	1·7	0	0	0	0	0	0
October,	1943	9·3	0	0	·2	0	·2	·2	·3	0	·7	·2	0	·2	·2	·7	0	·1	·0	0	0	2·4	1·2	·5	·2	2·4	·5	·0	1·6	1·7	0	0	0	0	0	0
November,	1943	9·3	0	0	·1	0	·1	·2	·1	0	·7	·2	0	·2	·2	·6	0	·2	·0	0	·4	0	2·5	·7	·3	2·7	·6	·0	1·5	1·6	0	0	0	0	0	0
December,	1943	0	0	·3	·4	·4	·3	·4	·3	0	·1	·1	0	·2	·2	·8	0	·2	·0	0	·8	·4	0	0	0	1·9	3·1	·7	3·2	·7	0	0	0	0	0	0
March,	1944	18·2	0	·3	·6	·3	·3	·3	·3	0	·8	·1	0	·2	·2	·8	0	·3	1·4	0	·3	1·4	0	0	0	5·6	6·5	·4	1·0	·4	0	0	0	0	0	0
June,	1944	87·2	0	·3	·1	·1	·1	·0	·1	0	·2	0	0	·3	0	·0	0	·1	·0	0	0	0	0	0	0	·3	1·2	·0	1·5	1·6	0	0	0	0	0	0

Labour Law

Labour Legislation in Quebec in 1944

THE Quebec Legislature during its session from January 18 to June 3 enacted new statutes providing for collective bargaining in any industry except agriculture and domestic service, for compulsory arbitration of disputes in public services, the protection of children, and for a Department of Social Welfare. Acts relating to workmen's compensation, vocational schools and housing were amended.

Collective Bargaining

The Labour Relations Act applies to all employees, except superintendents, foremen and other representatives of the employer, members of the professions, domestic servants and farm workers. Railway companies under Dominion jurisdiction are excluded from the Act. The Act requires employers or employers' associations to negotiate, with a view to concluding an agreement, with the representatives of one or more associations of which at least 60 per cent of their employees are members. For failure to negotiate in good faith, an employee is liable to a fine of from $100 to $500 and for a subsequent offence to a fine of from $200 to $1,000 or, in the case of an individual, to three months' imprisonment. An "association" includes "a professional syndicate or union of such syndicates, a group of employees or employers, *bona fide,* having as object the regulation of relations between employers and employees and the study, defence and development of the economic, social and moral interests of its members, with respect for law and authority." Every employer and employee is declared to have the right to be a member of an association and to participate in its lawful activities.

The Act is to be administered by the Labour Relations Board* of three members. It is to determine any dispute as to whether the employer is to bargain with representatives of all his employees or with any particular groups. All questions of representation are to be determined by the Board.

An association desiring to be recognized for purposes of bargaining must forward to the Board a written petition authorized by a resolution of the association, and a copy of the resolution must be filed in support of the petition. To determine the right of the association to recognition, the Board may examine its books and records and may order a secret ballot among any group of employees, if it considers that constraint has been used to prevent employees from joining an association or to force them to join, or if the employees are members of more than one association in sufficient numbers to affect the decision. Employers must facilitate the taking of the vote and every employee in the group specified by the Board must vote unless he has a valid excuse for not doing so. The Board is to issue a certificate to every association recognized by it stating the group which it is entitled to represent. An employer or association may be represented, for purposes of the Act, by duly authorizing representatives.

The employer or employers' association must be given at least eight days written notice of the time and place for carrying on negotiations. If the negotiations have been carried on for 30 days without success or if either party believes that they will not be completed within a reasonable time, either party may notify the Board of the difficulties encountered. The Minister of Labour must forthwith, appoint a conciliation officer to confer with the parties and try to effect an agreement. The conciliation officer must report within 14 days and if no agreement is arrived at, the Minister must appoint a council of arbitration under the Quebec Trade Disputes Act, the report of the conciliation officer taking the place of the application provided for in the Act.

A collective agreement may not be made for more than one year but it may be agreed that it shall continue in force from year to year, unless one of the parties gives written notice of termination to the other not less than 30 days nor more than 60 days before the date of expiration. During the 30-day interval any association may petition the

* The Quebec Labour Relations Board set up under this Act has jurisdiction over purely provincial industries. It is not to be confused with the Quebec Wartime Relations Board, set up under Dominion-Provincial agreement to administer the Dominion Wartime Labour Relations Regulations (P.C. 1003) in the Province of Quebec in respect of war industries (L.G., July, 1944, p. 847). Jurisdiction over railways and interprovincial industries rests with the National Board.

Board to be recognized as the bargaining agent in place of the association which signed the agreement. If any association has been so recognized by the Board, the agreement becomes void, as regards the group represented, at the renewal date following the date of the petition, even though neither party has given notice of non-renewal.

Any association of not less than 20 employees which constitutes at least 10 per cent of the group covered by an agreement made by another association, is entitled to obtain from the latter a copy of the agreement and to make to the employer, on behalf of its members, any complaint arising from a violation of the Act or of the agreement.

Nothing in the Act is to prevent an unrecognized association from making a collective agreement but such an agreement is void from the date on which another association is recognized by the Board as the bargaining agent for the employees concerned. These provisions do not apply, however, to an agreement existing when the Act came into force (February 3, 1944), unless the Board decides that when it was made or renewed, an association which was a party to it did not fulfil the conditions required for recognition by the Board. An agreement is of no effect until a certified copy of it has been filed with the Board.

It is forbidden for an employers' association or for an employer or his agent to seek to dominate or to hinder the formation or activities of an employees' association, or for an employees' association, or any person acting for it, to belong to an employers' association or seek to dominate it or hinder its formation or activities. Employers and their agents or associations may not refuse to employ any person because such person is a member or officer of an association or seek, by intimidation, threat of dismissal or other threat, or by imposition of a penalty, or by any other means to compel an employee to abstain from becoming, or to cease to be, a member or officer of an association. This provision is not, however, to have the effect of preventing an employer from suspending, dismissing, or transferring an employee for cause, proof of which is on the employer. No person may use intimidation or threats to induce any one to become or to refrain from becoming or to cease to be a member of an association. No person acting on behalf of an association may solicit an employee for union membership in working hours or at his place of employment except with the consent of the employer.

A strike or lockout is prohibited so long as an association of employees has not been recognized as representing the group of employees concerned and so long as such association has not taken the required proceedings for the making of an agreement and until 14 days after the Minister has received the report of a council of arbitration appointed under the Trade Disputes Act. Until these conditions are fulfilled an employer may not change the conditions of employment without the employees' consent. A strike or lockout is also prohibited for the duration of a collective agreement, unless the dispute has been referred for settlement in accordance with the agreement or, failing such provision in the agreement, in accordance with the Quebec Trade Disputes Act, and for 14 days after receipt by the Minister of the report. The above provisions are not to prevent an interruption of work which does not constitute a strike or lockout.

No association, or person acting on behalf of an association, may order, encourage or support a slackening of work designed to limit production. No association which has entered into a collective agreement and no group of employers or of employees who are members of such association may take steps to join another association except during the 60 days preceding the date of expiration or renewal of the agreement.

Every association must file with the Labour Relations Board a copy of its constitution and by-laws, a statement showing fees and assessments and, after each election or appointment of officers or representatives, a certificate stating the names and addresses of such persons.

The Labour Relations Board is to consist of a Chairman and two other members appointed by the Lieutenant-Governor in Council. Every decision must have the assent of two members, which number also constitutes a quorum at meetings. The Board may make regulations governing its procedure, the form of reports to be made and, generally, for carrying out the Act. Such regulations are to come into force on approval of the Lieutenant-Governor in Council and publication in the Quebec Official Gazette. In the absence of a regulation applicable to a particular case, however, the Board may prescribe any act or formality which could be prescribed by a regulation and with the same effect. Any person authorized by the Board may make an investigation to ascertain whether the Act is being complied with. The Board may revise or cancel any of its decisions or any certificate issued by it. A decision of the Board is not evidence for purposes other than those set forth in the Public Services Employees Disputes Act. No evidence is to be admitted to show that an investigation or prosecution under the Labour Relations Act has been taken on complaint of an informer or to discover the identity of the latter.

An employer or association of employers which, having received the prescribed notice, fails to acknowledge as representing his or its employees, or fails to negotiate with the representatives of, an association recognized by the Board, is liable to a fine of from $100 to $500 for a first offence, and for a second offence, to a fine ranging from $200 to $1,000 and, in addition, in the case of an individual, to a prison term not exceeding three months. Any person declaring or instigating a strike or lockout contrary to the Act, or participating in it, is liable, in the case of an employer, association, or officer or representative of an association, to a fine of from $100 to $1,000 for each day or part of a day during which the strike or lockout exists and in all other cases to a fine of from $10 to $50 for each such day or part of a day. Any person failing to comply with any obligation imposed by the Act or by a regulation or decision of the Board, is liable, unless another penalty is applicable, to a fine not exceeding $100 for a first offence or $1,000 for a subsequent offence. An official of the Board or any person acting under its orders who reveals to any one other than the Board any fact which he learns in the discharge of his duties is liable to a fine of not more than $100.

The following are party to an offence and liable to the same penalty as the person committing it: Any person who aids or abets the commission of the offence, and if the offence is committed by a corporation or an association, every director, administrator, manager or officer who in any manner approves of or acquiesces in the act which constitutes the offence. If several persons conspire to commit an offence, each of them is guilty of each offence committed by any of them in carrying out their common intention. No penal prosecution may be taken under the Act without the written authority of the Board or the consent of the Attorney General.

If it is proved to the Board that an association of employers seeks to dominate or hinder the formation or activities of an employees' association or that an employees' association belongs to or seeks to dominate or hinder the formation or activities of an association of employers, the Board may, without prejudice to any other penalty, dissolve the offending association after giving it an opportunity to produce evidence in its own defence.

The provisions of the Act apply to collective agreements existing at the time of its coming into force (February 3, 1944) but such agreements are to be deemed to be amended to limit their force to one year, with privilege of automatic renewal on the same terms as those given above for agreements made under the Act.

Arbitration of Disputes in Public Services

The Public Services Employees Disputes Act prohibits a strike or lockout in a "public service" which is defined to include municipal and school corporations, the Provincial Civil Service, public charitable institutions within the meaning of the Quebec Public Charities Act, insane asylums, the operation of telephones and telegraphs, transportation, railways, tramways, navigation, and the production, transmission, distribution or sale of gas, water or electricity. Railways under Dominion jurisdiction are excluded.

Notwithstanding any general law or special Act, the Labour Relations Act is to apply to public service employees with the modifications indicated in this Act.

Except in the Civil Service, where the Civil Service Commission is to act as a council of arbitration, disputes in public services are to be submitted to arbitration under the provisions of the existing collective agreement for the settlement of disputes or, if there is no such provision, under the Quebec Trade Disputes Act. The arbitration award may be executed under authority of a court of competent jurisdiction on application of an interested party or of the Labour Relations Board. No arbitration award establishing conditions of employment is to bind the parties for more than one year.

Members of Provincial or municipal police forces and civil servants may not remain or become members of an association which does not consist solely of persons in the same category or which is affiliated with another organization or association.

The Act contains sections identical with those in the Labour Relations Act fixing penalties for declaring, instigating or participating in a strike or lockout and for failure to comply with the Act or with regulations or decisions of the Board, enumerating classes of persons deemed to be party to an offence, declaring each of several parties to a conspiracy guilty of an offence committed in carrying out the common intention, forbidding the taking of an action without written authority of the Board, and prohibiting the admission of evidence which would identify an informer.

Workmen's Compensation

An amendment was made in the section of the Workmen's Compensation Act dealing with compensation to workmen engaged in water transport. Where such a workman resides or was hired in the Province and is obliged to work both within and without the Province, compensation is payable if the vessel is registered in a Canadian port or if the

owner or charterer has his domicile or principal place of business in the Province. Formerly, compensation was only payable in such cases if the accident happened in Canadian territorial waters.

Merchant Seamen

The section of the Civil Code which declared the hiring of seamen to be subject to the provisions of the Canada Shipping Act and of the Merchant Shipping Act of Great Britain was amended to delete the reference to the latter statute, which was repealed, in so far as it related to Canada, by the revised Canada Shipping Act, 1934.

Medical Examination of Employees

An amendment in the Cities and Towns Act enables city and town councils to make by-laws requiring persons employed in hotels and restaurants to undergo an annual medical examination and to furnish the municipal officer appointed for the purpose with a medical certificate stating that they are not germ-carriers liable to spread infection, to forbid any hotel or restaurant-keeper to employ any person who does not hold such a certificate, and to determine the classes of employment to which the by-law shall apply.

Vocational Education

An Act respecting Certified Technicians changes the name of the "Corporation of Technicians", which was incorporated under the Quebec Companies Act, to the "Corporation of Certified Technicians" and amends the Specialized Schools Act to provide that a diploma given by a "Specialized School" to a technician in any special field shall confer upon the holder the right to membership in the Corporation, without further examination, after payment of the ordinary fee, which may not exceed $10 a year. The Specialized Schools Act governs the Montreal School of Higher Commercial Studies, schools of fine arts in Montreal and Quebec, technical schools in Montreal, Quebec, Three Rivers and Hull, the Montreal Furniture-making School and any arts and trades schools.

Only members of the Corporation in good standing, holding the necessary diploma or a diploma issued outside the Province and declared equivalent by the Lieutenant-Governor in Council, on recommendation of the Superior Council of Technical Education, may use in the Province the title of "certified technician," followed by an indication of their speciality. Any one who, either verbally or in writing, assumes such a title or a title giving rise to the belief that he is a certified technician without having the right to do so, is liable to a fine not exceeding $100 for a first offence and from $100 to $200 for a subsequent offence.

An Act to amend the Specialized Schools Act classifies the Graphic Arts School as a technical school. The director of the school will, accordingly, become a member of the Superior Council of Technical Education.

Free Education and School Books

Amendments in the Education Act, which came into force July 1, 1944, enable the Province to reimburse school boards for three-fourths of the cost of purchasing school books which are made available free of cost to school children. Where the Lieutenant-Governor in Council, on recommendation of a Committee of the Council of Education, requires the use of a specified text-book, the Government is to pay nine-tenths of the cost.

School commissioners or trustees may not collect school fees except for grades above the primary and intermediate grades.

Protection of Children

The Children's Protection Act and the Child Protection Schools Act carry out, with some slight changes, the recommendations of the Quebec Health Insurance Commission's Report on child protection and nurseries. The former Act repeals the Industrial Schools Act and enacts new provisions for taking care of neglected children. A "neglected child" is defined to include, *inter alia,* a child who begs in a street or public place, whether he does so openly or on the pretext of selling or offering anything for sale. The child protection schools are to replace the industrial schools which have been abolished.

Housing

The Housing Act enables the Provincial Treasurer, with the authorization of the Lieutenant-Governor in Council, to make agreements with corporations or cooperative syndicates and with the Dominion Government for the purpose of making loans for the construction of dwellings costing not more than $6,000, including the cost of the land. The Provincial Government is to make loans to the institutions, which, in turn, may lend to persons building houses an amount not exceeding the difference between 90 per cent of the cost and the amount of the loan under any Dominion housing law.

The agreement may fix the date of maturity of the Provincial Government loan on a date after the expiration of the period fixed for repayment of the Dominion loan. It may also be agreed that the Provincial Government will bear the loss of its advance if the amount owing the other parties could not otherwise be collected. The sums required for carrying out the Act may be paid from the Consolidated Revenue Fund of the Province up to a total of $1,000,000.

An Act to encourage the Construction of Dwelling Houses by a Commutation of Taxes amends the Municipal Tax Exemption Act to enable municipal corporations to pass by-laws granting a commutation of taxes, on certain types of dwellings built between April 1, 1944 and April 1, 1947. The commutation is to consist of a reduction of not more than 70 per cent in the assessed value for the first year, and is to decrease uniformly each year for seven years, at the end of which time the owner will be taxed on the full assessed value. The houses, on one or more classes of which commutation may be granted, are: Single-family residences, detached or semi-detached, occupied by the owner and having assessed value of at least $2,000; two-family detached or semi-detached dwellings, one section of which is occupied by the owner, with assessed value of not less than $4,000; and residences laid out for a number of dwellings built by a limited dividend corporation with Dominion Government assistance. Commutation lasting for 14 years and reducible every two years may also be granted on detached or semi-detached single-family dwelling houses occupied by the owner and valued at from $2,000 to $5,000. Commutation does not apply in any case to school taxes, water-rates or compensation for water.

Department of Social Welfare

The Department of Social Welfare Act sets up such a Department, distinct from the Department of Health, in accordance with the recommendation of the Quebec Health Insurance Commission. The new Department is to administer the laws relating to old age and blind persons' pensions, and needy mothers' assistance, which are at present under the Department of Labour, and the new law relating to protection of children. The carrying out of the Public Charities Act is divided between the two Departments.

Co-operation

An Act to incorporate "La Societe d'Assurance des Caisses Populaires" constitutes the persons named in the Act and any who may join them, a corporation under the above title with headquarters at Levis. The corporation is an association without share capital and its purpose is to carry on a mutual insurance business, including land and maritime insurance and reinsurance respecting property, civil responsibility and persons, except life insurance. The object is to protect the business and property of co-operators and members of credit unions incorporated under the Quebec Co-operative Syndicates Act. Contributions may be received for establishing a reserve fund from at least three credit unions.

Resolution

A Resolution, adopted May 3, 1944, urged that, owing to the general increase in the cost of living in the Province, the House consider reducing from 70 to 65 the age at which old age pensions might be granted and concur with the Dominion Government in any agreement arrived at on this matter.

Recent Regulations Under Dominion and Provincial Legislation

RECENT Dominion Orders in Council deal with the incorporation of the cost-of-living bonus in the wage-rates of hourly-paid Government employees and with compensation for employees of Crown companies injured or killed in the course of their duties, in flying accidents. Another Order permits ships' officers to take certain measures to deal with offending seamen on Canadian ships. The Canadian Vocational Training Program has been extended to include the production of essential civilian goods.

Among Provincial Orders are: Alberta regulations governing overtime rates for men employed in road construction; exemption of fruit and vegetable canneries in British Columbia from the Hours of Work Act during the season; a summer Order providing for a 56-hour week for women in resort hotels in British Columbia and a British Columbia regulation providing for and the filling of a vacancy as a collective bargaining representative. New First Aid Service requirements have been issued by the British Columbia Workmen's Compensation Board. The wages of Ontario apprentices can now be increased or reduced with journeymen's rates. Under the Ontario Hours of Work and Vacations with Pay Act general regulations were made and rulings issued for hotels, restaurants and retail shops. New regulations govern fire-protection methods and apprentices in Ontario theatres.

Dominion

Government Employees

An Order in Council (P.C. 3374) made under the War Measures Act and gazetted May 15 sets out the procedure for establishing new "consolidated wage-rates," that is, the former wage-rates plus cost-of-living bonuses, for Government employees who are exempt from the Civil Service Act and paid at hourly rates. Lists are to be prepared showing the Department, its location, the number of positions by classes as of April 1, 1944, the present hourly rates, giving pay and bonus if any, and the proposed new consolidated rates. A certificate is to be attached to the schedule of rates showing the concurrence of the Department of Labour. These lists are to be submitted to the Treasury Board with a recommendation from the Minister of the Department concerned before May 31, 1944, but the rates so established are not to be effective before July 1. Any future changes in rates are to be authorized in the same manner. The Order excludes hourly-paid employees from the Order in Council (P.C. 6702) of August 26, 1941, as amended, which granted a cost-of-living bonus to members of the Public Service of Canada, but it does not bring any Government employee under the Wartime Wages Control Order, 1943, who was not previously subject to it. The Order in Council (P.C. 22/4627) of June 1, 1942, is rescinded, which stipulated that changes in the wages of employees engaged at prevailing hourly rates should be approved only when concurred in by the Treasury Board on the recommendation of the National War Labour Board.

An Amendment (P.C. 33/5177) made July 7, 1944, and gazetted July 17, makes the stipulation that the new consolidated wage-rates as provided for above, shall apply to Government employees paid at prevailing hourly rates who do not contribute to the Superannunation Fund and who are exempt from the Civil Service Act. The Order provides further that on or before July 1, 1944, rates for the latter class will be established by the Governor in Council on the recommendation of the Minister of the Department concerned. The time-limit for the submission to the Treasury Board of the lists mentioned above was extended until June 30, 1944.

Seamen

An Order in Council, made on June 5, 1944, under the War Measures Act and gazetted June 12, deals with the matter of jurisdiction concerning seamen charged with offences while serving on Canadian ships. The order provides for adequate measures to be taken on board ship during the present war emergency to investigate misconduct on the part of seamen and, where necessary, to enable adequate disciplinary action to be subsequently taken in Canada against any offender. Where the efficiency of the ship may be endangered, such a seaman may be discharged in a convenient port or place, when the ship is not likely to proceed to Canada for some time. The offence must be entered in the official ship's log. Court expenses are carried by the Department of National Defence for Naval Services.

Vocational Training

An Order in Council (P.C. 5103) passed July 3 and gazetted July 10 replaces that of April 17 (P.C. 2692) (L.G., May, 1944, P. 675), which extended the Canadian Vocational Training Program to the production of essential civilian goods. The earlier Order amended the agreements which have been made in the Dominion with eight provinces concerning the training of workers for war industries by enlarging the definition of "war industries" to include such industries producing essential civilian goods as might be designated by the Dominion Director of Training on the recommendation of the Wartime Prices and Trade Board. The repealing Order provides, instead, that each provincial agreement may be amended in regard to the definition of war industry by a supplementary agreement signed with the Dominion, the Dominion Minister of Labour to designate, on the recommendation of the Prices Board, what industries shall be considered "war industries".

Workmen's Compensation for Crown Company Employees

An Order in Council (P.C. 3095) under the War Measures Act and the Department of Munitions and Supply Act, which was made April 8, 1944, provides workmen's compensation for persons who receive injury as a result of flying in the course of their duties as employees of a "Crown company". Gazetted May 8, the Order states that employees of any company which has or may become incorporated by the Minister of Munitions and Supply, will be deemed to be employed in the Public Service of Canada or under the direction of a department of public service. They will be eligible to receive compensation for injury resulting from a flight in any aircraft, military or civil, taken in the course of their duties as employees of such a corporation, as stipulated in Orders in Council (P.C. 2187) of October 20, 1922, and (P.C. 1165) of June 15, 1927. Compensation may also be given the dependents

in case of fatal accidents occurring during airplane flights on the same scale as would be awarded under the Pension Act to members of the Canadian Air Force in the same circumstances.

Other Orders

The following recent Orders in Council are summarized elsewhere in the LABOUR GAZETTE: P.C. 5130 and P.C. 5419 of July 6 and 24, amending National Selective Service Civilian Regulations; P.C. 5485 of July 18, concerning coal mining in British Columbia under the Wartime Labour Relations Regulations; P.C. 5210 dated July 13, consolidating the Post-Discharge Re-establishment Order, and P.C. 5771 of July 27, postponing military training for men engaged in delivering coal.

Provincial

Alberta Male Minimum Wage Act

Orders No. 23 under the Male Minimum Wage Act and No. 31 of the Hours of Work Act, made on June 15, 1944, and gazetted June 30, stipulate that men engaged on road construction in rural municipalities, must be paid for overtime at not less than the ordinary rate. The Orders do not apply in incorporated cities, towns and villages. They became effective on June 15, 1944.

B.C. Electrical Energy Inspection Act

An Order in Council of June 26, 1944, gazetted June 29, replaces regulations approved on January 25, 1935 (L.G. April 1935, p. 323). The Order amends the variations made in the Canadian Electrical Code for use in B.C. by the British Columbia regulations of 1935. The changes relate to definitions concerned with administrative agencies and the wiring of buildings.

The Order stipulates that only rigid conduit or, by special permission, flexible conduit, or armoured-cable shall be employed in wiring buildings used for industrial, commercial or manufacturing purposes, as well as in wiring buildings of fireproof or of mill construction, hotels, private or public hospitals, churches, halls and other meeting-places having a floor area of 1,200 square feet or more including aisles. In addition, bus-bars must be used for currents in excess of 100 amperes. If the floor area of a garage or service station is sufficient to accommodate more than two vehicles, it was required that the wiring should be in conduit, surface metal raceways, armoured-cable, wireways or busways. The words "armoured cable" are struck out.

British Columbia Hours of Work Act

A regulation of June 27, 1944, under this Act which was gazetted June 29, stipulates that employees engaged in canning, preserving, drying or packing any kind of fruit or vegetable, are exempt from the Hours of Work Act until March 31, 1945.

B.C. Female Minimum Wage Act

The annual summer Order pertaining to resort hotels made June 27, 1944, and gazetted June 29, is declared effective from the latter date until September 9, inclusive. Instead of the maximum 48-hour week and eight-hour day fixed in Order 52, women employed in the hotel and catering industry in summer resorts may work up to 56 hours a week and ten hours a day. Time and a half is payable for time worked in excess of 48 hours a week, but not for work in excess of eight hours a day, if the weekly maximum is not exceeded. Twenty-four consecutive hours of rest in each week must be given unless application is made to the Board by both employers and employees. The Order does not apply to cities, organized districts or villages.

B.C. Wartime Labour Relations Act

Regulation 3 under this Act, gazetted June 22, provides that if any person appointed or elected to act as bargaining representative is no longer available to act in this capacity, a successor may be appointed or elected with the approval of the Minister of Labour.

B.C. Workmen's Compensation Act

The Workmen's Compensation Board of British Columbia has laid down new First Aid Service requirements which became effective June 1, 1944. The previous rules which came into operation on May 31, 1942 (L.G. 1942, p. 693), replaced those issued in 1922.

The new rules are set out in a pamphlet distributed by the Board. The chief changes in the first-aid equipment required to be kept are in the number of various supplies to be available and the addition to the list of certain articles: optic loops with caps, jelly for burns, ammonia inhalants, adhesive dressings, and a copy of First Aid Service Requirements.

Ontario Apprenticeship Act

General regulations under the Apprenticeship Act were amended by Order in Council of June 8, 1944, and gazetted on June 24. The

change made on June 8 provides for increasing or reducing the wages of apprentices during the life of the contract. The previous regulations made no provision for a change in wages except by written application to the Director for a revision of rates. The amendment provides for wages of apprentices to be increased or decreased in the same degree as the prevailing wage paid to a journeyman, where wages of the apprentice may be shown to be a percentage of those of a journeyman.

The Apprenticeship Act, 1928, governed apprenticeship in bricklaying, masonry, carpentry, painting and decorating, and plastering. In 1937 the following trades were brought under it: electrician, motor vehicle repairer, plumber, sheet metal worker, steamfitter, barber and hairdresser.

The Act states that no minor may be employed in any of these trades for longer than three months, except under contract of apprenticeship lasting for not less than two years. A formal document, signed by both parties, must be drawn up, any alteration of terms being reported to the Minister. By the 1937 amendment, no person eligible to be an apprentice in any designated trade who has not completed the period of apprenticeship, shall be employed for more than three months unless he enters into a formal contract.

The revised Act of 1936 provides for a Provincial Apprenticeship Board appointed by the Lieutenant-Governor in Council consisting of three members, one of whom shall act as chairman. The members will be paid no regular salary, but will receive expenses when engaged on duties arising from the Act.

Ontario Theatres and Cinematographs Act

New regulations under this Act were approved by Order in Council of July 11, 1944. They deal chiefly with methods of fire-protection and apprentices. Definitions of approved Class A and Class B fire-doors are given and there are new sections covering sprinkler and heating systems; the arrangement of film-housing buildings; vault vents; lighting, elevator and stairway requirements; approved shipping containers; and the storage of films in exchanges.

There is a reduction in the number of subjects for apprentices' examinations and fuller details of the subjects remaining in the syllabus. In addition, apprentices are to be examined on their knowledge of film and projection, electricity and sound. A $5 fee must accompany application for any class of apprentice examination or any renewal of certificate.

Three classes of licences are to be issued; first and second class projectionists and apprentices.

Quebec Minimum Wage Act

Assessments. By-law B-1 (L.G., 1943, p. 107) providing for assessments on employers to cover the cost of administration of the Act except in connection with forest operations has been revised by an order gazetted June 23. The section is repealed which stipulated that cost-of-living bonuses were not subject to the levy. This change affects the levy on all wages paid on and after July 1, 1944. Similar amendments in By-laws B-1-B and B-1-C pertaining to levies on employers engaged in timber-driving operations, and forest operations other than timber-driving (L.G., 1944, p. 236) were made by Orders gazetted June 23. The latter amendment has been in operation since May 1, 1944.

Orders made on June 27 and gazetted July 29, add a new clause to By-laws B-1-B and B-1-C, stating that for truck-drivers using their own trucks, the levy is made only on the part representing thirty-hundredths ($^{30}/_{100}$) of the amounts paid them, and for carters hired to work with their horses and vehicles, only on the part representing half the amounts paid them.

Renewals. Order No. 9 (L.G. 1943, p. 1034) fixing minimum salaries for teachers employed by the City of Verdun School Board has been renewed until July 1, 1945, by an Order gazetted June 23. Order 37 (L.G., 1940, p. 927) governing establishments manufacturing glass containers has been renewed until August 1, 1945, by an Order gazetted June 30.

Three minimum wage Orders were renewed by notices gazetted July 29. Order No. 14 (L.G., 1938, pp. 1099, 1236; 1940, p. 124) concerning maintenance men working in office-buildings, apartment houses and other public buildings in the Montreal district has been renewed until September 1, 1945, by an Order gazetted July 29. Order 28 relating to dye-works and laundries in the City of Quebec and town of Quebec-West (L.G., 1939, p. 1003; 1940, p. 447), and Order 29 concerning taxicabs and automobiles for hire in the cities of Quebec and Levis (L.G., 1939, p. 1002), have also been renewed until September 1, 1945.

Legal Decisions Affecting Labour

Ontario Court Quashes By-Law Governing Shop Closing-Hours in London

A MOTION to quash a by-law passed in 1944 under the Factory, Shop and Office Building Act was heard by Mr. Justice Gillanders in Weekly Court, London, on June 22. A clause of the by-law provided that all fruit shops in the City of London should close on all week-days except Saturday, with certain exceptions, at 6.30 p.m. and should remain closed until 5 a.m. on the following day. Further clauses provided that such shops should close at 7 p.m. on Saturdays and every day preceding a public or statutory or civic holiday and remain closed until 5 a.m. of the next business day. The Court quashed the by-law. The applicant was granted costs, and other security which he had paid into the Court was to be returned after the time limit for an appeal.

The by-law was attacked on the ground that the statute did not give the Council power to provide by by-law for shops to be closed beyond 6 p.m. on any day, or before 5 a.m. on the following day, except by petition from three-fourths of the owners of such shops in the municipality. The by-law provided for the closing of fruit shops at 6.30 p.m. It was suggested that in the event of the Court holding the above-mentioned clauses *ultra vires*, that portion of the by-law might be quashed, allowing the remainder to stand. Justice Gillanders cited a former case in which the Court suggested that an individual councillor might not have voted for the by-law except as a whole. Similar reasoning applied in this case. The Court concluded with the decision that the by-law must be quashed. *Nelson vs. City of London,* (1944) O.W.N. 455.

Action under Quebec Minimum Wage Act Succeeds if Time Limit Not Pleaded

On October 29, 1943, the Quebec Superior Court awarded a claim for salary amounting to $130 to the Minimum Wage Commission on behalf of a janitor. He and his wife had worked as joint janitors from March 1 to September 1, 1942, receiving a total of $140, or $20 for four months and $30 for two months. Minimum Wage Ordinance 14 of September 10, 1938, prescribes $45 as the minimum rate for janitors devoting full time to 12 to 20 apartments. Thus they should have received $270 and the Court upheld the claim for the difference of $130.

The defence argued that the man alone was engaged as janitor and he worked only part-time. However the evidence established that while he did not work full-time, his wife worked full-time and they were joint janitors paid jointly. The defence raised the question of the time-limit imposed on actions for wages. Article 30 of the Minimum Wage Act stipulates:

> "Any civil action arising out of an ordinance or out of this Act is prescribed by six months from the due date in each case . . ."

This prescription was not pleaded, however, and the Court held that according to article 2188 of the Civil Code of Quebec, it could not supply this defence:

> "The Court cannot of its own motion supply the defence resulting from prescription, except in cases where the right of action is denied."

Commission du Salaire Minimum v. Lajeunesse, 1944, Rapports Judiciaires de Quebec, Cour Supérieure, 197.

Two Judgments Involving British Woodworking Regulations

Two cases recently decided in the British Courts were concerned with injuries suffered by workers in woodworking establishments. One decision was in favour of the employer and the other awarded damages to the employee.

The British Court of Appeal dismissed a workman's action against his employers claiming damages for the loss of a thumb in a circular saw. The Factories Act requires all dangerous machinery to be securely fenced but the Woodworking Machinery Regulations, 1922, modified the Act in respect of saws by substituting prescribed guarding for the "secure fencing" required by the Factories Act. Since the saw was entirely enclosed at the bottom underneath the table, and had an adjustable guard at the top, it was ruled that the employers had complied with the obligation imposed by the Regulations.

The evidence showed that no better guard was in existence, and it seemed that no guard had been invented which would provide absolutely secure fencing for these saws. Lord Justice Goddard pointed out that some part of the cutting edge had to be exposed or the wood could not be cut. In any case, the Factories Act expressly provided that special regulations might be made to "modify or extend with respect to any class or description of factory any provisions of Part II," which includes the section on fencing machinery. The Lord Justice said that this amounted to a recognition that there were some modern machines which could not be completely fenced if they were to be used. The Regulations, therefore, must be regarded as a modification of the Factories Act provision. *Miller v. William Boothman and Sons Ltd.* Court of Appeal, January 12 and 19, 1944.

A woodworking machinist seriously injured his right index finger in a chain mortising machine and sued his employers for damages, claiming that they had not carried out the safety provisions of the Woodworking Machinery Regulations. The chain cutter on the machine projected about ⅝ inch below the guard, and the case hinged on whether, according to the Regulations, it was the worker's or the employer's responsibility to see that the guard was properly adjusted. The British Court of the King's Bench ruled that the plaintiff had met with the accident as a result of a breach of statutory duty by the employers, and awarded £500 damages and costs.

The workman relied on Regulation 21 providing that:

> The guards and other appliances required by these regulations shall be maintained in an efficient state and shall be constantly kept in position while the machinery is in motion, except when, owing to the nature of the work being done, the use of the guards or appliances is rendered impracticable. The guards shall be so adjusted as to enable the work to be carried out without unnecessary risk.

In opposing the workman's claim, the employers stressed Regulation 23:

> "Every person employed on a woodworking machine shall (i) use and maintain in proper adjustment the guards provided in accordance with these regulations . . ."

Mr. Justice Singleton accepted the plaintiff's evidence regarding the position of the guard before the accident, and his statement that it had been that way as long as he had worked on the machine and that he had not been instructed with regard to adjusting it. In the Court's opinion it was the duty of the employers to see that the guard was in its proper position, and then after its initial correct adjustment, the worker was responsible for keeping it that way, although the employer should ensure from time to time that this was being done. Thus the employers had failed to carry out their obligation under Regulation 21. *Tay v. D. & L. Studios Ltd.* High Court of Justice, King's Bench Division, December 20, 1943.

British Court of Appeal Holds Children's Allowances Paid to Corporation Employees Valid

Two Birmingham city councillors, respondents in the case, had paid "children's allowances" to some of the non-manual employees of the city corporation following the adoption by the council of a report endorsing a plan for children's allowances. The district auditor to the Ministry of Health contended that these payments were illegal and disallowed them, surcharging them on the councillors. The Divisional Court quashed the disallowances and surcharges, holding that the respondents had exercised their powers with care and had recognized that reasonable discretion must be exercised in the interests of the ratepayers. Upon appeal the decision of the Divisional Court was upheld. The case was reported in the London *Times* of May 13, 1944.

Lord Justice Goddard of the Court of Appeal said that however the sums paid by the corporation to their employees were made up, they were, nevertheless, wages. The job of the auditor was to see whether there was any excess in the amount of wages, not to inquire into the motive of the corporation for paying that amount. In this case the amounts paid were fair and reasonable. If the corporation had brought every salary up to its pre-war value, they would have been within their rights, so that it must have been within their powers to bring the salaries of those who were hardest hit up to this level. *Lewis and Others v. Walker,* Court of Appeal.

Prices and Price Control

Activities of the Wartime Prices and Trade Board April-June, 1944

THE three months reviewed in this summary saw the invasion of France and the intensification of war production in a number of fields. The Canadian civilian economy, therefore, continued to be faced with problems of shortages and pressure on prices.

Supply and Pricing Problems

The most serious problem was a general labour shortage. The tight labour situation resulting from the full use of the country's resources for war and civilian production was rendered critical by the coincidence of new requirements for war production with the return of farmers and farm workers from their temporary winter occupations (logging, meat packing, etc.), and an intensified recruiting drive for the armed forces.

The supply and pricing problems that arose during the quarter were largely the result of continued labour shortages. Shortages in the textile field required further scheduling of production and additional measures to control prices and qualities of clothing. A shortage of containers of all kinds was partly due to shortages of labour for lumbering and pulpwood cutting in former seasons. Most durable household goods remained in short supply owing to the continuing need to use labour and production facilities for munitions. This shortage necessitated production programs for various articles and improved control over the prices of used goods.

In the foods sphere, strawberries, raspberries and cherries were brought under price control and the tea and coffee ration was increased. Butter production continued to lag behind last year's level, and a second temporary reduction in the butter ration was made in June.

Review of Controls

Civilian supplies continue to be restricted and the outlook for the future is uncertain, depending to a large extent on the duration of the campaign in Europe. The situation may change suddenly and problems of reconversion may arise without much advance notice. In order to facilitate civilian production when it becomes possible the Board's Administrators are reviewing standardization measures, simplification and quantity restrictions and are removing those no longer essential. Many of these general restrictions have been rendered unnecessary by the development of "positive" measures, such as the allocation of raw materials and the scheduling of production.

In June a number of changes were made in the Board's order requiring a permit for the commencement, acquisition or expansion of a business and for new lines of business. Some relaxation of these regulations was possible in view of the fact that controls over the distribution of goods in short supply, and methods of pricing new goods were more fully developed, and the rate of expansion of war production had slowed down. The order was, therefore, modified to permit a change of ownership, the acquisition of more floor space and movement to new premises without a licence from the Board. Permits were still required for the commencement of a new business and for changes in the class of business and in the class of goods dealt in. However, the Board signified its readiness to grant such permits, on the understanding that the permit did not entitle the applicant to a quota of any goods in short supply.

This relaxation was desirable in order to enable ex-servicemen and others to re-enter or establish civilian type businesses and to enable plans to be made for the production of new lines of civilian goods when war requirements permit.

During the quarter under review the procedure for the procurement of Canadian relief supplies by the United Nations Relief and Rehabilitation Administration was worked out. The Prices Board is concerned with these arrangements since it is responsible for the supply of civilian goods in Canada and is, therefore, concerned with ensuring that exports do not reduce domestic supplies below essential civilian requirements. The Board takes part in the preparation of estimates of supplies that can be made available for relief. Arrangements have already been made for the supply of various materials and equipment by Canada, including woollen garments, farm machinery, canned fish and soap.

The Budget

In his budget speech on June 26 the Minister of Finance announced that the government desired "to give concrete evidence of the direction which it is endeavouring to follow in the formulation of post-war commercial policy", and also "to give to agriculture assurance in respect of some of the conditions under which it may expect to operate after the war". The budget, therefore, provided for the removal of customs duties and war exchange tax on agricultural machinery and parts. The Board took steps to see that the benefit of this reduction in costs would be passed on to the consumer by requiring importers and dealers to reduce their prices by an equivalent amount, except in the case of parts imported for further manufacture.

In view of the great shortage of United States dollars prevailing at the time, Schedule I of the War Exchange Conservation Act of December, 1940, prohibited the import of a long list of articles from non-sterling areas. Since then, however, Canada's foreign exchange position has improved, and the government decided that Schedule I should be repealed, since it was purely an emergency regulation. This amendment was scheduled to go into effect on August 1.

The Minister of Finance emphasized that "it must not be assumed that there will forthwith flow into this country a flood of imports. Because of the scarcity of supplies in the United States many of these prohibitions have been quite nominal in effect". In addition imports will have to sell under the domestic ceiling and it will not be profitable in many cases to buy at United States prices since "it is not proposed to extend import subsidies to luxury goods".

In July, the existing system of import control by permit was applied to the textile items affected by this amendment, namely: clothing and certain household textile articles. Canada's total imports of textiles from the United States are limited by quotas fixed by the War Production Board and permit control is necessary to assure that quotas are not exceeded and are filled in accordance with Canadian requirements. Imports of gasoline, motor vehicles and diamonds were also placed under permit.

Foods

Fresh Fruits: Ceiling prices were set for the 1944 crop of strawberries, raspberries and cherries, in accordance with the policy adopted in the summer of 1943 of controlling prices of fresh fruits wherever practicable. Prices were set below those prevailing last year but above the 1942 level and the normal seasonal drop in strawberry prices in the second half of June was provided for. In the late-producing areas maximum prices and markups were to rise again after July 15 as is normally the case. In July maximum prices were also set for apricots.

Meat—Lamb and Mutton: In the course of the quarter a system of standard prices at wholesale and retail was introduced for mutton, and all lamb and mutton pricing orders were revised and consolidated in an order effective July 3.

Wholesale and retail cuts of mutton were standardized, and specific maximum prices set, as had already been done in the case of beef, veal and lamb. Retailers were required to display a lamb and mutton price card supplied by the Board. The lamb price structure was revised so as to make maximum wholesale prices for all lamb except "spring lamb" uniform throughout the year.

Retail prices will fall if wholesale prices drop below the ceiling, since the order requires the retailer to reduce the maximum price of retail cuts by one cent per lb. for each drop of one cent per lb. in the average carcass cost of his purchases in the previous week. The same provision was made for spring lamb and mutton. The special spring lamb ceiling was made to terminate on July 15 instead of August 31, as last year, thus reducing ceiling prices during those six weeks.

Beef: Until the end of 1943 the amount of meat available in butcher shops was limited because of heavy demand both at home and for export. By the beginning of 1944, however, the removal of restrictions on pork for domestic consumption, together with the increased marketing of cattle, lambs and calves, and the bottlenecks in cold storage and transportation had resulted in surplus meat supplies.

Consumers were, therefore, in a better position to express their preferences and, under the existing price structure, front quarter beef tended to back up in the hands of packers and dealers, while the demand for hind quarter cuts was high.

Meat rationing was suspended early in March, but there was no appreciable change in overall consumer purchases and front quarter beef continued to move slowly.

Early in June the Board attempted to stimulate a more balanced marketing of beef by reducing the maximum wholesale and retail prices of fore quarter cuts and increasing the prices of hind quarter cuts. This adjustment involved no change in the average level of beef prices and was helpful in moving fore

quarters, though it did not completely restore the balance. No corrective could offer a complete solution during the warm weather when front quarter beef is always in poor demand.

Corn: In April a shortage of corn developed in the United States and was reflected in Canada since this country is dependent on imports and has since the war relied on the United States.

The United States War Food Administration took over the allocation of United States supplies and in Canada the Board froze stocks of corn in elevators in Ontario and Quebec and in the hands of processors, though sales to farmers for feeding purposes were still permitted. All available stocks, as well as supplies, obtained from the United States were allocated to the starch factories whose products include such important war materials as adhesives used in the manufacture of shipping cases, glue used in plywood veneers for aircraft, nitro starch for explosives, etc. A subsidy was arranged to cover extra transportation or other costs arising where corn was secured from other than normal sources.

Tea and Coffee: Increased shipments of tea and coffee resulted in a substantial improvement in stocks, and on May 1, 1944, it was possible to increase the ration by a further 40 per cent. The increase was achieved by doubling the amount of tea and coffee obtainable on each coupon and validating two coupons every month instead of every three weeks.

Evaporated Milk: Under the system of priority sales of evaporated milk introduced in October, 1943, special ration coupon cards were issued for infants and persons requiring evaporated milk for reasons of health. In "restricted areas"—areas in which sufficient fluid milk for general consumption was available—evaporated milk could be obtained only against coupons, while in "free areas"—deficient in fluid milk—sales without coupons were permitted after sufficient supplies had been set aside for the requirements of "priority users". In the period under review the supply improved to the point where "priority users" in free areas could obtain their requirements without coupons. There was thus a tendency for consumers in these areas to accumulate coupons which constituted a potential threat to future supply. It was therefore decided to suspend "rationing" in the free areas from June 1. In order to prevent a further flow of coupons from "free" to "restricted" areas a new issue of coupons in restricted areas was made in May and the old coupons became invalid on June 1.

Butter: The trend of butter production in the second quarter continued downward. At the same time the trend of butter consumption continued to rise. In order to conserve supplies and avoid an acute shortage in the winter a reduction in the butter ration was made in June by postponing for one week the validity date of the coupon due on June 1. A similar reduction had been made in April.

The Board also took steps to increase the supply of butterfat available for butter production by prohibiting the practice of manufacturing special high butterfat milk by the artificial addition of butterfat.

Textiles and Footwear

Supply: The general labour shortage which characterized the period under review was particularly marked in the civilian textile field and the efficiency of the available labour force continued to decline due to the lack of experienced help. Special local attention was given by National Selective Service to obtaining assistance for key firms located in tight labour areas.

The production of men's fine socks and children's socks and stockings was scheduled in April so as to meet essential requirements. This program followed similar programs previously introduced for work socks, underwear, children's wear and work clothing.

A reduction in the supply of worsted suitings obtainable from Great Britain threatened the supply of men's suits. In order to obtain the greatest possible domestic output the wool administration of the Board scheduled the production of worsted suitings in June, directing manufacturers to produce stated amounts by the end of the year. This program will increase domestic production and it is expected that the balance of requirements may be obtained from the United Kingdom.

In May, officers of the Board developed a program for the production of $6 million worth of heavy woollen outer garments for UNRRA in late 1944 and in 1945. This was made possible by a substantial reduction in the requirements of the armed forces compared with 1943. Production is to be scheduled by WPTB so as not to disturb essential domestic civilian and military production. The plan was approved by the Combined Production and Resources Board and accepted by UNRRA in June. Military fabric requirements for 1944 were revised upward during the half year but not sufficiently to affect production for civilian account except in the worsted field.

Price and Quality: To facilitate investigation of complaints regarding quality deterior-

ation, manufacturers of a wide range of clothing are required to show on every article their WPTB license number or name, and the style number and size of the garment. This provision was extended in the quarter under review to manufacturers of men's and boys' woollen fine clothing, sports wear and work garments, to waterproof or rubberized clothing and to footwear.

Price control was further improved in June by requiring retailers to attach a price tag to practically every item of men's, women's and children's clothing offered for sale, except when displayed in a shop window.

Revision of Restrictions: In accordance with the Board's policy of removing unnecessary or unworkable restrictions, simplification restrictions governing the manufacture of women's, misses' and children's wear were reviewed and revised during the quarter. The freezing of styles was terminated and evening wraps, riding jackets, three-piece suits and some of the other articles that had been prohibited were again permitted, since production of these garments had never been substantial. Short "coatees" were permitted since they help to conserve lining materials. The major material and labour saving restrictions were continued and their enforcement improved.

Restrictions on the manufacture of flannelette garments which had had the object of increasing the supply of flannelette for essential children's garments were removed during the quarter. Their general purpose of assuring output of needed garments was now accomplished by production directives controlling the manufacture of children's garments, and by the allocation of flannelette supplies by the administrator.

Since children's shoes cannot be efficiently repaired with half soles, the use of full leather soles was permitted in June for juvenile shoes up to size 3. The same exemption was provided for the repair of loggers' boots and cowboy boots, which also require full leather soles. This relaxation was designed to prolong the life of children's shoes by facilitating efficient repairs and to conserve leather by reducing the high wartime demand for new children's shoes.

Use of Containers

In wartime the great increase in the country's physical output has led to a corresponding increase in the need for containers of all kinds. Overseas shipments of war goods have created new demands for shipping cases and Canada has exported boxes and shipping cases to her allies.

During the quarter a serious shortage of containers of all kinds developed. While in the past it has been possible to develop substitutes when a particular packaging material was not available, the shortage has now spread to all materials and has necessitated control over the use of all containers by the Board. Until the supply position becomes easier increasing emphasis on conservation and re-use will be necessary.

Metal and Glass: The first serious shortage occurred after Pearl Harbour when tin supplies from East Asia were cut off. The loss of these supplies and the shortage of steel plate due to heavy war requirements necessitated the Board's container conversion program which involved the transfer of a wide range of commodities from metal to glass and paper packages. Metal containers were restricted to goods for which no suitable alternative container could be manufactured.

This conversion program made heavy demands on the glass and paper package industries, and the limits set to their output by available productive facilities, labour and raw materials began to be felt in the course of 1943. Simplification and standardization of metal cans, glass containers and paper boxes and shipping cases were imposed by the Board so as to promote greater output and more efficient use of containers.

In the fall of 1943 there was some relaxation of restrictions on metal containers owing to the growing shortage of glass and paper packages and to the small crop of the fruits and vegetables for which tinplate was needed. In the winter there were signs of an easing in the supply of steel plate, and on April 1, 1944, quotas for metal containers were revised so as to relieve the glass, wooden and paperboard container industries of some of their burden and to compensate for the small pack of fruits and vegetables in 1943. Apple sauce, beets, beans, carrots and other products were again permitted to be canned, and quotas for spiced pork products and other foods were increased. Metal containers were permitted for home canning by consumers and a number of non-food articles were moved back into metal containers.

Steel plate supplies tightened again in the spring and summer and in July an order was issued, safeguarding tin plate supplies for essential fruits and vegetables by restricting temporarily the packing of various other foodstuffs during the third quarter of 1944.

In spite of the standardization of bottles and jars the glass container industry has had great difficulty in meeting the greatly increased wartime demand, largely arising from the container conversion program. In the

spring of 1944, the Board found it necessary to allocate supplies of bottles and jars, setting quotas for different products in accordance with their essentiality. The re-use of old containers was promoted by various methods, including an increase in the deposit charge on beer bottles.

Paperboard Boxes and Shipping Cases: Shortage of labour in the pulpwood industry resulted in critical shortages of paper boxes and fibreboard and corrugated shipping cases in the fall of 1943. The Board took over the allocation of raw materials and non-essential types of containers were eliminated. Priorities for the delivery of shipping cases were established and quotas for packing different commodities were set.

Nevertheless the shortage of these containers became increasingly serious, largely owing to an inadequate supply of waste paper for paperboard production. In April the system of priorities for shipping cases was revised, the administrator's control over allocation was improved, and quotas for various products were reduced. The administrator of shipping cases asked manufacturers and others to re-use containers as much as possible and to use larger containers and fewer interior partitions whenever feasible.

In May a similar system of priorities and quotas was established for paper boxes and for a variety of articles paperboard packages were prohibited. Orders for war departments and for packaging perishable foodstuffs were given priority over others.

Wooden Containers: The shortage of wooden fruit baskets, shipping cases, etc., became critical in the spring of this year. The industry's annual production is planned in the fall and last fall a considerable decline in war orders was anticipated. In the spring, however, war requirements increased considerably and an added strain was put on the industry by the necessity, in many instances, of repacking goods in smaller containers suitable for carrying ashore from landing barges.

The resulting shortage of containers for domestic use made it necessary in June for the Board to take control of the allocation of containers to ensure that priority was given to containers for government departments and for essential foodstuffs.

The production of baskets was stimulated by bulk purchases of basket bottoms which were resold to basket manufacturers at prices appropriate to their ceilings. In view of the acute shortage of wood veneers, substitute fibreboard cheese box bodies were bulk purchased to encourage cheese box production. As in the previous year, subsidies were arranged to maintain the production of fruit and vegetable containers.

Metals

Farm Machinery: Production of farm machinery in the 1944-45 season was planned in consultation with the Wartime Industries Control Board and the War Production Board in the United States. Production and import quotas for many articles were higher than those fixed for the 1943-44 season, and repair parts could be produced and imported without restriction.

Total tonnage to be produced under the program was estimated at about 241,000 tons. This includes a special allocation of farm machinery for returned service men established on farms under the Veterans' Land Act. In addition, plans were made for the production of 20,500 tons of farm machinery in the current quota period as part of Canada's share of UNRRA's relief program.

Owing to rising costs and diminishing war contracts, manufacturers of farm machinery have experienced increasing difficulty in selling under their ceiling prices. Some relief was provided by the government's decision to remove war exchange tax and customs duties on imported farm equipment and parts (see p. 1057) since manufacturers who import and assemble parts, selling the completed machine, obtain the benefit of the reduced cost of parts. In addition, to avoid subsidy payments, the war exchange tax was removed, effective April 1, on a wide range of raw materials and components when imported by a manufacturer for use in the manufacture of farm implements.

Household Appliances: During the quarter new programs for landing craft, ships, shell cases, etc., precluded any considerable resumption of civilian production. However, a limited number of essential household appliances continued to be produced under plans worked out by this Board and approved by the Wartime Industries Control Board. Programs for the current year included 23,100 washing machines, 110,000 electric irons, 13,000 electric ranges, 7,500 rangettes and 75,000 hot plates, as well as 35,000 ice boxes (made of masonite), 3,500 water heaters and 20,000 heating pads. An allocation of materials for the production of nickel silver flatware was approved, and, in June, the production of 17,500 sewing machines was scheduled. These programs are objectives but their fulfillment cannot be regarded as assured—it will depend on the future trend of war production and the availability of labour, which is now the chief bottleneck.

A critical shortage in the supply of hot air furnaces became evident in June, due to an increase in the issue of construction permits, and a decline in furnace production resulting from shortages of labour and sheet steel. It was necessary, therefore, to safeguard supplies of furnaces for replacements and essential installations in new buildings. Sales to consumers were placed under permit control, and manufacturers were required to retain 5 per cent of their stocks for allocation to essential users by the Administrator.

The shortage of new household appliances, furniture, bicycles, etc., made it particularly important to ensure the observance of ceiling prices on used goods. Regulations for used goods not dealt with in specific orders were made in May, and provided for the display of a price tag on all used goods priced at $15.00 or more. The maximum price of used goods in working order is either the basic period price or 80 per cent of the current price of the same or similar new goods, whichever is the lower.

Newsprint

Owing to the demand of United States publishers for lighter weight newsprint, the production by Canadian mills of newsprint of 30-pound basic weight, as well as the customary 32-pound paper, was planned on an experimental basis for May and June. This arrangement was made jointly by the United States War Production Board and the Wartime Prices and Trade Board. The previous Canadian commitment to deliver 200,000 tons of 32-pound newsprint to the United States during each month in the first six months of 1944 was suspended. Instead the commitment was made variable, depending on the proportionate amounts of 32-pound paper and 30-pound paper that were ordered and varying from 200,000 tons per month if no 30-pound paper was ordered to 182,500 tons if no 32-pound newsprint was ordered. This reduction was made necessary by the fact that the light-weight paper reduced the tonnage output of those newsprint machines which had been operating at capacity. In addition, the wood extension program introduced earlier in the year by the Canadian industry could not be applied when mixed weights were produced. Owing to the higher cost of producing the light-weight paper the price was set $4.00 per ton higher than the price of 32-pound newsprint in both the United States and Canada.

Operations during May and June substantially confirmed the estimates on which the variable quota had been based. In June, the problem was studied by a special committee of United States publishers appointed by the War Production Board which met with Canadian officials and representatives of the Canadian industry. The committee recommended that for the third quarter of 1944 Canada be asked to return to the previous commitment of 200,000 tons of 32-pound paper per month, instead of a lower commitment for mixed weights. The committee further suggested that the newsprint tonnage quotas of users of 30-pound newsprint should be cut down to compensate for the increased yardage per ton, which would remove all inducement to order 30-pound newsprint. These recommendations were accepted by the War Production Board's Newsprint Industry Advisory Committee and implemented by WPB. Accordingly, during the third quarter of 1944 deliveries from Canada to the United States will be at the rate of 200,000 tons per month.

Prices, Retail and Wholesale, in Canada, July, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index for July 3, 1944, remained unchanged from the June level of 119·0 (1935-39=100·0). This represented a wartime increase of 18·1 per cent. In July, foods moved up 0·9 points to 132·0, due to higher prices for potatoes, lamb, the better quality cuts of beef, carrots and eggs. Declines were noted for the cheaper cuts of beef, and cabbage. Reflecting general reductions in domestic electricity rates in the province of Quebec as well as scattered decreases in Prince Edward Island, New Brunswick and Ontario, the fuel and lighting index dropped from 112·5 to 108·9 between June 1 and July 3. Fractional price declines for cleaning supplies lowered the homefurnishings and services index 0·1 to 118·3, while the remaining groups were unchanged; rentals continued at 111·9, clothing at 121·5, and miscellaneous items at 109·0.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is

prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

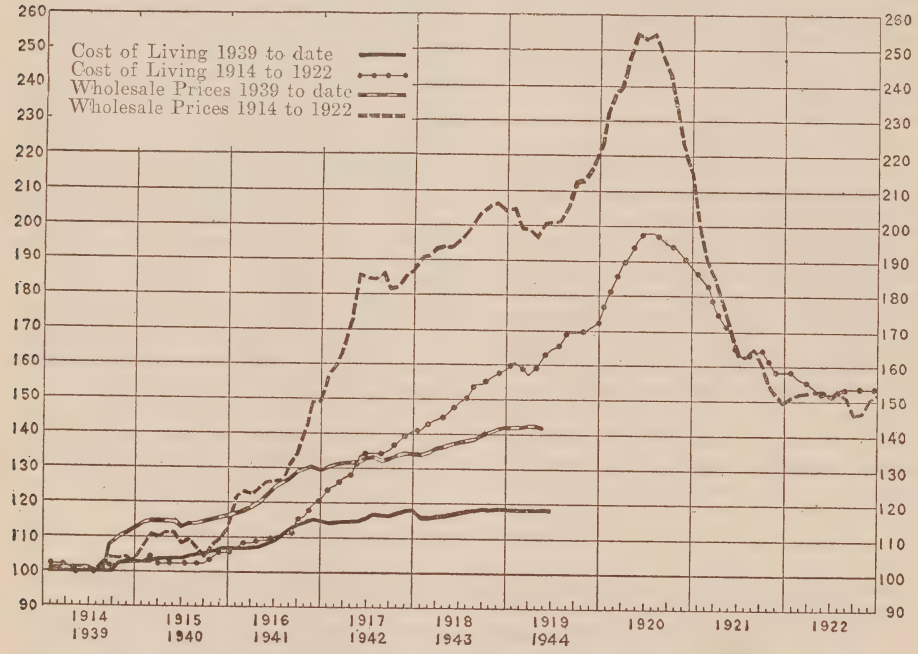


Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent) $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent clothing, home furnishings, etc., with their weights, was published in the Labour Gazette for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the Labour Gazette under the title, *Activities of the Wartime Prices and Trade Board.*

Wholesale Prices, July, 1944

The Bureau of Statistics composite index of wholesale prices remained unchanged at 102·5 in July for the third consecutive month (1926=100·0). Group changes were small, animal products declining 0·2 to 105·9 with losses for steers, calves, lambs and muskrat skins outweighing upturns for dry shore codfish, hogs, eggs, and beaver skins. An equal decline in the fibres, textiles and textile products group index to 91·7 reflected lower quotations for botany serge, while the non-metallic series index change from 102·5 to 102·3 was due to lower prices for manufactured gas and crushed stone. British Columbia run-of-mine coal moved up fractionally in this section. Iron and steel products declined 0·1 to 117·0, and the chemicals and allied product index of 100·0 was also 0·1 lower. Vegetable products recorded the only increase, rising fractionally from 95·0 in June to 95·1 in July. Higher prices were recorded for potatoes, lemons and oranges in this group while losses were noted for rye, onions, hay and rosin.

Canadian farm product prices also continued unchanged in July at 102·0. Animal products were easier, an index for this series dropping 1·2 points to 119·0, due mainly to decreases for livestock and poultry. Eggs were moderately firmer. In the field products section a gain of 0·7 to 91·8 was due to upturns in potatoes which overbalanced lower quotations for onions and hay.

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·1	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	103·0	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	116·0	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	116·3	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	117·2	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	117·6	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	117·9	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
August 2	118·3	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125·8
September 1	118·5	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
November 1	118·5	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	118·4	119·3	132·7	111·9	111·9	121·1	118·8	108·6	125·9
1944									
January 3	118·1	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	118·0	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	118·1	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1	118·2	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4
May 1	118·3	119·2	131·7	111·9	112·5	121·5	118·5	109·0	125·4
June 1	118·1	119·0	131·1	111·9	112·5	121·5	118·4	109·0	125·1
July 3	118·1	119·0	132·0	111·9	108·9	121·5	118·3	109·0	125·6

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
‡ Commodities in the cost of living index excluding rents and services.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-JULY, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR JULY, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	Dec. 1942	March 1943	June 1943	Sept. 1943	Dec. 1943	March 1944	May 1944	June 1944	July 1944	Price July 1944
Beef, sirloin steak	lb.	100·0	120·7	135·8	140·1	144·8	145·5	143·0	143·0	143·0	143·7	153·8	42·9
Beef, round steak	lb.	100·0	125·7	145·1	150·6	157·0	157·8	154·4	154·9	154·4	154·9	166·2	39·4
Beef, rib roast	lb.	100·0	125·5	143·0	148·7	160·4	170·9	173·0	173·9	173·5	173·5	172·2	39·6
Beef, shoulder	lb.	100·0	132·7	157·2	165·4	176·7	181·1	179·9	180·5	179·9	178·0	162·9	25·9
Beef, stewing	lb.	100·0	136·7	165·9	174·6	183·3	183·3	179·4	181·0	180·2	178·6	169·0	21·3
Veal, forequarter	lb.	100·0	139·3	158·6	168·0	181·1	181·1	181·7	176·3	173·4	174·0	174·6	29·5
Lamb, leg roast	lb.	100·0	109·9	122·5	134·9	141·2	146·1	125·7	141·9	143·3	143·7	162·3	46·1
Pork fresh loins	lb.	100·0	125·3	131·2	132·7	137·7	139·2	138·8	138·5	138·8	138·8	138·8	36·1
Pork, fresh shoulder	lb.	100·0	127·0	135·7	139·8	145·9	146·9	147·4	147·4	146·4	146·4	146·4	28·7
Bacon, side, medium, sliced	lb.	100·0	132·3	137·2	139·1	139·1	140·3	140·3	140·6	140·3	140·0	140·3	45·6
Lard, pure	lb.	100·0	151·3	148·2	160·5	162·3	162·3	162·3	159·6	153·5	152·6	151·8	17·3
Shortening, vegetable	lb.	100·0	134·7	134·7	136·8	137·5	137·5	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, grade "A" fresh	doz.	100·0	156·4	186·2	142·4	135·5	171·7	182·2	137·2	135·5	134·5	136·2	41·4
Milk	qt.	100·0	111·0	112·8	95·4	95·4	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery, prints	lb.	100·0	140·5	149·8	146·2	142·9	141·8	145·1	146·2	145·8	144·0	143·2	39·1
Cheese, Canadian, mild	lb.	100·0	174·6	163·0	162·5	164·9	166·3	167·8	164·9	164·9	164·4	163·9	34·1
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	101·1	100·0	100·0	9·2
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	131·1	131·1	131·1	135·8	137·7	138·7	138·7	138·7	14·7
Peas, canned, 2's	tin	100·0	117·5	120·0	120·0	120·8	121·7	123·3	124·2	124·2	124·2	124·2	14·9
Corn, canned, 2's	tin	100·0	128·3	131·9	131·9	132·7	134·5	134·5	135·4	135·4	134·5	134·5	15·2
Beans, dry	lb.	100·0	129·4	127·5	127·5	127·5	129·4	131·4	131·4	131·4	133·3	133·3	6·8
Onions	lb.	100·0	108·2	98·0	116·3	144·9	153·1	144·9	153·1	177·6	163·3	159·2	7·8
Potatoes	15 lb.	100·0	89·9	122·6	135·4	160·4	158·2	136·6	143·6	147·9	140·5	153·0	50·2
Prunes, medium	lb.	100·0	115·8	123·7	123·7	124·6	125·4	127·2	123·7	122·8	123·7	122·8	14·0
Raisins, seedless, bulk	lb.	100·0	104·0	99·3	100·0	105·3	111·3	101·3	105·3	109·3	113·2	114·6	17·3
Oranges, medium size	doz.	100·0	132·5	153·9	131·4	144·7	145·7	141·0	137·9	140·3	141·0	141·0	41·3
Lemons, medium size	doz.	100·0	111·3	127·4	131·7	134·2	14 ·2	137·8	137·2	135·7	136·0	139·7	45·4
Jam, strawberry, 16 oz	jar	100·0	111·3	113·8	115·1	115·1	*115·1	113·8	115·7	114·5	114·5	114·5	18·8
Peaches, 20 oz	tin	100·0	101·5	103·6	105·1	109·6	*109·6	109·1	107·1	108·1	108·1	†108·1	†21·3
Marmalade, orange, 16 oz	jar	100·0	118·3	122·0	127·3	129·5	130·3	131·1	131·8	130·3	130·3	130·3	17·7
Corn syrup, 3½ lb	jar	100·0	138·0	139·7	140·7	154·7	154·7	153·7	155·3	155·0	155·0	155·7	46·7
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	133·3	133·3	133·3	134·9	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	142·3	130·5	130·8	130·8	131·1	131·1	131·1	131·1	131·1	44·3
Tea, black, ¼ lb	pkg.	100·0	145·2	148·3	131·3	131·6	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to June, 1944, prices.
† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
P.E.I.—																				
1—Charlottetown	45·5	41·3	39·2	28·5	23·5	....	....	36·0	....	44·9	19·1	20·3	40·8	9·0	40·2	35·0	7·3	4·6	6·0	10·0
Nova Scotia—																				
2—Halifax	44·3	41·1	39·0	27·7	23·2	21·6	46·6	35·8	29·0	44·7	19·1	19·9	46·5	11·0	44·0	34·3	8·0	4·6	6·1	9·9
3—New Glasgow	45·3	42·4	40·3	27·3	22·3	....	50·3	39·4	32·3	46·8	18·1	20·0	42·7	10·0	43·8	34·9	7·3	4·9	6·1	10·0
4—Sydney	45·7	40·4	....	30·0	23·7	....	....	38·0	32·4	46·7	18·5	19·9	46·3	12·0	43·4	34·8	7·3	4·4	5·9	9·8
5—Truro	46·4	42·0	36·3	27·8	18·6	....	52·0	36·7	29·6	45·0	18·9	20·5	43·6	10·0	43·2	33·7	6·7	4·9	6·0	10·1
New Brunswick—																				
6—Fredericton	44·7	39·5	45·8	27·0	20·3	29·7	49·2	36·8	31·3	46·3	18·0	19·7	42·7	10·0	42·4	35·1	7·3	4·8	6·3	9·5
7—Moncton	44·9	40·7	41·3	27·6	21·2	29·3	49·3	36·1	30·0	47·4	17·9	20·1	45·4	10·0	42·5	34·8	8·0	4·6	5·8	10·0
8—Saint John	45·1	42·6	38·3	27·1	22·7	29·6	51·6	39·2	30·8	44·8	18·6	19·7	45·0	11·0	42·0	35·5	7·3	4·2	5·9	9·7
Quebec—																				
9—Chicoutimi	39·2	34·3	36·5	27·5	22·0	....	....	30·9	29·1	49·0	19·2	21·0	43·0	10·0	39·2	34·3	6·7	4·3	....	9·9
10—Hull	40·4	37·9	38·0	27·1	19·1	30·8	....	32·3	28·1	46·3	16·4	19·2	42·6	10·0	38·1	32·1	5·3	3·8	5·5	9·5
11—Montreal	42·2	39·4	43·8	25·0	20·2	24·1	42·5	33·1	26·7	45·8	17·2	19·2	45·6	10·5	38·6	34·0	6·0	3·8	5·4	9·3
12—Quebec	40·8	37·2	34·7	24·2	18·7	26·6	39·0	32·4	27·3	42·8	16·8	19·3	42·3	10·0	37·9	34·5	5·5	3·6	5·8	9·7
13—St. Hyacinthe	36·2	34·9	34·9	24·2	19·8	30·3	....	28·4	25·2	46·8	17·6	19·5	40·7	9·0	37·7	31·5	5·3	4·1	6·0	9·8
14—St. Johns	41·0	37·0	39·5	26·2	18·5	32·7	....	37·7	27·3	45·8	18·5	19·7	42·9	9·0	37·9	32·1	5·3	4·1	5·5	9·8
15—Sherbrooke	44·0	41·1	40·8	27·5	18·7	31·3	44·2	32·4	26·1	38·5	17·6	19·7	44·3	9·0	37·3	34·9	5·3	4·2	6·0	9·8
16—Sorel	39·3	37·3	34·6	24·5	18·1	....	....	32·4	24·7	45·6	18·1	19·4	41·3	9·0	37·8	32·3	5·3	4·0	5·3	10·0
17—Thetford Mines	33·9	35·2	27·7	24·3	17·6	....	....	25·0	23·9	37·0	17·7	19·5	39·2	8·0	38·0	32·0	5·3	4·1	5·3	9·7
18—Three Rivers	40·5	36·6	36·5	25·5	20·4	....	....	29·1	26·0	45·9	17·8	19·5	42·3	9·0	37·2	34·7	6·0	4·0	5·5	9·7
Ontario.																				
19—Belleville	41·7	38·5	40·2	25·7	22·3	28·2	46·6	35·8	29·0	45·7	16·9	19·2	39·6	10·0	38·9	30·7	6·7	4·2	5·3	8·
20—Brantford	44·4	40·7	41·0	26·5	19·1	30·0	47·6	37·9	28·5	46·1	16·0	19·5	40·8	10·0	38·8	36·8	6·7	4·2	5·3	9·1
21—Brockville	....	42·3	....	26·9	19·7	....	....	34·7	29·0	45·1	17·6	19·4	40·5	10·0	38·2	29·7	6·3	4·1	5·5	9·
22—Chatham	43·3	40·0	41·2	25·9	19·6	31·3	45·4	37·9	32·5	46·4	17·2	19·3	39·3	10·0	37·6	36·4	5·3	4·1	5·1	8·7
23—Cornwall	43·7	40·0	40·7	26·1	17·9	....	....	36·1	27·1	45·3	16·3	19·5	38·9	10·0	39·0	30·0	6·0	4·0	5·8	9·
24—Fort William	42·7	39·3	37·9	25·8	21·9	29·3	46·0	36·7	30·1	45·6	17·3	19·1	44·8	11·0	39·4	33·9	6·0	4·0	5·1	8·
25—Galt	44·2	41·0	39·3	25·5	23·0	31·0	46·7	37·4	28·5	46·2	16·4	19·2	38·7	10·0	38·4	36·8	6·7	4·1	5·7	8·
26—Guelph	43·2	41·0	39·3	26·5	24·8	31·2	47·7	39·0	28·8	46·3	16·9	19·1	39·0	10·0	38·9	34·9	6·0	4·1	5·7	9·
27—Hamilton	44·3	41·2	41·3	25·7	23·0	30·9	49·6	39·1	30·4	46·4	17·0	19·1	41·4	11·0	40·0	37·0	6·0	4·2	5·5	8·
28—Kingston	42·5	38·5	37·6	26·0	18·7	....	45·9	36·7	27·7	45·8	17·0	19·2	41·6	10·0	38·5	31·0	6·0	4·3	5·3	9·
29—Kitchener	43·5	40·5	40·4	25·1	22·4	30·5	48·0	38·1	28·7	45·8	16·9	19·6	38·5	10·0	38·9	33·7	6·3	4·0	6·1	8·
30—London	43·7	40·0	40·9	25·6	22·0	30·1	44·2	37·1	27·9	44·9	17·6	19·1	41·9	10·0	38·6	33·3	6·0	4·1	5·6	8·
31—Niagara Falls	43·1	39·5	41·4	25·2	19·7	30·1	51·7	37·9	28·7	44·0	16·9	19·5	40·8	10·5	39·3	34·1	6·0	4·2	5·6	8·
32—North Bay	43·4	39·7	43·0	27·3	19·2	31·3	46·3	37·9	30·3	45·8	17·3	19·5	44·0	11·0	38·5	33·8	6·7	4·3	6·3	9·
33—Oshawa	43·3	40·2	43·0	26·3	22·3	....	....	38·4	28·2	46·5	17·2	19·5	41·1	10·0	38·9	32·4	6·0	4·1	5·6	8·
34—Ottawa	43·8	40·7	42·9	26·0	22·2	29·8	46·4	35·9	29·5	48·6	16·9	19·1	42·9	10·0	38·7	31·4	6·7	3·9	5·7	8

COAL AND RENTALS IN CANADA, JULY, 1944

Canned Vegetables													Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·9	15·5	15·5	6·6	8·4	40·3	13·7	18·6	46·0	63·4	39·3	....	36·8	51·1	8·6	8·1	54·0	38·0	.....	11·57	24·00–28·00(c)	1
14·8	14·7	15·1	7·4	8·1	45·7	15·2	17·8	48·3	51·1	38·0	....	37·5	51·1	8·5	8·2	49·5	38·0	.....	12·29	27·50–31·50	2
15·1	15·1	15·9	6·5	7·9	49·4	14·6	17·4	42·7	50·3	40·8	....	38·1	50·9	8·2	8·2	52·3	38·0	.....	8·42	16·00–20·00	3
14·8	15·0	15·0	6·7	8·6	48·7	13·2	18·6	47·5	56·5	39·2	....	36·6	50·1	8·6	8·3	49·9	37·8	.....	6·75	18·00–22·00(c)	4
15·1	15·4	14·9	.....	8·6	48·7	15·0	18·2	47·5	48·3	40·8	21·7	37·3	51·4	8·7	8·5	51·3	38·0	.....	11·41	26·50–30·50	5
14·9	15·8	15·5	6·6	7·6	43·8	14·3	18·2	43·0	51·1	39·6	....	38·8	50·7	8·5	8·3	50·2	38·0	.....	12·09	21·00–25·00(c)	6
15·2	15·3	15·8	6·7	8·1	39·9	13·5	17·3	44·4	51·1	40·0	....	38·7	50·3	9·0	8·8	53·0	38·0	.....	11·57	26·00–30·00(c)	7
15·1	15·0	15·1	6·8	8·2	46·3	14·0	15·9	46·6	47·6	39·4	20·0	36·4	50·8	8·4	8·3	48·4	38·0	.....	12·70	20·50–24·50(c)	8
14·6	15·0	.....	6·9	9·9	43·8	16·6	18·7	43·0	55·5	39·8	....	40·3	47·9	8·4	8·1	50·9	39·6	18·00	.....	.....	9
14·1	15·0	15·7	7·1	7·9	45·0	13·6	15·7	38·5	42·7	37·7	....	36·6	47·0	8·3	8·0	45·2	38·9	16·75	.....	15·50–19·50	10
13·3	14·6	15·1	6·5	7·4	44·6	14·5	17·7	39·7	41·5	37·4	....	34·8	46·6	8·0	7·9	46·4	39·7	16·65	.....	23·00–27·00(c)	11
13·9	14·0	14·5	6·8	8·2	33·6	14·5	18·0	41·9	48·5	37·4	....	35·5	47·8	8·1	7·9	42·8	39·8	16·32	.....	26·00–30·00(c)	12
13·3	14·7	15·5	6·8	8·3	49·1	13·9	17·1	40·4	46·1	39·0	....	36·7	44·2	8·0	7·8	42·3	40·9	15·75	.....	16·00–20·00(c)	13
14·1	15·5	15·0	6·5	8·9	49·1	14·6	17·3	40·7	45·0	38·6	....	37·3	47·1	8·0	7·9	40·9	40·0	15·50	.....	.....	14
13·5	15·7	17·0	6·4	8·0	32·8	14·7	18·7	40·7	44·9	39·7	....	39·4	49·7	8·0	8·0	39·8	39·4	17·50	.....	20·00–24·00(c)	15
15·0	14·7	17·3	7·1	8·7	45·7	15·0	17·7	43·7	50·8	39·9	....	36·9	48·9	7·9	7·7	45·8	39·5	16·25	.....	.....	16
13·7	14·3	14·6	5·9	7·9	35·1	15·0	16·5	39·4	45·8	39·5	....	37·4	47·9	8·0	7·5	48·3	39·4	19·00	.....	14·00–18·00(c)	17
14·6	14·7	14·8	6·3	8·7	37·0	14·7	20·0	40·7	48·5	38·5	....	37·7	48·3	8·5	8·0	47·4	40·6	16·00	.....	20·00–24·00(c)	18
13·0	14·1	14·5	6·2	8·2	43·2	12·9	16·2	40·5	46·5	36·5	....	33·7	45·6	8·5	8·4	43·8	38·9	16·00	.....	22·00–26·00	19
14·6	14·6	14·8	6·2	7·9	45·7	14·7	18·1	43·5	45·0	35·7	....	33·2	47·6	8·4	8·3	46·4	39·4	16·00	.....	22·00–26·00	20
14·0	14·2	14·6	6·5	7·8	50·5	12·9	16·5	42·2	46·6	36·7	....	34·7	49·2	8·3	8·1	42·3	38·2	16·00	.....	20·00–24·00	21
14·3	15·1	14·8	5·6	7·0	52·9	14·4	....	34·0	42·8	35·6	....	33·6	46·5	8·6	8·5	40·8	38·2	16·00	.....	21·50–25·50	22
....	15·0	.....	7·2	8·3	48·7	15·7	....	38·0	40·3	35·7	....	35·7	46·9	8·2	8·2	45·8	38·6	16·50	.....	23·00–27·00(c)	23
14·4	14·7	15·2	6·8	7·4	44·1	14·2	18·4	41·2	45·1	38·3	....	36·5	44·5	8·6	8·5	42·2	38·1	16·80	.....	25·50–29·50	24
13·8	14·5	14·6	6·3	7·6	45·1	13·7	17·1	43·7	48·0	34·3	....	33·8	46·9	8·5	8·3	44·3	39·3	16·00	.....	22·00–26·00	25
14·1	14·5	14·7	6·3	7·3	46·8	13·3	15·5	41·0	43·6	35·8	....	32·6	45·4	8·6	8·5	42·8	38·5	16·00	.....	22·00–26·00	26
13·9	14·5	14·7	6·1	7·7	51·6	14·1	17·1	44·1	44·7	35·4	....	33·6	45·9	8·2	8·1	41·8	39·3	15·50	.....	26·00–30·00	27
13·8	14·4	14·4	6·7	7·0	45·7	14·2	17·1	39·3	44·5	37·0	....	35·0	45·5	8·1	7·9	43·6	38·8	16·00	.....	29·00–33·50	28
14·3	14·5	14·6	6·5	7·5	46·2	13·5	15·7	41·4	47·1	36·3	....	33·2	45·6	8·7	8·5	39·7	39·4	16·00	.....	26·00–30·50	29
14·4	15·1	15·1	6·1	7·7	55·6	13·5	17·1	39·2	42·5	36·5	....	33·6	44·6	8·6	8·4	44·1	39·2	16.50	.....	26·50–30·50	30
13·2	14·1	15·0	7·1	7·6	50·3	.....	....	41·7	43·1	37·0	....	34·4	44·0	8·7	8·7	44·5	39·6	14·63	.....	25·00–29·00	31
14·5	14·5	14·9	6·3	7·7	50·1	14·0	17·7	41·8	48·3	38·3	....	36·6	46·7	9·0	8·9	51·6	39·3	17·25	.....	23·00–27·00	32
14·1	14·7	14·7	7·1	7·8	41·5	13·7	17·2	39·4	43·9	36·0	....	34·7	45·2	8·6	8·4	46·8	39·3	16·00	.....	23·00–27·00	33
14·3	14·7	14·8	6·8	7·8	47·1	14·1	17·9	40·9	45·1	36·9	....	35·9	49·3	8·3	8·1	43·7	39·0	16·75	.....	31·00–35·00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

LOCALITY	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, breakfast, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery prints, per lb.	Cheese, Canadian, mild, per lb	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Ontario—Con.																				
35—Owen Sound	42·0	39·3	39·6	25·7	22·3	....	48·7	36·7	27·7	45·4	17·7	19·3	39·8	10·0	39·4	31·3	6·0	4·0	5·4	9·4
36—Peterborough	44·7	41·2	42·4	26·1	22·3	32·0	47·7	38·9	30·5	46·6	17·2	19·1	39·3	10·0	38·5	34·2	6·0	4·2	5·4	8·7
37—Port Arthur	43·4	39·8	38·8	24·8	21·7	28·0	42·4	35·8	29·0	48·4	17·4	18·9	44·9	11·0	39·3	34·1	6·3	4·2	5·6	9·4
38—St. Catharines	44·7	41·0	41·8	25·4	20·6	30·7	50·5	40·0	29·1	46·3	17·3	19·0	41·0	10·5	39·3	36·4	6·0	4·2	5·6	9·0
39—St. Thomas	43·8	40·5	41·5	25·3	23·1	30·3	49·8	38·7	31·2	46·1	17·6	19·5	41·4	10·0	39·3	33·2	6·0	4·2	5·7	9·5
40—Sarnia	42·0	39·0	41·3	26·7	21·4	33·7	45·6	37·3	29·4	46·1	18·4	19·6	42·8	10·0	39·6	33·8	6·0	3·9	6·0	9·5
41—Sault Ste. Marie	43·9	40·7	39·4	26·6	22·9	....	40·0	36·6	28·7	44·2	17·6	19·2	45·7	11·0	38·6	35·3	6·7	4·0	6·0	9·2
42—Stratford	....	38·6	40·2	26·3	23·4	....	....	37·0	29·0	46·1	18·0	20·2	38·9	10·0	38·6	32·3	5·3	3·9	5·9	9·1
43—Sudbury	43·6	40·6	41·1	26·0	22·7	28·8	38·5	37·3	29·5	43·6	17·4	19·4	42·6	11·0	38·3	33·1	6·7	4·2	6·3	9·3
44—Timmins	42·6	40·0	41·9	26·7	21·1	29·7	41·3	37·9	30·0	44·8	18·2	19·5	45·5	12·0	37·7	33·9	6·7	4·4	5·8	9·5
45—Toronto	43·8	40·1	41·7	25·7	22·7	30·5	49·5	37·3	26·5	48·4	17·2	19·1	43·0	11·0	39·3	37·3	6·7	4·2	5·4	8·8
46—Welland	41·8	38·2	40·6	25·8	22·6	32·0	....	36·8	28·4	43·4	16·9	19·3	37·7	11·0	39·0	35·2	6·7	4·2	5·3	8·9
47—Windsor	42·8	39·6	41·0	25·7	23·0	31·0	44·7	38·1	29·6	45·4	17·5	19·2	41·8	11·0	38·2	35·6	6·0	4·2	5·4	8·8
48—Woodstock	42·5	39·3	39·8	25·7	19·5	....	....	36·8	27·0	44·8	17·0	19·1	38·7	10·0	38·5	31·3	6·0	3·8	5·9	8·8
Manitoba—																				
49—Brandon	42·7	38·0	38·8	23·0	20·3	....	45·7	35·3	27·0	45·4	16·4	21·0	39·2	10·0	37·1	33·5	7·1	3·8	5·7	9·1
50—Winnipeg	42·0	37·6	33·9	24·6	21·9	27·8	44·5	36·0	29·5	46·6	16·8	19·5	42·6	9·0	36·2	34·5	8·0	3·7	5·3	8·8
Saskatchewan—																				
51—Moose Jaw	43·0	38·7	38·3	24·0	18·6	....	41·8	34·6	27·5	45·5	15·1	20·9	37·3	11·0	36·4	....	7·2	3·8	5·6	8·7
52—Prince Albert	36·0	33·4	33·3	22·8	17·4	....	....	34·5	27·7	35·8	15·8	20·1	....	10·0	37·9	33·1	6·0	4·4	5·8	8·8
53—Regina	41·0	37·5	36·6	24·5	21·0	25·5	41·0	33·2	24·7	42·9	15·8	21·6	41·2	10·0	36·5	34·6	6·8	3·9	6·1	8·8
54—Saskatoon	42·2	37·6	36·0	25·2	19·9	27·3	43·4	34·3	27·5	44·9	15·4	20·1	39·2	10·0	36·5	34·2	7·2	3·7	5·3	8·9
Alberta—																				
55—Calgary	43·3	38·9	39·1	25·1	22·6	27·5	43·4	35·3	30·3	48·2	15·8	19·9	41·0	10·0	37·1	35·8	7·2	3·9	5·4	8·8
56—Drumheller	41·3	37·7	39·3	23·3	18·0	....	....	35·0	26·7	45·2	16·9	21·7	40·1	10·0	38·9	38·0	8·0	4·4	5·7	9·2
57—Edmonton	40·2	35·0	36·4	22·4	21·5	27·3	41·1	34·2	26·9	46·2	15·4	20·2	39·8	10·0	37·3	34·4	7·2	3·9	5·3	8·7
58—Lethbridge	42·0	37·2	36·4	23·7	19·8	25·3	44·3	34·3	26·7	44·7	16·2	21·2	40·6	10·0	37·3	34·8	8·0	4·1	....	8·7
British Columbia—																				
59 Nanaimo	47·0	43·0	45·2	27·8	25·0	....	50·8	39·2	31·3	48·6	17·7	20·7	38·9	12·0	42·3	36·0	9·0	4·3	6·0	9·2
60—New Westminster	45·1	40·5	42·9	25·8	24·1	....	43·7	38·2	29·8	46·4	17·2	20·1	38·2	10·0	40·4	34·7	8·0	4·2	6·0	9·4
61—Prince Rupert	45·3	42·0	40·7	26·0	23·5	....	48·3	41·3	30·0	48·8	19·0	20·9	43·8	15·0	41·7	38·0	10·0	5·0	....	9·6
62—Trail	45·0	41·0	44·0	26·0	26·0	30·0	48·3	38·5	30·3	47·7	17·6	22·5	36·3	13·0	39·5	32·8	9·0	4·2	6·0	9·3
63—Vancouver	46·9	41·7	42·3	26·3	24·8	29·7	46·4	36·8	29·5	47·7	16·4	19·2	38·6	10·0	40·1	34·6	9·6	4·2	5·8	9·0
64—Victoria	45·4	41·4	43·3	26·7	24·4	32·4	47·8	37·9	29·6	47·1	17·5	20·4	38·3	11·0	41·2	34·9	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, JULY, 1944

Canned Vegetables													Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$
13·9	15·0	15·0	6·3	7·9	36·3	14·2	16·2	40·9	43·9	....	....	35·0	43·7	8·5	8·4	48·3	38·9	16.50	.....	16·00–20·00 35
13·6	14·3	14·7	6·1	8·1	35·6	14·4	16·0	39·9	44·7	36·9	....	34·1	46·3	8·5	8·5	44·3	38·9	16·75	.....	24·00–28·00 36
14·2	14·9	14·7	6·5	7·4	44·6	13·0	17·8	41·5	47·6	39·0	....	35·2	43·7	8·5	8·4	41·9	38·1	16·50	.....	23·00–27·00 37
14·0	14·8	14·9	6·9	7·9	52·8	13·3	17·9	42·0	45·4	34·0	....	33·2	46·6	8·5	8·3	43·6	39·0	15·75	.....	27·00–31·00 38
14·4	15·4	15·5	6·2	7·6	57·4	14·5	16·3	44·3	45·6	34·7	....	33·7	46·4	8·7	8·6	44·4	39·5	16·00	.....	21·00–25·00 39
14·8	14·8	15·1	7·0	8·4	52·2	13·6	15·8	42·9	43·6	36·0	....	34·6	46·8	8·8	8·8	44·5	39·3	16·50	.....	23·00–27·50 40
14·7	14·6	15·4	6·7	7·6	51·1	13·2	16·5	35·8	45·7	37·3	....	34·7	45·6	8·3	8·3	41·8	39·2	17·00	.....	23·00–27·00 41
14·8	14·7	15·0	6·1	7·9	44·3	14·7	16·7	42·4	44·9	35·4	....	34·1	46·9	8·8	8·7	43·6	38·7	16·00	.....	21·00–25·00 42
14·5	14·9	15·0	6·1	7·7	51·7	14·1	17·5	38·3	46·6	38·5	....	35·4	48·2	8·8	8·5	45·4	38·5	17·75	.....	27·00–31·00 43
15·1	14·8	14·9	6·3	7·5	55·9	12·9	19·7	41·4	48·6	39·3	....	35·6	48·7	8·9	8·8	39·6	39·0	19.50	.....	23·50–27·00 44
13·5	14·1	14·1	6·2	7·3	49·9	13·7	16·0	41·0	42·2	35·4	....	32·2	45·8	8·2	8·0	44·6	38·6	15·50	.....	32.50–36·50 45
14·0	14·4	14·8	9·7	7·4	53·6	14·2	18·0	41·7	44·3	36·2	....	33·7	45·4	8·3	8·3	41·4	39·2	15·50	.....	46
13·8	15·3	14·9	6·0	7·4	55·4	13·5	18·0	37·5	41·1	34·5	....	33·8	46·6	8·2	8·1	39·2	38·6	16·00	.....	25·00–29·00 47
14·6	14·6	14·6	6·3	7·9	47·0	15·0	17·8	42·7	44·4	35·3	....	33·8	46·3	8·6	8·6	45·5	39·0	16·00	.....	22·00–26·00 48
15·6	14·9	15·2	7·2	7·3	57·8	14·3	16·1	41·9	42·9	38·7	....	39·7	44·3	9·1	9·0	44·5	38·2	.....	8·37	21·00–25·00 49
15·4	15·4	15·7	7·0	6·7	49·4	13·9	16·9	39·8	40·3	39·6	21·9	36·5	43·5	9·0	8·9	37·3	37·9	.....	12·95	26·00–30·00 50
16·9	15·3	15·2	6·4	7·5	49·6	13·9	18·0	38·4	44·8	39·0	22·7	37·4	42·8	9·3	9·4	41·7	38·6	.....	10·30	21·00–25·50 51
16·0	16·7	16·7	7·5	7·9	38·9	15·3	16·2	39·0	43·1	39·3	22·3	39·5	47·3	9·9	9·6	39·6	37·8	.....	10·50	19·50–23·50 52
16·7	15 7	15·3	6·6	7·4	64·5	13·7	17·6	37·9	39·8	40·3	21·6	37·0	46·3	9·2	9·6	42·0	38·0	.....	11·50	27·50–31·50 53
17·4	16·4	16·3	7·3	7·3	54·5	15·1	17·7	41·7	46·3	38·7	22·9	38·3	45·7	9·5	9·6	43·7	37·8	.....	10·10	22·00–26·00 54
14·9	14·7	15·0	7·5	7·4	59·5	14·8	17·3	39·8	46·6	37·0	21·0	34·7	45·5	9·0	9·2	41·5	37·6	.....	8·25	26·00–30·00 55
17·7	15·6	16·6	7·7	8·1	66·1	13·8	17·8	42·8	47·3	40·1	23·0	35·9	45·6	9·5	9·7	42·5	38·0	.....	.....	20·00–24·00 56
15·4	14·9	16·3	7·3	7·6	54·4	14·5	17·4	42·5	40·5	38·5	21·8	35·8	44·3	9·2	9·4	42·8	37·6	.....	5·40	24·50–28·50 57
15·8	14·2	.....	7·1	7·3	74·7	12·8	18·4	40·5	40·0	....	20·8	32·3	43·6	9·3	9·4	45·0	37·5	.....	4·90	22·00–26·00 58
15·7	15·3	15·0	8·2	7·3	69·2	13·4	17·4	42·5	38·5	....	....	31·5	....	8·9	8·8	41·2	38·4	.....	.....	17·00–21·00 59
14·9	14·1	15·0	7·2	6·6	72·0	12·3	16·9	37·1	36·7	36·3	20·6	33·2	43·1	7·9	7·8	36·7	38·2	.....	13·00	20·50–24·50 60
16·1	15·4	16·2	8·3	7·3	73·9	12·6	17·6	47·3	45·0	38·4	22·4	34·4	44·8	8·8	8·6	44·3	39·0	.....	13·65	20·00–24·00 61
14·9	15·7	16·5	8·7	7·0	63·8	12·5	16·2	37·5	44·1	35·5	23·7	36·3	49·2	9·0	8·9	39·4	37·7	.....	10·75	23·00–27·00 62
14·8	14·5	14·6	7·1	6·4	64·8	11·8	16·7	38·9	38·0	38·0	20·3	30·4	43·3	8·0	8·0	38·8	37·9	.....	13·00	23·50–27·50 63
15·3	15·1	15·4	7·3	7·5	67·2	14·4	16·0	39·5	37·4	36·9	21·2	33·4	42·7	8·9	8·4	41·9	38·3	.....	13·25	21·00–25·00 64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V. INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(Average Prices in 1926=100)

Commodities	Commodities 1943	1913	1918	1920	1922	July 1926	July 1929	July 1933	July 1939	July 1941	July 1942	July 1943	June 1944	July 1944
All commodities	510	64·0	127·4	155·9	97·3	100·1	97·2	70·5	72·6	91·2	96·0	100·1	102·5	102·5
Classified according to chief component materials														
I. Vegetable products	113	58·1	127·9	167·0	86·2	100·8	96·9	69·7	59·8	78·5	86·1	92·4	95·0	95·1
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	99·1	108·5	59·4	71·2	93·5	101·1	107·6	106·1	105·9
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	100·1	91·5	70·6	66·4	92·5	91·9	91·9	91·9	91·7
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	100·6	93·9	62·6	77·0	97·1	101·5	108·0	118·0	118·0
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	99·5	93·8	85·5	97·1	112·6	115·8	115·7	117·1	117·0
VI. Non-Ferrous Metals and their products	17	98·4	141·9	135·5	97·3	100·0	98·5	69·9	68·6	77·6	77·8	79·7	79·7	79·7
VII. Non-Metallic Minerals and their Products	81	56·8	82·3	112·2	107·0	99·1	93·4	82·9	84·4	96·3	99·2	100·5	102·5	102·3
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	100·4	95·8	81·1	77·8	100·2	102·2	100·6	100·1	100·0
Classified according to purpose—														
I. Consumers' Goods	207	62·0	102·7	136·1	96·9	99·3	94·7	72·2	73·4	92·1	96·4	97·4	97·4	97·4
Foods, Beverages and Tobacco	114	61·8	119·0	150·8	90·2	98·9	99·7	67·7	71·4	91·6	100·3	103·5	101·2	101·2
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	99·5	91·3	75·2	74·8	92·4	93·8	93·4	94·9	94·8
II. Producers' Goods	366	67·7	133·3	164·8	98·8	101·3	100·6	69·2	66·6	84·5	88·0	95·3	100·2	99·9
Producers' Equipment	24	55·1	81·9	108·6	104·1	96·8	94·9	84·8	94·9	106·7	110·0	114·2	118·7	118·5
Producers' materials	342	69·1	139·0	171·0	98·2	101·8	101·3	67·5	63·4	82·0	85·6	93·2	98·1	97·8
Building and Construction Materials	111	67·0	100·7	144·0	108·7	100·0	98·9	80·8	88·5	109·9	114·5	119·6	127·4	127·2
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	102·2	101·8	65·2	59·2	77·3	80·7	88·7	93·1	92·8
Classified according to origin:														
I. Farm—														
A. Field	154	59·2	134·7	176·4	91·2	100·2	94·8	68·7	58·0	77·5	82·3	88·0	90·7	90·5
B. Animal	88	70·1	129·0	146·0	95·9	98·3	104·4	61·0	71·5	92·6	97·5	101·4	100·1	99·8
Farm (Canadian)	63	64·1	132·6	160·6	88·0	100·8	107·6	60·1	62·6	71·7	81·1	96·4	102·0	102·0
II. Marine	16	65·9	111·6	114·1	91·7	100·5	103·3	61·7	66·4	92·1	111·4	130·3	129·3	129·8
III. Forest	58	60·1	89·7	151·3	106·8	100·5	93·8	62·8	76·7	96·7	101·0	107·5	117·2	117·2
IV. Mineral	194	67·9	115·2	134·6	106·4	99·8	93·3	80·5	84·0	96·3	98·3	99·3	100·7	100·5
All raw and partly manufactured	213	63·8	120·8	154·1	94·7	99·8	101·6	62·9	63·1	82·5	90·7	100·0	104·0	103·7
All fully and chiefly manufactured	297	64·8	127·7	156·5	100·4	99·7	93·1	72·4	72·8	90·4	91·8	92·8	93·5	93·4

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	805	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	882	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	1024	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	1225	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	1282	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	1536	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	1428	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	1194	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	1053	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1103	1150	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	.....	.....	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	.....	.....	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1589	1173	1242	1176	1416	1109
1943	100·0	118·4	103·1	123·5	162·8	199	218·2	203	1706	1244	1372	1267	1513	1002
June	99·6	118·5	103·8	124·8	163·1	198	218·2	203	1695	1250	1399	1289	1528	1000
July	100·1	118·8	103·2	123·9	164·0	200	217·9	204	1703	1248	1404	.....	1522	.....
August	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	1395	.....	1522	.....
September	101·1	119·4	103·1	123·9	162·9	198	219·5	204	1725	1259	1398	1278	1520	996
October	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	1392	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1742	1256	1391	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	1266	1565	1001
1944—January	102·5	119·0	103·3	124·2	164·0	199	220·6	206	1767	1264	1391	.....	1566	.....
February	102·7	118·9	103·6	123·8	164·6	200	221·3	206	1768	1272	1385	.....	1567	.....
March	103·0	119·0	103·8	123·8	164·9	200	222·9	206	1765	1283	1387	1268	1559	1005
April	102·9	119·1	103·9	124·6 [1]	165·5	200	223·1	207	1773	1291	1394	.....	1558	.....
May	102·5	119·2	104·0	125·1 [1]	166·1	200	.....	.....	1773	1292	.....	.....	.....	.....
June	102·5	119·0	.....	125·4	166·1	200	.....	.....	.....	.....	.....	1269	.....	.....
July	102·5	119·0	.....	.....	.....	201	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New Wartime price series on base December 1942=1000, computed quarterly beginning March, 1943 (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June.

Accidents and Accident Prevention

Fatal Industrial Accidents in Canada During the Second Quarter of 1944

DURING the second quarter of 1944 there were 286 fatal industrial accidents, including deaths from industrial diseases, reported by workmen's compensation boards, etc. This compares with 344 fatal accidents during the second quarter of 1943. Of the 286 fatalities in the period under review, 62 occurred in April, 117 in May and 107 in June. Fatal accidents during each year are recorded by quarterly periods in the issues of the LABOUR GAZETTE for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain 38 fatalities for the first quarter of 1944 and nine fatalities for 1943.

In this series of reports, it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the LABOUR GAZETTE and newspaper reports.

Classified by groups of industries, the fatalities occurring during the second quarter of 1944 were as follows: agriculture, 31; logging, 27; fishing and trapping, 19; mining, non-ferrous smelting and quarrying, 34; manufacturing, 59; construction, 20; central electric stations, 7; transportation and public utilities, 63; trade, 8; finance, 1; service, 17.

Of the mining accidents, 25 were in "metalliferous mining," six in "coal mining," and three in "non-metallic mineral mining and quarrying, n.e.s."

Of the accidents in manufacturing, one was in "vegetable foods, drink and tobacco," one in "animal foods," three in "textiles and clothing," one in "leather, fur and products," one in "rubber products," eight in "saw and planing mill products," two in "wood products," two in "pulp, paper and paper products." 20 in "iron, steel and products," three in "non-ferrous metal products," seven in "non-metallic mineral products," three in "chemical and allied products," and seven in "shipbuilding."

In construction there were nine fatalities in "buildings and structures," seven in "highway and bridge," and four in "miscellaneous."

In transportation and public utilities, there were 30 fatalities in "steam railways," two in "street and electric railways," 10 in "water transportation," four in "air transportation," 14 in "local and highway transportation," one in "storage," one in "telegraphs and telephones," and one in "express."

In trade there were four fatalities in "wholesale," and four in "retail" trade.

Of the fatalities in service, 14 were in "public administration," one in "laundering, dyeing and cleaning," and two in "personal, domestic and business."

There was no serious disaster resulting in the loss of a large number of lives during the period under review. Accidents involving the loss of two or more lives were as follows:

When three fishing boats were swamped in a storm, off Richibuctu, N.B., on June 13, four fishermen were drowned from one boat, four fishermen from another boat, and two fishermen from the third boat. On the same day, two fishermen were drowned from a motorboat in a storm, off Cape Traverse, P.E.I. Two lobster fishermen were drowned when a skiff capsized, in Tracadie Harbour, N.S., on May 27.

When a speeder jumped a track on a logging railway, while transporting workmen, near Kapuskasing, Ontario, a roadmaster and two sectionmen were killed, on June 7. Two log drivers were drowned in a river from a log drive, near Blind River, Ontario, about May 26; and two loggers were drowned when a canoe capsized, near Courtenay, B.C., on June 5.

On May 19, two miners were asphyxiated by gas in a mine, near South Porcupine, Ontario. A well driller and a farmer were asphyxiated by gas in a well, near Vermillion, Alberta, on May 21.

On May 15, a locomotive exploded, near Cayuga, Ontario, killing an engineer, a fireman and a brakeman. Three trackmen lost their lives, near Rodney, Ontario, on May 19, when a train struck a jigger on which they were riding. Two sectionmen were killed when struck by an engine, at St. Constant, Quebec, on June 10.

When a plane crashed while en route from Dorval, Que., to Newfoundland, a pilot and a radio officer were killed, on May 20.

A truck driver and a mechanic were killed in Montreal, Que., on April 25, when a bomber plane crashed and struck their truck.

While fighting bush fires, near Webster, Alberta, two forest fire fighters were burned to death on May 4; and two fire rangers were drowned from a canoe, north of Fort Coulonge, Que., on May 17.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first quarter of 1944 has been compiled which contains 38 fatalities of which one was in agriculture, five in logging, three in mining, non-ferrous smelting and quarrying, 16 in manufacturing, two in construction, eight in transportation and public utilities, and three in trade. Five of these accidents occurred in January, eight in February, and 25 in March.

A further supplementary list of accidents occurring in 1943 has been made. This includes nine fatalities, of which one was in logging, three in construction, four in transportation and public utilities, and one in trade. One of these accidents occurred in February, one in March, one in April, one in October, two in November, and three in December.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1944, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)	....	1	....	....	7	....	....	....	....	....	....	....	8
B.—Working machines	....	....	....	....	1	....	....	....	....	....	1	....	2
C.—Hoisting apparatus (elevators, conveyers, etc.)	....	....	....	1	8	1	....	1	1	....	....	....	12
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	4	....	1	5	11	1	6	3	....	....	5	....	36
E.—Striking against or being struck by objects	....	....	....	....	1	....	....	2	....	....	....	....	3
F.—Falling objects	3	8	....	8	7	....	1	....	1	....	....	....	28
G.—Handling of objects	....	3	....	....	4	....	....	....	1	....	....	....	8
H.—Tools	....	1	....	....	....	....	....	1	....	....	....	....	2
I.—Moving trains, vehicles, watercraft, etc	13	7	18	3	1	6	....	48	4	....	7	....	107
J.—Animals	7	....	....	....	....	....	....	....	....	....	....	....	7
K.—Falls of persons	3	7	....	3	11	11	....	8	1	....	3	....	47
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	1	....	....	14	8	1	....	....	....	1	1	....	26
Totals	31	27	19	34	59	20	7	63	8	1	17	....	286

Machinery-Guarding Under British Factories Act

A NUMBER of cases have recently come before the British Courts in which the duty imposed on the employer by the Factories Act, 1937, to fence machinery securely had been disregarded. The firm in each case was convicted and fined.

This negligence of employers resulted in hair and scalp injuries to five women when their hair became entangled in machinery. Three of these five cases involved unfenced or insecurely fenced stockbars. The Factories Act stipulates that any part of a stockbar which projects beyond the headstock of a lathe shall be securely fenced unless it is in such a position as to be as safe as if securely fenced. There was no guard in one instance, in another the stockbar projected beyond the guard and in the third the guard was not in

position at the time of the accident, and even if it had been, it probably would not have prevented the injury, for it was only a shallow guard in the shape of an inverted trough. In only one of these five cases was the woman's hair protected by a cap, but on this subject the Industrial Accident Prevention Bulletin issued by the British Ministry of Labour and National Service notes

> that the law says the stockbars must be fenced—not the operators' heads and that, even if it did not, a guard fixed on a machine is infinitely better than some protective device stuck on the worker. It is a basic principle in safety to prevent the danger at its source whether it be mechanical, electrical or chemical. The attachment of a safety device to the worker is, at best, an uncertain second line of defence and, at worst, a plain admission of defeat.

One fatality resulted from a painter being caught in an unfenced shaft which, although well above ground level, was near a corrugated iron runway connecting two sheds which he was painting. The Factories Act requires:

> Every part of the transmission machinery shall be securely fenced unless it is in such a position or of such construction as to be as safe . . . as it would be if securely fenced.

It was ruled that painting and maintenance work are entirely normal in a factory and therefore the shaft could not be considered "safe by position."

Another example of unfenced machinery causing an accident occurred when a man climbed a ladder to adjust some cloth at the intake rollers on a scouring machine in a dye-works, not knowing that he could do it from the ground. The firm was convicted for failure to comply with the law. In another case a woodworking machine had a sound guard which apparently was never used, the injured worker never having been instructed as to its use. In still another case, the worker walked between a leather-cleaning machine and the wall, a 30-inch space, in order to adjust a belt. There was no guard and when his clothing caught on a revolving shaft, he was killed. It was pointed out that the machine could have had a guard consisting of a complete enclosure of the back of the machinery with access through a gate interlocked with the starting mechanism.

Work Accidents in United States Shipyards, 1943

THE spectacular development of the wartime shipbuilding industry in the United States provides a somewhat unique medium for an analytical study of work accidents. Such a study, covering the year 1943, has been carried out by the Bureau of Labour Statistics at Washington and some of the more significant results of the study were published in the midsummer issue of *Industrial Safety Survey*, quarterly publication of the International Labour Office.

In a brief review of the position of the American shipbuilding industry since the outbreak of war, the article points out that the findings are noteworthy for at least two reasons: (1) shipbuilding was at an all-time peak, and (2) a nationwide co-ordinated attempt was made to curtail workers' injuries.

Problem of Providing Enough Ships

At the outbreak of war in 1939, the merchant fleet of the United States consisted of about 1,100 vessels, aggregating approximately 10,500,000 tons dwt., most of which had been built about 20 years before. When the United States entered the war in December, 1941, the merchant fleet had been augmented by foreign vessels which had been seized in American ports, or acquired by negotiation or requisition. These brought the dead weight tonnage to about 12,000,000 tons.

Shipbuilding was stepped up during the early months of 1942, but by July it was clearly failing to keep up with enemy sinkings and the net merchant tonnage had fallen to about 11,750,000 tons dwt. Moreover, the losses of the other Allied nations were far in excess of the tonnage they produced. It was imperative that exceptional efforts should be made to increase shipyard output. This involved two problems: (1) the obtaining of essential materials, and (2) the development of a much larger working force. A year later, in July, 1943, the American merchant fleet totalled about 2,000 ships aggregating about 20,000,000 tons, an increase of nearly 100 per cent in 12 months. New ships were being turned out at an average rate of about one a day, and this was subsequently stepped-up to an average of five ships a day.

Augmented Working Force and Accident Ratio

The article states that to achieve this increased production, employment in the shipyards had been increased from about 69,000 in 1939, to more than a million in 1943. For the most part the new labour force had no previous experience in shipbuilding. It came

from all kinds of industries and comprised young and old, men and women. These had to be trained and thrown into active production with the least delay possible. Such an increase in the employment of inexperienced workers created a serious problem in accident prevention. This was rendered still more acute by the necessity for replacing old methods of shipbuilding with new techniques, which, in turn, introduced new accident hazards. In 1942, there were 33·1 disabling injuries per million employee-hours, as against 26·4 for 1941 and 20·6 in 1940. A conference of all shipyard safety and health directors was called in the autumn of 1942, under the joint auspices of the Maritime Commission and the Navy. This conference worked out and adopted a set of minimum requirements for the safety and health of shipyard workers, which were later approved by the Navy and the Maritime Commission, and were made mandatory on every contract shipyard engaged in building ships for the government.

Minimum Safety Requirements

The main features of the "Manual of Minimum Requirements" were as follows:

"1. As the name implies, the manual covers only minimum requirements for safety and health.

"2. Yards with less than 2,000 to 3,000 workers need not have full-time physicians. But yards having 3,000 to 5,000 workers should have two full-time physicians, and one additional physician for each 5,000 men.

"3. Yards employing up to 5,000 workers should have six full-time nurses in the main dispensary, and three additional nurses for each additional 5,000 workers. First-aid stations are to be staffed by additional nurses.

"4. Physical facilities required are indicated in considerable detail, covering such items as treatment rooms, X-ray room, first-aid rooms, ambulances, etc.

"5. Specified health precautions are required for certain types of operations, particularly where the hazards involve dusts, fumes, acid gases and mists, solvents, fiberglass, asbestos, and other chemicals or substances which may occasion dematitis and other types of industrial diseases.

"6. On the accident-prevention side of the program, a safety director is required in every shipyard. The director is to be responsible directly to the highest ranking managerial executive or his designated representative.

"7. In addition to the safety director, an assistant director is required in yards having 3,000 or more workers. One safety engineer is to be added for every 1,500 employees. Thus a yard with 35,000 employees should have a safety director, an assistant director, and 21 safety engineers or inspectors.

"8. The functions of the safety director and his staff are outlined in some detail and follow well-established safety practices, ranging from responsibility for safe working conditions and employee training to the required types of reports.

"9. In addition to the reports to be kept within the yard for the guidance of the management and the safety director, the requirements call for two reports to the Maritime Commission. One of these is the monthly injury summary, which contains the exposure and injury data necessary for the computation of the injury frequency rate in each yard. The other is the supervisor's report, which is to be made out for each disabling injury. In this form the emphasis is on accident cause analysis and method of prevention. The following questions are the core of this form:

"(6) Describe accident or case fully (what injured was doing, what happened, etc.)
(7) What unsafe condition caused accident or occupational disease? (Specify: broken ladder, defective staging, lack of ventilating equipment, etc.).
(8) What was done wrong (unsafely) that caused accident or occupational disease? (Specify: failure to wear provided goggles, overloading crane, using mushroomed chisel, failure to use respiratory protective equipment, etc.)
(9) Describe resulting injury or occupational disease.
(10) What have you done to prevent similar occurrences?
(11) What do you recommend to prevent similar occurrences?

"The purpose of this form was threefold: (1) to provide the supervisor with an adequate form on which to record each disabling injury; (2) to require the supervisor to make an analysis of the unsafe factors in each accident, and at the same time to reveal to the safety department whether he understood his accident problems and had taken the proper remedial measures, or whether he required attention from the safety men; and (3) to provide the Maritime Commission—which administered the program—with records which would permit adequate direction.

"10. Specific safety provisions are laid down for a large variety of hazards—welding, burning, housekeeping, lighting, etc. In the execution of the safety and health program, the Maritime Commission utilizes a director for safety, and a director for health and hygiene. The latter is assisted by a small staff of medical men who engage in studies and investigations of the health conditions in shipyards. The safety staff consists of four regional consultants whose duty it is to work with the safety directors in the various yards."

The report forms were submitted monthly by each yard to the U.S. Bureau of Labour Statistics for determining: (1) the relative standing of each yard, month by month, and (2) the types of conditions or unsafe practices which give rise to important classes of accidents, and which appear to predominate in specific yards. Injuries requiring only first aid which result either in permanent impairment or loss of time were excluded from the count. The information was tabulated and submitted to the yards reporting and to the Maritime Commission. In addition, the Bureau set up a card index system covering accident types, unsafe conditions and unsafe acts for each yard, so as to provide means for quick reference by the safety consultant.

Reduction in Accident Incidence

The study indicated that "the intensified safety program produced a marked decline in the incidence of work injuries during the latter part of 1943. The private shipyards finished the year with an average frequency rate of 31·2. Maritime Commission data indicate that shipyards building merchant ships had an average of 32·6 disabling injuries per million employee hours in 1943, as against an average of 37·9 in 1942, the decline being most marked in the closing three months of 1943." The frequency rate in the private yard under Navy contracts and building various types of warships was even better, the average for the latter being 28·8.

General Statistical Findings

Thirty-five per cent of all injuries reported were due to workers being struck by moving, sliding or falling objects: fully one-third of these injuries could have been prevented by the use of proper protective equipment. Twenty-one per cent of all injuries were due to falls: the largest proportion of these resulted from unguarded stagings, deck openings, etc. Slips and over-exertion, usually resulting in strains and occasional hernias, constituted the accident type in 16 per cent of the reported cases: most of these were directly traceable to "poor housekeeping". Striking against objects caused ten per cent of the accidents reported which were nearly equally divided among "unsafe conditions due to lack of protective equipment, poor housekeeping and defects of agencies." About eight per cent of the reported accidents were due to contact with heat or flames: many of these could have been prevented if workers had worn suitable goggles. Workers being caught in or between objects accounted for six per cent of the accidents; inhalation, absorption or ingestion of poisonous substances for two per cent and miscellaneous causes for another two per cent.

Among the conclusions reached as a result of the study, it is stated that in most cases both an unsafe condition and an unsafe act contributed to accidents. Failure to wear protective equipment was the most outstanding type of unsafe act and was involved in 19 per cent of all reported cases. Improper lifting methods, or taking an insecure grip on objects to be lifted—most frequently, the object being a tool—caused some 16 per cent of the total accidents classified under "unsafe acts". Eye injuries constituted 16 per cent of all reported injuries during 1943. In 11 per cent, the injuries were caused by foreign particles striking the eye and the other five per cent consisted of welder's flash cases. During the first seven months of 1943, crane accidents amounted to only five per cent of the reported disabling accidents, but they caused more severe accidents than any other mechanical equipment.

United States Bulletins on Industrial Safety

SAFETY Subjects is the title of a 152-page bulletin recently published in the United States.* Much of the material was originally prepared to assist State labour departments in training factory inspectors. Since 1941 it has also been used in mimeographed form in the War Safety Training Program sponsored jointly by the Department of Labour and the Office of Education for supervisors and workers in war plants (L.G., 1943, p. 1330).

Safety subjects dealt with in the 25 chapters in the booklet range from forms of safety organization, safety psychology, plant housekeeping maintenance and safety inspection to accident reports and records. The causes of accidents are analyzed and methods of discovering and correcting hazards and appraising safety performance suggested. Considerable attention is given to a discussion of ways of safeguarding various types of machinery, preventing falls and handling materials safely. There is a brief history of the industrial safety movement and the development of legal and voluntary safety standards by State governments and such organizations as the American Standards Association is described. Other chapters dealt with electrical hazards, explosion dangers and fire prevention. Questions on the subject matter of each chapter are included and reference is made to publications of the National Safety Council, American Standards Association and other organizations promoting safety.

It is emphasized throughout the bulletin that safety pays in dollars and cents as well as in improved employee morale and public goodwill. "Greater safety usually means greater production largely because it involves better control". This is particularly true in mass-production industries where planning and control are very important. The indirect

**Safety Subjects*, U.S. Department of Labour, Division of Labour Standards, Bull. No. 67, Jan., 1944, U.S. Government Printing Office. 20 cents.

cost of accidents have been estimated to be at least four times as great as the medical and compensation costs, and the average cost to the employer for each lost-time accident has been calculated to be about $950. That a large proportion of accidents are preventable has been proved by the records of a number of large firms and such industries as railroads, automobiles, steel, and petroleum, but it is stated that

> . . . any large reduction in the annual injury toll must come through greatly improved safety performance in the multitude of small firms and businesses which, despite the prominence of our industrial giants, still account for a large majority of our industrial employment.

Management's Responsibility

Great stress is laid on management's responsibility for removing physical hazards, training workers in safe methods of work and organizing accident-prevention work. The relative merits of different types of plant safety organization are discussed but the conclusion is that "active executive interest and direction leads to an effective program regardless of the form of safety organization." Safety committees with worker representatives promote safety consciousness and bring together different viewpoints but are usually weak in execution. "A committee will take its work seriously," it is pointed out, "in proportion to management's attitude toward it." A safety director will be effective only if he can work well with foremen and other executives and is given sufficient authority to carry out accident-prevention work.

Since "most injuries result from a combination of physical hazards and faulty behaviour", accident prevention involves constant efforts to discover and remove hazards and train workers in safe methods. While general safety education by means of posters, contests, meetings, etc. is regarded as important in training workers, it must be supplemented by intensive individual contact through foremen trained in safety and in methods of dealing with workers. "It is as much the supervisor's duty to see that men work safely as it is to see that they work effectively."

Hazards can be discovered by careful and regular inspections, analysis of jobs and investigation of all lost-time accidents. Prompt corrective action must follow such inspections and investigations. Whenever an accident is traced to a particular hazard or bad practice, the whole plant should be inspected for similar conditions elsewhere. The qualifications and functions of inspectors are described and the role which State safety inspection services should play in educating and assisting small employers is stressed. However a warning is issued:

> Without carefully worked out and well-maintained means of training and instructing its safety inspectors, no State can hope to render a safety service that will reasonably measure up to the need or opportunity.

"An inspector," it is observed, "must not only know his subject, but he must be salesman enough to sell it to sometimes unwilling executives."

Chief Sources of Injuries

Statistics show that the chief sources of injuries are handling objects, the operation of mechanical equipment, the use of tools and falls. Separate chapters are devoted to methods of preventing accidents from each of these sources. It is stressed that good housekeeping, adequate maintenance and foresight in planning the factory to ensure sufficient working space, head room, storage facilities and room for traffic can prevent many accidents and are a sign of competent management.

In the manufacturing industries machinery is a major source of injuries, a high proportion of which result in permanent disabilities. The guarding of all dangerous machinery is strongly urged and a detailed description of suitable guards for various types of metal working and woodworking machines is included. It is pointed out that

> the correct kind of guards invariably increase production through enabling machines to be operated more steadily or faster, or both.

Condemnation is expressed for the attitude "that it is sufficient to guard a machine so that an operator faithfully obeying carefully worked out rules of safe operation can escape injury". Many operators are not adequately trained or supervised and even the most careful operator will make a mistake occasionally. Guards should be an integral part of the machine installed when it is manufactured rather than as an after-thought. However until employers demand fully-guarded machines, manufacturers cannot be expected to make them. "Too much emphasis is placed on keeping guard costs down and far too little on keeping their effectiveness high."

The keeping of accident records is recommended so that frequency and severity rates may be computed, and safety performance gauged. A study of such records can also show where the majority of accidents occur, which employees are "accident repeaters" and what accidents recur most frequently.

Manual on Accident Records

Stressing that "accident records are indispensable aids toward accident prevention," the United States Department of Labour has recently published a manual on methods of recording industrial accidents and computing frequency and severity rates.* The frequency rate, which is the number of disabling injuries per million employee-hours of exposure, indicates whether accidents are on the increase and how the plant's safety record compares with the records of similar plants. It can also be used to compare the performance of different departments if a separate rate is calculated for each department, and will show where most accidents are occurring and the effectiveness of remedial measures. The severity rate, which is the average time-loss in days per 1,000 hours worked, indicates the seriousness of the accident problem.

Sample forms are included in the manual for reporting accidents, tabulating causes and summarizing the monthly frequency rates of different departments. It is strongly urged that the form on which a supervisor reports each accident should "require him to think in terms of causes and remedial measures". The use of code numbers is suggested for tabulating accident causes in sufficient detail to draw attention to the unsafe act and unsafe condition causing each accident. Studies of the effect of sex, occupation, age, experience, shift and other such factors on accident rates are recommended.

* Accident-Record Manual for Industrial Plants, U.S. Department of Labour, Bureau of Labour Statistics Bull. No. 772, March, 1944. Price 10 cents.

Safety through Management Leadership

Safety through Management Leadership is the title of Special Bulletin No. 15 of the Division of Labour Standards, United States Department of Labour. Designed to awaken management to its responsibility for directing the safety program, it contains information on plant safety organization, safety committees and training of supervisors and workers in safe methods of work. Descriptions of safety programs for large, medium and small plants are included. In addition there is a list of other safety publications and posters issued by the Division of Labour Standards for the campaign of the National Committee for the Conservation of Manpower in War Industries.

The value, composition and functions of safety committees are discussed in detail. It is pointed out that committees with worker members secure plant-wide interest and co-operation in accident prevention, particularly if membership is rotated. They act in an advisory capacity to management which must take an active interest in them and see that their recommendations are carried out or reasons given for not adopting them. Suggested functions for committees are drafting safety rules, inspecting the plant for unsafe conditions, investigating accidents, determining standards for safe machinery and equipment and promoting safety-consciousness through personal contacts, rallies, posters, contests, etc.

The importance of training new workers in safety is stressed. This must be followed up with day by day supervision. Employers are urged to select safety-minded supervisors and to take advantage of the wartime safety courses provided for supervisors and members of safety committees by the U.S. Department of Labour.

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ON the advent of Labour Day the Minister of Labour, Honourable Humphrey Mitchell, issued the following message:

"It is just fifty years since the Parliament of Canada decreed that the first Monday of September in each year should be called Labour Day, and should be a public holiday throughout this country. 1944 marks the semi-centennial of a special day on which recognition is given to the part played in our economic life by the workers, so frequently known by the general name of 'labour'.

"It is particularly fitting that the people of Canada pay tribute at this time to the workers in our factories, shipyards, mines, and the many other industries which have provided the sinews of war which our young men of the Armed Services are using so victoriously wherever the battle of freedom is being waged.

"Canadian labour has played a great role in this gigantic struggle, and the end which cannot now be long delayed will follow in very real measure on the strenuous efforts they have put forward since 1939.

"One cannot think of Labour Day, and of the work accomplished by the whole body of industrial workers, without thinking also of the great trade union movement, of which Labour Day may almost be termed the birthday. It was the trade union movement that secured from the Parliament of Canada in 1894 its first recognition in the form of the establishment of Labour Day. Since that date, the greater proportion of the progressive labour and social legislation which is so familiar, has been enacted as a result of trade union suggestions and requests.

"The trade union movement preceding 1894 provided a solid foundation on which the present day movement has been built. The early trade unionists—and on this day labour all over Canada will do them honour—built much better than they knew. The infant they adopted has become a very healthy, energetic and progressive individual. No one would suggest that he has yet acquired his full stature. No one would suggest that his accomplishments to date are more than an indication of what he will accomplish in the future. The good of the country will certainly be furthered as the trade union movement thrives and progresses.

"At no time in our history will we require clear thinking and sound action on the part of all sections of the population, as in the post-war era. Labour has certainly played its part in wartime. I feel that we may count most confidently on labour—and of course I am referring to the trade union movement—to play its part in building a new and better Canada in the years which will follow the victory so rapidly approaching now."

Mr. Percy R. Bengough

Dealing with this anniversary of labour, Mr. Percy R. Bengough, President, The Trades and Labour Congress of Canada, stated in part as follows:

"It is not impossible, in fact it is reasonably probable, that this Labour Day is the last Labour Day of this global war. With such reasonable expectations, however, we must see that there is no easing up on the job of winning this war . . . It is the first duty of the workers on this Labour Day to again dedicate themselves to do all possible to bring victory in the shortest possible time . . .

"We must not forget our great obligations to all those in the Allied countries—yes, and the underground movements in Fascist controlled countries, who have fought and died that we can continue as free men and women. The people of the world must realize and profit from the knowledge gained during this war period and keep in mind the enormous productive capacity that has been developed as a result of the war effort."

At the same time, Mr. Bengough emphasized the need for careful consideration of post-war labour conditions. He asserted that we have an abundance of materials. We have the knowledge and ability to fashion these materials to every human need and requirement . . . Further, "the workers and all sane thinking citizens must insist on a system of life in the post-war period that will guarantee to every citizen, able and willing to work, an adequate income sufficient to provide a good home and comfortable living for himself and his family; that will free all from the fear of want for the whole of their lives, with efficient treatment during illness, and full protection in old age . . . On this Labour Day our objective must be 'Victory and forward to a larger life'."

Mr. A. R. Mosher

Mr. A. R. Mosher, President of the Canadian Congress of Labour, in his Labour Day message declared in part that: "Organized Labour in Canada is looking forward to the winning of the war and the building of a better national and world-order with a growing

awareness of its own [illegible] Records the opportunities for far-reaching constructive activity which the war has made indispensable. It is increasingly evident that the war has speeded up the discovery and application of new materials and processes in the field of production which might otherwise have waited decades for development."

Continuing, Mr. Mosher asserted that organized labour will maintain and increase its strength under any economic or political system which is democratic in character and that labour organization will use whatever effective means it finds to attain its chief objective, namely the attainment of the highest possible standard of living which the nation can provide through industry, agriculture and international trade.

Dealing with labour's relationships with outside interests and groups, Mr. Mosher said:

"It is essential, in the interests of unity and harmony, that the people of Canada outside the ranks of labour should have a clear understanding of what labour organization involves and implies. Labour wants nothing for itself that it does not desire for every other element in the nation; labour is opposed to nothing that is beneficial to the general welfare. Labour does not seek to usurp the function of management, or to do away with enterprise and initiative. It asks only that industry be managed with proper regard for the human factors involved, and that enterprise and initiative be directed toward the most efficient utilization of our human and natural resources and the equitable distribution of the resultant product, rather than to their exploitation for the sake of profit . . . "

It is against this background of effort and aspiration, Mr. Mosher said, that the struggle for union recognition and security and such devices as the union shop and the check-off, as well as adequate labour legislation should be considered. He admitted that labour has made mistakes, but it is learning from its errors and gaining wisdom with its increasing power.

He declared that: "Labour is eager to cooperate with every other group and institution in Canada in establishing a social order which will be worthy of the sacrifices which the war has demanded and the hopes of those who paid the price of freedom. The realm of the possible has been widely extended by the experience and the lessons of the war; ancient barriers to progress have been proven to be illusions, and the way is now open for the attainment of a life of abundance, of happiness, of well-being for every citizen such as no one has ever dared to envisage in his most optimistic moments. If we face the future with the courage which is winning the war, and the determination to conquer poverty and insecurity in the same spirit of all-out effort and aggressiveness, victory is as certain as tomorrow's sunrise."

Mr. Alfred Charpentier

Mr. Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour, referred especially to post-war conditions. He said in part: "A new spirit is permeating society. Suffering and privation throughout the world have not been in vain. The voice of Christian socialism is being heard and many countries are directing their efforts to finding better and more just solutions for the problems of distribution, such, for example, as family allowances. In all democratic countries," Mr. Charpentier asserted, "may be seen the trend, or intensification, as the case may be, of a tripartite development of government-employer-labour collaboration for the establishment of tomorrow's order."

He continued: "Some great principles of justice are now generally accepted, such as, priority of wages over stock dividends; equal pay for equal work; fair wages (higher than the minimum rate) when the financial position of the employer admits of it; right to annual holidays with pay; . . . to which may be added a new labour demand, namely, the guarantee of a minimum annual wage in fundamental industries . . . Then too, there is the tendency to develop the extension of what is broadly known as 'social service' and 'labour relations service', notably in the manufacturing industries."

Labour and Industry in Nova Scotia

Annual Report of the Provincial Department of Labour for 1943

THE annual report of the Nova Scotia Department of Labour for the fiscal year ending November 30, 1943, states that: "conditions on the whole remained unchanged, there being some fluctuations within the various trade groups involving minor recessions. Trade unions reporting at the close of October, 1943, indicate that while full employment was shown to a great extent on the finishing of existing jobs, in the Halifax zone, ·8 per cent of inactivity was shown and ·2 inactivity was shown for the province as a whole.

"There was a definite shortage of skilled labour and of necessary building material in the Halifax zone.

"The shipbuilding industry reported a shortage of labour. Amherst reported help was available except in the aircraft industry.

"The colliery districts show a decrease in the average daily force of 845 men. The total shifts worked show a decrease for the year of 192,128 man days."

Joint Adjustment Board.—This Board, which was established in 1941, considered 19 cases in 1943. A decision was given in each case and was accepted by both parties with the exception of one case from Sydney Mines, where the management claimed that the Board had no right to deal with it. This case was settled subsequently between the management and its employees.

Factories Inspection and Industrial Accidents.—So much attention had to be given to the larger industries, that it was not possible to carry out the regular routine of inspections of many small mills and factories in remote places. It is stated however, that "the profits of factory inspection have been received by a larger number of workers than ever before in our history."

The number of accidents reported or ascertained for the fiscal year 1943 was 1,381, of which eight were fatal. Among the injured were 147 women and girls. The Nova Scotia Accident Prevention Association continued to make a valuable contribution to accident prevention. Among the several activities of the Association emphasis was placed on an educational campaign in industrial plants throughout the province. By compiling accurate statistics relating to accidents and by building up a valuable library on safety matters, the Association has become a clearing house from which employers can receive useful information on my problem in accident prevention.

Efforts were made throughout the year to bring about still further improvement in sanitation in industrial plants, especially in older industries. Ventilating systems were improved in many instances and better washrooms, shower baths and lavatories were provided, where replacements and changes were recommended as desirable or necessary.

Welfare Work.—Considerable advances have been made in industrial welfare work, notably since the operation of war industries began. Buildings have been erected or remodelled for recreational and kindred services and rest rooms have been provided inside the plants. Large cafeterias have been built and equipped with modern facilities for providing meals in larger plants and refreshment booths in the smaller industries. Personnel officials and matrons give a variety of personal services to employees. The Safety and Welfare organization in one large industry has the following official staff: a superintendent in charge, three safety inspectors, a personnel official, a doctor and three trained nurses, a lady supervisor and her assistant.

Women Workers.—There were 12,441 women employed in industry in Nova Scotia in 1943. Approximately 2,200 women and girls worked in industries where men only had formerly been employed. They worked at machines in wooden box factories and operated electric travelling cranes. They were employed as welders and burners in shipyards, handled machines, tools and presses in the metal industries and worked as labourers.

Women workers received $186,790.07 weekly in wages, the average individual weekly wage being $15.01 and the average work-week was 48 hours.

The problems arising from the employment of boys, particularly with reference to the minimum age limit, received careful attention during the year.

Minimum Wages.—During 1943, inspections by the Minimum Wage Board showed that throughout the province the average working week has been greatly reduced, especially in stores. While this may be only a wartime measure, it is pointed out that it has shown employers that practically the same volume of business can be transacted in a shorter period of time, with the same or better results and improved relationships between management and workers.

Amendments were made to certain of the Board's Orders respecting women. Thus, effective on June 1, 1943, minimum wages were adjusted for female employees in garages, gasoline service stations, operators of taxi or delivery cars, messenger services, theatres and places of amusement and all females in any class of employment when replacing male

workers. Full time wages for experienced workers in the Halifax, Sydney and Glace Bay group were set at a minimum of $12 per week and for all other incorporated towns in the province, $11 per week. Corresponding apprenticeship rates for period of one month, $10 and $9 per week and for part-time employees 25 cents and 23 cents per hour respectively.

The working hours for which these minimum wages shall be paid shall not be more than eight hours per day, or 48 hours per week. Any hours worked in excess of 48 hours shall be counted as overtime and shall be paid for at the rate of time and a half. Part time workers shall be paid for not less than four hours, and any employees required to wait on the premises shall be paid for the time thus spent. No reductions from the rates set by the Order for the use, purchase or laundrying of uniforms, caps, or similar articles of apparel. Employees may not be discharged by any employer, because of having registered a complaint with the Board or for having given testimony, or for being about to give testimony at any investigation or proceedings permitted or prescribed under the Act. Any employee who is paid less than the minimum wage set out in the Order may sue and recover in any court of competent jurisdiction. Similar provisions with respect to wages and with some variations in the matter of hours worked were applied to a wide range of other establishments employing women.

War Emergency Training.—The main effort in trade training as in 1941 and 1942, was carried out under a Dominion-Provincial Agreement. The purpose was to fit persons for special occupational duties by means of intensive trade courses. The trainees may be either members of the armed services or civilians preparing for work in war industries. The training was of four different types: (1) Trade training given in schools or training centres where technical instruction was given and trade skill developed without any resulting useful production; (2) Trade training given in a school conducted in a producing plant where the work of the trainees results in useful production; (3) Educational training of a general nature, to prepare members of the R.C.A.F. for entry into specific technical training for duties as air crew; (4) Training of members of supervisory staffs for greater efficiency by the conference method. The educational training was carried out by the provincial authorities, but almost all the expense was borne by the Dominion government. The province made the necessary buildings available, paid administrative costs and one-half of the price of new equipment. Among the institutions that assisted in the work were: the technical college, commercial high school and Dalhousie University at Halifax, the trade training centre at New Glasgow, the basic training camp at Parkdale and the agricultural college at Truro. In addition, several of the largest shipbuilding, textile, machinery, steel and coal companies throughout the province co-operated in the work. Apprentice training projects also were continued during the year. The number of student-hours of instruction given at the three youth training centres of Glace Bay, North Sydney and Sydney was 37,303. Of this training time, 32,823 hours was provided for women trainees and 4,480 for men.

Labour in Quebec, 1942-43

THE *Statistical Year Book* (Quebec Province) for the fiscal year ending March 31, 1943, has recently been issued by the Department of Trade and Commerce and Municipal Affairs. It contains a wide range of useful information in condensed form, with reference to the people, resources, trade and industry of the province.

The edition has the advantage of setting forth definitive figures of the Dominion census of 1941. It is pointed out that "there has been a large increase in production in all fields, but more particularly in the manufacturing industry, external trade through the ports of the province and retail trade."

In the section devoted to organized labour, it is stated that there were 135 labour disputes in the province in 1942, involving 4,260 workers and with a loss of 155,284 man-days. This was a marked increase over 1941, the respective figures for the latter year being 38 labour disputes, involving 11,832 workers and a loss of 51,833 man-days.

Provincial legislation respecting industrial establishments "applies to manufactures, factories, plants, lumbering, workshops and annexes, but not to mines or domestic workshops." It requires that establishments must be built and maintained with due regard for the safety and health of workers and additional regulations pertaining to certain kinds of work in specified industries may be made as deemed necessary by the Lieutenant-Governor in Council. In establishments "classed as dangerous, unhealthy or uncomfortable boys under 16 years of age and girls under 18 should not be employed. In other establishments, the minimum age is 14 years." The limit of working hours for children and females in factories is 10 hours per day and 55 hours per week. "Directors of establishments are compelled to supply government inspectors with any information that may be required." The total number of inspections carried out in 1941-42 was 28,407.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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VOLUME XLIV] SEPTEMBER, 1944 [NUMBER 9

Notes of Current Interest

Postponement of Dominion-Provincial Conference

Postponement of the proposed Dominion-Provincial Conference until after the next federal election was announced by the Prime Minister, Rt. Hon. W. L. Mackenzie King, in the House of Commons on August 15.

The Prime Minister stated that the conference should, if possible, be held between the governments that will be in office during the next few years in order to ensure implementation of the important decisions that may be reached.

Matters for discussion, as listed in an agenda tentatively proposed by the Dominion government, include: planning for full employment and a high national income; proposals for social security, health insurance, and public welfare; provisions to implement international treaties and agreements (including conventions of the International Labour Organization); special measures for veterans' re-establishment; public improvements; conservation and development of national resources; transportation; encouragement of private industry (including agriculture and housing); and other problems.

The purpose of the conference would be to "recommend the most effective allocation of responsibility between governments in Canada for carrying out policies generally agreed on as desirable, with particular attention to the financial and jurisdictional aspects."

The Prime Minister stated that preparations for the conference would be continued, so that it could be held immediately following a general election.

Housing legislation enacted by Dominion Government

Legislation intended to improve housing conditions in Canada after the war was enacted by the Parliament of Canada during August.

The Act provides for loans at a low rate of interest for the construction of homes for prospective home-owners; loans for low rental housing projects; grants to municipalities for slum clearance; rural housing; loans for the repair of existing homes; and technical research designed to lower housing costs and promote better housing conditions and community planning.

As explained in the House of Commons by the Minister of Finance, Hon. J. L. Ilsley, the Act will permit loans up to 95 per cent of the first $2,000 of lending value, plus 85 per cent of the amount by which the lending value exceeds $2,000 but does not exceed $4,000, plus 70 per cent of the amount, if any, by which the lending value exceeds $4,000.

Illustrating the way in which the plan will work out, the Minister indicated that on a house with a lending value of $2,500 the maximum loan would be 95 per cent of the $2,000 plus 85 per cent of the $500, or a total of $2,325. The Minister continued:

"On a house with a lending value of $3,000, we could make a loan of $2,750 or 91⅔ per cent; on one with a lending value of $4,000 we could make a maximum loan of 90 per cent; on one with a lending value of $5,000 we could make a maximum loan of 86 per cent; and on houses with a lending value in excess of $5,000 the maximum percentage of loan would gradually scale down."

The rate of interest on the loans is to be not in excess of 4½ per cent.

Further details of the housing measure may be found elsewhere in this issue, on page 1175.

Labour legislation during 1944

Legislation of interest to labour enacted by the Parliament of Canada in its session from January to August, 1944, is described in detail elsewhere in this issue in an article beginning on page 1171.

The article outlines Acts of Parliament concerned with family allowances; housing; the setting up of three Government departments to deal with reconstruction, veterans' affairs, and health and welfare; veterans' insurance; war service gratuities; and other matters.

Engagement of men and women about to be discharged from Armed Forces

Any employer addressing enquiries to the Armed Forces for the services of men and women who are about to be discharged will, in future, find that all such enquiries are being passed to National Selective Service, according to an announcement made by Mr. Arthur MacNamara, Director of National Selective Service. The new procedure follows discussions on the subject between the Department of Labour and the Defence Departments.

At the present time National Selective Service has special officers at the discharge points, to facilitate the rehabilitation of men and women being discharged from the Forces.

Previously a heavy burden had been placed upon the administrative facilities of the Armed Services by these requests, and much work will now be saved by the new procedure since all employers' enquiries would have to go through National Selective Service in any event.

Continued demand for persons with technical training

A continued shortage of technical persons in certain specialized lines for essential undertakings is reported by the Wartime Bureau of Technical Personnel. Demand for technical persons is following a trend similar to demand in the broader fields of manpower, in that new programs of production are constantly being developed even though recession in some lines might suggest an easing of the manpower situation.

One such new program which has involved technical personnel to a marked degree is that dealing with the production of penicillin. In this instance the demand for technical persons developed unexpectedly and with great rapidity. It became necessary to recruit large numbers of scientists and other workers in an entirely new field, in order to iron out production problems and to develop output so that a large supply of penicillin would be constantly forthcoming. Before the penicillin needs for trained persons were fully met, however, shell production was unexpectedly stepped up again, resulting in a further search for persons with the scientific training required.

Such situations, moreover, have to be dealt with in the face of a steady drain of technical persons to the Armed Forces, both in a technical capacity, and to a limited extent, by enlistments for general duties in the three Services. Anticipated needs of the Services are therefore kept in mind so that recommendations as to suitable candidates in all or any of the technical branches can be submitted at short notice.

Considerable success has been achieved in the placing of newly graduated technical persons, but many of the openings listed in the Bureau's records require persons with experience, and such openings are still being filled with great difficulty.

Another important factor affecting the supply of technical persons is the limited extent to which women take the required technical training. Among the three hundred and fifty women who graduate each year and become qualified as technical persons, approximately one half are in the field of household economics and of the remainder, most have completed rather generalized courses in science. This makes it impossible to consider the replacement of male engineers by women in very many cases.

Many firms have been unable to secure their normal annual requirements of newly graduated personnel for five years although those engineers and scientists they have on their staffs have all become five years older. The result is that the average age of the technical personnel in most industries which were established before the war has been steadily increasing, and as time goes on deaths and retirements will take such a toll as to have a marked effect on operating capacity.

A small return to industry has been made from the limited number being retired from the Armed Forces due to age, sickness, or wounds; but the numbers of such men will have to increase considerably before real relief is available, the Bureau reports.

In the meantime a number of industries have filed inquiries with the Bureau for engineers and scientists who may become available through retirement from the Armed Forces, and no doubt, as other employers have an opportunity to take stock of their position, further such requests will be forthcoming.

With employers beginning to show an interest in "rebuilding" their staffs on the one hand, and the prospect of an increasing flow of technical persons out of the Armed Forces on the other, the Bureau is preparing to do its share in relating the supply and demand.

Commenting on the work of the Wartime Bureau of Technical Personnel, Mr. Arthur MacNamara, Director of National Selective Service declared that, dealing as it does with the supply and demand of scientists, engineers, and other technical persons, the activities of the Bureau have played an important part in making Canada's high industrial production level at all possible.

A. A. Heaps appointed controller of grain handling

Appointment of Mr. A. A. Heaps as Controller of Grain Handling for Fort William and Port Arthur was announced recently by the Honourable Humphrey Mitchell, Minister of Labour. The appointment of Mr. Heaps, a member of the staff of the Unemployment Insurance Commission, was made by Order in Council P.C. 6410, August 11.

The Minister stated that the Government found it highly important that steps should be taken at once to overcome the difficulty in the handling of grain at the head of the lakes, caused partly by labour shortage and partly by the need to increase grain movements. Due to the lack of men for unloading, several thousands of railway cars had been tied up, and in view of the heavy pressure on the railroads for moving freight, and especially in view of the nearness of the harvesting season on the Prairies, the Government decided upon action to ease the situation. Congestion of grain at the lakehead had threatened to interrupt shipping on the Great Lakes.

The order authorizes the controller to issue such directions and orders as the Minister of Labour deems necessary, for the prompt unloading of grain from railway cars to terminal elevators, and for the loading of grain from the elevators into lake vessels.

The controller may redirect railroad cars carrying grain from one elevator to another; direct that any person employed in handling grain shall work such overtime as he considers necessary, and direct employers to make arrangements to accommodate such overtime; direct any employer in the Fort William-Port Arthur area to give leave of absence to any employees required to assist in unloading or loading of grain; and direct any male persons to accept employment at this type of work.

Overtime work by employees is to be paid for in accordance with prevailing agreements between employers and employees. No person directed by the Controller to employment in unloading or loading grain may quit such employment without permission in writing from the Controller.

Penalties are provided for failure on the part of either employer or employees to comply with any direction made by the Controller under the Regulations.

Fractional decrease in cost-of-living index

The Dominion Bureau of Statistics cost of living index declined from 119·0 for July 3, to 118·9 for August 1, 1944. Seasonal decreases in prices for fresh vegetables were mainly responsible for this minor change. The food index fell from 132·0 in July to 131·5 in August with lower quotations for onions, cabbage, carrots, potatoes and lamb being partially offset by increases for eggs, lemons and oranges. Additional reductions in electricity rates in the provinces of Quebec and Ontario caused the fuel and light index to fall from 108·9 to 108·7. The electricity sub-group index now stands at 93·2. Home furnishings and services advanced fractionally from 118·3 to 118·5 on scattered increases affecting items of furniture, textile furnishings and hardware. Other group indexes remained unchanged, rentals at 111·9, clothing at 121·5, and miscellaneous items at 109·0. After adjustment to the base August, 1939 as 100·0 the index was 118·0 at August 1.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

An increase in employment was indicated at July 1 by the figures published by the Dominion Bureau of Statistics. The increase conformed with the seasonal movement since 1920. The 14,668 establishments reporting to the Bureau showed a total working force of 1,853,618 at July 1 which was 1·7 per cent larger than at June 1. The index of employment, based on the 1926 average as 100, was 183·5 at July 1, 180·5 at June 1, 183·7 at July 1, 1943, and 115·8 at July 1, 1939. The expansion in industrial employment

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1944			1943		
	August	July	June	August	July	June
Employment Index (1)	.....	183·5	180·5	185·9	183·7	181·2
Unemployment percentage (trade union members) (2)	.....	0·3	.....	0·4	0·6	0·7
Index numbers, aggregate weekly payrolls (3)	.....	148·1	146·0	147·7	145·5	143·4
Per capita weekly earnings $	.....	31·71	31·80	31·06	30·97	30·93
Prices, Wholesale Index (1)	102·3	102·5	102·5	100·4	100·1	99·6
Cost of Living Index (4)	118·9	119·0	119·0	119·2	118·8	118·5
Retail sales unadjusted index (4)	.....	148·8	176·5	142·5	147·8	158·8
Retail sales adjusted index (5) (4)	.....	168·8	170·1	162·1	155·4	155·5
Wholesale sales (4)	.....	179·6	190·0	173·4	173·2	174·3
Common stocks index (4)	†86·7	87·5	83·7	88·9	91·0	86·3
Preferred stocks index (4)	125·9	124·7	122·2	117·8	117·3	113·3
Bond yields, Dominion index (4)	†97·0	97·0	97·0	97·3	97·3	97·3
Physical Volume of Business Index (5) (4)	.....	232·2	238·8	241·0	236·3	232·4
INDUSTRIAL PRODUCTION (4)	.....	262·1	266·8	276·8	270·2	267·2
Mineral Production (4)	.....	225·4	225·5	337·7	253·3	245·4
Manufacturing (4)	.....	287·6	292·2	290·8	284·8	285·6
Construction (4)	.....	98·8	111·8	84·9	69·5	73·6
Electric power (4)	.....	154·8	160·2	163·7	167·3	161·6
DISTRIBUTION (4)	.....	170·3	180·8	166·9	166·1	160·5
Carloadings (4)	.....	150·0	155·5	138·7	148·0	147·0
Tons carried, freight (4)	.....	192·9	224·4	182·8	187·7	201·4
Trade, external, excluding gold. $	.....	430,234,996	498,465,157	444,240,556	457,469,956	397,898,714
Imports, excluding gold $	.....	148,452,146	152,478,301	149,134,694	150,883,194	146,761,768
Exports, excluding gold $	257,021,000	278,712,684	343,158,277	292,861,098	303,644,968	249,232,362
Bank debits to individual accounts $	4,531,791,470	4,733,461,538	5,219,351,633	4,020,266,715	4,405,946,075	4,349,608,534
Bank notes in circulation (6) $	.....	856,000,000	853,100,000	724,800,000	718,600,000	693,600,000
Bank deposits in savings $	.....	2,264,527,106	2,194,544,178	1,915,732,321	1,825,709,365	1,782,136,499
Bank loans, commerical, etc $	.....	1,024,112,977	1,060,775,469	1,062,942,828	1,133,154,482	1,147,522,832
Railway—						
Car loadings, revenue freight cars (7)	279,770	285,762	287,105	278,706	268,477	271,493
Canadian National Railways operating revenues $	.....	.....	.....	35,716,600	35,535,000	34,839,400
operating expenses $	.....	.....	.....	27,459,646	27,969,000	26,693,334
Canadian Pacific Railway traffic earnings $	.....	27,316,122	26,656,986	26,855,759	26,642,582	24,698,217
Canadian Pacific Railway operating expenses, all lines $	.....	23,656,632	22,118,529	23,011,872	22,712,535	20,276,780
Steam railways, freight in ton-miles	.....	.....	.....	5,659,033,000	5,515,000,000	5,610,761,000
Building permits $	.....	12,878,145	14,673,080	7,530,596	9,910,304	8,075,997
Contracts awarded (8) $	24,151,400	32,228,100	37,315,400	23,865,300	16,166,900	20,478,700
Mineral production—						
Pig iron tons	.....	166,004	161,899	164,906	151,369	147,889
Steel ingots and castings tons	.....	234,418	240,750	246,820	250,508	239,501
Ferro-alloys tons	.....	14,508	17,906	18,429	21,408	18,151
Gold ounces	.....	235,618	239,916	293,358	292,561	326,611
Coal tons	.....	1,170,696	1,234,191	1,426,032	1,365,648	1,346,851
Timber scaled in British Columbia bd. ft.	.....	233,513,817	315,661,196	242,524,636	296,333,274	268,535,283
Flour production bbls.	.....	1,741,564	1,870,349	1,888,030	1,945,123	1,855,461
Footwear production pairs	.....	2,475,536	3,037,239	2,777,758	2,848,408	2,830,719
Output of central electric stations k.w.h.	.....	3,149,328,000	3,325,525,000	3,436,141,000	3,411,697,000	3,362,679,000
Sales of insurance $	.....	51,405,000	53,569,000	44,791,000	50,277,000	51,727,000
Newsprint production tons	262,695	244,406	246,864	259,610	262,320	257,850

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended August 31, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figure for four weeks ended August 26, 1944 and corresponding previous periods. (8) Maclean's Building Review.

was accompanied by a 1·4 per cent increase in payrolls to a total of $58,783,879 for the recorded working force, as compared with the beginning of June. The per capita weekly earnings declined from $31.80 at June 1 to $31.71 at July 1. The average at July 1, 1943, was $30.97.

There were considerable increases in manufacturing, construction and transportation and smaller gains in mining, communications and services. There was a small decrease in logging and very little change in trade.

The index of the physical volume of business on the base 1935-39 as 100 declined from 238·8 in June to 232·2 in July. The five main components of the index, mineral production, manufacturing, construction, electric power and distribution, participated in the decline.

The index of the physical volume of business for the first seven months of 1944 averaged 4·1 per cent higher than for the similar period in 1943. In the same comparison, the index of industrial production averaged 2 per cent higher and the index of employment 0·3 per cent higher; mineral production was 1 per cent higher and mining employment 1·9 per cent lower; manufacturing production 2·9 per cent higher and manufacturing employment 0·9 per cent higher; the value of construction contracts awarded and building permits issued were 56·4 and 62·9 per cent higher, respectively, while construction employment was 24·2 per cent lower. Again in the same comparison, export trade increased 28·6 per cent, import trade 2·3 per cent, carloadings 8·3 per cent, wholesale prices 4 per cent, and the cost of living 1·1 per cent. Bank debits expanded 16 per cent and the circulating media 21·9 per cent.

Political action program of Canadian Congress of Labour

The Political Action Committee of the Canadian Congress of Labour has drawn up a program listing the immediate and long-range political aims of the Congress. The program was prepared by representatives of the national and international unions affiliated to the Congress who compose the Political Action Committee meeting in Toronto on August 11 and 12.

The Committee came into being as a result of a resolution adopted at the convention of the Congress in September, 1943, which endorsed the C.C.F. as the "political arm of labour" and recommended that all Congress unions affiliate to the C.C.F. (L.G., 1943, p. 1440).

Explaining the reasons for the establishment of the Committee, the program states in part:

"There is widespread fear that the end of the war will see again the unemployment, insecurity and suffering which were the lot of the great mass of the people during the decade before the war. . . .

"It has become increasingly clear that if the workers are to enjoy freedom from want and freedom from fear, organized labour must once and for all definitely adopt a positive political attitude. It must take its part in the political struggles of the day. While our Congress has endorsed the Co-operative Commonwealth Federation as the political arm of labour in Canada and recommended to Congress unions that they become affiliated with it, organized labour as represented in our Congress must adopt its own definite political program."

The program details a number of objectives, which include the following: "useful jobs at union wages and under union conditions . . . . for every man and woman able and willing to work"; social ownership of banking and finance; various social security measures; retention of certain of the wartime controls and "the thorough democratization of all the controlling bodies"; public works projects; lay-off pay for those discharged from war factories; certain rehabilitation proposals; a federal housing program; national food, fuel and transportation policies; the raising of rural living standards; retention of crown companies under public ownership in peacetime; encouragement of co-operatives; improved educational facilities and better pay for teachers; legislation to counteract racial or religious discrimination; the extension of federal powers to enable the Dominion government to legislate on labour and social questions and to implement International Labour Conventions; a national labour relations act protecting collective bargaining; the removal of wage controls; provision of a basic minimum wage; a reduction in working hours; two weeks' vacation with pay; raising of income tax exemptions.

In the field of international relations, the program calls for the fullest co-operation with other nations, particularly the British Commonwealth, the United States, the Soviet Union and China. Together with the rest of the United Nations, it is considered, Canada must work for "the fullest possible development of international co-operation, in the I.L.O., the World Court, the Food Organization, U.N.R.R.A., and some form of effective League of Nations"; also that labour be represented at the peace conference.

It is stated that local political action committees are being formed and that a full-time field secretary will shortly be appointed.

Labour congresses announce annual conventions

The diamond jubilee convention of the Trades and Labour Congress of Canada will be held in the Royal York Hotel, Toronto, Ontario, beginning at 10 a.m. (City time), Monday, October 23, 1944. Sessions will be held daily until the business is completed.

The date for the reception of resolutions was set for Monday, September 18, in order to provide sufficient time for their translation, classification and printing for presentation to the convention.

The fifth regular convention of the Canadian Congress of Labour will be held in the Chateau Frontenac, Quebec City, at 10 a.m., Monday, October 16, 1944, and continuing until the business of the convention is completed.

Resolutions for presentation to the convention were to have been in the hands of the Secretary-Treasurer of the Congress at least 15 days before the convention. Those received after that date would not be considered except by a two-thirds majority vote of the delegates attending the convention.

The Canadian and Catholic Confederation of Labour convened at Three Rivers, Quebec, September 17 to 20.

Accounts of these conventions will appear in a forthcoming issue of the LABOUR GAZETTE.

Maritime Labour Institute issues brochure on labour relations

The Maritime Labour Institute recently issued a brochure covering the proceedings of the course in Labour Relations held at Dalhousie University at the end of March (L.G. May, 1944, p. 597). It contains digests of the papers presented during the course by Pat Conroy of the Canadian Congress of Labour, Boris Shishkin, of the American Federation of Labour and also by such educationists as Professors F. A. Magoun, of the Massachusetts Institute of Technology, B. S. Keirstead of McGill University, and G. A. McAllister and L. Richter, of the Institute of Public Affairs, Dalhousie University.

The program comprised topics of special importance to labour at the present time: the functions and responsibilities of labour unions, wage determination, industrial psychology, labour legislation, social security and the economic situation of the major Maritime industries. To avoid overloading of the program a full day was devoted to each topic. "Throughout the whole course," it is stated, "an intense interest in the subjects presented by the speakers was apparent." This interest manifested itself in the discussions and also in the formal decision to organize the Institute on a permanent basis, under the joint supervision of the Institute of Public Affairs of Dalhousie University and an advisory committee selected from trade unions throughout the province. Altogether, 62 men and two women were in attendance, representing 21 unions or 30 locals.

It is asserted in the introduction to the brochure that "the Maritimes may have to face serious difficulties in the post-war period. Labour must be as well prepared to meet them as management." The course, "probably the first ever to be held at a Canadian university," is a co-operative effort on the part of the University and the government, which shares in meeting the expense involved, and the trade unions in the Maritimes, to make this objective a reality.

Wage incentive plan endorsed by War Expenditures Committee

Included in a report to Parliament submitted on August 12 by the War Expenditures Committee of the House of Commons is an endorsement of the wage incentive plan now in operation in the Aircraft Divison of Canadian Vickers Limited, Montreal.

The Committee recommended that the "plan of profit-sharing by labour" used by Vickers "should be carefully studied by all other manufacturers in this industry and so far as possible should be universally used."

It declares that the plan "has resulted in an increased production and substantially lower cost per plane." The report adds: "Not only is production speeded up but the savings greatly exceed the cost of the bonus."

According to information received from the Company, the plan in operation at Vickers is a wage incentive system described by the firm as "task and bonus." Under this system each task is time-studied and the normal rate in hours or minutes per unit is set. For every hour saved over the normal the savings of time are shared between the Company and the employees on a fifty-fifty basis. In other words, if the normal is set at ten hours per unit and the task is done in eight hours, the employee will get nine hours' pay for eight hours' work and the Company will get one hour. "In this way", the Company reports, "the wages increase and the costs decrease simultaneously."

Group-Captain B. F. Wood assigned to Selective Service post

The appointment has been announced of Group-Captain Byron F. Wood as Associate Director of National Selective Service (essential services).

Group Captain Wood's services are being loaned by the R.C.A.F., with which he has been serving since early in the war, his most recent post having been Director of Manning, at R.C.A.F. Headquarters, Ottawa.

Immediately prior to joining the R.C.A.F., Group-Captain Wood was on the staff of the University of Toronto.

Appointment of Paul Goulet to External Trade Advisory Committee

Order in Council P.C. 6492 of August 16, provides for the appointment of a representative of the Department of Labour in the membership of the External Trade Advisory Committee.

The Minister of Labour has named Mr. Paul Goulet to represent his department in the work of the Committee.

Mr. Goulet is from Montreal and has been an Associate Director of National Selective Service since 1942.

The External Trade Advisory Committee is an interdepartmental Committee consisting of representatives from the Departments of External Affairs, Trade and Commerce, Finance, Munitions and Supply, National Revenue, Agriculture and Labour, and from the Wartime Prices and Trade Board, the Foreign Exchange Control Board and the Mutual Aid Board.

Collective bargaining and union status in United States

A recent bulletin (No. 776) of the United States Bureau of Labour Statistics states that there were, at the beginning of 1944, about 31,000,000 persons employed in private industry in the United States in occupations where unions are actively engaged in efforts to obtain written agreements. This includes all the gainfully occupied except the self-employed, proprietors, supervisors (other than certain transportation personnel), agricultural labourers on farms where less than six are employed, sharecroppers and domestic workers.

Approximately 13,750,000 workers, or almost 45 per cent of all workers in private industry, were employed under the terms of union agreements. The net gain during 1943 was about 750,000.

It is pointed out that some industries continued to be much more widely organized than others. Manufacturing wage earners as a whole were about 60 per cent covered by union agreements. In such industries as aluminum fabrication, automobiles, men's clothing, non-ferrous metal smelting and refining, shipbuilding and basic steel, over 90 per cent were under agreement. Over 95 per cent of the coal miners, longshoremen and workers on railroads, including clerical and supervisory personnel and over 80 per cent of the workers in the construction, maritime, local bus and street railway, trucking and telegraph industries, and practically all professional actors and musicians were employed under union agreements.

On the other hand, agreements covered only a little over five per cent of the clerical and professional workers in manufacturing and financial establishments and wholesale and retail trade. Collective bargaining agreements covered nearly twenty per cent of an estimated 2,000,000 workers in service occupations other than domestic work.

Over 20 per cent of all workers under agreement, or over three million workers, at the beginning of 1944 were covered by clauses which provide for maintenance-of-union membership. In manufacturing the proportion of workers under membership-maintenance clauses rose during the year from less than 25 per cent to about 35 per cent. Most of the maintenance-of-membership clauses provided for a 15-day escape period and a few agreements allowed for as much as 60 days in which employees were allowed to withdraw from union membership.

Only two or three per cent of all workers under agreements were covered by clauses which stated that union members would be given preference in hiring over non-union members, but did not require union membership as a condition of employment.

About 30 per cent of all workers under agreement were covered by provisions which do not require union membership as a condition of hiring or continued employment. However, in such cases, the union is recognized as the sole bargaining agent for all employees in the bargaining unit—including those not in the union.

Almost a third of all workers under agreement in January, 1944, or about 4,330,000, were covered by some form of check-off provisions, as compared with approximately 2,500,000 a year earlier. Over 3,000,000 of the workers under check-off clauses were employed in manufacturing and almost half a million were coal miners. Such clauses were reported to be common in aircraft, hosiery, silk and rayon, and cotton-textile agreements, and the proportion increased during the year, especially in agricultural and electrical machinery, shipbuilding, industrial chemicals, petroleum and in the woollen and worsted textiles industries.

Vacation policy of U.S. War Labour Board

In its fourteenth monthly report to the Senate the United States National War Labour Board outlined its policy in regard to vacations with pay.

The Board "believes that vacations of reasonable duration aid in securing maximum war production," and states that it will generally approve a vacation period not to exceed one week with pay to employees with one year's service, and two weeks to employees with five or more years' service. Regional Boards are at liberty to order such a vacation plan regardless of whether it is the practice in the area or industry.

"We have adopted this policy," the report states, "because of our conviction that the practice of granting two weeks vacation with pay to employees of five years or more service has increasingly become a normal practice in American industry throughout the country. This type of plan has been voluntarily instituted by the vast number of companies as a sound management practice in order to secure maximum efficiency on the part of the workers."

However, the report states, this does not mean that such vacations will be ordered regardless of all circumstances. Nor does it mean that Boards are not free to order more liberal vacation plans, but more liberal plans are to be ordered or approved only when they are in line with prevailing industry and area practice.

Decision on employer's ability to pay wage increase

In a recent decision the U.S. National War Labour Board has declared that it will not give consideration to an employer's financial position in determining wage rates to be paid in wartime.

The case concerned retroactive payment of a three-cent hourly wage increase, involving about 650 employees of a rubber company. The Board had in November, 1943, unanimously granted the increase making it retroactive to November, 1942, the date of the expiration of the previous contract. The company put the wage increase into effect, but petitioned for reconsideration as to the retroactive date. The financial position of the company was examined by a special investigator of the Board and a public hearing was held on May 22, 1944, following which the Board reaffirmed its order.

The Board's decision represented the opinion of its labour and public members. Industry members dissented.

The majority opinion of the Board stated that consideration of an employer's financial position in determining wage rates to be paid in wartime "would defeat wage stabilization and make a nullity of the Congressional policy."

It declared: "While some employers would gain because even at this time they are not doing well, more of them would suffer because their present larger-than-normal profits would warrant increases in wage rates beyond those which we have been allowing."

The opinion explained that the Board would not object if the union itself agreed to forego part of the retroactive wage bill in the interest of enabling the Company to remain in business after the war ends, but asserted that the Board "cannot make an order requiring the employees to accept less than the full amount of the retroactive pay due them under the Board's Directive Order."

"The employees," it continued, "have been looking forward to an increase ever since the dispute arose. Patriotically they have remained at work without going on strike, although paid less than the minimum of the sound and tested going wage rates and despite the fact that the settlement has been long delayed. The retroactive pay awarded is clearly coming to them."

In their dissenting opinion the industry members said that the company had had bad financial experience except in the last three years and that it was unquestioned that the company would have to negotiate a loan in order to make the retroactive payment of the wage increase.

Calculating absence and labour turnover rates in U.S.

Methods of calculating absence and labour turnover rates are described in Special Bulletin No. 17 of the Division of Labour Standards of the United States Department of Labor. Entitled *the A B C of Absenteeism and Labour Turnover,* the brief pamphlet also indicates how the rates may be used to show reasons for absences and separations, and suggests measures for reducing the rates. A table prepared by the Bureau of Labour Statistics showing absence rates in a number of important war industries is included for purposes of comparison. To ensure uniformity of statistics, the definitions of such terms as absenteeism, quits, discharges, lay-offs, etc., used by the Bureau of Labour Statistics are given.

It is pointed out that high absence and turnover rates "are storm signals pointing to unrest, serious production delays and increased costs." The rates are also an index of management's personnel policies and relations with the workers. To reduce the rates, management is urged to improve its general policies relat-

ing to induction, training, supervision, promotions, wages, hours and other working conditions, safety and health, grievance procedure and industrial relations. Attention must also be given to external conditions such as transport, housing, child care, shopping hours and recreational facilities. It is stated that causes for quitting start with hiring, when proper placement and followup to insure adjustment are needed, with special consideration of home arrangements of women workers.

Employers are urged to train foremen, shop stewards and members of labour-management committees in interviewing persons who have been absent or are about to quit. Some have found that a skilful exit-interviewer can prevent many resignations. The keeping of individual and group records which show employees the extent of absences and turnover coupled with emphasis on the importance of the work in the war effort is recommended. It is pointed out, also, that attendance will be improved by formulating and enforcing a clear-cut policy on excusable absences.

Employment of school children

An article entitled *Employment of School Children* in the *American Child* gives the results of brief surveys conducted in New York City, Peoria, Ill., and East Orange, N.J., to discover the effects of part-time work on pupils' school attendance and scholarship.

In an East Orange high school, one out of every four students had a part-time job. The largest number of those working were in the college preparatory course rather than the business course. New Jersey law limits the combined hours of work and school for students under 16 to 8 hours a day, a fact which may have contributed towards the situation that "students who are potentially able to do good work in school are actually doing it in spite of part-time activities."

In five Peoria schools, 1,650 out of 5,000 students were working for wages. The majority worked less than 30 hours a week, but 117 worked from 31 to 40 hours, and 56 more than 40 hours. The Illinois law also sets an 8-hour limit for combined work and school for those under 16. Although the percentage of withdrawals from school were only 1 per cent higher than in 1937-8, the benefits of staying in school while working after hours were doubtful; teachers reported that the students were too sleepy to learn and some were unable to keep up their school work.

In New York City the survey was conducted among 774 selected pupils who worked part-time. There was only a slight increase of absence among them, but, although their scholastic record was somewhat lower than the average pupil's even before they took their jobs, there was a marked increase, after employment, in the number failing two or more subjects.

The article points out that no conclusions can be drawn from these surveys, that they merely illustrate the need for more comprehensive and comparable studies.

Plan for reconstruction of free trade union movement in Germany

A conference was held in Sweden last February at which 27 former members of the German trade union movement, now in exile, participated, in addition to representatives of the trade union movement of Sweden and the United States and of the Refugee Committee, according to the August issue of the *International Labour Review*.

The conference adopted a tentative plan for the reconstruction of German trade unions after the war, based upon the premise that a "free and independent trade union movement is necessary for a future democratic Germany." The aim is to dissolve the Labour Front, which was part of the political apparatus of the Nazi regime for the suppression of the working class, and to organize workmen rapidly in a new trade union league.

The conference anticipated that after the breakdown of the Nazi regime workers would resort to spontaneous individual action in various places and factories with the object of reconstituting the trade unions. The plan calls for free election of union officers in the different localities and for the organization of a central committee to co-ordinate trade union action in the country.

Membership of International Federation of Trade Unions

Membership in the International Federation of Trade Unions increased during 1943 to 16,172,325 workers. In 1942 membership was just over fifteen million, and in 1941 almost thirteen and a half million.

The rise is partly due to increases in membership in the affiliated organizations, and partly to the readmission of France, which passed from the list of exiled trade union groups to the list of regular national centres.

The report of the Federation states that the figures given for France (120,000) apply only to membership in liberated North Africa. It refers also to the underground activities of the old Confédération Générale du Travail inside France itself.

Fourteen countries are now affiliated with the Federation, and seven groups of exiled European trade unionists have been functioning in Great Britain.

Labour-Management Committees

Progress of Labour-Management Committees in Canada

Activities of Industrial Production Co-operation Board

AN increase to 225 in the number of labour-management production committees functioning in Canada or in process of being organized in co-operation with the Industrial Production Co-operation Board was recently reported by Mr. H. Carl Goldenberg, Chairman of the Board.

As the instrument of the Government's policy of encouraging labour-management committees in Canadian war industry, the Board has recently been expanding its operations. The number of field officers has been increased, and an intensified program of publicity and public information is being undertaken, which includes the use of motion pictures.

It is planned to conduct in various localities and industries conferences similar to that conducted in July by Mr. Goldenberg and Mr. M. M. Maclean in the Nova Scotia coal fields where the recently-formed committees are at work on a number of production problems and with a view to improving relations between management and the unions. (L.G., Aug., 1944, p. 940.)

Meetings have been held regularly to secure the opinions and recommendations of the Advisory Committee of the Industrial Production Co-operation Board, which contains representatives of unions and management whose experience is of benefit to the members of the Board. (L.G., Feb., 1944, p. 144.)

List of Field Officers

The following men have been appointed field officers of the Board. Their services are available on request for help in the establishment of labour-management production committees.

Mr. R. W. Crumb, Supervisor of Field Staff, Industrial Production Co-operation Board, Room 207, 9 Richmond St., E., Toronto 1, Ontario.

Mr. W. Dunn, Room 207, 9 Richmond St., E., Toronto 1, Ontario.

Mr. C. J. Richardson, Room 207, 9 Richmond St., E., Toronto 1, Ontario.

Mr. H. A. Spence, Room 207, 9 Richmond St., E., Toronto 1, Ontario.

Mr. C. A. Baby, 434 Lister Building, 42 James St., N., Hamilton, Ontario.

Mr. J. A. McDonald, Room 906, Canada Building, 363 Ouellette Avenue, Windsor, Ontario.

Mr. O. L. Lussier, Room 1010, Confederation Bldg., 1253 McGill College Avenue, Montreal, Quebec.

Mr. R. J. Zanettin, Room 1010, Confederation Bldg., 1253 McGill College Avenue, Montreal, Quebec.

Mr. Allan MacDonald, 24 Union Street, Glace Bay, N.S.

Mr. Alex S. Farrell, 19 Rupert Street, Amherst, N.S.

Mr. H. R. Pettigrove, Room 2, Post Office Building, Fredericton, N.B.

Mr. F. E. Harrison, 315 Federal Building, Vancouver, B.C.

Mr. H. S. Johnstone, 617 Royal Bank Building, Winnipeg, Manitoba.

Mr. D. B. Chant, 330 University Avenue, Toronto, Ontario.

Lt.-Col. J. A. W. LaBelle, P.O. Box 52, St. Eustache, Co. Deux Montagnes, P.Q.

The last two names are not field officers but advisers to the Board whose services are available in a consultative capacity.

Use of Films

A graphic means of spreading information about labour-management production committees and how they operate is being provided by films distributed through the National Film Board, Ottawa. Two new productions, *Democracy at Work* and *The New Pattern* deal with the work of the committees in Great Britain. The first treats in detail some of the specialized jobs handled by the committees. It illustrates the work of departmental sub-committees in large plants, accident prevention committees and absentee committees, with actual examples from British factories. It also shows from start to finish a special production drive organized by the labour-management committee in a royal ordnance factory.

The film concludes by expressing the confidence of British workers that these methods in industry will help win the peace, as they have contributed vitally to winning the war.

The second film is an account of labour-management production committees in the construction industry in Britain. It takes as its example the building of an airfield, and

shows some of the problems involved in a construction job of this kind, such as the hiring of large numbers of men for the few months of the job, and the consequent necessity of billeting and feeding them, and providing transport to and from work for those who have to be billeted some distance from the construction site. The labour-management committee which is established on the site is shown applying democratic methods to solving these and other problems.

Guiding Principles

Out of the experience of a representative group of committees in plants of all sizes and in every type of industry, the following principles have been determined which, according to the Industrial Production Co-operation Board, may determine the success or failure of labour-management committees.

Basic Rules

1. The members chosen for the top committee should be responsible leaders of both management and labour to give weight to their recommendations and to get action on their decisions.

2. There must be a clear understanding, in advance, as to the scope of the committee's activity and this should be made clear to all employees.

3. One or two persons concerned with collective bargaining should be on the top committee, and their job is to see to it that bargaining matters are properly referred.

4. Both top management and top labour officials should fully endorse the plan and should let all employees know they endorse it, especially all key supervisory and key union members (when the plant has a union).

5. Both management and labour should freely discuss and act upon real production problems in committee meetings.

6. Management should accept committee recommendations unless there are very clear reasons to the contrary.

7. Every recommendation of the committee should be acted upon promptly. Where company or union policy is involved, officials should make decisions as quickly as possible. Long delays will kill interest in the job.

8. The committee must be so organized as to put its program over in the plant. Careful planning is required.

9. It is an honour to be a committee member and if the importance and dignity of the joint committee's work is emphasized, the work of the committee will become increasingly effective.

10. Both management and labour must be resolved to give the plan a thorough and honest trial.

Committee Makeup and Meeting

1. The number of persons representing labour and management should be agreeable to each.

2. The committee should be large enough to be representative and small enough to be an effective working unit.

3. The members should be chosen freely by labour and management respectively.

4. If there is a recognized collective bargaining agent, the labour members may be chosen through it.

5. Both management and labour should be represented by enough persons in responsible positions to get prompt decisions.

6. Committee members should be chosen on the basis of their knowledge or special interest, acquaintance with the work force and capacity for team-work.

7. The committee should include representation of women, or other special groups, depending on the proportion and need.

8. If the chairman is from management, the co-chairman or secretary of the committee should be a labour representative, or vice-versa.

9. The committee should meet at least twice a month.

10. Proper advance notification of the meeting should be given.

11. The program for the meeting should be planned in advance.

12. Minutes should be kept and distributed to all members.

13. Collective bargaining issues and grievances should not be introduced into committee discussions.

Concluding Points

1. The committee should be jointly constructed to meet the principal production problems on which joint action can make a contribution.

2. Appropriate subcommittees should be set up: (*a*) for special activities, plantwide; (*b*) by departments—on production problems and for some special activities.

3. Subcommittees should report to the main committee.

4. The labour-management committee should actually promote at least three of the following production activities as joint enterprises: (*a*) handle production problems in main committee or department committees; (*b*) conduct a joint suggestion system with a liberal awards program; (*c*) promote conservation of materials; (*d*) conduct salvage programs; (*e*) further care of tools and equipment; (*f*) develop programs for improving quality work.

5. The committee's program should include at least three of the following manpower activities as joint activities: (*a*) assist in introducing new employees to their work; (*b*) co-operate in upgrading and training—in co-operation with management and the collective bargaining agent, if any; (*c*) participate in work on replacement schedules and other selective service problems—also in co-operation with collective bargaining agent, if any; (*d*) assist in reducing absenteeism and turnover; (*e*) promote safety throughout the plant; (*f*) participate in car pooling, transportation and rationing programs; (*g*) promote nutrition and health—including plant feeding; (*h*) develop child care and housing activities.

6. Special activities should be serviced by a planned publicity and educational program that really reaches all employees through at least three of the following means: (*a*) posters and bulletin boards; (*b*) leaflets for workers; (*c*) joint L-M Drive bulletin or other plant publication; (*d*) slogan contests; (*e*) motion pictures

and transcriptions; (*f*) plant rallies, interpreting war program; (*g*) war bond and war fund drives.

7. The committee plan should have wide employee participation.

8. Committees and subcommittees should set goals and devise ways of measuring results of their work.

9. The labour-management committee should achieve the results it sets out to accomplish.

Awards for Workers' Ideas in United States

Labour-Management Committees Instrumental in Bringing Suggestions to Light

IDEAS by United States workers for improving war production have saved millions of man-hours of work and provided "vast train and ship loads" of extra equipment and munitions for men at the fighting fronts, according to Headquarters of the U.S. War Production Drive. Suggestions by workers had by August earned over 6,000 awards from the War Production Board at Washington.

The national honours are issued frequently for suggestions of such a type that they can be used in other factories. They are passed upon by a committee of 12 members representing all types of industry and technical production, education, and representatives of organized labour.

Suggestions are graded according to:

(1) the number of man-hours saved;
(2) the amount of reduction in the use of critical materials made possible;
(3) ingenuity of the method or device in relation to its application to a specific production job; and
(4) its applicability in other plants or industries.

Workers' ideas are brought to light through the use of suggestion systems, which are generally organized in United States firms by the plant labour-management production committee. Of these committes there are now over 4,800, the War Production Drive announces, covering 8,000,000 workers.

It is a common practice of the labour-management committee to arrange for plant awards for the best ideas; and to decide which of them merit referral to the national awards committee in Washington.

Four types of national awards are given. The Citation is the highest honour. Only 16 persons in the country have received the WPB Citation. Next highest award is the Certificate. To date, more than 345 men, as well as 15 women, have received Certificates. Between 1,600 and 1,700 persons have been given Honourable Mentions, and, of these approximately 50 are women. Approximately 4,000 persons have received Commendations. Almost 200 women war workers have made suggestions of such merit that labour-management committees forwarded these to the Headquarters Board.

Winning suggestions have come most frequently from the following industries: shipbuilding, aircraft, radio-electronics, aircraft and marine engines, guns, mounts and sight-extensions, rifles, small arms and ammunition. In shipbuilding alone, improved work practices resulting from workers' ideas have saved an estimated additional $20,000,000 in man-hours and materials.

Examples of Winning Suggestions

The following are examples of suggestions that have won national awards:

Suggestion of Frederick G. Gray, of Winchester Repeating Arms Inc., New Haven, Conn., to tumble 28 different Garand and carbine parts into revolving barrels with soft steel weight and an abrasive compound, instead of filing off machining burrs. Result: 160,000 man-hours per year released for additional production. Certificate.

Suggestion of Clifford Carey, of Boeckeler Associates (AFL), Trenton, Mich., for cone-shaped piece of equipment to spread grain over a larger area of water in the tank where alcohol is being made. Previously, when the grain was introduced in a solid flow through a 12-inch tube, dough balls were constantly forming. These would plug lines, pumps and valves. Much time was lost in cleaning them out. Result: Greatly increased production of alcohol. Certificate.

Kitchen-inspired suggestion of Miriam Bennett, of Curtiss-Wright Corporation (AFL), Columbus, Ohio, for a chromate paste dispenser that looks like a chef's pastry icing tube. Used to apply moist chromate paste to steel parts that will come in contact with Dural or aluminum parts, it saves $15 in materials every working day. It also speeds operations. Chromate paste is used between dissimilar materials to prevent electrolytic corrosion. Honourable Mention.

Development by "Mr. X", of Firestone Tire and Rubber Co. (CIO), Akron, Ohio, of a shatterproof stainless steel oxygen cylinder for high altitude flying. Result: Many lives

of fliers saved. "Mr. X" preserves his anonymity because he has close relatives in Germany and wishes to avoid any chance that reprisals and persecutions might be inflicted upon his kinfolk. Certificate.

Suggestion by Ella F. Baikie, electrician, of Kaiser Company, Inc., (AFL), Richmond, Calif., for stinger repair moulds. Jackson stingers are electrode holders used in welding. Previously, large quantities of stinger parts were thrown out as irreparable because it was so difficult to hold the parts in place for brazing. Mrs. Baikie had three shapes of moulds made at the forge shop: upper jaw, lower jaw and teeth. In those moulds the parts can be held firmly to be repaired. Result: An average of 15 stingers can be remade in a day, and serve the same purpose as new ones costing $5.50 each—a saving of $82.50 per 24-hour day. Certificate.

Device by W. H. McCollister, of Firestone Tire and Rubber Co. (CIO), Akron, Ohio, for loosening aeroplane tire beads. This tool, which eliminates the necessity of driving half-tracks and tractors across the rubber or pounding it with sledge hammers, is in use on front line emergency fields as well as in home factories. It can be operated by a woman as easily as a man. Result: Immense saving of rubber and time. Certificate.

Ice-grip tire design for military aeroplanes, devised by Clem J. Burkely of Goodyear Tire and Rubber Co. (CIO), Akron, Ohio, which imbeds tire treads with small steel springs in such a way that they protrude very slightly above the tread surface. The short springs adapt themselves to a broken tread design, which permits the tire to be cured in a regulation mould. Since the springs are small, they are not liable to cause damage if dislodged while the wheel is moving. As the tread wears down, new points are formed as each successive turn of the helix wears off. This preserves the non-skid feature for the life of the tread. Citation.

Suggestion by James Cowling, of Martinson Machine Co., Kalamazoo, Mich., for a new milling machine, which broke bottlenecks in making the 155 MM gun. Result: fifty per cent increased production. Certificate.

The War Production Drive has on file the details of all the devices which have won honours for their orignators; and these are available to other war production plants. The cumulative effect of one person's idea is therefore potentially tremendous.

Manpower

Check-up of Male Employees under Mobilization Regulations

Delinquents Located—Merchant Seamen on Inland Waters—Charges Under Civilian Regulations

AN Order signed on August 15 by the Honourable Humphrey Mitchell, Minister of Labour, requires employers of male employees to check on the documents in the possession of any new employees being engaged, so that the employer may be satisfied that the man has not failed to comply with Mobilization Regulations.

While each employer is required to check on all new employees he engages in the future, he is only required to report to the Mobilization Registrars on men thought to be in the designated age classes who fail to furnish evidence that they have complied with the military call-up, or that because of marriage or for other reasons they do not have to comply.

The employer must report on any doubtful case within seven days of the time he engages the man. Even though a man does not possess documents to show that he has complied with the regulations, the employer is not prohibited from hiring him, providing that any other Selective Service regulations have been complied with.

By an Order of the Minister of Labour signed several months ago, all employers had to similarly check on their male employees by May 1 this year (L.G., April, 1944, p. 450). Under the present order employers were required to report by August 29 to the nearest Mobilization Registrar on any employees hired since May 1 who did not possess the necessary documents.

Results of Check-up

On August 31 it was announced that a total of 7,245 men not in good standing under Mobilization Regulations had been located through employers' reports on their male employees.

The delinquents were among nearly 36,000 doubtful cases reported by employers to Divisional Registrars in 13 Mobilization areas. Officials have taken steps to follow up on the cases of those who had not complied with the Regulations.

The remaining men investigated were found to be in good standing, and were permitted to remain in their civilian jobs.

Merchant Seamen on Inland Waters

Mr. A. MacNamara, Director of National Selective Service, announced on August 31 that merchant seamen engaged on inland waters are now "frozen" to their particular employers. Previously seamen engaged on inland waters were not restricted in their movements within the industry but now each shipping employer becomes a "designated establishment".

It was further indicated that permission is now required from a National Selective Service Officer by a merchant seaman before he may terminate his employment. This requirement is applicable in the case of all "frozen" occupations. (L.G., 1943, p. 1333).

Prosecutions Under National Selective Service Civilian Regulations in August

Failure to comply with National Selective Service Civilian Regulations resulted in the prosecution of 174 persons during the month of August. Twenty-seven more charges were laid than in the previous month, with 53 conscientious objectors—25 of whom were convicted—charged with failure to follow a direction to report to an alternative service work camp.

During the month, 71 employees were convicted on charges which included quitting "designated" employment without Selective Service permission, or failing to accept high priority work when referred to it by a Selective Service officer. Employers were convicted in 14 cases, most of the accused being charged with engaging workers without permits.

A total of 110 court convictions was registered across Canada for the month, compared with 68 in July. Nineteen charges were withdrawn, and in 5 cases the accused were acquitted.

At September 1, a total of 364 cases was still pending—20 being charges against employers, 197 against employees, and 147 against conscientious objectors.

Selective Placement of Handicapped in United States

A RECENT press bulletin issued by the War Manpower Commission at Washington states that placements of physically handicapped persons by the United States Employment Service may total nearly half a million in 1944.

It is asserted that the placement record of the Employment Service shows a notable development in the placement of the handicapped in recent years. During 1940, jobs were found for 27,703 handicapped persons and the number of such placements was approximately doubled each year up to the end of 1943. With the increasing emphasis that is being given to the placement of the handicapped it is expected that an equally notable increase will be made in 1944.

For several years prior to the war a search was carried on for occupations in which handicapped persons could be employed satisfactorily. In this early research the important factor in selection was considered to be the nature of the disability, rather than the individual's remaining physical capacities. It is asserted that this method was found to be "severely wanting". In its place a job analysis was developed which emphasized "the remaining physical capacities and other qualifications of the worker in their specific relationship to the physical demands and other requirements of the job. This new approach is generally referred to as 'selective placement'." It is designed to throw open "every job in the occupational dictionary" in accordance with the applicant's capacity to meet the physical demands of any specific job. It has been adopted by the Occupational Analysis Division of the War Manpower Commission's Bureau of Manpower Utilization at Washington, "as standard practice in their studies of jobs in industry".

It is stated that the publication, *Selective Placement of the Handicapped,* issued by the Veterans' Employment Service Division of the War Manpower Commission "has become the accepted textbook of all employment service personnel in the local office placement activities concerning the handicapped". It is stated also, that training plans were initiated early in 1944 for the training of at least one person in each local employment office in the United States in the technique of selective placement.

The need for obtaining the co-operation of industry has been recognized as essential. From experience so far it would appear that this has been secured in large measure, and efforts will be made to have it continued and extended in the post-war period.

U.S. Summary of British Woman-Power Policies

A comprehensive survey of British policies and experience in the employment of women during the war has recently been published by the Women's Bureau of the United States Department of Labour (Bulletin No. 200). It describes the arrangements for mobilizing women and the evolution of policy from persuasion to compulsion, the Government's efforts to improve conditions inside the factory and to solve shopping, child-care and other outside problems. A chapter is devoted to the problem of women's pay and trends in women's earnings during the war. Post-war plans are also outlined. It is pointed out that in 1943 women constituted 60 per cent of the labour force in Royal Ordnance Factories, over 50 per cent in the chemical and explosives industry, 40 per cent in aircraft and 35 per cent in the engineering industry. Much of the material in the bulletin has already appeared in notes and articles in the LABOUR GAZETTE.

Appendices include a list of industries in which union agreements stipulate that women replacing men are to receive the men's rates (in some cases after a probationary period), and a list of industries where lower rates are paid to women replacing men. Tables show the increase in average earnings of men and women, the bases on which women's pay is calculated for the various operations in Royal Ordnance Factories and trade union membership among women from 1913 to 1941.

Decisions of National War Labour Board

DURING the month of August, the National War Labour Board issued decisions in the following cases:—

Western Union Telegraph Company and American Communications Association (C.I.O.).

Burkhardt's Dairy, Kitchener Dairies Ltd., Kitwat Jersey Dairy, Maple Lane Dairy, Purity Dairy, Model Dairy Kitchener, Ltd., Rickert Dairy, Rosemount Farms Dairy, Westside Dairy Ltd., all of Kitchener, Ont. and Dairy Workers' Union, Local 22697 (A.F. of L.).

Montreal Ornamental Iron and Bronze Manufacturers and Contractors and United Steelworkers of America, Local 2366.

McKinnon Industries, Limited (St. Catharines, Ont.) and U.A.W.—C.I.O., Local 199.

Canadian National Railways and System Adjustment Board of Canadian Brotherhood of Railway Employees and Other Transport Workers.

Canadian Pacific Express Company and Brotherhood of Express Employees.

General Steel Wares Limited (Toronto and London) and United Steelworkers of America, Locals 1111 and 2771.

Canadian Pacific Railway Company (West Saint John, N.B.) and Committee of Elevator Employees, members of International Longshoremen's Association, Local 1121.

Standard Lime Company, Limited (Joliette, Que.) and Union Canadienne des Ouvriers des produits de la chaux, Local No. 1.

Canadian Pacific Air Lines Limited, and Canadian Airways Limited (Winnipeg, Man.) and International Association of Machinists, Lodges 764 and 1572.

Hudson's Bay Company.

National Steel Car Corporation, Limited and Local 2352, United Steelworkers of America.

Canadian Car and Foundry Company, (Amherst, N.S.) and A. S. Farrell.

Fraser Companies, Limited (Edmundston, N.B.) and Restigouche Company, Limited (Atholville, N.B.) and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Service Station Equipment Company, Limited, (Winnipeg, Man.) and Employees' Association of the said plant.

Victory Aircraft Limited (Malton, Ont.) and International Association of Machinists, Lodge 717.

Re: The Western Union Telegraph Company *and* American Communications Association (C.I.O.)

Reasons for Decision

The Union applies for substantial wage adjustments for classifications engaged in the Companys cable division at Montreal, North Sydney, N.S. and Canso, N.S. to bring them more in line with rates paid similar classifications in the United States.

The application must be viewed by the Board under the provisions of the Wartime Wages Control Order, 1943, P.C. 9384. The evidence is that the Company pays rates which are as high, if not higher, than those paid by any Company in the same line of business in Eastern Canada. Our view is that there is no case for an increase to rectify a gross inequality or gross injustice under section 20 (1) (*a*) of the Order.

Nor do we think that this is a case where the Board should exercise its discretion under paragraph (*b*) of section 20 (1) and direct an increase equal to the difference between the maximum cost-of-living bonus and the amount which was being paid, namely the minimum mandatory under our general orders.

The application must be denied.

August 3, 1944.

Re: Burkhardt's Dairy, Kitchener Dairies Ltd., Kitwat Jersey Dairy, Maple Lane Dairy, Purity Dairy, Model Dairy Kitchener Ltd., Rickert Dairy, Rosemount Farms Dairy, Westside Dairy Ltd., all of Kitchener, Ont., and Dairy Workers Union, Local 22697 (AFL)

Reasons for Decision

This appeal by the Union is from an order dated April 27, 1944, of the Ontario Regional Board setting under P.C. 5963 what it considered to be a reasonable and fair basis of remuneration for employees in the dairy distributive trade in the Kitchener area.

The Regional Board appears to have given the matter considerable study and attention and has equalized the rates at the level which it thought was the proper one.

It is impossible for this Board to find ground upon which it could with reason reverse the decision of the Regional Board.

The appeal must be dismissed.

August 3, 1944.

Re: Montreal Ornamental Iron and Bronze Manufacturers and Contractors *and* United Steelworkers of America, Local 2366.

Reasons for Decision

This is an appeal by the Union from a decision of the Quebec Regional Board dated November 12, 1943, refusing an increase in the cost-of-living bonus. The application must be considered in the light of the only relevant source from which the war labour boards can draw power, namely section 34 (3) of P.C. 5963. More precisely, the matter must be viewed under P.C. 2370 (now the proviso attached to section 34 (3)), because no case was attempted to determine the bonus on the rise in the cost-of-living index since the last general increase in wages.

The argument for the appeal resolves itself in a request that we make comparisons of the 95-cent bonus in this industry with the full bonus which was being paid in the shipbuilding industry, the $2.50 bonus in the building trades and the sheet metal industry, etc. Our view is that the intent and purpose of the enactment of P.C. 2370 does not permit a broad construction. We find no ground for an increase "within the industry" concerned directly and following the consistent interpretation heretofore given by the Board, comparison with other industries, however closely related or allied they may be, was not contemplated by the Order in Council.

Consequently, we must refuse the appeal.

August 3, 1944.

Re: The McKinnon Industries Limited (St. Catharines, Ont.) *and* U.A.W.-C.I.O. Local 199.

Reasons for Decision

This matter comes to us as an appeal from the Ontario Regional Board and the question is to determine to what extent the union is entitled to receive notice of the applications made by the Company to the Regional Board. The problem is one of interpretation of by-law 13 (2) which governs the procedure to be followed by war labour boards and is as follows:—

"The National Board or any Regional Board to which an application is referred shall give notice in such manner, as, in the circumstances, it deems sufficient to any person, firm, corporation or association having an immediate interest in the matter in respect of which such application is made and shall give an opportunity for representations to be made by or on behalf of every such person with regard thereto."

By the current collective agreement between the parties dated April 13, 1943, the Company recognized the union "as the exclusive bargaining agent for the purpose of collective bargaining for those of the Company's eligible hourly-rated employees who are members of the union in good standing". These words only concede to the union a limited representative status and to paraphrase the by-law, the union would have "an immediate interest" only in such application as affects "eligible hourly-rated employees who are members of the union in good standing".

When an application by this company is received by the Regional Board while this agreement is in effect and the classifications mentioned in the application are eligible to union membership, then it should be incumbent upon the Board to ascertain whether in fact union members are involved and if they are, then we think the union has an "immediate interest" in the application.

On the argument before this Board, the Company submitted that under the by-law the

Regional Board had a discretion as to whether or not notice should be given to any party interested and a like discretion as to the nature of such notice. In our opinion the wording of the by-law does not justify this interpretation. Our view is that when "eligible" union members are directly involved in an application the union has an "immediate interest" and there is no discretion: the Board *shall* give notice to the union and *shall* give the union an opportunity to make representations, either written or oral (or both) as the Board may determine.

On December 18, 1943, the Regional Board gave the union notice that it had approved certain wage rates requested by the Company in its foundry operations. The union says there were union members in the classifications concerned and its statement was not contradicted. Such being the case, in our opinion notification of the decision was not a compliance with the by-law. What the union was entitled to was notice of the application and an opportunity to make representations.

Our view is that the by-law, when interpreted as we suggest, provides a proper rule and safeguards the development of harmonious industrial relations within the scope of the agreement.

August 3, 1944.

Re: Canadian National Railways *and* System Adjustment Board of Canadian Brotherhood of Railway Employees and Other Transport Workers.

Reasons for Decision

This application under P.C. 5963 is on behalf of the sleeping and dining car employees for a basic month's work of 208 hours, overtime, vacations with pay and an increase in wage rates. There were a number of rules submitted upon which the parties were in agreement and insofar as this Board's approval may be required they are hereby authorized.

As to the first request, the application should be dealt with in the same manner as in case file 2N-250[1] and the hours of service per month shall be 240 with overtime for time worked in excess of 240 hours on the actual minute basis at pro rata rate.

With respect to the increase in wages, we adopt our decision in the main railway case (file N-1300)[2], and we direct from the date of application, November 25, 1943, increases in basic rates of the classifications covered by this application, as follows:—

1. Six cents (6¢) per hour to all hourly paid classifications;
2. Forty-eight cents (48¢) per day to all daily paid classifications;
3. Two dollars and eighty-eight cents ($2.88) per week to all weekly paid classifications;
4. Twelve dollars and forty-eight cents ($12.48) per month to all monthly paid classifications.

Any classifications, however, who have received wage increases subsequent to August, 1939, will have such increases taken into account when adjustment is made for the present increase.

Our decision on vacations with pay is reserved.

There will be finding and direction accordingly.

August 3, 1944.

Re: Canadian Pacific Express Company *and* Brotherhood of Express Employees.

Reasons for Decision

An application by the Brotherhood under Order in Council P.C. 5963 for an increase of $20 per month in the basic wage rates of employees in the company's express and cartage departments who are covered by collective agreements.

This case was retained pending determination of application N-1300[2] on behalf of certain railway employees. The decision with respect to that application having been filed on July 31, 1944, we adopt it as our decision in this case.

Therefore, the classifications represented on the hearing of this application, as and from the date of said application, viz., October 21, 1943, are entitled to increases in their basic rates as follows:—

1. Six cents (6¢) per hour to all hourly paid classifications;
2. Forty-eight cents (48¢) per day to all daily paid classifications;
3. Two dollars and eighty-eight cents ($2.88) per week to all weekly paid classifications;
4. Twelve dollars and forty-eight cents ($12.48) per month to all monthly paid classifications.

Any classifications, however, who have received wage increases subsequent to August, 1939, will have such increases taken into account when adjustment is made for the present increase.

Finding and Direction will issue accordingly. August 3, 1944.

[1] L. G., Aug., 1944, p. 964.
[2] L. G., Aug., 1944, p. 960.

Re: General Steel Wares Limited (Toronto and London) *and* United Steelworkers of America, Locals 1111 and 2771.

Reasons for Decision

This is an appeal by the employer from a decision of the Ontario Regional Board dated April 29, 1944, directing under P.C. 9384 an increase in starting rates for men from 58 cents to a range of 60-63 cents in the Toronto plant, from 53 to 55-60 cents in the London wares plant and from 53 to 63 cents in the London foundry plant. The Company's schedule of rates for women and boys under 18 was entirely revised and the automatic progressive increases ordered could mean a raise of 16 cents in the hourly rate of some junior employees having completed 6 months of employment. The Regional Board also directed payment of a 5 cents premium for work on the night shift which in all cases starts at 7 p.m. or later.

The Order gives the Board power to allow increases "only if and to the extent that (it) find that such (increases are) necessary to rectify a gross inequality or gross injustice." What appears to have been done here by the Regional Board was to fix starting rates at what the Board thought was a fair and reasonable level. There was no finding of "gross inequality or gross injustice" and no further evidence as to the other rates in the three plants involved. So that we have the bottom rung of the ladder being moved upwards under the new formula and the rest are likely to follow.

In June, 1943, the Regional Board increased the male starting rate by 5 cents in the Toronto plant under the comparative formula of P.C. 5963. Seven months later the Union applies for a further increase under the new Order.

It must be noted that the present control order is not a mere continuation of the former; its primary purpose, the stabilization of the wage structure, must be given effect to. Recourse to what may be fair and reasonable on a constantly ascending comparative basis will never achieve that purpose.

The Regional Board's decision in this case on the matter of wage increases cannot be sustained because it was not shown that the increases were ordered on the basis contemplated by section 20 (1) (*a*) of the governing order.

As to the night work premium, the evidence is that only a small percentage of the working force is affected. There are a small number of maintenance employees and as production requires some shift workers we do not think it necessary to interfere with that portion of the decision.

The appeal is therefore allowed except as to the night work premium.

August 3, 1944.

Re: Canadian Pacific Railway Company (West St. John, N.B.) *and* Committee of Elevator Employees, members of International Longshoremen's Association, Local 1121.

Reasons for Decision

An application by the employees for a wage increase from 64 to 98 cents on the ground that the work performed by elevator grain handlers should be remunerated at longshore rates.

A similar application on behalf of these employees was refused by this Board, differently constituted, on February 3, 1943. It was then sought to bring these rates up to the rates paid to longshoremen. We have no evidence to warrant our taking a different view in the present case.

However, there appears reason to acknowledge that grain handlers and wharf freight handlers should stand in the same relative position with respect to longshoremen rates although we do not by that wish to lay down the rule that elevator employees and freight handlers are generally to be considered as comparable classifications.

This Board having granted an increase to the wharf freight handlers (L.G., 1943, p. 1488) we think in the circumstances there should be an increase of 3 cents per hour in this case, effective from the date of application.

August 4, 1944.

Re: Standard Lime Company, Limited (Joliette, Que.) *and* Union Canadienne des ouvriers des produits de la chaux; Local No. 1.

Reasons for Decision

This is an appeal by the Union from a decision of the Quebec Regional Board dated February 29, 1944, refusing an application under P.C. 9384 for a 10 cent hourly wage increase. Leave to appeal was given by the Regional Board.

The established base rate in the plant is now 40 cents. The Company pleaded its inability to pay higher wages and it was on the basis of

that plea that the Regional Board denied the application. In the course of the proceedings before this Board, the Company has agreed to a 5 cent increase.

On the basis of the Board's views expressed in the Asbestos decision (L.G., May, 1944, p. 602) we are of opinion that a 5-cent increase is allowable under section 20 (1) (*a*) of the order as amended. There will be a finding and direction accordingly.

So that the Board may properly exercise its discretion under section 30 (2) of the Order on the matter of retroactive payment of the award, we ask the parties to file with this Board their submissions on the question not later than September 1 next.

August 3, 1944.

Re: Canadian Pacific Air Lines Limited and Canadian Airways, Limited (Winnipeg, Man.) *and* International Association of Machinists, Lodges 764 and 1572.

Reasons for Decision

This application by the Union is for wage increases for monthly-rated employees in the maintenance, overhaul and stores departments of the transportation division of Canadian Pacific Airlines Limited and for the hourly-rated shop employees of the engine overhaul depot of Canadian Airways Limited. The request is for 23 cents per hour or $46 per month in keeping with the application dated September 15, 1943, by the main body of steam railway employees (case N-1300)[1]. There is also a request that rates for beginners under 18 be eliminated in the overhaul depot and for an overtime rule in the transportation division.

Taking first the case of Canadian Airways Limited, a subsidiary of CPA, the evidence is that overhauling engines for the Air Lines is a minor portion of its operations; the company is largely engaged on contract work for the Department of Munitions and Supply as is another subsidiary, Mid-West Aircraft Limited, whose case was previously considered by the Board (MacDonald Bros. Aircraft Ltd. et al decision, L.G., May, 1944, p. 605) on an appeal from the Manitoba Board. The proper comparison is with the companies dealt with in that decision and the recent increase to steam railway employees is altogether unrelatable to the employees concerned in this application. This branch of the application must be refused.

The request for monthly-rated employees of Canadian Pacific Air Lines must be viewed in relation to air transportation rates and not on the basis requested. Our recent 6-cent decision for steam railway employees was the result of a comparative study designed to give them an increase representing roughly and with allowances the raise in rates generally since the beginning of the war. This Board did not propose to set up a new level.

The overtime rule now in effect is payment at pro rata rate after 48 hours or compensatory time off, which appears to be the general practice in this industry for monthly rated employees. We do not think we should extend the rule at this time.

Finding and Direction accordingly.

August 3, 1944.

Re: Hudson's Bay Company

Reasons for Decision

This appeal is from a decision of the British Columbia Board dated May 19, 1944, concerning the company's store managers at Nelson, Vernon and Kamloops who were declared by this Board to be not above the rank of foreman (L.G., May, 1944, p. 600).

There are two questions:

(1) Are these three employees to be considered as belonging to the one occupational classification?

(2) In establishing rates for them pursuant to section 15 and Schedule A of P.C. 9384 are annual bonuses paid on a basis other than a time basis to be incorporated into the salary rates?

"similar duties" and "exercise a like type and degree of skill" (section 13 (1) (*h*)). We think it appeared in the case cited above that such was the situation and our answer to the first question will be in the affirmative (see Schell Transports, Limited, L.G., Mar., 1944, p. 283). It must be noted that our decision is confined to the three employees mentioned and is not to be extended to all managers in what the company calls its "interior stores division".

With respect to question 2, our view is that the "establishment of wage rates" under section 15 and Schedule A does not contemplate the merging of all the various types of remuneration enumerated in the definition of "wages" in section 13 (1) (*o*) of the Order.

The answer to question 1 turns upon whether on the facts these managers perform If the company wishes to convert into exclusively time rates rates which heretofore were calculated partially on another basis, it may make application to the Regional Board under section 20 (1) (*c*) (iv) of the Order.

We therefore sustain the decision of the Regional Board with respect to question 2, and we allow the appeal with respect to question 1. August 11, 1944.

[1] L. G., Aug., 1944, p. 960.

Re: National Steel Car Corporation, Limited *and* Local 2352, United Steelworkers of America.

Reasons for Decision

This is an appeal by the employer from an Order from the Regional War Labour Board of the Province of Ontario dated May 16, 1944, directing the Company to grant to all employees who have completed one year's continuous service, or more, one week's vacation with pay, in accordance with the terms of the memorandum attached to said Order.

At the hearing, the President of the Company stated that he fully approved of the principle of vacations with pay and in fact he had applied for and had been granted such authority by the Regional War Labour Board on or about July 3, 1943, but it had not been put in effect by the Company. One of his objections to the Order of the Regional War Labour Board was that his Company has a special order for construction of ore cars, which is to be completed about October 1, 1944.

The Board is of the opinion that the Order of the Regional War Labour Board should be confirmed and as there is no cross appeal of the employees, the effective date of the Order should be May 16, 1944, being the date of the Order of the Regional War Labour Board.

In view of the provisions of Section (*a*) of the schedule attached to the Regional War Labour Board's Order—that the vacation would be allowed for and during the following twelve months' service, the Board is of opinion that by co-operation of the employer and employees there should be no difficulty in working out a plan of holidays that would not impair the quantity and regularity of war production.

The appeal is therefore dismissed and finding and direction will issue accordingly.

August 16, 1944.

Re: Canadian Car and Foundry Company Limited (Amherst, N.S.) *and* A. S. Farrell.

Reasons for Decision

An application by the Company for leave to appeal from a decision dated April 15, 1944, of the Regional Board for Nova Scotia which increased the salary of the Company's Industrial Relations officer from $275 to $300 per month. The direction under appeal was made under the provisions of P.C. 9384.

Under section 20 (1) of that Order the Board could direct an increase of a wage rate "established" under the Order "for an occupational classification" to the extent necessary "to rectify a gross inequality or gross injustice". The first question is to determine whether this employee was one for which the employer was required to "establish" a rate under section 15 and schedule A of the Order. By virtue of the proviso to section 15 (1) Mr. Farrell was presumed to be above the rank of foreman because he was being paid a rate of more than $250 per month and on the material filed by him on this appeal we must conclude that the presumption has not been removed. There was no jurisdiction in the wages control order in his case and the conclusion must be that the application and appeal are to be allowed.

August 15, 1944.

Re: Fraser Companies, Limited (Edmundston, N.B.) and Restigouche Company, Limited (Atholville, N.B.) *and* International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Reasons for Decision

An appeal from a decision dated June 16, 1944, of the Regional Board for New Brunswick refusing a joint application for approval of an agreement providing two weeks' vacations with pay after five years of employment. The Regional Board restricted the plan to the strict terms of D.B. 17 but gave leave to bring this appeal.

There is no contest between the parties and as an alternative to the original application there is now proposed a vacation plan recently approved by the Ontario Board for certain mills in that province under which the 2 weeks' vacation becomes effective after 10 years' service. The plan is as follows:—

After 1 year's continuous service—1 week.
After 5 years' continuous service—1 week plus 1 day.
After 6 years' continuous service—1 week plus 2 days.
After 7 years' continuous service—1 week plus 3 days.
After 8 years' continuous service—1 week plus 4 days.
After 9 years' continuous service—1 week plus 5 days.

After 10 years' continuous service—2 weeks.

Rather than send the case back to the Regional Board for consideration of this plan, we think we can upon a broad comparison with what is being done in Ontario give our approval to the plan set out above (Provincial Transport Company, L.G., 1943, p. 1491; Otis-Fensom Elevator Company, L.G., April, 1944, p. 472).

The appeal will be allowed.

August 16, 1944.

Re: Service Station Equipment Company Limited (Winnipeg, Man.) *and* Employees' Association of the said plant.

Reasons for Decision

This is a joint application for leave to appeal from a decision of the Manitoba Regional Board dated March 22, 1944 refusing vacations with pay while the Company maintained a practice, established prior to wage control, of paying for time not worked on statutory holidays. Hourly-rated employees only are concerned and leave to appeal was denied by the Regional Board.

The purpose of vacations with pay is to provide the worker who qualifies with a period of rest and an opportunity for recuperation of energy. Statutory holiday-pay is a money premium which very often serves as a steady-work bonus or as a substitute for an overtime rule.

The policy of this Board has been rather unfavourable to holiday-pay, while vacations with pay have been approved extensively under the conditions laid down in our decision bulletin 17. But this Board has never approved a vacation with pay plan on condition that a working condition, such as statutory holiday-pay, established prior to November 15, 1941 be discontinued. We are of opinion that the application could have been authorized without doing violence to the purposes of the Order (P.C. 9384). Our view of this case is that payment for statutory holidays is not the issue, because that condition ante-dated wage control. The question resolved is merely that statutory holiday-pay established prior to wage control does not necessarily bar a vacation with pay plan under D.B. 17.

We allow the application and also the appeal. The result is that the combined plan set out in the original application dated March 16, 1944 is hereby authorized.

August 15, 1944.

Re: Victory Aircraft Limited (Malton, Ont.) *and* International Association of Machinists, Lodge 717.

Supplementary Reasons for Decision

Following the Board's interim decision of May 3, 1944, [1] Professor J. C. Cameron was appointed as our investigator to make a comparative examination of employee-classification at this plant and at the De Havilland and other comparable plants. We have the benefit of his helpful and competent report and we find that 34·8 per cent of De Havilland employees were classified as journeymen (week of June 5, 1944) while the percentage at Victory Aircraft (end of April, 1944) was 13·7 per cent. These figures establish the Union's allegation that production workers at Malton have not been upgraded to or engaged in the journeyman classification in as large numbers as at De Havilland.

But apart from De Havilland, the prevailing practice in a representative section of the aircraft industry was also examined and we find that on that basis no condition of inequality exists at Victory. The practice which has been followed at the De Havilland plant cannot be used as a yardstick with which to measure the fairness and reasonableness of the practice at Victory, when De Havilland is so far out of line with the rest of the industry. The report says: "A detailed study of the figures leads one to the conclusion that the classification system at Victory is, on the whole, as favourable to the employees as at any other plant, De Havilland and possibly Fleet (17·9 per cent) excepted".

We do not propose to rectify at the expense of the public treasury an inequality created by what appears to have been the inordinate and abnormal system of classifying and upgrading practiced at De Havilland. The responsibility for curing the situation will have to rest upon the management at De Havilland and the authorities to whom they are accountable.

With regard to upward adjustments of wage rates, we give approval, effective from February 20, 1944, to the following maximum rates (inclusive of cost-of-living bonus):

Tool and die makers—1st class	$1.20
Journeymen (including machinists).	1.00
Inspectors, class I	1.05

Finding and Direction accordingly.

August 16, 1944.

[1] L. G., June, 1944, p. 727.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Wartime Labour Relations Regulations.—Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field, to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation Work of the Industrial Relations Branch.—Conciliation proceedings are carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Amendment to the Wartime Labour Relations Regulations

ON September 6, the Minister of Labour, Hon. Humphrey Mitchell, announced that on the recommendation of the Wartime Labour Relations Board (National), the Wartime Labour Relations Regulations, P.C. 1003 had been amended.

By the amending Order in Council P.C. 6893, Section 15 of the original Order has been rescinded and a new section substituted. Section 15 originally provided that no collective agreement could be made for a period of less than one year but that where the term of an agreement was for more than one year it would be deemed to contain a provision for its termination at any time after one year, on two months' notice by either party to the agreement. The new section provides that every agreement, whether made before or after the effective date of the Regulations, is deemed to run for a period of not less than one year from its operative date and is not capable of cancellation by the parties within that period without the consent of the Wartime Labour Relations Board. In cases where an agreement, whether made before or after the effective date of the Regulations, is for a period of more than one year it shall be deemed to contain a provision for its termination at any time after one year from its operative date on two months' notice by either party.

A subsection has been added to Section 16 of the Regulations providing that in instances where either party to an existing

collective agreement has required the other under this section to enter into negotiations for the renewal of an agreement, sections 11, 12, 13 and 14 of the Regulations shall apply as in the case of negotiations for an agreement following certification of bargaining representatives under the Regulations. These sections provide for the intervention of the Wartime Labour Relations Board with a view to the completion of an agreement, the appointment by the Minister of Labour of a Conciliation Officer, the establishment of a Board of Conciliation and the manner in which he may deal with the Board's report.

Order in Council P.C. 7307 of September 16, 1941, is revoked by the amending order. Order in Council P.C. 7307 which was complementary to the Industrial Disputes Investigation Act now suspended, provided that strike votes in war industries should be conducted under the supervision of the Department of Labour following Board of Conciliation procedure and that a majority vote of those affected was necessary to make the strike legal. Since all proceedings under Boards of Conciliation established pursuant to the Act have now been completed, the revocation of P.C. 7307 became necessary.

The text of the new order in Council follows.

Text of P.C. 6393

Whereas the Minister of Labour reports that the Wartime Labour Relations Board has recommended the amendment of the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, as hereinafter set forth;

That there has been consultation with the Ministers of Labour of the provinces concerned with reference to the said amendment; and

That it is necessary by reason of the war for the security, defence, peace, order and welfare of Canada and for the efficient prosecution of the war that provision be made accordingly;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to amend the said regulations, and they are hereby amended as follows:—

1. Section fifteen is rescinded and the following substituted therefor:

"(15) Every collective agreement, whether made before or after the effective date of these Regulations, shall be deemed to run for a period of not less than one year from its operative date and shall not be capable of cancellation by the parties within that period without the consent of the Board; and when any such collective agreement is expressed to run for more than one year, it shall contain or be deemed to contain a provision for the termination thereof at any time after one year from its operative date on two months' notice by either party thereto."

2. Section sixteen is renumbered as subsection one of section sixteen and the following is added as subsection two of section sixteen:

"(2) Where either party to a collective agreement has required the other, pursuant to subsection one, to enter into negotiations for the renewal of the agreement, sections eleven, twelve, thirteen and fourteen shall apply to such negotiations for the renewal of the agreement as in the case of negotiations for a collective agreement."

3. Paragraph (*b*) of subsection three of section forty-eight is rescinded.

His Excellency in Council is further pleased to revoke and doth hereby revoke Order in Council P.C. 7307 of September 16, 1941 establishing regulations with a view to the avoidance of industrial strife.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for four days during the month of August. During this period the Board received twenty-five applications, held five public hearings, ordered two representation votes, issued fifteen certificates designating bargaining representatives, rejected five applications for certification, approved the withdrawal of three applications and gave decisions in four appeal cases.

Certifications Issued

(1) *Val d'or Mine and Mill Workers, Local 654 and Lamaque Mining Company, Limited, Bourlamaque, P.Q.*, (L.G., July 1944, p. 844).— Following a preliminary investigation of the application, the Board ordered that a representation vote of the employees be taken. Out of 295 eligible employees 227 voted in favour of the applicant union and 20 against. The Local Union and Messrs. Leo. Wennerholm, Albert Pelette, A. Lalonde, Basil Pelette, R. H. Carlin, Thos. McGuire and J. J. Billoki were certified as the bargaining representatives for the hourly-rated employees of the Lamaque Mining Company, Limited, Bourlamaque, P.Q. except supervisory and clerical staff, guards, technicians, laboratory employees or employees holding positions higher than that of sub-foreman or mucker boss.

(2) *Canadian Union of Soapstone Workers, Local No. 1 and Broughton Soapstone and Quarry Company, Limited, Thetford Mines, P.Q.* (L.G., July 1944, p. 845).— Following a preliminary investigation of the application, the Board ordered that a representation vote of the employees be taken. Out of 35 eligible employees 26 voted in favour of the applicant union and 5 against. The Local Union and

Messrs. Edmund Leblond, Wilfrid Nutbrown, and Emile Jacques were certified as the bargaining representatives of the employees of the Broughton Soapstone Mine and Quarry Company, Limited, Leeds Station, Quebec, except the Manager, Assistant Manager and the Foreman having authority to employ and discharge.

(3) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Coal Handlers) and Canadian Pacific Railway Company (Island Coal Dock) Fort William, Ontario* (L.G., July 1944, p. 845). —Following a preliminary investigation of the application, the Board ordered that a representation vote of the employees be taken. Out of 54 eligible employees 48 voted in favour of the applicant union and 2 against. The Local Union and Messrs. J. L. Pateman and T. T. Graveson were certified as the bargaining representatives for all weighmen, coalmen, watchmen, mine operators, repairmen, carloaders and oilers of the Canadian Pacific Railway Company (Island Coal Dock), Fort William, Ontario.

(4) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 and Superior Elevator Company, Port Arthur, Ontario.* (L.G., July 1944, p. 845)—Following a preliminary investigation of the application, the Board ordered that a representation vote of the employees be taken. Out of 16 eligible employees 14 voted in favour of the applicant union and 2 against. The Local Union and Messrs. J. L. Pateman, C. Hardick, and F. Ryder were certified as the bargaining representatives for the monthly-rated and hourly-rated employees of the Superior Elevator Company, Limited, Port Arthur, Ontario, except foreman, supervisor and office staff employees.

(5) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Lodge 650 and Northland Terminals, Limited, Fort William, Ontario.* (L.G., July 1944, p. 845) Following a preliminary investigation of the application, the Board ordered that a representation vote of the employees be taken. Out of 31 eligible employees 26 voted in favour of the applicant union and 1 against. The Local Union and Messrs. J. L. Pateman, C. Hardick and F. Ryder were certified as the bargaining representatives for the monthly-rated and hourly-rated employees of Northland Terminals, Limited, Fort William, Ontario, except foremen, supervisory and office staff employees.

(6) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and National Grain Company, Limited, Fort William, Ontario.* (L.G. July 1944, p. 845)—The Local Union and Messrs. J. L. Pateman, C. Hardick and F. Ryder were certified as the bargaining representatives for monthly-rated and hourly-rated employees of the National Grain Company, Limited, Fort William, Ontario, except foremen, supervisory and office staff employees. The representation vote of the employees was taken prior to certification by the Board in which 32 out of 38 eligible employees voted in favour of the applicant union and 2 against.

(7) *Brotherhood of Railway, and Steamship Clerks, Freight Handlers, Express and Station Employees, Local No. 650 and Reliance Grain Company, Limited, Fort William, Ontario.* (L.G., July 1944, p. 845)—The Local Union and Messrs. J. L. Pateman, C. Hardick, and F. Ryder were certified as the bargaining representatives for the monthly-rated and hourly-rated employees including a foreman of the Reliance Grain Company, Limited, Fort William, Ontario except office and other supervisory personnel. Certification by the Board followed the taking of a representation vote in which 28 out of 37 eligible employees voted in favour of the applicant union and 3 against.

(8) *Dawson Miners Union, Local 564, International Union of Mine, Mill and Smelter Workers and Yukon Consolidated Gold Corporation, Limited, Dawson City, Y.T.* (L.G., July 1944, p. 845)—Following an examination of the Union's membership records by an Officer of the Board, the Board certified the Union and Messrs. George Boxall, Joseph Stamelen, C. J. Lelievre, Chas. Mills, Wm. Scott, H. Hegstrom, J. K. Struthers, Chase J. Powers, Harvey Murphy, R. A. Hyssop, Don. Guise and John Ogbourne as the bargaining representatives for the employees of the Yukon Consolidated Gold Corporation, Limited, Dawson Recording District except foremen, dredgemasters, assayers, Gold Room employees, Timekeepers, Office workers, Shift bosses, supervisors and draftsmen.

(9) *Deepsea and Inlandboatmen's Union of the Pacific, B.C. Division and Badwater Towing Company, Vancouver, B.C.* (L.G., July 1944, p. 845)—Following an examination of the Union's membership records by an officer of the Board, the Board certified the Union and Messrs. J. M. Smith and H. Sipes, as the bargaining representatives for the employees of the Badwater Towing Company, Vancouver, B.C., except certificated deck officers and engineer officers.

(10) *International Brotherhood of Electrical Workers, Local 230 and Canadian Collieries (Dunsmuir), Limited, (Puntledge River Power-house), Vancouver, B.C.* (L.G., July

1944, p. 845)—Following an examination of the Union's membership records by an officer of the Board, the Board certified the Union and Mr. Frederick J. Bevis as the bargaining representatives for the employees engaged in the Puntledge River Power-House of the Canadian Collieries, (Dunsmuir), Limited, Vancouver, B.C. except the Power-House foreman.

(11) *Brotherhood of Railroad Signalmen of America and Toronto Terminals Railway Company, Toronto, Ontario.* (L.G., Aug., 1944, p. 969)—The Union and Mr. E. J. Burnan were certified as the bargaining representatives for the employees in the Signal Division of the Toronto Terminals Railway Company except the supervisor. Certification by the Board followed an examination of the Union's membership records by an officer of the Board.

(12) *Deepsea and Inlandboatmen's Union of the Pacific, B.C. Division, and Messrs. J. M. Smith and H. Sipes* were certified as bargaining represenatives for the various categories of unlicensed personnel employed on the tugs and barges operated by W. F. Gibson & Sons, Vancouver, B.C. in its towing service except unlicensed employees temporarily serving in positions ordinarily occupied by certificated (licensed) officers and engineers. (L.G., July 1944, p. 845).—Certification followed a representation vote of the employees conducted by an officer of the Board.

(13) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 217, and Messrs. W. H. Sands, E. E. Wilkinson, W. D. Tucker and R. Heriot* were certified as bargaining representatives for firemen, deckhands, bargemen, and cooks employed on tugs and barges operated by the Canadian Pacific Railway Company on Okanagan Lake, B.C. (L.G., Aug. 1944, p. 968) —The Union's membership records were examined by an officer of the Board prior to certification.

(14) *Canadian Seamen's Union, Local 5, and Mr. A. J. McKeown* were certified as bargaining representatives for the unlicensed personnel engaged on the cable ships operated by the Western Union Telegraph Company, Halifax, N.S., except the purser. (L.G., Aug. 1944, p. 968)—Certification of bargaining representatives followed an examination of the Union's membership records by an officer of the Board.

(15) *National Harbours Board Employees' Association of Montreal and National Harbours Board, Montreal, P.Q.* (L.G., July 1944, p. 844)—The Association and Messrs. E. L. McLean, J. Gagne and V. Black were certified as bargaining representatives for the hourly-rated, shift-rated and monthly-rated employees of the National Harbours Board in Montreal, excepting all employees who are classed as permanent for the purposes of the National Harbours Board Pension Plan By-law I and excluding also the following groups or occupational classifications: all the employees on the pay-rolls of the Grain Elevator System and the Cold Storage Warehouse; employees in the Cold Storage Power House; employees of the General Maintenance Forces who are *regularly* assigned to electrical or millwright work in the Grain Elevator System; employees in the Pass Bureau; toll collectors; and all temporary employees who are filling positions which are ordinarily classed as permanent for the purposes of the Pension Plan. Certification of bargaining representatives followed the examination of the Association's membership records by an officer of the Board.

Applications for Certification Rejected

(1) *United Steelworkers of America and Steel Company of Canada, Dominion Wire Works, St. Joseph Street plant, Lachine, P.Q., and the Notre Dame and Charlevoix Streets plant, Montreal, P.Q. and the Stelco Employees Association for the same two plants of the company.* (L.G., June 1944, p. 740).—Following an investigation of the applications and a public hearing, the Board rejected the four applications because of lack of jurisdiction, the company not being engaged in producing or manufacturing for war industry or war purposes as defined in Schedule "A" of the Wartime Labour Relations Regulations.

(2) *National Association of Metal Workers of Three Rivers, and Canada Iron Foundries, Limited, Three Rivers, P.Q.* (L.G., July, 1944, p. 845).—Following an investigation of the application and a public hearing at which representatives of the applicant union, the company and the International Moulders and Foundry Workers' Union, intervener, presented their cases, the Board rejected the application on the grounds that it was made too late in view of the agreement which was in existence and in view of the provisions of Section 9 of Wartime Labour Relations Regulations, P.C. 1003, which provides for the election of new bargaining representatives only after the expiry of a ten-month period from the operative date of the agreement.

Applications for Certification Withdrawn

(1) *Employees' Union of Wartime Metals Corporation (C.C.L.) and Wartime Metals Corporation, Black Lake, P.Q.* (L.G., July 1944, p. 845).—On the request of a representative of the applicant union, the application

for certification of bargaining representatives has been withdrawn.

(2) *Canadian Union of Asbestos Workers, Local 5 and Bell Asbestos Mines, Limited, Thetford Mines, P.Q.* (L.G., July 1944, p. 845). On the request of a representative of the applicant union, the application for certification of bargaining representatives has been withdrawn.

(3) *International Longshoremen's Association, Local 163, and Canadian Pacific Railway Company (B.C. Coast Steamship Service, Victoria, B.C.)* (L.G., Aug. 1944, p. 968).—On the request of the secretary of the applicant union, the application for certification of bargaining representatives has been withdrawn.

Application for Certification under Investigation

Canadian Seamen's Union and Park Steamship Company (Tankers) Montreal, P.Q.

International Longshoremen's Association and Shipping Federation of British Columbia.

National Union of Machinists Fitters, Blacksmiths, Moulders and Helpers, Local 1, and Grand Trunk Pacific Development Company, Limited, Prince Rupert, B.C.

United Brotherhood of Carpenters and Joiners of America, Local 1735, and Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C.

Boilermakers and Iron Shipbuilders Union of Canada, Local 4, and Grand Trunk Pacific Development Company, Limited, Prince Rupert, B.C.

Negus Mine and Mill Workers' Union Local 802, International Mine, Mill and Smelter Workers and Negus Mines, Limited, Yellowknife, N.W.T.

International Brotherhood of Electrical Workers, Local B-1039 and Gatineau Power Company, Gatineau Electric Light Company, Limited, and Gatineau Transmission Company, Ottawa, Ont.

International Association of Machinists, Lodge 1749, and Canadian Pacific Air Lines, Limited (Repair Plants), New Westminster and Sea Island, B.C.

United Association of Journeymen Plumbers and Steamfitters, Local 180, and Grand Trunk Pacific Development Company, Limited (Prince Rupert Drydock and Shipyards) Prince Rupert, B.C.

Painters, Decorators and Paperhangers of America, Local 1442, and Prince Rupert Drydock and Shipbuilding Yard, Prince Rupert, B.C.

Canadian Merchant Service Guild, Inc., and British Yukon Navigation Company, Limited, Vancouver, B.C.

Canadian Merchant Service Guild Inc., and Corporation of the City of North Vancouver, North Vancouver, B.C.

Canadian Merchant Service Guild, Inc., and the West Vancouver Municipality, West Vancouver, B.C.

Canadian Merchant Service Guild Inc., and Coastwise Steamship and Barge Company, Limited, Vancouver, B.C.

Canadian Merchant Service Guild, Inc., and British Columbia Steamships, Limited, Vancouver, B.C.

Canadian Merchant Service Guild, Inc., and Frank Waterhouse and Company of Canada, Limited, Vancouver, B.C.

Canadian Merchant Service Guild, Inc., and Union Steamships, Limited, Vancouver, B.C.

Canadian Merchant Service Guild, Inc., and Canadian National Railways B.C. Coast Barge and Ferry Service, Port Mann, B.C. and B.C. Lakes Barge and Ferry Service, Port Mann.

Canadian Merchant Service Guild, Inc., and Canadian National Steamships, Vancouver, B.C.

Canadian Merchant Service Guild, Inc., and Canadian Pacific Railway Company, B.C. Lakes and River Service, Vancouver, B.C.

Canadian Merchant Service Guild, Inc., and Canadian Pacific Railway Company, British Columbia Coast Steamship Service, Victoria, B.C.

Brotherhood of Railway and Steamship Clerks Freight Handlers, Express and Station Employees and Essex Terminal Railway Company, Walkerville, Ont.

Northern Manitoba Mine, Mill and Smelter Workers' Union, Local 812, International Union of Mine, Mill and Smelter Workers and Hudson Bay Mining and Smelting Company, Limited, Flin Flon, Man.

International Union Operating Engineers, Local 510, and Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C.

Shipwrights, Joiners and Caulkers' Industrial Union, No. 2 (C.C.L.) and Prince Rupert Dry Dock and Shipyard.

Decision of Board in Appeal Cases

The following appeals from decisions of Provincial Labour Relations Boards and applications for leave to appeal therefrom were considered by the Wartime Labour Relations Board (National) and judgment given.

1. The Wartime Labour Relations Board (National) denied the appeal of the Dairy Co-operative Marketing Association, Limited, Prince Albert, Sask., and the Dairy Pool Employees' Co-operative Association, from a directive of the Saskatchewan Wartime Labour Relations Board naming and appointing Local

241, United Packinghouse Workers of America, and certain officers of that union as bargaining representatives of certain employees of the Prince Albert Plant of the employer Association.

Under the direction of the Saskatchewan Wartime Labour Relations Board, a representation vote of the production workers and milk salesmen employed in the Prince Albert plant of the employer was taken, a majority voting in favour of Local 241, United Packinghouse Workers of America electing or appointing bargaining representatives on their behalf. Subsequent to the certification of such bargaining representatives by the Saskatchewan Board, the Dairy Co-operative Marketing Association appealed the decision on the grounds (1) that the vote was confined to a limited group of employees in one only of the plants of the employer Association; (2) that the bargaining unit comprised only a small group of workers having no special or distinctive trade skills or trade qualifications that would qualify them for special representation under Section 5 (4) of the Regulations; and on other grounds.

The Wartime Labour Relations Board (National) denied the appeal holding that the appellant had not established that the Saskatchewan Board had erred in fixing the bargaining unit.

The appellants were represented by Messrs. Arthur Moxon, K.C., Saskatoon, Saskatchewan and the respondent union by Mr. F. W. Dowling.

2. The Wartime Labour Relations Board (National) decided to set aside the certification by the British Columbia Minister of Labour of the officers of the United Steelworkers of America as bargaining representatives of the employees of Plant No. 3 of Vivian Diesels and Munitions, Limited, Vancouver, B.C., and appointed G. R. Currie, Industrial Relations Officer, Vancouver, B.C., as Returning Officer for the purpose of taking a representation vote of the employees of this plant.

The decision of the Board was made on an appeal by Lodge 692, International Association of Machinists, against the certification of the officers of the United Steelworkers of America as bargaining representatives for certain employees of Vivian Diesels and Munitions, Limited, Plant No. 3, Vancouver, B.C., the ground for the appeal being that the appellant union was entitled as an interested party to an opportunity to present evidence and make representations.

The appellants were represented by Messrs. D. S. Lyons and P. R. Bengough and the respondent union by Mr. John Mitchell.

3. The Wartime Labour Relations Board (National) rendered judgment on an appeal by the Motor Products Corporation, Limited, Windsor, Ont., against the decision of the Ontario Labour Relations Board in referring to the Dominion Minister of Labour the matter of negotiations between the Company and Local 195, United Automobile Aircraft and Agricultural Implement Workers of America for the renewal of an existing collective agreement in order that the Minister might instruct a Conciliation Officer to confer with the parties and attempt to effect an agreement under the Regulations. The Company contended that the Regulations applied only where the bargaining representatives of the employees had been certified in accordance therewith.

In its judgment the Board referred to the recent amendment of the Wartime Labour Relations Regulations which provided for conciliation in the negotiations for the renewal of an existing agreement but decided to allow the appeal as the order of the Ontario Board referring the matter to the Minister was made prior to the passage of such amendment. However, in allowing the appeal, the Board declared that in view of the amendment the Ontario Board may again refer the matter to the Minister.

Concerning the status of the employees under the existing agreement, the Board upheld the view of the Ontario Labour Relations Board that an automatic renewal clause such as that contained in the agreement between the Company and the Union was inconsistent with the Wartime Labour Relations Regulations and could not operate as a bar to intervention of the Board pursuant to the request made by the union.

The appellants were represented by Mr. C. P. Dickson, Windsor, Ont., and the respondent union by Mr. J. L. Cohen, K.C., of Toronto, Ont.

The text of the Board's judgment will be found at the conclusion of this article.

4. The Wartime Labour Relations Board (National) considered the application for leave to appeal of the Independent Smelter Workers' Union against the decision of the Minister of Labour for British Columbia in certifying Local 480, International Union of Mine, Mill and Smelter Workers and certain officers and or representatives of the union as bargaining representatives of certain employees at the Trail Plants of the Consolidated Mining and Smelting Company of Canada, Limited. The Independent Smelter Workers' Union contended (1) That it ought to be the right of every individual employee by vote

to say what agency should be constituted his representative in dealings between his employer and himself; (2) That the Provincial Minister of Labour erred in not causing a vote to be taken in Order to ascertain the will of the majority of the employees; and (3) That by the decision of the Provincial Minister of Labour many employees of the Tadanac and Warfield Plants of the Consolidated Mining and Smelting Company of Canada, Limited, are not represented, as under the certification only a certain class of employees are represented by the bargaining agent.

The Board reached the decision that it was not of the opinion that the Minister of Labour of British Columbia was wrong in excluding certain groups of employees from the unit he considered appropriate and, therefore, the application for leave to appeal was denied.

Judgment on Appeal: Local 195 United Automobile, Aircraft and Agricultural Implement Workers of America, U.A.W.-C.I.O., Respondent, and Motor Products Corporation, Appellant

The Wartime Labour Relations Board consisted of the Chairman, O'Connor, J., the Vice-Chairman, Francoeur, J., Messrs, Best, Harmegnies, Hills, Mosher, Taylor, Browne and Deschamps.

Reasons for Judgment

The judgment of the Board was delivered by O'Connor, J.

This is an appeal by the employer from a decision of the Ontario Labour Relations Board who intervened, pursuant to section 11 of the Wartime Labour Relations Regulations, P.C. 1003, and referred to the Minister of Labour for Canada the matter of the negotiations between the employer and the union for a collective agreement so that the Minister might instruct a conciliation officer to confer with the parties and attempt to effect an agreement pursuant to section 12 of the said Regulations. The former collective agreement made between the parties on April 24, 1942, provided that the agreement continue until April 30, 1943, and from year to year thereafter unless either party notified the other between March 1 and March 15 of any year of its desire to terminate the agreement and that within the same period either party might notify the other of its desire to amend the agreement. It also provided that if the parties were unable to agree upon the proposed amendment on or before the 30th of April in any such year the proposed amendment should not come into effect. On March 8, 1944, the union submitted to the employer certain proposals for the amendment of the agreement and negotiations were not completed on April 30, 1944. Subsequently the union applied for the intervention of the Board on the ground that negotiations had continued for thirty days and the union believed that an agreement would not be completed within a reasonable time.

The employer contends that the right of the Board to intervene with a view to the completion of an agreement and refer the matter to the Minister is dependent upon the prior certification of bargaining representatives and relies upon certain provisions of section 10—namely:

> 10. (1) *When bargaining representatives have been certified under these regulations they may give the employer* concerned . . . . ten clear days' notice requiring that he . . . enter into negotiations with a view to the completion of a collective agreement.
>
> (2) The parties shall negotiate in good faith with one another and make every reasonable effort to conclude a collective agreement.

The union relies on section 16 which prior to amendment was in part as follows:

> 16. Either party to a collective agreement may on ten clear days' notice, require the other party to enter into negotiations for the renewal of the agreement . . . . and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such a renewal.

The Ontario Labour Board refused to infer from the mere juxtaposition of sections 10, 11 and 12 that the right to intervene was dependent upon prior certification of bargaining representatives for the union.

In the opinion of this Board sections 10 to 13 inclusive should be read together somewhat to the following effect:

> When bargaining representatives have been certified under these regulations they may give the employer ten clear days' notice requiring that he enter into negotiations with a view to the completion of a collective agreement. The parties shall negotiation in good faith with one another and make every reasonable effort to conclude a collective agreement. If negotiations for an agreement have continued for thirty days and either party to the negotiations believes that an agreement will not be completed within a reasonable time, it may ask the Board to intervene with a view to the completion of an agreement. Upon receipt of advice under section 11 the Board shall refer the matter to the Minister who shall within three days instruct a conciliation officer to confer with the parties. If a conciliation officer who has

been instructed to confer with the parties recommends the appointment of a conciliation board the Minister shall forthwith appoint a conciliation board.

Section 16 providing for the renewal of collective agreements does not specifically provide for the services of a conciliation officer or a conciliation board. While this Board quite agrees with the Ontario Board that the parties to negotiations for the renewal of a collective agreement should be entitled to the services of a conciliation officer and, if necessary, of a conciliation board, this Board hesitates to adopt a construction of section 12 which might have the effect of putting in motion conciliation services where there had been no previous collective agreement with the union and where the right of the union to represent the employees had not been established by certification. In other words, if the interpretation placed upon section 12 by the Ontario Board were adopted it might permit a union to obtain conciliation services where the right of the union to act for the employees had not been established by any previous collective agreement or by certification of bargaining representatives. Such a construction would make certification optional and in the opinion of this Board would defeat the object of the Regulations which is to settle differences between employers and employees by the negotiating of collective agreements between the employer and the true representatives of the employees.

The fact that there was no provision for conciliation of negotiations for renewal of collective agreements was drawn to the attention of the Board some months ago and the Board, after consultation with the Provincial Governments and the employer and employee associations interested, requested the Minister of Labour for Canada to recommend to His Excellency The Governor General in Council that sections 15 and 16 of P.C. 1003 be amended. The amendment has now been made and is as follows:

"(15) Every collective agreement, whether made before or after the effective date of these regulations, shall be deemed to run for a period of not less than one year from its operative date and shall not be capable of cancellation by the parties within that period without the consent of the Board; and when any such collective agreement is expressed to run for more than one year, it shall contain or be deemed to contain a provision for the termination thereof at any time after one year from its operative date on two months' notice by either party thereto."

"(16) (1) Either party to a collective agreement may, on ten clear days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of two months prior to the expiry date, and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such a renewal."

"(16) (2) Where either party to a collective agreement has required the other, pursuant to subsection one, to enter into negotiations for the renewal of the agreement, sections eleven, twelve, thirteen and fourteen shall apply to such negotiations for the renewal of the agreement as in the case of negotiations for a collective agreement."

The Order of the Ontario Board referring the matter to the Minister was made before the passing of the amendment and should be set aside. The appeal will be allowed but in view of the amendment the Board may again refer the matter to the Minister.

It is unnecessary to deal with the other grounds of appeal.

The only remaining issue is as to the present status of the parties. The employer contends that the agreement, not having been amended before April 30, remains in force until April 30, 1945.

The Ontario Board held that an automatic renewal clause such as that contained in the agreement under consideration is inconsistent with the regulations and cannot operate as a bar to intervention of the Board pursuant to the request made by the union. This Board adopts the same view.

(*Sgd.*) G. B. O'Connor,
Chairman

Ottawa, September 2, 1944.

Mr. G. P. Dickson for Appellant.
Mr. J. L. Cohen, K.C., for Respondent.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

SECTIONS 12 to 14 of the Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlement of disputes where negotiations for an agreement have been unsuccessfully continued for thirty days following certification of bargaining representatives. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards. A Conciliation Officer is then appointed to confer with the parties and attempt to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of

a Conciliation Board, a Board is appointed by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its finding and recommendation to the Minister.

Board Reports Received

During August, reports were received from three Boards of Conciliation:—

Between Ottawa Electric Railway Co., Ottawa, Ont., and its employees.

Between Ontario Malleable Iron Company, Oshawa, Ont., and its employees.

Between the National Machinery Co., Ltd., and National Shops, Ltd., Vancouver, B.C., and their employees.

Boards Fully Constituted

During August, eleven Boards of Conciliation were fully constituted.

Dominion Glass Company, Wallaceburg, Ontario.—The Board of Conciliation established to deal with a dispute between the Dominion Glass Company, Wallaceburg, Ontario and the United Automobile Workers of America, Local 251, was fully constituted on August 9 with the appointment of the Honourable Mr. Justice J. G. Gillanders of Toronto as Chairman. The other two members are Mr. F. P. Dawson of Sarnia, Ontario, appointed on the nomination of the employing company, and Mr. Bora Laskin of Toronto appointed on behalf of the employees concerned.

C. Lloyd & Son, Limited, Wingham, Ontario.—With the appointment on August 8 of Dr. Alexander Brady of Toronto as Chairman, the Board of Conciliation established to deal with a dispute between the C. Lloyd & Son, Limited, Wingham, Ontario, and the International Union of Woodworkers Local No 3 (C.C. of L.), was fully constituted. Dr. Brady was recommended by the other two members, Mr. Norman L. Matthews and Mr. Herbert Orliffe, both of Toronto, appointed on behalf of the employer and employees respectively.

Fairchild Aircraft Limited, Noorduyn Aviation Limited and Canadian Vickers Limited (Aircraft Division), Montreal, P.Q.—On August 24, the Board of Conciliation established to deal with a dispute between Fairchild Aircraft Limited, Noorduyn Aviation Limited and Canadian Vickers Limited (Aircraft Division), Montreal, P.Q. and Lodge 712, International Association of Machinists, was fully constituted.

The personnel of the Board is as follows:—The Honourable Mr. Justice Oscar L. Boulanger of Quebec, appointed by the Minister of Labour, in the absence of a joint recommendation of the other two members, Mr. D. A. Paterson of Montreal, appointed on the nomination of the employing Company; and Mr. Drummond Wren of Toronto, appointed on behalf of the employees concerned.

Breithaupt Leather Company, Ltd., Penetang, Ontario.—The Board of Conciliation established o deal with a dispute between the Breithaupt Leather Company, Limited, Penetang, Ontario, and Local No. 24, National Union of Shoe and Leather Workers, was fully constituted on August 11 with the appointment of Dr. Alexander Brady, as Chairman. Dr. Brady was appointed on the nomination of the other two members, Mr. Norman L. Matthews and Mr. Herbert Orliffe, both of Toronto, the nominees of the Company and of the employees respectively.

Sun Publishing Company, Sun Directories Limited, Vancouver Engravers Limited, and Vancouver Newspaper Guild Local 1; and Vancouver News-Herald Limited, and Vancouver Newspaper Guild Local 2; Vancouver, B.C.—Pursuant to Sections 11 and 12 of the Wartime Labour Relations Regulations, P.C. 1003, and the Agreement between the Dominion and Provincial government for the administration thereof, the Minister of Labour of the Province of British Columbia on August 5 referred to the Minister of Labour for Canada disputes between Sun Publishing Company, Sun Directories Limited, Vancouver Engravers Limited, and Vancouver Newspaper Guild Local 1; and Vancouver News-Herald Limited, and Vancouver Newspaper Guild Local 2. The reference stated that negotiations between the parties had continued for thirty days and that there was no prospect of the completion of agreements. Mr. H. W. Walmsley who had been appointed by the British Columbia Minister as Conciliation Officer to investigate the dispute, recommended a Board of Conciliation.

The Board was established on August 8, with the following personnel:—Mr. J. Howard Harman, of Victoria, Chairman, appointed on the nomination of the other two members; Mr. Walter S. Owen of Vancouver, appointed on behalf of the employers; and Mr. H. W. Herridge of Trail, appointed on the nomination of the employees concerned.

Aluminum Company of Canada Limited, Shipshaw, P.Q.—On August 24, the Board of Conciliation established to deal with a dispute between the Aluminum Company of Canada

Limited, Shipshaw, P.Q., and the National Syndicate of Electric Power employees of Shipshaw, P.Q., was fully constituted.

The personnel of the Board is as follows:—The Honourable Mr. Justice Alfred Savard, appointed on the recommendation of the other two members, Mr. D. A. Paterson of Montreal, appointed on behalf of the employing company and Mr. Philippe Boily of Jonquiere, Quebec, appointed on the nomination of the employees concerned.

Aluminum Company of Canada Limited, Ile Maligne, P.Q.—On August 24, the Board of Conciliation established to deal with a dispute between the Aluminum Company of Canada Limited, Ile Maligne, P.Q., and the National Syndicate of Aluminum Workers of St. Joseph d'Alma, Inc. was fully constituted.

The Chairman of the Board is the Honourable Mr. Justice Alfred Savard, appointed on the nomination of the other two members. Mr. D. A. Paterson of Montreal, is the member appointed on behalf of the Company; Mr. Philippe Boily of Jonquiere, Quebec, was appointed on the nomination of the employees concerned.

Canadian Oil Companies Limited, Petrolia, Ontario.—With the appointment on August 24 of His Honour Judge J. J. Coughlin of Windsor, Ontario, as Chairman, the Board of Conciliation established to deal with a dispute between the Canadian Oil Companies, Limited, Petrolia, Ontario, and the National Union of Petroleum Workers, Local 1 (C.C.L.) was fully constituted. Judge Coughlin was appointed on the nomination of the other two members. Messrs. Charles Weir, of Sarnia and Mr. Herbert Orliffe of Toronto, appointed on the nomination of the employer and employees respectively.

Sitka Spruce Lumber Company Limited, Vancouver, B.C.—Pursuant to Sections 11 and 12 of the Wartime Labour Relations Regulations, P.C. 1003, and the agreement between the Dominion and Provincial governments for the administration thereof, the Minister of Labour for the Province of British Columbia referred to the Minister of Labour for Canada a dispute between the Sitka Spruce Lumber Company, Limited, Vancouver, B.C., and the International Woodworkers of America, Local 1-217. The reference stated that negotiations between the parties had continued for thirty days without indication of the completion of a collective agreement; and that Mr. F. J. R. Whitchelo, who had investigated the case as Conciliation Officer on the instructions of the Provincial Minister had recommended the establishment of a Board of Conciliation.

The Board was established on August 21, on which date the following personnel was appointed. Mr. A. R. MacDougall, Chairman, appointed in the absence of a joint recommendation of the other two members; Mr. Alan M. Russell, appointed on behalf of the employing Company and Mr. William Stewart, appointed on the nomination of the employees concerned.

Granby Consolidated Mining and Smelting and Power Company, Limited, Copper Mountain, B.C.—Pursuant to Sections 11 and 12 of the Wartime Labour Relations Regulations, P.C. 1003, and the agreement between the Dominion and Provincial governments for the administration thereof, the Minister of Labour for British Columbia referred to the Minister of Labour for Canada a dispute between the Granby Consolidated Mining and Smelting and Power Company, Limited, and the Copper Mountain Miners' Union Local 649 (I.U.M.M.S.W.).

The reference stated that Mr. R. J. Clements, who had been appointed Conciliation Officer on the instructions of the Provincial Minister, has recommended the establishment of a Board of Conciliation.

The personnel of the Board is as follows:—His Honour Judge A. M. Harper, appointed on the nomination of the other two members; Mr. A. D. Wilson appointed on behalf of the employing Company; and Mr. William Stewart appointed on behalf of the employees concerned. All three members reside in Vancouver.

Blair Iron Works, New Westminster, B.C.—Pursuant to the agreement between the Dominion and Provincial governments for the administration of the Wartime Labour Relations Regulations a dispute between the Blair Iron Works, New Westminster, B.C., and Local 2354, United Steelworkers of America, was referred to the Minister of Labour for Canada by the Minister of Labour for British Columbia. The reference stated that Mr. W. Fraser, who had investigated the case as Conciliation Officer on the instructions of the Provincial Minister, had recommended a Board of Conciliation.

The Board was established on August 31 with the following personnel:—Mr. F. M. Clements, Chairman, appointed in the absence of a joint recommendation from the other two members; Mr. R. L. Norman, appointed on the nomination of the employing Company; and Mr. Herbert Gargrave, appointed on behalf of the employees concerned. All three members reside in Vancouver.

Boards Established

During the month five Boards of Conciliation were established.

Lake Shore Mines Ltd., Kirkland Lake, Ontario.—The Minister of Labour established a Board of Conciliation to deal with a dispute between the Lake Shore Mines Limited, Kirkland Lake, Ontario, and Local 240, Kirkland Lake Mine and Mill Workers Union. On August 4 the Minister of Labour had been notified by the Ontario Labour Relations Board that negotiations between the parties had continued for 30 days and that there was no indication of a completion of an agreement within a reasonable time. The Minister of Labour then appointed Mr. James Hutcheon of Toronto, as Conciliation Officer to confer with the parties and attempt to effect an agreement. On August 22 Mr. Hutcheon reported that he was unable to facilitate an agreement and recommended the appointment of a Board of Conciliation. Appointed to the Board are: Mr. Bora Laskin, Toronto, on the nomination of the employees concerned and Professor C. G. Williams, Toronto, on the nomination of the employing company. Professor Williams and Mr. Laskin were requested to confer on the nomination of a chairman and third member of the Board.

Page-Hersey Tubes Limited, Welland, Ontario.—On August 5 the Minister of Labour established a Board of Conciliation to deal with a dispute between the Page-Hersey Tubes Limited, Welland, Ontario, and Local 523, United Electrical, Radio and Machine Workers of America. Mr. J. S. D. Tory, Toronto, was appointed on the nomination of the employing company and Rev. Dr. H. G. Forster of Welland, Ontario, was appointed on behalf of the employees concerned. Mr. Tory and Dr. Forster were requested to confer on the nomination of a chairman and third member of the Board.

Electro Metallurgical Company of Canada, Limited, Welland, Ontario.—On August 4 the Minister of Labour established a Board of Conciliation to deal with a dispute between the Electro Metallurgical Company of Canada, Limited, Welland, Ontario, and Local 523, United Electrical, Radio and Machine Workers of America. On the nomination of the employing company Mr. J. S. D. Tory of Toronto was appointed to the Board as was also Rev. Dr. H. G. Forster of Welland, the nominee of the employees concerned. Dr. Forster and Mr. Tory were requested to confer on the nomination of a chairman and third member of the Board.

John Inglis Company, Limited, Toronto, Ontario.—On August 9, a report was received from Mr. F. J. Ainsborough of Toronto, who was appointed as Conciliation Officer to deal with a dispute between the John Inglis Company, Limited, Toronto, Ontario, and the United Steelworkers of America. Mr. Ainsborough reported that he had been unable to effect an agreement and recommended the appointment of a Conciliation Board. On August 19 a Board was established and the parties concerned were requested to submit nominations for membership thereon.

Swift Canadian Company, Limited, Toronto, Ontario.—On August 7 the Minister of Labour was informed by the Ontario Labour Relations Board that negotiations had been proceeding for 30 days between the Swift Canadian Company, Limited, Toronto, Ontario, and Local 208, United Packinghouse Workers of America. On August 9 the Minister appointed Mr. Harold Perkins, Industrial Relations Officer, Toronto, as Conciliation Officer to investigate the matter. On August 24 Mr. Perkins reported that he had been unable to bring about an agreement and recommended the establishment of a Board. On August 29 a Board of Conciliation was established and the parties concerned were requested to submit nominations for membership thereon.

Assignments of Conciliation Officers

Steel Company of Canada, Limited (Hamilton and Ontario Works), Hamilton, Ontario.—On August 4 the Minister of Labour was notified by the Ontario Labour Relations Board that negotiations had been proceeding for 30 days between the Steel Company of Canada (Hamilton and Ontario Works), Hamilton, Ontario, and Local 1005, United Steelworkers of America and that there was no indication of the completion of an agreement. On August 7 Mr. F. J. Ainsborough of Toronto was appointed Conciliation Officer to investigate the dispute.

Cutting Tools and Gauges Limited, Toronto, Ontario.—On August 24 the Minister of Labour was notified by the Ontario Labour Relations Board that negotiations had been continuing for 30 days between the Cutting Tools and Gauges Limited Toronto, Ontario, and the United Steelworkers of America. The dispute was referred to the Minister pursuant to Sections 11 and 12 (1) of the Wartime Labour Relations Regulations, P.C. 1003. On August 25 Mr. F. J. Ainsborough was appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Beardmore and Company, Limited, Acton, Ontario.—On August 15 the Ontario Labour Relations Board referred to the Minister of Labour a dispute between the National Union of Shoe and Leather Workers, Local 26, and Beardmore and Company, Limited, Acton,

Ontario, pursuant to Sections 11 and 12 (1) of the Wartime Labour Relations Regulations, P.C. 1003. On August 19 Mr. F. J. Ainsborough was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Outboard Marine and Manufacturing Company Limited, Peterborough, Ontario.—On August 26 the Minister of Labour was informed by the Ontario Labour Relations Board that it had been notified that the Outboard Marine and Manufacturing Company, Limited, Peterborough, Ontario, and the Employees' Association of the Outboard Marine and Manufacturing Company, Limited, had been negotiating for 30 days without any indication of the completion of an agreement. On August 31 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, Ontario, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Dartmouth Ferry Commission, Halifax, N.S.—On August 24 the Minister of Labour was notified by the Wartime Labour Relations Board (National) that negotiations had continued for 30 days between the Dartmouth Ferry Commission, Halifax, N.S., and the Canadian Seamen's Union, without any indication of completion of a collective agreement. On September 1 the Minister of Labour appointed Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., to act as Conciliation Officer and to confer with the parties and attempt to effect an agreement.

Motor Products Corporation, Windsor, Ontario.—On June 30 the Minister of Labour had appointed Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, as Conciliation Officer to confer with the parties concerned in a dispute between Motor Products Corporation, Windsor, Ontario, and Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.). At the end of July Mr. Ainsborough's investigation was postponed pending leave to appeal proceedings before the Ontario Labour Relations Board. (L.G., July, 1944, p. 846).

For subsequent proceedings in this case see page 1110 under *Applications for Certification under the Wartime Labour Relations Regulations.*

Report of Board in Dispute Between Ottawa Electric Railway Co., Ottawa, Ont., and its Employees

On August 18 the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between the Ottawa Electric Railway Company, Ottawa, Ontario, and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

The Board was under the chairmanship of the Honourable Mr. Justice Ainslie W. Green appointed by the Minister of Labour in the absence of a joint recommendation from Colonel John T. C. Thompson of Ottawa and Mr. John Munro of Toronto, the employer's and employees' nominees on the Board.

The Report of the Board was signed by the Chairman and Mr. Munro. Colonel Thompson submitted a minority report.

The texts of both reports follow:—

Report of Board

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa,
Ontario.

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and to a dispute between The Ottawa Electric Railway Company (Employer) and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 279 (Employees).

The Board of Conciliation appointed by you in connection with the above dispute begs to submit its report as follows:—

The Board held several sittings in Ottawa. At one of the sittings representatives of the Union and the Company presented *viva voce* their views on the matters in dispute. No written briefs were submitted.

The Union was represented by J. A. Robinson, A. Brisbois and W. Waddell, President, Treasurer and Recording Secretary, respectively, of Division 279.

The Company was represented by A. T. Lewis, D. N. Gill, and W. F. Schroeder, K.C., Vice-President, General Manager and Counsel of the Company, respectively.

Some eight or nine points altogether are in dispute but most of them have to do directly or indirectly with the remuneration of employees and accordingly have to be dealt with by the National War Labour Board.

The matters which remain within the jurisdiction of this Board of Conciliation are limited to:

(*a*) Union Shop.
(*b*) Check-off.

The Company has 693 hourly-rated employees of whom the Union claims to have 465 in its membership.

The Union was organized in 1906 and has always been recognized by the Company as the bargaining agent representing the employees although, of course, it was not officially appointed a collective bargaining agency for the employees until recent legislation made that possible. Both the representatives of the Union and of the Company were agreed that the relations between the Company and the Union have always been of a highly commendable nature. This Board desires to express its gratitude to both sides to the dispute for the spirit in which the matters in issue were discussed. Naturally, there were strong differences of opinion but each party to the dispute recognized the right of the other to take a divergent view. There was no rancour in the discussions all of which were conducted upon a high plane.

The Board also feels that both parties gave it all reasonable assistance in co-operating sincerely in seeking a common meeting ground.

During the proceedings the Union agreed to drop its demand for a Union Shop and thereafter negotiations and discussions centred entirely on the question of Check-off.

At the present time, the Company, being duly authorized so to do, makes certain deductions from wages. The Company contends, and there is no doubt, that the deduction of Union dues would increase the Company's clerical work. Owing to the nature of the duties of the hourly-rated employees they are scattered at widely divergent points throughout the city and its neighbourhood. Their hours also are much more irregular than those attained in an ordinary factory or manufacturing establishment. For these reasons the Union operates under more difficulty than would be so in other cases in making the necessary contacts with Union members for collecting of Union dues. The Check-off system would be a real benefit to the Union.

Without making any general finding on the practice of check-off the Board does recommend as a measure of co-operation that a system of voluntary check-off of Union dues be instituted. The Check-off would be voluntary in the sense that each employee desiring to have his dues deducted from his earnings would request the Company to do so in writing and each employee would have the right at any time to notify the Company, in writing, to cease deducting his dues. This recommendation is confined to Union dues and does not include any initiation fee, assessment or fine which the Union might have power to levy on its members.

(Sgd.) AINSLIE W. GREENE,
Chairman.

(Sgd.) JOHN MUNRO,
Member.

Minority Report

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Wartime Labour Relations, P.C. 1003 and to a dispute between The Ottawa Electric Railway Company (Employer) and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 279 (Employees).

MINORITY REPORT

I consider that the Union Shop and Maintenance of Membership should not be recommended.

CHECK-OFF

I disagree with the Majority Finding. The imposition of the Check-off on the Company, whether voluntary or otherwise, is an imposition of a duty to take part in the administration of an association of the employees. Furthermore, it imposes a heavy duty on a clerical staff which has much additional work owing to the Wartime regulations.

(Sgd.) JOHN THOMPSON,
Member.

Report of Board in Dispute Between Ontario Malleable Iron Company, Oshawa, Ont., and its Employees

On August 29, the report of the Board of Conciliation established to deal with a dispute between the Ontario Malleable Iron Company, Limited, Oshawa, Ontario, and the United Steelworkers of America, Local 1817, was received by the Minister of Labour.

The personnel of the Board was as follows:—Dr. C. A. Wright, Chairman, appointed on the nomination of the other two members, Mr. John J. Robinette, who had been nominated on behalf of the Company; and Mr. Bora Laskin, appointed on the recommendation of the employees. All three members reside in Toronto. The report of the Board was signed by the Chairman and Mr. Laskin while Mr. Robinette submitted a minority report.

The texts of both reports are given below:—

Report of Board

Re: Wartime Labour Regulations, P.C. 1003, and re The Ontario Malleable Iron Company, Limited, and Employees, Members of Local 1817, United Steel Workers of America.

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you pursuant to Section 13 of P.C. 1003, begs to report as follows:—

On August 2, 1944, at a sitting of the Board held in Oshawa, the employer and employees made oral and written submissions concerning the matters on which they were unable to agree in their collective bargaining negotiations. The employees were represented by Paul W. Smith, President of Local 1817, and M. J. Fenwick, International Representative of the United Steelworkers of America, while B. J. Barrell, Plant Manager, appeared for the employer.

The Facts and the Issue

Relations between employer and employees appeared highly satisfactory and a high degree of mutual trust and confidence exists on both sides. Further, the Union has entered upon its eighth year in the Company's plant and the first collective agreement was signed between the parties on May 3, 1937, and has been renewed annually thereafter. Such satisfactory relations, covering both war and pre-war years, have weighed heavily with the Board in considering its recommendations. Further, from 1941 until the end of 1943, the Union claimed one hundred per cent membership among the employees. From that time on there has been a small group of employees from the Province of Quebec ranging up to 25, and at present in the neighbourhood of 10-15 out of the 287 eligible employees represented by the Union, placed in the plant under direction of the Selective Service authorities, who have refused to join the Union. It is admitted that the employment of this group is temporary, and but for that group the Union's claim to membership of all employees is not disputed by the Company.

On the negotiations for the renewal of the existing agreement all matters have been agreed upon between the parties save with regard to the extent of Union recognition or, as it is sometimes referred to, the "union security" clause. This latter phrase is so frequently used without adequate explanation or understanding on the part of those either invoking or opposing it, that this Board prefers to avoid the use of such a phrase as well as any discussion of generalities, and to confine itself to the actual claims as made under the circumstances of this particular case.

While the Company has agreed to recognize "the Union as the sole collective bargaining agency for its employees excepting foremen, watchmen and salaried employees", the Union asked for and the Company refused the following clauses:

> It is agreed that all employees now members of Local 1817, United Steelworkers of America, shall as a condition of employment, remain members in good standing for the duration of this agreement; that those presently employed who are not already members shall join the Union within six weeks after the date of this agreement; and that all employees hired during the life of this agreement shall become members of the Union within one month from the date on which they were hired.
>
> Upon presentation of proper authorization from an employee, the Company agrees to deduct $1 each month as Union dues, such money to be remitted monthly to Local 1817, United Steelworkers of America.

The sole issue before the Board concerned these two clauses of "union shop" and "voluntary check-off".

Arguments

The general arguments made by the Union in favour of such clauses have by now, become familiar, and included, amongst others, the following:

1. To obtain a guarantee of security as to its continued existence and to assure regularity of income.

2. To eliminate friction and discord between Union and non-Union employees, and in particular, to compel persons receiving the benefit of collective bargaining carried on by the Union, to pay their proper share of costs for benefits received.

3. To permit the Union to devote its full time, energy and resources to fundamental problems of employer-employee relations, by saving time spent in the collection of dues and maintaining membership and by allaying the feeling of members of the Union that, until the Company recognizes Union-membership as a condition of employment, the Union must still struggle for existence, which feeling has in some other cases led to periodic—and frequently unnecessary—demands upon employers in order to prove a union's strength to non-members.

4. To assure employees that the Company is impartial as between Union and non-Union employees.

5. To assure a Union the control and authority over all employees which will make for greater responsibility and give powers of discipline co-ordinate with the responsibility which a bargaining agency should assume.

The Company's representative did not seek to challenge any of these arguments but stated that it was a matter of principle with the company not to grant these demands. When

pressed as to the principle involved he indicated that it was the Union's "business" to ensure its own income and support, and that the Company should not be asked to assist in what was the Union's "business".

Without entering into generalities it would seem impossible at this stage of industrial relations, and in particular in this plant where the Union has so firmly established itself over a period of eight years as the collective bargaining agency, to regard the Union's task of representing employees, of servicing grievances, and of assisting to maintain efficiency and discipline as something so foreign or competitive as to be styled the Union's "business" in the sense of denoting a lack of interest or co-operation on the part of management. We can not believe that the Company, in light of its history of amicable relations with this Union seriously intends to oppose the "business" of the Union in this plant to its own. The company's real position we believe is that which has found favour with one member of this Board who has been unable to concur in all the recommendations of the Board, and whose report we have had the opportunity of reading, namely, since relations between Union and employer are now good there is no necessity for doing anything further to improve them.

It is, of course, beyond question that no Board should recommend anything that would "disturb" good relations in the sense of deteriorating them. We believe, however, that even though conditions are good, there is no reason why there should not be guarantees given of their continuance or even betterment.

It is true that but for the small group of Quebec employees before mentioned, the plant is at the present time completely unionized. Even if there were at the present time a 100 per cent membership, and every prospect of that membership continuing in the future, it does not in our opinion follow, that a company should refuse to grant a union shop on the ground that it would be giving nothing more than already obtained.

Collective bargaining is essentially progressive in nature. Every employee who joins a union must, to-day, be taken to look forward to the time when membership in that union is, with the employer's consent, made a condition of employment. A union, new to a plant and untried, should not ordinarily expect to deserve that further confidence on the part of the employer which time and experience may merit. We believe, however, that if a union has proved itself capable of attracting—as it has in the instant case—practically all of the employees of a plant; and if that union has, during such a period as eight years, deserved and enjoyed the confidence of employees and employer alike, the union should be able to look forward to that further expression of confidence which the granting of a union shop implies. Moreover, such an expression of confidence must remove any lingering doubts of hostility of an employer to trade unionism, which the general history of the struggle for union recognition may have engendered.

To refuse a Union's request for some further recognition of its part in the industrial relations of a plant unless the union shows that its existence is in actual jeopardy seems to us unduly narrow and may be attributable to the loose manner in which "union security" is used to cover many diverse and varying situations. We are concerned only with a well-established union which, but for the war, would possibly to-day be maintaining 100 per cent membership, and whose relations with the Company have produced no charges of any irresponsibility. Had the union been irresponsible or failed to obtain the employer's confidence, undoubtedly the union's claim for further recognition should be denied. To deny the claim in the converse case when relations have been good and the union conduct apparently satisfactory is, in reality, to refuse further recognition altogether. We believe that this attitude is not one which will foster good relations between this Union and the Company since it withholds, without adequate reason, the recognition which the history of the Union in this plant would seem to merit.

It must be borne in mind that this Board has no power to order, but merely to recommend with a view to voluntary acceptance of its recommendations. We are not concerned, therefore, with the advisability of any government agency or board ordering a company to give further recognition in the way of union shop or otherwise, and can only express our views concerning the considerations which we believe should actuate two reasonable parties striving to find a basis for future relations which will produce the greatest co-operation, mutual confidence and respect.

Voluntary Check-off

While the company's representative laid the greatest emphasis on the fact that he saw no reason why the company should assist the Union to collect their dues—an argument relevant to the voluntary check-off clause—we believe that this is really a much less serious matter than the clause pertaining to union shop. From its voluntary nature, acceptance of voluntary check-off would be a gesture of co-operation by the company at

the request of individual employees and while involving some additional bookkeeping on the Company's part, we were not given to understand that the Company seriously objected to this additional expense. As a convenience to the employees the Board is unanimous that the Company should agree to a recognition of voluntary authorizations to deduct union dues from wages. Further, in light of the recommendations which the majority of the Board is making with respect to the request for union shop, it would seem to be in the Company's interest to give the voluntary check-off as supplementary to the condition of remaining in good standing as a condition of employment, since one of the common grounds for losing union standing is the non-payment of dues, and the check-off might assist materially in obviating any possible grievance procedure to determine this issue.

Union Shop

With regard to the claim for union shop as put forward by the Union three distinct classes of employees are likely to be affected, and it seems desirable to consider them separately, as the considerations governing them are not the same. The three classes are, (i) present employees who are members of the Union; (ii) present employees who are not members of the Union; (iii) future employees.

With regard to the first class—present employees who are members of the Union—the request is that they shall remain members in good standing for the duration of the agreement as a condition of continued employment. Apart altogether from reasons which may be advanced on behalf of the union as distinct from the employees—reasons which, considering the period during which the union has functioned as bargaining agency, carry special cogency—it seems to us that the Company should be willing to grant this provision—which is in reality a "maintenance of membership" clause—for reasons apart from any claim to "security" for the Union. This request comes from the representatives of the employees themselves and for many purposes may be considered as the request of such employees. As such, what valid reason can the Company have for refusing it? No argument was presented to the Board that shortage of labour made such a condition inadvisable at the present time, nor was any argument raised that as respects existing members there should be an opportunity to "escape" the condition by withdrawing from the Union. Even had these arguments—which have become commonplace—been produced, the Board is of opinion that there is no sound reason why existing members of a Union which is negotiating for a new contract should not be compelled to carry out the obligations which they assumed as Union members in asking for bargaining rights.

If collective bargaining implies a recognition of the right of democratic self government, it would seem not only proper but desirable from the point of view of the employer to insist that such a right carry with it corresponding duties to continue to support and participate in the decisions of the agency in order to emphasize individual responsibility in electing a bargaining agency and to insure full participation in the decisions of the Local, by the employees of the plant. To bring home such duties to employees it would seem sound to hold them to the obligations which they undertook to the Union as a means of obtaining Union recognition. Apart, therefore, from any arguments in favour of the Union as such, we believe that the Company in the present case should be willing to compel existing union-employees to stand behind the Union of their choice for the term of the collective agreement by adding the sanction of loss of employment for failure to support their chosen union. Since the Union has, for a period of eight years, given evidence of its ability to carry on as bargaining agency, and no attack has been made on its responsibility we can see no valid reason for the Company objecting to this provision and the Board therefore recommends that the Company adopt that part of the "union shop" clause concerning existing employees who are members of the Union.

With regard to existing employees, who are not Union members, it is no doubt true that their non-participation in Union activities is a source of irritation and some friction, particularly in view of the previously existing 100 per cent Union membership. As indicated before, however, these non-Union employees were transferred to the Plant by Selective Service authorities and their employment would appear to be temporary only. The Board believes it would be unfair—if not improper as being contrary to Selective Service regulations—to require adherence to a Union by persons who were in a sense forced to enter this plant by Governmental authority at a time when no condition of union membership prevailed. As the only non-union employees in this plant consist of this class of person it is neither necessary nor desirable to express an opinion on the question whether, if such employees had chosen voluntarily to enter a plant which had been solidly Union for the period in question here they should be compelled to abide by

the decision of the majority and contribute their proportion of expense for the benefits received from the bargaining agency. We believe that in view of the existing war situation, and the temporary nature of the employment involved, the Union should drop their request that existing non-Union employees join the Union and this Board recommends that the part of the "union shop" clause dealing with existing non-Union employees be deleted.

This leaves the question of future employees being required to join the Union as a condition of continued employment. Such a clause does not restrict the choice of employee by the Company. It does demand adherence to and support of the Union by such employee after he has been hired. Such a clause, from a purely legal position must, of course, operate subject to Selective Service regulations and can not limit the Selective Service authorities from placing within a plant any person whatsoever. It seems to be generally understood, however, that if such a clause is agreed upon by a Union and Company the Selective Service authorities will generally endeavour to place only persons willing to join the Union in the plant. If such a clause had existed under the previous agreement, it is likely, therefore, although by no means certain, that the present irritation produced by the few non-Union members would not have arisen. If a clause requiring future employees to join the Union within one month of being hired were granted it may be that the Company would wish to state expressly that it operated subject to Selective Service rulings and regulations. Although such provision would not be necessary we can see no reason why it should not be included if a Company so desired.

Apart from Selective Service, the inclusion of a clause of this kind would change the nature of employment in this plant in a theoretically fundamental way. In view of past experience it is doubtful whether practically the result would be in any way altered. Its inclusion would, however, furnish the employees with that objective guarantee of the company's confidence and co-operation which should be the ultimate aim of all collective bargaining. The inclusion of such a clause would, under Section 20 (1) of P.C. 1003, relieve the Company from the embarrassing position of "influencing" or "compelling" a person to join or refrain from joining a Union. There is no suggestion that the Company in this case has ever influenced any employee one way or another, but in view of the 100 per cent membership which existed in this plant prior to its disruption by war conditions, is it not sound for the Company to give what might be called legal recognition to an existing factual arrangement? There can be little doubt that open avowals of confidence in industrial relations as well as in political, international and all human relations may act to remove any lingering suspicions of distrust however ill-founded those suspicions may be. There can be no doubt that the introduction of one non-Union member into a plant as solidly and consistently unionized as this plant has been will make for irritation and possible distrust. There is also no doubt that there will always be persons who refuse to pay their way and who accept the benefits of collective bargaining without participating financially or otherwise. If it is possible to introduce only workers who will eliminate all possible friction of this kind why should not the Company be willing to co-operate? As we have indicated, the inclusion of this clause might well have obviated the friction caused by Selective Service employees. Is it not important to attempt to prevent a recurrence of that situation, as well as to build to the highest degree for the difficult post-war years the mutual confidence and trust that the inclusion of this clause would create between employer and employee?

The difficulty of compelling existing employees hired under an open shop agreement to join a union in which they may not believe does not apply to a situation where an employee enters a new job knowing what is expected of him. In such a case he has a free choice. The only question is whether the employer is willing to co-operate wth the Union in relieving it of the necessity of applying pressure. This Board believes that on the facts of this case, and without expressing any views on matters of general principle, the Company should be willing to recognize union membership as a condition for continued employment of new employees. In reaching this conclusion the Board need only say that the arguments of the Union, the facts of 100 per cent membership, and eight years union experience are all positive arguments in favour of taking the next step in collective bargaining. The Company has advanced no evidence or suggestion of irresponsibility, inexperience, or other ground, save that already mentioned, for refusing to assist in preserving good relations by the inclusion of such a clause. In light of this the Board recommends that the Company agree to the Union's request requiring new employees to join the Union within one month from the date on which they were hired.

It should be mentioned that in considering the recommendation last mentioned, the Board has borne in mind the effect of changing conditions of employment on men on active service in the armed forces. It might be a serious objection to the granting of a union shop clause such as this that it would affect the position of returned men coming back to their old employment. Without expressing any opinion on this matter we need only mention that the problem does not arise in this case, where a 100 per cent union membership existed up to the end of 1943.

RECOMMENDATIONS

To sum up the Board recommends that the collective bargaining agreement for the next year include a clause which provides for

(*a*) existing employees who are members of the Union remaining in good standing for the duration of the agreement as a condition of employment;

(*b*) all future employees hired during the life of the agreement shall become members of the Union within one month from the date of hiring and shall remain members in good standing as a condition of employment;

(*c*) voluntary check-off of Union dues on receipt by the Company of proper authorization from employees.

As the Board has recommended against the necessity of existing employees, who are not members of the Union, joining the Union as a condition of employment, this may be included as a proviso to (*a*) or omitted altogether as the parties see fit.

All of which is respectfully submitted.

Dated at Toronto this twenty-third day of August, 1944.

(Sgd.) CECIL A WRIGHT,
Chairman.

(Sgd.) BORA LASKIN,
Member.

Minority Report

Re: Wartime Labour Relations Regulations, P.C. 1003, and re The Ontario Malleable Iron Company, Limited, Oshawa, Ontario, and its employees, members of Local 1817, United Steelworkers of America.

In this matter the Board of Conciliation established by the Minister of Labour held a sitting at the City of Oshawa on Wednesday, August 2nd and heard the submissions of the parties to the dispute.

The company was represented by B. J. Barrell, plant manager. Local 1817, United Steelworkers of America, was represented by Paul W. Smith, President of Local 1817 and by M. J. Fenwick, international representative of United Steelworkers of America.

Contractual relations have existed between the company and Local 1817 for seven years and an excellent spirit of mutual respect and co-operation exists between the company and Local 1817.

The parties have been negotiating with respect to the renewal of their collective bargaining agreement and as a result of negotiations the following points have been agreed upon by the parties:—

1. Recognition of the union as the sole bargaining agency for all the eligible employees of the company.
2. Wages.
3. Hours of work.
4. Vacation with pay.
5. Grievance procedure.
6. Seniority.
7. Safety and health.
8. Bulletin boards.
9. Duration of agreement.

The union has requested the company to agree to provisions for a union shop and for a form of voluntary check-off of union dues and the company has declined to agree to the suggestions of the union.

Therefore, the only two points for the consideration of the Conciliation Board are:

1. Union Shop clause.
2. Voluntary check-off of union dues clause.

It appears from the representations of the parties that the company is engaged in the production of malleable iron castings and that the number of eligible employees who can be represented by the union is about 287.

To the end of 1943 the union claimed 100 per cent membership but since the beginning of 1944 a small group of employees from the province of Quebec, who were sent to the company by the Selective Service authorities, have declined to join the union. The group of employees from the province of Quebec originally numbered about 25 and at the present time there are only about 10 who have remained in the company's employment and even they are employed on a purely temporary basis.

The representatives of the union frankly admitted that the union had had no particular difficulty in collecting dues, that the company had not in any way interfered with the collection of dues and that the company had co-operated fully with the union.

As to the contention of the union that the bargaining agreement should include a clause permitting voluntary check-off of union dues, I can see no serious objection to the position

of the union. Therefore, I am prepared to recommend that the company should recognize voluntary authorizations signed by union members permitting the deduction of union dues from their wages.

As to the problem of the union shop, the union asserts that the renewal of the collective bargaining agreement should contain the following clause:

> It is agreed that all employees now members of Local 1817, United Steelworkers of America, shall as a condition of employment, remain members in good standing for the duration of this agreement; that those presently employed who are not already members shall join the Union within six weeks after the date of this agreement; and that all employees hired during the life of this agreement shall become members of the Union within one month from the date on which they were hired.

The company refuses to agree to the inclusion of the above quoted clause in the agreement.

This case raises in a direct manner the issue as to the principle of "union shop" and I would like to make some observations as to certain phases of the problem.

It seems to me to be clear that a union shop should not be forced upon a minority of employees who do not wish to belong to the union. Section 4 of The Wartime Labour Relations Regulations, P.C. 1003 of 1944, provides that "every employee shall have the right to be a member of a trade union or employees' organization and to participate in the lawful activities thereof." The right to join a trade union has as its corollary the right to abstain from joining a trade union. There is nothing coercive in the language of Section 4 of the Regulations and I could not in any case concur in a recommendation for a union shop which would deprive a minority of employees, no matter how small, of their fundamental right to determine for themselves whether they wish to belong to a union.

Also, in any discussion of the union shop, regard must be had for the position of employees who are on active service and whom the employer must reinstate under the provisions of The Reinstatement in Civil Employment Act. Such employees when reinstated may or may not wish to join the union, and nothing should be done to affect their freedom of choice. The union shop clause in the form in which Local 1817 submits it for inclusion in the agreement would deprive employees on active service of their essential right on their return to decide for themselves whether they wish to join or abstain from joining the union.

These two objections to the union shop clause, namely, the coercion of a minority and the deprivation of employees on active service of their freedom of choice, could be met by modifying the clause so as to make it applicable only to future employees and so as to exempt any employees on active service from its operation. In its attenuated form the clause would then obligate future employees to become members of the union or, more accurately, would obligate the company to discharge any future employee who declined to become a member of the union within one month from the date on which he was hired.

However, in my opinion, substantial objections still remain to the union shop clause even modified as suggested in the preceding paragraph.

It is common knowledge that at the present time the pool of available labour is at a very low ebb. In the present case the Selective Service authorities had to send approximately 25 men to the company's plant from the Province of Quebec and Mr. Barrell told us that the loss of even five employees would cripple the company's ability to produce. Under these circumstances it does not appear to me to be in the public interest to urge a company to commit itself to a policy of employing in the future only those persons who are prepared to join the union and of rejecting those persons who do not choose to work under union shop conditions. When there are so few persons available to be employed and when the maintenance of production is in the public interest, I do not think it desirable that the company should be asked to assume the risk of not being able to replace existing employees from a depleted manpower pool.

Moreover, apart from the quantity of available manpower, the company is entitled in its own interests to seek to acquire the best quality of employees. Put in its simplest form the modified union shop clause leads to this result—that the company may employ "A" even though he is a poor worker because he is prepared to join the union, but the company may not employ "B" who is a good worker because he declines to join the union. Put in the form of a statement of policy, the union shop clause, even though confined to future employees, interferes with the right of management to operate its own employment practices and to seek to obtain the most efficient employees.

For the foregoing reasons I regret that I can not join in the recommendations of my colleagues in favour of a modified form of union shop clause.

The matter may be looked at from another aspect. In addition to the considerations

already stated the union does not need security of any kind in this case. The relations between the company and the union have been amicable and there have been no serious labour disturbances in the company's plant during the past seven years under the existing type of agreement and I can see no reason why a Conciliation Board should seek to disturb the present placid condition. The union does not assert that it is losing members or that the company is not co-operating with it. It is conceivable that in some cases where a company refuses to co-operate and where by that want of co-operation a lip service recognition of the union renders real recognition nugatory, a modified form of union shop might be recommended in order to protect the union. But in the present case the union has not established that it requires any form of union security clause in its collective bargaining agreement.

I am of the opinion that where a union proves no need for union security and where the existing Orders in Council do not compel a company to adopt a union shop and where no public interest has been proven to be served by the adoption of a union shop a Board of Conciliation should not seek to enforce a union shop on the employer against its will.

I am, therefore, of the opinion that the union's claim for the inclusion of a union shop clause in the collective bargaining agreement should be rejected.

(Sgd.) JOHN J. ROBINETTE,
Employer's Nominee.

Report of Board in Dispute Between The National Machinery Co., Ltd., and National Shops, Ltd., Vancouver, B.C., and their Employees

On August 24, the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with a dispute between the National Shops, Limited and National Machinery Co., Limited, Vancouver, B.C. and Local 2765, United Steelworkers of America.

The personnel of the Board was as follows:—Mr. J. Howard Harman, Vancouver, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Mr. R. L. Norman, Vancouver, appointed on behalf of the employing companies; and Mr. Herbert Gargrave, Vancouver, appointed on behalf of the employees concerned.

The text of the report of the Board is as follows:—

Report of Board

In the matter of Wartime Labour Relations Regulations, P.C. 1003, and, in the matter of National Shops Limited and National Machinery Company Limited and certain of their employees, members of the United Steelworkers of America, Union, Local No. 2765.

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa,
Canada.

The Board of Conciliation appointed pursuant to the said Wartime Labour Regulations, the 28th day of June, 1944, respectfully reports as follows, namely:—

1. The life of the Board was extended by agreement for a sufficient period to enable all the evidence to be heard and this report prepared.

2. At the first meeting of the Board for hearing of evidence it was agreed between the parties that the only points in dispute were whether or not Sections 2 and 3 of Article 1 of the proposed agreement should be consented to by the employer.

These Sections read as follows:

> Section 2. The Company agrees that all employees covered by this Agreement shall become and remain members of the Union.
>
> Section 3. The Company agrees to deduct from the earnings of all employees covered by this Agreement the sum of One Dollar ($1.00) per month for Union dues and forward total amount deducted to the Acting Secretary of the Union.

Before, after, and during the evidence presented and the representations made on behalf of each of the parties, the Board made all feasible efforts to effect an agreement pursuant to Section 13 (2) of the said Regulations. The Board found it impossible to effect any such agreement.

The Board respectfully recommends that the parties hereto sign an agreement in the terms of the existing agreement with the following amendments, namely:—

1. That Section 2 of Article 1 set out above be deleted and the following substituted therefor:

> The Company further agrees that all employees now members or who become members of Local 2765 of the United Steelworkers of America Union must remain members in good standing of this Union until their present employment is terminated, or until the termination of this contract.

2. That Section 3 of Article 1 be deleted.

The members of the Board are unanimously of the opinion that having regard to the relatively small number of employees con-

cerned, and the other circumstances of the case, that the above settlement can be properly accepted by both sides.

The Board have been impressed with the repeated evidence brought forth during the hearings, of the harmonious relations which have existed between employees and the management of this company. For that reason we feel constrained to offer the comment that in cases of this kind that representatives of the employees would be well advised, at least in the first instance, to carefully consider the advisability of introducing such highly controversial subjects as the check-off and closed shop. In cases where the number of employees is much larger and the relations between employees and employer have been on a strictly impersonal and a less harmonious basis, the justification for negotiation from the outset on the two points mentioned might be more apparent.

Dated at Vancouver, B.C., this 17th day of August, A.D. 1944.

(Sgd.) H. GARGRAVE,
Member.
(Sgd.) R. L. NORMAN,
Member.
(Sgd.) J. H. HARMAN,
Chairman.

Recent Proceedings under the Industrial Disputes Investigation Act

WITH the coming into effect of Order in Council P.C. 1003; Wartime Labour Relations Regulations on March 20, 1944, the Industrial Disputes Investigation Act, except as to matters pending when these Regulations came into force, was declared to be of no effect.

The Act, therefore, as from that date would apply only to such applications for the establishment of Boards of Conciliation and Investigation as had been received prior thereto.

Conclusion of Proceedings under Industrial Disputes Investigation Act

The proceedings under the provisions of the Industrial Disputes Investigation Act concludes with the report of the Board as given below.

Report of Board in dispute between the Langley Manufacturing Company, Limited, Vancouver, B.C., and its Employees

On August 14, 1944, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between Langley Manufacturing Company, Limited, Vancouver, B.C., and its employees members of Local 2765 United Steelworkers of America (L.G., March, 1944, p. 285), the personnel of the Board was as follows: His Honour Judge A. M. Harper, Vancouver, B.C., chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Messrs. R. L. Norman and Daniel OBrien, both of Vancouver, appointed on the nomination of the employer and employees respectively.

The unanimous report of the Board was as follows:—

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between Langley Manufacturing Company Limited, Vancouver, B.C., and its employees, members of Local 2765, United Steelworkers of America.

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

The Board of Investigation and Conciliation established by you on the 30th day of May, 1944, under and pursuant to the provisions of the Industrial Disputes Investigation Act begs to report as follows:

Sittings of the Board were held at the City of Vancouver, when representatives of the Company and the Union attended before the Board and called evidence.

The Company was represented by Mr. Walter Owen, and the Union represented by Miss Eileen Tallman.

Disputes

In the application made for the establishment of the Board, the nature and causes of dispute were stated to be: "Failure to agree on the following points, bargaining agency, which includes maintenance of membership, check-off, management of plant, with respect to transfers, promotions, demotions, proper adjustment of grievances procedure, and seniority."

However, on the hearing before this Board, the following were the only two matters upon which the Board were asked to bring in recommendations:

(*a*) Union shop
(*b*) Check-off.

Facts

The Company owns and operates a plant on Granville Island, in the City of Vancouver, and produces certain electrical equipment. The Company is a subsidiary corporation of the Amalgamated Electric Corporation Limited, which is a corporation existing under the laws of the Dominion of Canada, and has its head office and operating plant in the City of Toronto, Province of Ontario.

On a vote being taken on the 27th of July, 1943, as to the wishes of the employees as to whether a collective bargaining agreement should be entered into between the Company and their hourly-rated employees, or the United Steelworkers of America, Local 2765, 54 employees voted, 53 being in favour of an agreement with the United Steelworkers of America, Local 2765, and one employee favoured a contract with the hourly-rated employees.

On the 11th day of July, 1941, the Company entered into an agreement with its employees under which it operated for some two years. In the year 1943, Local 2765, United Steelworkers of America, having enlisted as members of the Union a majority of the employees, requested that the Company conclude an agreement. According to the terms submitted, the Union asked for a closed shop and check-off. The Company did not agree. Negotiations took place during the fall of 1943. During this period, Mr. Meirion Davies, Manager of the Company, devoted considerable time to working on a job evaluation plan. At this time, Mr. Hagman (who was the Union organizer acting at that time in the absence of Mr. James Robertson, the Steelworkers' representative) made an application for increase in wage rates beyond what had been agreed upon, the result being that the relations between the Company and the Union became more or less strained. Through the intervention of the Regional War Labour Board, it was finally agreed by the Company and the Union that a joint application be made to the Regional War Labour Board, and this, accordingly, was done, and on this joint application, the Regional War Labour Board made an order. The joint application was made the 9th of December, 1943, and the decision of the Board was rendered on December 20, 1943, and the new rates of wages were retroactive from December 3, 1943, and were paid before Christmas Day, 1943. The Company faithfully carried out this arrangement. Controversy then arose between Mr. Walter Owen, counsel for the Company, and Mr. James Robertson, the Union organizer, Mr. Owen contending that he had an arrangement with Mr. Robertson that, on the condition of the Company supporting the joint application, the question of union shop and check-off should be laid over for some months. The Board are convinced that the terms of this arrangement were correctly stated by Mr. Owen. Although the relations between the Company and its employees have been fairly harmonious, nevertheless, the Company, from this time on, was averse to continuing any further negotiations, and finally refused to do so. In the result, an application was made by the Union for the establishment of this Board, which was finally done on May 30, 1944.

Since the vote was taken in 1943, as to the recognition of the Union as the bargaining agent, the Company has recognized this Union, and dealt with its officials. However, the stumbling block to complete harmony at all times has been the request for a closed union shop, and for the check-off of Union dues. In principle, the Company had been opposed to both of these demands, stating that in its head plant in Toronto, although an agreement was entered into with the United Electrical Radio and Machine Workers of America, there is no provision providing for a closed union shop or a check-off, and also stating that it was against the policy of this Corporation to agree to the inclusion of either in any contract with its employees. The Company contended that there was a violation of the agreement between Mr. Owen and Mr. Robertson in proceeding with the application for a Board, as Mr. Owen was given to understand that these matters would be dropped for some months, if the Company would agree to the joint application before referred to. It was also charged against the President of the Union, Mr. Marr, that in 1943, he and another member, Kemp, took vacations before the expiry of the 300 days after which an employee would be entitled to vacation with pay, and without proper consultation or authorization by the Company.

Discussion of the Dispute

Both parties discussed the question of closed shop and union shop as applied to the circumstances of this particular case, as a matter of principle. The Board feel that, at the present time, it is undesirable to make any recommendation which would or might limit the manpower otherwise available as employees to a company engaged in war work; and any provision which might make membership in a union a prerequisite to employment would tend to limit available manpower.

In substitution for Article 1, Section 2, of the proposed agreement, the following provision should be inserted:—

The Company agrees that any present employee who, at the date of this agreement was a member of the Union, or who has become a

member of the Union, shall, as a condition of continued employment, maintain membership in good standing, provided nothing herein contained shall make it obligatory for any employee to become a member of the Union.

Check-off

On the principle of check-off, various submissions were advanced on behalf of each of the parties hereto. Your Board consider that, apart from any question of principle, and without relation to the request of the Union, as a union, but based on the request of individual employees, as such, it is recommended that as a measure of compromise, that upon individual employees filing with the Company revocable orders or assignments in satisfactory and sufficient form, that the Company give effect to the provisions of such orders or assignments while in the Company's hands unrevoked, in so far as they may relate to union dues but not including any assessments or fines which the Union might under its Constitution, or otherwise, purport to levy on its members.

The Board desire to express their appreciation to both parties for the thorough manner in which they have submitted their views, and trust that more harmonious relations may exist as the result of our unanimous finding.

Dated at Vancouver, B.C., this 12th day of August, 1944.

(Sgd.) A. M. HARPER,
Chairman.

R. L. NORMAN,
Member.

D. O'BRIEN,
Member.

Dispute at Halifax Shipyards, Limited, Halifax, N.S.

On February 17, 1944, the Department of Labour received an application for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, to deal with a dispute between the Halifax Shipyards, Limited, Halifax, N.S., and its employees, members of the Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 1. The dispute arose out of the union's request for the check-off of union dues and a union shop.

On February 17 the Minister of Labour authorized Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., to investigate the case as Industrial Disputes Inquiry Commissioner.

Mr. Pettigrove reported that he had been unable to arrange an amicable settlement of the dispute, and recommended that a Board of Conciliation and Investigation be established. In his report, the Commissioner referred to a vote taken in September, 1943, under the provisions of the Nova Scotia Trade Union Act, to determine the desire of the employees with regard to the check-off of union dues. Of 2,308 employees eligible to vote 1,873 cast their vote; 1,751 being in favour of the check-off and 87 against, with 35 spoiled ballots. The vote established that slightly in excess of 75 per cent of the employees were in favour of the check-off. Following this vote, the union contended that the result warranted the company acceding to the demands of the union in this regard. The company took the position, however, that this did not wholly constitute compliance with the provision of the Nova Scotia Trade Union Act and that the union should establish its right to the check-off through the medium of the courts. Following this the application for a Board of Conciliation was made.

On March 3 the Minister of Labour established a Board of Conciliation and Investigation. The personnel of the Board was as follows:—the Honourable Mr. Justice John S. Smylie, Supreme Court of Nova Scotia, appointed by the Minister in the absence of a joint recommendation from the other members of the Board; Mr. Charles B. Smith of Halifax, appointed on the nomination of the employing company; and Mr. D. W. Morrison of Glace Bay, appointed on behalf of the employees concerned.

The report of the Board was received on June 16. Its text was published in the August LABOUR GAZETTE (p. 985). The majority report, signed by the Chairman and Mr. Morrison, recommended:—(1) that a union shop be not established; (2) that a maintenance of membership clause be included in the agreement; and (3) that a clause providing a check-off of union dues be included in the agreement. The minority report of Mr. Smith recommended against any check-off or maintenance of membership provision. Subsequently, the company management announced that it did not propose to adopt either the maintenance of membership or the check-off in any collective agreement with any group of employees. The union thereupon demanded that the majority findings of the Board be implemented.

The Department of Labour proceeded to take every possible means of preventing a stoppage of work and to this end Mr. H. R. Pettigrove was requested to confer with the parties in an effort to get them to agree upon a mutually acceptable settlement of the matters in dispute.

On July 27 the employees went on strike in support of their demands, insisting upon the full implementation of the recommendations of the Board.

Following a conference at Ottawa between officials of the Department of Labour and the union representatives, the Minister of Labour announced on August 25 that an arrangement acceptable to the Government of Nova Scotia, the Halifax Shipyards Company, Limited, and one which the deputation representing the men was prepared to recommend, had been agreed upon.

The position of the two Governments, namely, the Dominion Government and the Government of the Province of Nova Scotia, was that neither was prepared to exercise authority to interfere with the rights of either the Company or the Union.

The terms upon which work was resumed and which were accepted by the parties were:—

1. The Minister of Labour for the Dominion Government requested the Company to open its shipbuilding yards and asked the men to return to work.

2. The terms of employment were to be those which prevailed at the time the cessation of work occurred.

3. The question as to whether or not the Halifax Shipbuilding Company, Limited, was under a legal obligation to deduct Union dues from employees and pay them to the Union, pursuant to the provisions of the statute of Nova Scotia known as the Nova Scotia Trade Union Act, and following a vote taken thereunder, would be referred by the Nova Scotia Government to the Supreme Court of that Province for decision if the Nova Scotia Labour Relations Board, after first attempting to bring the parties into agreement, so recommended.

The employees returned to work on August 28, at which time the Minister made it clear that the settlement was arrived at as a result of conciliatory negotiations and not through the imposition of any Governmental authority.

Conciliation Work of the Industrial Relations Branch During August, 1944

DURING the month of August officers of the Industrial Relations Branch were called upon to handle 20 industrial disputes or controversial situations involving 12,616 workpeople employed in 26 different establishments. Of these 16 were new disputes which originated during the month while 4 were situations which had been unterminated as at July 31 and received further attention in August. They were dealt with under the provisions of the Conciliation and Labour Act.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:—

MINING:	
Coal mining	3
MANUFACTURING:	
Metal products	11
Wood products, miscellaneous	1
Shipbuilding	1
Non-Metallic Minerals, Chemicals, Etc.	1
Miscellaneous	1
TRANSPORTATION AND PUBLIC UTILITIES:	
Water	1
Electricity and Gas (mainly utilities)	1

A statistical analysis of the nature of the disputes handled, their cause, disposition, etc., is given below:—

NATURE OF DISPUTE OR SITUATION:	
Strike	11
Threatened strike	2
Controversy	2
Arbitrations	2
Requests to conduct consent elections	1
Services of Commissioners	2
PREDOMINANT CAUSE OR OBJECT:	
Increase in wages	3
Increase in wages and other changes	1
Other causes affecting wages and working conditions	4
Recognition of Union	1
Employment of Union members only	2
Discharge of workers for union activity or membership	2
To secure or to maintain union wages and working conditions	4

PREDOMINANT CAUSE OR OBJECT: *Con.*	
Discharge of workers (other than in connection with Union questions and including refusal to reinstate)	1
Unclassified	2
DISPOSITION:	
Strike terminated by mediation	3
Strike terminated by mediation and matter referred to R.W.L.B.	2
Strike terminated by mediation and matter referred to N.W.L.B.	1
Controversy terminated by mediation, etc.	1
Decision rendered in arbitration	1
Agreement signed	1
Written statement terminating situation.	1
Dispute lapsed or called off; no further action required	3
Referred to Wartime Labour Relations Board	1
Referred to Provincial authorities	2
Disposition pending	4
RESULTS:	
In favour of employees	4
In favour of employer	5
Compromise or partially successful	2
Indefinite or unterminated	7
Not known	2
METHOD OF SETTLEMENT:	
Conciliation or mediation	11
Direct negotiations	3
Arbitration	1
Administrative action	1
Investigation only	1
Settlement pending	3

Brief summaries of a view of the cases of chief interest are given below:—

Coal Miners, Stellarton, N.S.—On July 29 a strike of some 540 miners occurred at the Albion and McGregor collieries of the Acadia Coal Company, Stellarton, N.S. The strike involved the refusal of a rake driver, on instructions of the mine examiner, to ride the forward end of a rake on which a new horse had been placed. The acting mine manager countermanded the instructions of the mine examiner, and when the boy continued to refuse to ride forward on the rake, he was suspended for the day. The mine examiner then turned in his lamp. His place was taken by a Union Committeeman who held mine examiners' papers, with the result that another dispute developed over the acceptance of the mine examiner's position by a member of the Union Committee. The local Union of the United Mine Workers of America, with members of the District Executive and International Board in attendance, demanded a public inquiry by the Mines Department of Nova Scotia under authority of the Coal Mines Regulation Act. This was refused while the men were on strike. Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., who investigated the situation on behalf of the Department of Labour, informed union officials that the strike was a violation of the Wartime Labour Relations Regulations and that the only proper procedure was to resume work and have the dispute adjusted in accordance with the contract between the Union and the Company or the governing statutes. In spite of this the strike spread on August 1 to the Company's No. 7 mine and Allan Shaft, so that about 1,150 miners were involved. Instructions were then issued by the President of District No. 26, United Mine Workers of America, that the men should return to work, and all mines resumed operation on August 3. Later an inquiry was conducted by the Deputy Minister of Mines for Nova Scotia into the alleged violation of the Provincial Coal Mines Regulation Act. As a result of the investigation the management agreed to make certain improvements in working conditions.

Shipbuilding Workers, Prince Rupert, B.C.—On the evening of August 2 about 400 employees of the Prince Rupert Dry Dock Company, members of the Boilermakers' and Iron Shipbuilders' Union of Canada, staged a sit-down strike because 6 men engaged on welding, burning and plating refused to join their Organization. Mr. F. E. Harrison, Western Representative of the Department of Labour, communicated with officers of the Shipyard General Workers' Federation of British Columbia, pointing out that the Agreements between the Company and the various Unions represented in the yard were on an open-shop basis, and had been approved by a vote of the members concerned. An officer of the Federation instructed the men to resume work and operations were restored to normal on August 4.

Coke Oven Workers, Montreal, P.Q.—On August 2 the Department was advised of a threatened strike on the part of employees of the Montreal Coke and Manufacturing Company, Montreal, P.Q. The reason given was that the Regional War Labour Board for Quebec had rejected an application on behalf of 47 coke oven workers for an increase in wages of 25 cents an hour. On August 3 the employees gave the officers of their local union, No. 19397 Gas Workers Union (A.F. of L.), a time limit of 24 hours in which to secure favourable action on their behalf. Mr. R. Trepanier, Industrial Relations Officer, Montreal, promptly arranged to have Union officers meet himself and Mr. C. Miron, Chief Conciliation Officer for Quebec, in the latter's office. A conference with Company officials also took place. Among other things it was pointed out to the workers that there was a reserve of gas sufficient to serve Montreal and vicinity for only 36 hours, and that if a strike should occur there would be great danger of

explosions through the infiltration of air into the gas pipes. It was arranged that the Regional War Labour Board would reconsider the wage demands of the workers during the following week. In view of the extreme heat encountered by the coke oven operators, the Company undertook not to oppose the application of the employees. In spite of these undertakings the workers involved went on strike on the afternoon of August 4, and Union officers were unable to persuade the men to resume their jobs. Messrs. Trepanier and Miron then attended a meeting of the strikers and induced them to resume work pending reconsideration of the case by the Regional War Labour Board. Work was resumed after a stoppage of two hours. The following week an increase of ten cents per hour for the coke oven workers was authorized by the Regional Board.

Metal Products Workers, Oshawa, Ont.—Forty-seven malleable moulders employed by Fittings Limited, Oshawa, Ont., went on strike on August 1 because the Company would not increase certain guaranteed or "target" rates. Demands were also made for the removal of a foreman against whom a number of complaints had been made. The United Steelworkers of America had taken an appeal to the National War Labour Board from a decision rendered earlier by the Ontario War Labour Board in connection with the proposed wage increase, but all documents necessary to a hearing of the appeal had not been filed. Conferences with the parties were held by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, as a result of which the Company agreed that the foreman in question would not be continued in charge of the same department, An undertaking was also reached that a study would be made in connection with any piece-work rates which appeared low, and that where the Company and Union investigators could not agree, an impartial arbitrator would review the situation. In order to expedite the appeal before the National War Labour Board the Company agreed to submit its statement in reply without delay. To make up for lost production, the strikers agreed to perform extra work over the week-end.

Metal Products Workers, Sarnia, Ont.—About 324 employees of M. Mueller Limited, Sarnia, Ont., went on strike on August 16 in connection with the alleged delay by the Company in dealing with various grievances and the lay-off of eight female employees who had considerably more seniority than some of the male employees who were retained. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was assigned to deal with the situation. The Company claimed that the male employees were more capable than the female employees dismissed, and that the work available was not suitable for female workers. After a thorough discussion of the matter, it was found possible to place two female employees in the turret lathe department and two in the polishing department. Four of the dismissed employees were accordingly reinstated and reimbursed for the time lost. Four junior male employees were transferred to other work. Most of the other grievances giving rise to the strike action had to do with piece-work rates. A contributing cause was that certain war contracts had been cancelled and that the wage rates established for domestic production orders were lower than the workers had formerly enjoyed. The Management and the local committee of the United Automobile Workers of America agreed to study the piece-work rates and, if possible, to make a joint application to the Regional War Labour Board for certain revisions. Work was resumed after a stoppage of two days.

Steelworkers, Trenton, N.S.—On August 17, about 75 employees in the shell-forging and finishing departments of the Trenton Steel Company Limited, Trenton, N.S. went on strike over the refusal of one employee to become a member of Local No. 1231, United Steelworkers of America. The strike spread until 302 employees were involved. Discussions with both Company and Union representatives were held by Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B. Later, the Union requested the Minister of Labour to have National Selective Service issue an order providing for the dismissal of the employee involved, but this was refused on the ground that it would be an improper procedure. At a meeting on August 20 the employees agreed to return to work pending a conference with Company representatives. When work had been resumed on August 21 the employee who had refused to join the Union voluntarily requested his release from the employ of the Company. He was at once placed by National Selective Service in other employment.

Canadian Railway Board of Adjustment No. 1

Summary of Decisions

REPORTS have been received covering the following cases heard by the Canadian Railway Board of Adjustment No. 1. Summaries of other recent decisions appeared in the LABOUR GAZETTE, July, 1944, p. 862.

The Board was established under a voluntary agreement concluded in 1918, between the several railway companies and certain of the railway organizations. It has power to determine all differences arising between the railway companies and the members of any of the six railway brotherhoods "including the interpretation of wage schedules or agreements having due regard to the rights of the several classes of employees and of the railways respectively."

This agreement was supplemented by a Post-War Agreement continuing the Board's functions entered into April 15, 1921. The text of the Post-War Agreement was published in the Board's eighth triennial report, dated October 1, 1942, together with changes in the personnel of the Board and a tabular summary of the cases adjusted during the preceding three-year period.

The Board consists of six representatives of the railways and six representatives of labour, one from each of the following Railway Brotherhoods: The Brotherhood of Locomotive Engineers; the Brotherhood of Locomotive Firemen and Enginemen; the Order of Railway Conductors; the Brotherhood of Railroad Trainmen; the Order of Railroad Telegraphers; and the Brotherhood of Maintenance of Way Employees and Railway Shop Labourers.

Case No. 527—**Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.**

As outlined in the Joint Statement of Facts the employees concerned were ordered for extra freight from initial terminal to a point 108·2 miles away, for 6 a.m., with instructions to return with train to be picked up at turnaround point. Train left initial terminal at 6.25 a.m. and arrived at turnaround terminal at 10.55 a.m. There they were required to yard their train, turn engine and switch together the cars for the return trip. Track facilities made it possible to perform these tasks more or less concurrently. The return run was commenced at 2.20 p.m. and arrived at the initial terminal at 7.20 p.m. and the crew was off duty at 8 p.m. Compensation was made on basis of a separate day in each direction plus 3 hours and 25 minutes for switching and yard work at the turnaround terminal.

The point in dispute arose from claims by the engineer and fireman for 20 minutes inspection time and 30 minutes preparatory time at the turnaround terminal, in addition to the terminal time.

In stating their case the employees quoted portions of Article 7 of the schedule governing locomotive engineers and firemen. Clause C provides that "fireman or helpers will report at least 45 minutes before departure time of train and will sign appearance book. The first 30 minutes of this time to be for getting engine ready, and will be paid for as an arbitrary allowance." It was asserted that the schedule governing locomotive engineers was identical with that for firemen. Clause E stipulates: "Final terminal delay will be paid for at pro rata rates for the full delay at the end of the trip . . . . on the minute basis. Time shall be computed from the time engine reaches designated main track switch connecting with yard track . . . . Firemen or helpers will be allowed 20 minutes after arrival on shop track for inspection etc., at pro rata rates, as an arbitrary allowance."

The Company, in its brief, quoted from Clause D of Article 7: "Initial terminal delay will be paid for the full delay on the minute basis, computed from time of leaving shop track until departure from outer switch. Such time to be used in making up a short day." They also quoted Clause E (see above) and from the "Memorandum of Interpretation", Article 2: Question 4: "Is it permissible to pay as a continuous trip turnaround runs of over 80 miles in any one direction?" The answer is "yes, providing trips in each direction do not exceed 100 miles . . . . Turnaround runs of 100 miles or over in each direction will be paid as separate trips, the crews allowed inspection and preparatory time at turnaround point." This would absorb any terminal delay time payable under Article 4 up to 50 minutes. Any time in excess of 50 minutes would be paid for on the minute basis in addition to preparatory and inspection time . . . ."

While admitting that the foregoing referred specifically to passenger service, the Company held that a different basis could not be applied consistently to the freight service.

Further evidence was given orally to the Board by representatives of both sides in the dispute.

The Decision of the Board sustained the employees to the following extent: "In this case the schedule rule provides for payment to the crew upon completion of run of an arbitrary allowance of 20 minutes inspection time and an arbitrary allowance of 30 minutes for preparatory time before commencing the return trip. The payment of these arbitrary allowances, however, absorbs the terminal delay time up to 50 minutes."

Case No. 528—**Canadian Pacific Railway (Western lines), and Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, The Order of Railway Conductors, The Brotherhood of Railway Trainmen.**

This case involved stated claims of two train crews and, in addition, the Board was asked to determine the course to be followed with all subsequent similar claims by engineers, firemen, conductors and trainmen.

The dispute arose from a disagreement as to compensation for junction switching at a point where rail traffic was frequently transferred to water transport and vice versa, since the exten-

sion of the rail line some 12 years prior to the hearing of the case. The main point at issue was whether or not the station in question could properly be classed as "a junction point" under the schedules for engineers and firemen (Article 7) and that for conductors and trainmen (Articles 1 and 2).

The employees contended that the station was a junction point because "freight is loaded on barges there; sometimes a complete train, including the engine and caboose is moved by barge across the lake, thereby creating a junction point. Based on this assumption, they claimed that road engineers and firemen should be paid for switching at the station in question as provided in Article 7 of the engineers' and firemen's schedule; in this instance, " . . . . at 15 miles per hour at passenger rates, to be paid for at junction from time of arrival until departure of train." In the matter of the conductors and trainmen reference was made to Articles 2 and 3 of the conductors and trainmen's schedules in part as follows: "Through freight rates on the basis of 12½ miles per hour will be paid for all time occupied in switching at C.P.R. junction points and this time will be paid in addition to pay for the trip . . . ."

The company pointed out that "there has been no change in conditions or in the method of operation, nor has there been any departure from the method of payment for services performed at—" during the 12 years since the through rail service was inaugurated. The question had been raised on two occasions during that period, but the company had declined to consider it, on the ground that the station in question was not a C.P.R. junction point within the meaning of any of the wage schedules. It was asserted that representatives of the employees had accepted this ruling in the earlier instances. Representatives of the railway and of the employees appeared before the Board and presented oral evidence.

In its Decision the Board stated that in its opinion the station under review was not a junction point and stated that the proposal made by letter by the General Manager of the company constituted a fair basis for the disposition of the dispute.

Case No. 529—**Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.**

Claim of an engineer and fireman for continuous time on a run which was broken overnight, on the Company's orders, due to existing weather conditions, severe snowstorms seeming certain to block the line. The employees were compensated on the basis of two separate trips.

The employees based their claim on a portion of Article 31 Clause (*c*) of Engineers' and Firemen's schedule as follows: "When engineers and firemen are tied up between terminals, they will be paid continuous time until engine arrives at arriving terminal", and cited the Board's decision in Case No. 519 L.G. April, 1944, p. 489).

The Railway Company in its brief quoted the same Article 31 Clause (*c*) at some length and placed emphasis on other portions of it: "When engineers are tied up between terminals on account of the line being blocked, they will be paid continuous time on live engines. If the engines are dead, they will be paid 100 miles for each 24 hours so held. Deadhead mileage and time for being so held will not be allowed in the same 24 hours." The Company also declared that case No. 519 was not germane in this instance.

Representatives of the parties appeared before the Board and presented additional evidence.

The Board in its Decision sustained the contention of the employees.

Case No. 530—**Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen.**

The Joint Statement of Facts disclosed that an engineer and fireman were ordered in freight service, to take train of 7 loads, 8 empties and caboose from the initial terminal to an objective terminal, approximately 110 miles west. On arrival at the latter terminal they were instructed to set off the loads and empties on a specified track in the "westward yard" and to place the caboose in the track assigned to "eastward cabooses", located in the "east rip yard." Total time on duty, 14 hours, 45 minutes.

The disagreement resulted from the claim of a fireman for 100 miles due to having been required to put the caboose away on eastward caboose siding after arrival at objective terminal.

The employees based their contention on their interpretation of Article 7, Clause (*f*) of Locomotive Firemen, Helpers' and Hostlers' schedule. Except as provided in an earlier clause in the Article referred to "firemen or helpers on arrival at objective terminal, and after putting their train away, will be considered released from duty. Should they be required to perform other work, such as yard switching on short runs out of terminals, they will be paid 100 miles for such service." The putting away of the caboose in eastward caboose siding was considered to be "terminal switching."

The Railway contended that compensation should be made in accordance with the terms of Clause (*e*) of Article 7 which reads as follows: "Final terminal delay will be paid at pro rata rates for the full delay at the end of the trip . . . . on the minute basis. Time shall be computed from the time the engine reaches designated main track switch connecting with the yard track . . . . time shall continue until engine is placed on designated shop track, or is turned over to hostler or inspector. No mileage will be paid for between said point and designated shop track."

The Company maintained that the placing of the caboose in the caboose siding was in conjunction with yarding the train as per the first sentence of Article 7, Clause (*f*) quoted above. Only 15 minutes elapsed from the time the train reached the objective terminal until the locomotive was delivered on the shop track. It was pointed out that "it has been the custom for incoming engine crews arriving with light trains, to put the caboose away . . ." and that the Company did not consider the placing of the caboose on the caboose siding constituted yard or terminal switching.

Representatives of both parties presented additional evidence to the Board.

The Board in its Decision sustained the contention of the employees.

Case No. 531—**Canadian Pacific Railway Company (Western Lines) and the Brotherhood of Railroad Trainmen.**

The dispute arose over the application of Article 16 of Yardmen's Schedule which reads as follows: "Yardmen in transfer service will be supplied with a caboose or other suitable car properly equipped."

According to the Joint Statement of Facts, yard crews stationed at ———— are required to handle traffic between ———— and ————, a distance of three miles; also to perform all the switching at an industrial plant located at one of the terminals.

The employees contended that the service performed by the yard crews at one of the terminals should properly be classified as transfer service within the meaning of the schedule quoted above. Two train crews were assigned to the territory and each crew, during the course of its tour of duty, was required to make two round trips between the initial and objective terminals.

The Company maintained that "transfer service" within the meaning and intent of the Article above quoted "is confined to the movement of cars between designated points to which crews, either road or yard, are assigned . . . . Yard crews, who, in the course of their switching assignments, handle cars between points or groups of tracks within a terminal are not in transfer service."

The Company stressed the point that a former general chairman of the Brotherhood of Railroad Trainmen, had some 14 years before, acknowledged a distinction between the two classes of service, that is transfer service, and what he designated as "extended yard runs" under which assignments required movements of a mile or more between two or more yards within a terminal. The Company claimed that the assignment in question was within yard limits and that this was established 15 years before and continued without change during that time. It was asserted that because of a four per cent grade between the two points that the handling of a caboose was impractical. Because of the grade, movements in both directions were made at slow speed and "yardmen are required to be on top of cars with brake clubs."

Representatives of both parties submitted additional evidence to the Board.

The Board in its Decision stated that it was of "the opinion that the circumstances in this case justify a caboose or other car properly equipped."

Strikes and Lockouts in Canada During August, 1944

DURING the month of August the number of strikes and lockouts in existence in Canada showed an increase of four as compared with the previous month, the number of workers involved and the time loss in man-working days being also higher. As compared with August, 1943, the figures show a substantial decline in strike activity. There were 25 strikes in existence during the month, involving 12,771 workers and causing a time loss of 121,343 man-working days, as compared with 21 strikes in July with 9,696 workers involved and a time loss of 25,968 days. In August, 1943, there were 50 strikes with 35,645 workers involved and a time loss of 240,493 days.

Preliminary figures for the first eight months of 1944 show a total of 151 strikes, involving 69,200 workers, with a time loss of 478,189 man-working days. Comparative figures for the same period last year show 287 strikes, with 149,977 workers involved and a time loss of 822,045 days.

During the month under review two strikes, one of shipyard workers at Halifax and Dartmouth N.S., and the other of street railway employees at Montreal, P.Q., were responsible for almost 54 per cent of the workers involved and about 87 per cent of the total time loss.

Four strikes, involving 4,246 workers, were carried over from July and 21 commenced during August. Of these 25 strikes, all of which were terminated during the month, three were in favour of the workers, seven in favour of the employers, three were compromise settlements, one was partially successful and eleven were indefinite in result, work being resumed pending final settlement.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO AUGUST, 1943-1944

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
1944					
*January	26†	26	8,140†	8,140	23,408
*February	17	19	8,740	8,785	39,868
*March	11	13	1,635	1,680	3,080
*April	10	10	14,923	14,923	126,609
*May	24	25	12,043	26,043	128,422
*June	22	23	5,840	5,975	9,491
*July	20	21	9,354	9,696	25,968
*August	21	25	8,525	12,771	121,343
Cumulative totals	151		69,200		478,189
1943					
January	33†	33	19,860†	19,860	166,715
February	27	31	2,611	5,239	24,301
March	25	27	16,688	16,993	30,822
April	35	37	32,292	32,496	103,936
May	35	40	7,210	15,306	47,229
June	53	59	21,765	23,321	142,917
July	33	39	14,205	15,679	65,632
August	46	50	35,346	35,645	240,493
Cumulative totals	287		149,977		822,045

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1944*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1944				
MINING—				
Coal miners, Stellarton, N.S.	3	1,146	2,750	Commenced July 29; against suspension of a boy and cancelling of mine examiner's order *re* safety regulations; terminated August 3; conciliation, provincial and return of workers pending investigation; (boy reinstated) compromise.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Hat factory workers, Guelph, Ont.	1	12	60	Commenced July 28; failure of one worker to pay union dues; terminated August 5; conciliation, provincial, and return of workers pending settlement; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1944*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1944—*Concluded*				
MANUFACTURING—*Con.*				
Shipbuilding—				
Shipyard workers, Halifax and Dartmouth, N.S.	1	2,876	65,000	Commenced July 27; for maintenance of membership and check-off; terminated August 26; conciliation, federal, and return of workers pending reference to the Supreme Court of Nova Scotia; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—				
Other Local and Highway Transport—				
Taxicab drivers, Quebec, P.Q.	——	*(a)* 212	1,400	Commenced July 31; for increased starting rates; terminated August 7; conciliation, provincial, and return of workers pending settlement; indefinite.
Strikes and Lockouts Commencing During August, 1944				
MINING—				
Coal miners, Stellarton, N.S.	1	54	54	Commenced August 7; rumor that miners at another colliery were on strike; terminated August 7; return of workers; in favour of employer.
Coal miners, Glace Bay, N.S.	1	*(b)* 48	48	Commenced August 21; protest against failure of certain miners to report for work on Friday nights; terminated August 21; return of workers; in favour of employer.
Coal miners, River Hebert, N.S.	1	130	260	Commenced August 21; against temporary lay-off of miners due to lack of work; terminated August 22; negotiations: in favour of employer.
Coal miners, Kaydee, Alta.	1	51	255	Commenced August 22; against suspension of two miners; terminated August 27; negotiations; in favour of workers.
MANUFACTURING—				
Rubber and Its Products—				
Tire factory workers, Kitchener, Ont.	1	1,150	5,200	Commenced August 2: for change in time standards; terminated August 7; conciliation, provincial; in favour of workers.
Boots and Shoes (Leather)—				
Shoe factory workers, Quebec, P.Q.	1	*(c)* 17	40	Commenced August 4; for increased piece rates; terminated August 8; negotiations and return of workers pending further investigation and reference to RWLB‡; indefinite.
Metal Products—				
Foundry workers, Oshawa, Ont.	1	47	120	Commenced August 1; for increased piece rates; terminated August 3; conciliation, federal and return of workers pending investigation; indefinite
Metal factory workers, Windsor, Ont.	1	463	1,500	Commenced August 2; for settlement of various grievances; terminated August 5; conciliation, provincial; in favour of employer.
Metal factory workers, Guelph, Ont.	1	360	180	Commenced August 11; for increased wages; terminated August 11; return of workers pending decision of RWLB; indefinite.
Foundry workers, Smith's Falls, Ont.	1	52	52	Commenced August 15; for increased wages; terminated August 15; negotiations and reference to RWLB; compromise.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1944*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During August, 1944—*Concluded*				
MANUFACTURING—*Con.*				
Metal Products—Con.				
Metal factory workers, Sarnia, Ont.	1	324	575	Commenced August 16; for observance of seniority in reducing staff and adjustment of piece-work rates; terminated August 17; conciliation, federal, and return of workers pending investigation *re* wage rates; partially successful.
Steel mill workers, Trenton, N.S.	1	302	600	Commenced August 17; refusal of a worker to join union; terminated August 19; conciliation, federal; (worker resigned) in favour of workers.
Steel mill workers, Trenton, N.S.	1	48	84	Commenced August 21; against increased weight of axle billets; terminated August 22; negotiations and return of workers pending investigation; indefinite.
Foundry workers, Sackville, N.B.	2	315	1,890	Commenced August 21; for payment for a week's vacation taken arbitrarily; terminated August 28; return of workers pending reference to WLRB‡ (provincial); indefinite
Freight car factory workers, Trenton, N.S.	1	150	94	Commenced August 30; protest against disciplining a worker; terminated August 30; return of workers; in favour of employer.
Shipbuilding—				
Shipyard workers, Prince Rupert, B.C.	1	430	510	Commenced August 2; against working with six non-union workers; terminated August 3; return of workers; in favour of employer.
Shipyard workers, Vancouver, B.C.	1	360	300	Commenced August 14; against demotion of eight charge hands; terminated August 15; conciliation, provincial, and return of workers pending settlement; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—				
Electric Railway and Local Bus Lines—				
Street railway employees, Montreal, P.Q.	1	4,000	40,000	Commenced August 3; for a union shop; terminated August 13; government assumed control and return of workers pending further negotiations; indefinite.
Other Local and Highway Transport—				
Truck drivers, Windsor, Ont.	1	10	25	Commenced August 15; for a new agreement; terminated August 17; conciliation, provincial and return of workers pending negotiations; indefinite.
Water Transport—				
Freight handlers, Port Arthur, Ont.	1	167	334	Commenced August 28; misunderstanding with a foreman *re* disciplining a worker; terminated August 29; return of workers; in favour of employer.
Electricity and Gas—				
Coke oven and gas plant workers, Montreal, P.Q.	1	*(d)* 47	12	Commenced August 4; for increased wages; terminated August 4; conciliation, federal, and reference to RWLB; compromise.

* Preliminary data, based, where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; WLRB—Wartime Labour Relations Board.

(a) 65 indirectly affected; *(b)* 350 indirectly affected; *(c)* 403 indirectly affected; *(d)* 300 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1944, issue in the review of "Strikes and Lockouts in Canada and Other Countries". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of work stoppages beginning in June, 1944, was 110 and 10 were still in progress from the previous month, making a total of 120 during the month, in which 24,300 workers were involved and a time loss of 44,000 working days was caused.

Of the 110 disputes beginning in June, 22 arose out of demands for increased wages, 41 over other wage questions, 2 as to questions of working hours, 15 over questions respecting the employment of particular classes or persons and 30 over other questions.

Australia

The number of disputes recorded for 1943 was 785, involving 288,028 workers, with a time loss of 990,151 working days. For 1942 corresponding figures are 602 strikes, involving 166,167 workers, with a time loss of 378,195 working days.

New Zealand

The number of disputes recorded for 1943 was 69, involving 10,935 workers, with a time loss of 15,003 working days. Comparative figures for 1942 are 65 strikes, involving 14,345 workers, with a time loss of 51,189 working days.

United States

Preliminary figures for July, 1944, show 470 strikes beginning in the month, in which 145,000 workers were involved. The time loss for all disputes in progress during the month was 680,000 working days. For June corresponding figures are 500 strikes, involving 155,000 workers, with a time loss of 680,000 working days.

Chinese Seamen on British Ships

Equality of treatment between British and Chinese seamen, established in a former agreement of 1942, was reaffirmed in principle in agreements signed May 19, 1944, by representatives of Chinese seamen and British shipowners employing Chinese crews.

The conditions of employment of Chinese seamen are substantially improved by the new agreement. Wages are to be increased on April 1, 1944, and the hours in the deck department at sea are limited to 56 a week with any excess to count as overtime. Overtime which is not compensated by equivalent time off in port will be paid at the rate of 1s. 9d. per hour for carpenters and 1s. 6d. for other ratings. The only previous limitation had been that the owners undertook to consult with the seamen's representatives to see that the crew should not be required to work unreasonably long hours and, if such hours were worked, they should be paid at 1s. 3d. for carpenters and 1s. for others.

Provision is made for a Joint Investigation Committee to settle disputes so that fewer differences will be referred to the Chinese Diplomatic Representative in the United Kingdom and the Minister of War Transport. Each of these will nominate two members to form the committee which will inquire into any complaint made by the manager of a Seamen's Reserve Pool or by a seaman regarding the carrying out of the agreements or the enforcement of the Pool rules.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Pulp, Paper and Paper Products

THOROLD, ONTARIO.—BEAVER WOOD FIBRE CO. LTD. AND THE BEAVER CO. LTD. AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS LOCAL 192 AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 228.

Agreement to be in effect from May 1, 1944, to April 30, 1945, and thereafter from year to year, subject to notice. Permanent employees on an hourly basis to maintain membership in their respective union; new employees must join the union.

Hours: 8 per day, 48 per week. Overtime for day workers; time and one-half. Tour workers to work overtime at time and one half if such work is for Company convenience due to breakdowns, extra work or other circumstances created by the Company; where such overtime is caused by sickness, accident, absenteeism, vacations and other circumstances not construed as Company convenience it will be worked at regular rates. All work on Sundays and four holidays, at time and one half.

Hourly wage rates for some classes: wood room—sawman 72 cents, labourers 62 cents; grinder room—foremen 77 to 98 cents, grindermen 72 cents, wood handlers 72 cents, screen operator 67 cents; lapping—wet machine operator 65 cents, wet machine cleaner 64 cents; continuous beater—64 and 68 cents; board mill beaters—head beatermen $1.04, others 64 to 79 cents; board machine—shift foreman $1.34, machine tenders $1.09, back tenders 89 cents, other machine hands 68 to 82 cents, others 64 to 67 cents; news machine—machine tenders $1.42, back tenders $1.24, other machine hands 78 cents to $1.01, oilers 69 cents; steam power—engineers 85 cents to $1.06, firemen 76 cents; electric power operators and maintenance 88 cents; sizemen 80 cents; finishers (news) 69 to 88 cents; shippers 69 and 72 cents; mechanical department—millwrights, pipefitters, bricklayers, blacksmiths, 88 cents, painters 76 cents; yard—checker 88 cents, others 62 to 69 cents; varnish makers 72 cents; sweepers 65 cents.

Vacation: employees with at least one year's continuous service, one week with pay; one extra day for every year's service over 5 years to a maximum of two weeks with pay after 10 years' service. Provision is made for the settlement of grievances.

Manufacturing: Printing and Publishing

TORONTO, ONTARIO.—TORONTO GRAPHIC ARTS ASSOCIATION, THE MASTER PRINTERS AND BOOKBINDERS ASSOCIATION OF TORONTO AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 10.

Agreement to be in effect from July 1, 1944, to June 30, 1945, and thereafter from year to year, subject to notice.

Hours: the basic work week is 44 hours, daily hours not to exceed 9. Night work is payable at 15 per cent higher than the day rate. Overtime is payable at time and one half for the first three hours and double time thereafter; double time for work on Sundays and eight legal holidays. Vacation: one week with pay each year for employees with at least one year's service. Clauses regulating the number of pressmen, assistants, apprentices on each type of press are included.

This agreement is subject to the provisions of the basic agreement between the above employers' association, the above printing pressmen's union and also the International Brotherhood of Bookbinders Local 28, made June 29, 1938, which provided for a joint standing committee and, where necessary, for a conciliation board, which has the final decision on matters of wages and hours. This basic agreement stipulates a minimum rate of 75 cents per hour for skilled journeymen pressmen and bookbinders, and for the settlement of disputes.

TORONTO, ONTARIO.—TORONTO DAILY NEWSPAPER PUBLISHERS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 91.

Agreement to be in effect from April 1, 1944, to March 31, 1945. Only union members to be employed, if available. Others employed must apply to join the union.

Hours: for day shift, 8 per day, 5 days, a 40 hour week; for night shift, 7½ per shift, 5 nights, a 37½ hour week. Overtime is payable at time and one half; work on Sundays and eight holidays, at double time.

Weekly wage rates: for journeymen, $54 per week for day shifts, $55.50 for night shifts; apprentices from $16 during second year to $37 during sixth year.

Vacation: two weeks with pay to employees with at least one year's service. Provision is also made for apprentice regulation and for a joint standing committee for the settlement of disputes.

TORONTO, ONTARIO.—TORONTO DAILY NEWSPAPER PUBLISHERS AND THE INTERNATIONAL STEREOTYPERS AND ELECTROTYPERS' UNION, LOCAL 21.

Agreement to be in effect from July 1, 1944, to June 30, 1945. Only union members to be employed.

Hours: 8 per day, for 5 days, a 40 hour week for day work; 7½ per night, for 5 nights, a 37½ hour week for night work. Overtime is payable at time and one half; work on Sundays and eight holidays, at double time.

Weekly wage rates: for journeymen, $54 for day shift, $55.50 for night shift; apprentices from $15.50 during first year to $38.50 during sixth year.

Vacation: two weeks with pay to employees with at least one year's service. Provision is made for apprentice regulations and for the appointment of a joint standing committee for the settlement of disputes.

TORONTO, ONTARIO.—TORONTO DAILY NEWSPAPER PUBLISHERS AND THE INTERNATIONAL PPINTING PRESSMAN'S AND ASSISTANTS UNION, LOCAL NO. 1.

Agreement to be in effect from July 1, 1944, to May 31, 1945, and thereafter from year to year, subject to notice. Only union members to be employed if available.

Hours: 8 per day, 5 days, a 40 hour week for day work; 7½ for night shift, 5 nights, a 37½ hour week for night work. Overtime is payable at time and one half; work on Sundays and eight holidays at double time.

Weekly wage rates: for journeymen, $54 per week for day work and $55.50 for night work; for apprentices, from $15 during first year to $37 during sixth year.

Vacation: two weeks with pay for employees with at least one year's service. Provision is made for the regulation of apprenticeship, and for the setting up of a joint committee for the settlement of disputes.

TORONTO, ONTARIO.—TORONTO DAILY NEWSPAPER PUBLISHERS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 5 (MAILERS).

Agreement to be in effect from June 1, 1944, to May 31, 1945. Only union members to be employed, if available; others employed must apply to join the union.

Hours: for day work 8 per day, 5 days, a 40-hour week; for night work, 7 hours per shift, 5 nights, a 35-hour week. Overtime is payable at time and one half; double time for work on Sundays and eight holidays.

Weekly wage rates: for journeymen mailers $48.50 for both day and night work; for apprentice mailers, from $16 during second year to $37 during sixth year.

Vacation: two weeks with pay to employees with at least one year's service. Provision is made for the regulation of apprenticeship and the settlement of grievances.

TORONTO, ONTARIO.—TORONTO NEWSPAPER PUBLISHERS AND THE INTERNATIONAL PHOTO ENGRAVERS UNION, LOCAL 35.

The agreement which came into effect June 1, 1937, and was summarized in the LABOUR GAZETTE, September, 1937, was extended to April 30, 1945. From February 1, 1944, the basic wage was increased to include the cost of living bonus, to $58 per week for day work (a 40-hour week), and $63 for night work, (a 37½-hour week).

Vacation: one week with pay to employees with at least one year's service.

Manufacturing: Metal Products

WINDSOR, ONTARIO.—DOMINION FORGE AND STAMPING CO. LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

The agreement which came into effect May 10, 1943, and was noted in the LABOUR GAZETTE, December, 1943, p. 1699, was amended May 31, 1944, to provide that the union be the sole collective bargaining agent.

WINNIPEG, MANITOBA.—MACDONALD BROTHERS AIRCRAFT LTD. AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 741.

Agreement to be in effect from January 14, 1944, to December 31, 1944. The company recognizes the shop committee of the union, as the bargaining agent for the union members. No discrimination or coercion by the company or the union against employees because of their union membership or non-membership.

Hours: 8 per day, a 48-hour week. Overtime is payable at time and one half; work on three holidays at double time.

Hourly wage rates: journeymen—tool and die maker, pattern maker, 95 cents; machinist, electrician, fitter, sheet metal worker, welder, painter, moulder, etc. 90 cents; production worker, from 41 cents for beginners (women and boys) to 85 cents for highest class; truck, tractor and crane operators 65 cents; labourers, sweepers and material truckers 59 and 60 cents; miscellaneous light labour 47 and 50 cents; flight inspectors $1.05, other inspectors 59 to 95 cents, examiners 53 and 55 cents; apprentices (females and males under 21) 41 to 85 cents, male apprentices (over 21), 55 to 85 cents; maintenance—engineers 70 to 90 cents, oilers 65 cents, millwrights, steamfitters, electricians, plumbers and riggers 90 cents, helpers 65 cents. Provision is made for seniority rights and the settlement of disputes.

Manufacturing: Shipbuilding

SOREL, QUEBEC.—MARINE INDUSTRIES LIMITED AND THE COUNCIL OF METAL TRADES OF EMPLOYEES OF MARINE INDUSTRIES LTD. (A.F. of L.)

Agreement to be in effect from January 8, 1944, to January 7, 1945, and thereafter from year to year, subject to notice. "Employees will not be subject to a special treatment due to their affiliation to a labour or trade union." The Metal Trade Council of the employees of Marine Industries Ltd. are the sole collective bargaining agency for the employees.

Hours will be fixed by the Company, but overtime at the rate of time and one half to be paid for all hours after 8 in any day; work on Sundays and six holidays, at double time. Work on night shifts, time and one eighth to be paid.

Wages: the basic wage rates are those authorized by federal government Order in Council 629 (LABOUR GAZETTE, May, 1942 pp. 558-561). A joint committee is provided for the settlement of disputes.

Transportation and Public Utilities: Water Transportation

GREAT LAKES.—VARIOUS STEAMSHIP COMPANIES AND THE CANADIAN SEAMEN'S UNION.

Agreement to be in effect from June 30, 1944 to August 1, 1945, and year to year subject to notice. The companies recognize the union as the sole collective bargaining agency for all unlicensed personnel. Preference in employment to be given union members, but the actual selecting and hiring of seamen shall be at the discretion of the master and/or chief engineer of the vessel.

Hours: a deckhand's day to be 12 hours with 2 hours off for meals; only necessary work may be done between 6 p.m. and 6 a.m. on any day and on Saturday afternoon, Sundays and holidays. In laying up or fitting out, the hours not to exceed 9 hours per day, nor 6 days per week; if required to work on Sundays or holidays for laying up or fitting out, overtime to be paid in addition to the regular wage. Overtime is payable at 50 cents per hour.

Monthly wage rates, (retroactive to beginning of 1944 navigation season) including meals and sleeping accommodation; wheelsman $112.10, watchman or lookout or patrol $97.10, deckhand $89.60, oilers $112.10, firemen $107.10, coal passer $89.60, first cook (Canaller) $144.60, first cook (Upper Laker) $154.60, second cook $92.10, porter $80. If a member of the crew is required to do longshoremen's work, he shall be paid the longshoremen's rate (no less than 40 cents per hour) in addition to his regular wage. A war risk bonus is granted to each member of the crew while operating in war zones.

Vacation: members of the crew with one season's continuous service with one company shall after navigation season is over, receive one week's vacation with pay. Transportation from and to their homes at the beginning and end of the season up to a distance of 500 miles is provided by the company. Provision is made for the settlement of disputes.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension of two new agreements and the amendment of nineteen others, which are noted below. A request for the amendment of the building trades agreement at Montreal was published in the *Quebec Official Gazette*, August 5; and a request for a new agreement for fur manufacturing (wholesale and retail) at Montreal was gazetted August 12; a request for amendment of the agreement for building trades at Sherbrooke was also gazetted August 12; a request for amendment of the paper box industry (uncorrugated paper) agreement for the province was gazetted August 19; and a request for amendment of the agreement for men's and boys' clothing industry for the province was gazetted August 26.

In addition Orders in Council were published in the *Quebec Official Gazette* during August approving the constitution and by-laws of certain joint committees, and others approving the levy of assessment on the parties, or amending previous Orders in Council in this connection, by certain other parity committees.

Mining, Non-ferrous Smelting and Quarrying

BUILDING MATERIALS, PROVINCE OF QUEBEC.

A new agreement for this industry is summarized below under "Manufacturing Non-Metallic Minerals, Chemicals".

Manufacturing: Vegetable Foods

BAKERS, QUEBEC CITY.

An Order in Council, dated August 1, and gazetted August 12, amends the previous Orders in Council for this Industry (L.G., June, 1941, p. 703, Sept., 1943, p. 1253). La Boulangerie National Limitée is treated as a co-contracting party to the agreement.

BAKERS, MONTREAL.

An Order in Council, dated August 1, and gazetted August 5, amends the previous Orders in Council for this industry (L.G., June, 1944, p. 753, and other issues as therein noted).

Minimum weekly wages: oven men and dough men, $28.45; journeymen bakers and pastry cooks, $24.45; helpers, $21.45; apprentices, $15.45; supernumeraries doing the work of journeyman baker, 52 cents per hour; those working as helpers, 45 cents; salesmen, $21.45; inspectors, $28.45. Salesmen and inspectors working over six days a week receive $6 over

minimum wage rate. Vacation: one week with pay for employees with one year's continuous service, or, in smaller bakeries, one day a week for thirteen weeks during summer months.

This decree shall remain in effect to December 31, 1944, and from year to year thereafter subject to notice.

Another Order in Council, dated August 16, and gazetted August 26, amends the previous Orders in Council but does not affect the summary already given.

Manufacturing: Fur and Leather Products

FUR MANUFACTURING INDUSTRY (RETAIL) MONTREAL.

An Order in Council, dated August 1, and gazetted August 5, amends the previous Orders in Council for this industry (L.G., Sept., 1940, p. 971; Dec., 1941, p. 1572; Dec., 1942, p. 1490; Nov., 1943, p. 1529).

Agreement to be in effect to May 1, 1945, or 1946 if no notice given.

Hours: 40-hour week. Overtime is payable at time and one-half. During the months of September, October, November and December, a 48-hour week may be worked at regular rates. Minimum weekly wages including cost-of-living bonus: cutters—Class A, $46, Class B, $40; operators—Class A, $35.60, Class B, $29.20, finisher—Class A, $33.20, Class B, $27.20; blocker—Class A, $29.20, Class B, $20.80; female operator—Class A, $29.20, Class B, $22; female finisher—Class A, $26.80, Class B, $22; apprentices (male or female) from $8.40 per week during the first six months to $16.80 during fifth six months; apprentices (cutters or trimmers) $28 during first six months to $33.20 during sixth six months.

FUR MANUFACTURING INDUSTRY (WHOLESALE) MONTREAL

An Order in Council, dated August 16, and gazetted August 26, extends the term of the agreement (L.G., January, 1943, p. 87; September, 1940, p. 970; May, 1944, p. 637, July, p. 867, August, p. 1005) to October 1, 1944.

WORK GLOVE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 19, and gazetted August 5, amends the previous Orders in Council for this industry (L.G., June, 1943, p. 812; July, 1944, p. 867). The amendment does not affect the summary already given.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated August 16, and gazetted August 26, corrects the Order in Council of July 19, for this industry (L.G., August, 1944, p. 1005). This correction does not affect the summary already given.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (CORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated July 19 and gazetted August 5, amends the previous Orders in Council for this industry (L.G., April, 1942, p. 483, Sept., p. 1097; Jan., 1943, p. 88, April, p. 490, Nov., p. 1529, Feb., 1944, p. 198) by adding band saw operator to wage schedule at 40 cents for first six months, 45 cents thereafter.

PAPER BOX (UNCORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated August 16, and gazetted August 19, amends the previous Orders in Council for this industry (L.G., April, 1939, p. 528; Sept., p. 950; May, 1940, p. 496; Dec., p. 1310; April, 1941, p. 473; June, p. 704; Dec., p. 1572; Jan., 1943, p. 88, Dec., p. 1702).

Vacation: one week with pay after one year's service.

Minimum average wage rates for female employees including apprentices, 28 cents per hour in zone 1, 26 cents in zone 11; for male employees including apprentices, 42 cents in zone 1, and 40 cents in zone 11.

Manufacturing: Metal Products

SHEET METAL PRODUCTS MANUFACTURING, MONTREAL

An Order in Council, dated August 1, and gazetted August 12, extends the term of this agreement (L.G., March, 1943, p. 340, Oct., p. 1381; Jan., 1944, p. 70; April, p. 496; May, p. 637) to August 31, 1944.

Another Order in Council, dated August 16, and gazetted August 19, makes obligatory the terms of a new agreement between the Builders' Exchange, Inc., and the Sheet Metal Workers International Association, local 116. Agreement to be in effect August 19, 1944, to August 18, 1945 and year to year thereafter subject to notice. The agreement applies to the island of Montreal and a radius of fifteen miles.

Hours: 9 per day, 4 on Saturday, a 48-hour week. Overtime is payable at time and one-half, double time on Sundays and eight specified holidays.

Hourly wage rates: journeymen sheet metal mechanics 89 cents; leading hand (in charge of four or more journeymen mechanics) and welders Class A, 97 cents; welders Class B, 87 cents, Class C, 77 cents; production welders, from 57 cents in first six months to 72 cents in fourth six months; machinists 77 cents; toolmakers, 92 cents; painters, 85 cents; blacksmiths, 87 cents; machine operators, 72 cents; assemblers and specialists, 77 cents; production workers, 57 cents, helpers, 52 cents; apprentices and boys under 21 years start at 37 cents with an increase of 5 cents every six months; routine inspectors, truck drivers, store keepers, shipping and receiving, 57 cents; female workers, 39 cents to 47 cents after six months. Employees working on night shifts receive 5 cents an hour over above rates.

One apprentice for each 2 journeymen.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

PAINT INDUSTRY, PROVINCE OF QUEBEC

An Order in Council dated August 16, and published in the *Quebec Official Gazette* August 26, amends the previous Orders in Council for this industry (L.G., July, 1942, p. 856, Sept., p. 1097; Nov., 1943, p. 1530). The cost-of-living bonus is incorporated in the wage schedule making a general increase of 10 cents per hour for all classes excepting male employees under 18 years in one department and apprentices under 20 years of age whose minimum rate is 35½ cents per hour.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated August 16 and gazetted August 26, makes obligatory the terms

of a new agreement between (1) certain owners and operators of granite quarries and granite cutting plants (2) certain owners of quarries of limestone, sandstone, artificial stone and all other kind of stone except granite and marble, (3) certain owners of marble and terrazzo plants, and La Fédération national catholique des métiers du bâtiment et des matériaux de construction (The National Catholic Federation of Building and Building Materials Trades).

The Order in Council to be in effect from August 26, 1944, to December 31, 1944, and year to year subject to notice.

Granite Industry

This part of the agreement covers all granite extracting, quarrying, crushing and finishing operations throughout the Province. Hours and overtime are similar to those summarized in the LABOUR GAZETTE, June, 1939, p. 628.

Hourly wage rates: granite cutters, letterers and designers on composition, journeymen granite cutters on surfacing or sandblasting machines, 82 cents in the city of Quebec, the Island of Montreal, city of Sherbrooke, and city of Three Rivers, 72 cents in the rest of the province; surfacing machine operators, sandblast operators, machine polishers and stationary enginemen 61 cents; blacksmiths 67 cents; hand polishers, quarry men, firemen and stationary enginemen's assistants 51 cents, hoist and crane operators, gang saw operators 56 cents; labourers and helpers 41 cents; apprentices from 23 cents in first year to 56 cents in fourth year, watchmen $18.20 per week.

Stone Industry

This part of the agreement covers, throughout the province, all finishing operations in limestone, sand stone, artificial stone, cement blocks and any other stone with the exception of granite and marble.

Hours: for stone cutters, apprentice stone cutters and artificial stone dressers, 8 per day, 4 on Saturday, a 44-hour week; for other trades 9 per day, 5 on Saturday, a 50-hour week. Overtime: time and one-quarter.

Hourly wage rates: stone cutters 72 cents, planermen 62 cents, carborundum machine operators 52 cents, sawyermen (all kinds) and cranemen, 47 cents, stone turners 62 cents, helpers and labourers 42 cents, blacksmiths 67 cents, artificial stone dressers 72 cents, rammers and moulders 52 cents, modellers 82 cents, helpers and labourers in artificial stone and cement blocks 42 cents, apprentice stone cutters from 22 cents in first year to 62 cents in fourth year; apprentice planermen 47 cents during first 9 months to 57 cents for second 9 months.

Marble Industry

This part of the agreement covers, throughout the province, all operations in the marble, terrazzo and tile industry or similar operations. Hours and overtime are similar to those published in the LABOUR GAZETTE, June, 1939, page 629.

Hourly wage rates: marble cutters 62 cents; compressormen, saw setters, bed rubber end, hand polishers, boxers, 37 cents, helpers and labourers 32 cents, millwrights, sawyermen on gang saws, machine polishers (marble and terrazzo), cranemen, 42 cents and carborundum machine operators 52 cents, bed rubber face 47 cents, terrazzo casters 57 cents, watchmen $15.95 per week; apprentice marble cutters from 22 cents in first year to 52 cents in fourth year. Apprentice carborundum machine operators from 37 cents in first 6 months to 47 cents in third 6 months.

Construction: Building and Structures

BUILDING TRADES, SOREL.

An Order in Council, dated August 16, and gazetted August 26, amends the previous Orders in Council for this industry (L.G., Oct., 1938, p. 1172, Nov., p. 1299; Dec., 1940, p. 1311, Mar., 1941, p. 334; June, 1942, p. 738, Sept., p. 1097; Feb., 1943, p. 220).

Hourly wage rates: bricklayers, plasterers, masons and cement finishers 75 cents, carpenters-joiners 65 cents, setters of screens (wood or metal) frame-work, window, steel partitions 65 cents, painters and paper hangers 60 cents, painters-sprinklers 75 cents, plumbers and pipe-mechanics—contractors (personal services) 75 cents, journemen 65 cents, improvers, 1st 6 months 50 cents, 2nd 6 months 60 cents; tinsmiths-roofers 65 cents; electricians—contractors (personal services) 75 cents, journeymen 65 cents; steam stationary or portable enginemen 80 cents, boiler firemen 60 cents, steam mixers operators 65 cents, steam crane operators, 70 cents, electrical and gas crane operators 70 cents, marble setters 60 cents, terrazzo layers 60 cents, landscapers 45 cents, tile setters 60 cents, horse drivers 50 cents; ornamental iron workers —erectors 55 cents, helpers 40 cents; truck transport, general towing and transport 50 cents, labourers (non-qualified workmen) 50 cents, carpenters-joiners working for door and window-frame manufacturers 55 cents, painters in the employ of manufacturers of doors and window-frames 55 cents, labourers in the employ of manufacturers of doors and window-frames, including yardmen, horse and truck drivers, deliverers and transport employees 50 cents.

Trade

RETAIL STORES, CHICOUTIMI.

An Order in Council, dated August 16, and gazetted August 19, amends the previous Order in Council for this trade (L.G., Oct., 1943, p. 1381).

Minimum weekly wage rates: for men and women from $8.50 during first 6 months to $15.75 during fourth year; after four years' experience, minimum for men is $21, for women $19. departmental manager and assistant managers—men $36, women $23; managers—men $45. delivery boy with bicycle $7.50.

Holidays (12 days) to be paid for. Vacation: one week with pay for employees with one year's service, increasing with each year's service to a maximum of 15 days' vacation.

RETAIL STORES, QUEBEC.

An Order in Council dated August 1, and gazetted August 12, amends the Order in Council (L.G., August, 1944, p. 1007).

Weekly wage rates: senior employees, 21 years and over, $20.60; under 21 years $18.95; junior employees 21 years and over $12.60, under 21 years $9.47.

DAIRY EMPLOYEES, QUEBEC.

An Order in Council, dated August 16, and gazetted August 19, amends the previous Orders in Council for this industry (L.G., July, 1938, p. 799; July, 1939, p. 729, Aug., p. 862; Dec., 1940, p. 1312; April, 1941, p. 473; Oct., 1943, p. 1381; Jan., 1944, p. 70).

Hours: No delivery of milk on Sunday between October 15 and April 15. Overtime is payable at time and one-quarter.

Minimum weekly wages including cost-of-living bonus: foreman tester and foreman $30, testers (not foreman) $23, employee engaged in the fabrication $23, general employees, category A $23, category B $20, category C 25 cents per hour, shipper $23, salesmen $22.40, salesmen (ice cream) $25, delivery man's helper $14, delivery man $23; artisan $22.40 to $28.40 supernumerary employe 40 cents per hour.

Vacation: one week with pay after one year's continuous service.

Service: Public Administration

MUNICIPAL EMPLOYEES, SHERBROOKE.

An Order in Council, dated August 1, and gazetted August 12, makes obligatory the terms of an agreement between the Municipal Corporation of the city of Sherbrooke and Le Syndicat des employés Municipaux de la cité de Sherbrooke. Agreement to be in effect August 12, 1944, to May 1, 1945, and year to year subject to notice. Agreement applies to permanent employees working in departments of roads, aqueducts, parks and hygiene.

Overtime is payable at time and one-quarter after eight-hour shift and time and one-half on Sundays. Nine holidays with pay, but if required to work on these holidays, time and one-quarter to be paid.

Hourly wage rates for some classes: labourers 48 cents, specialized labourers 53 cents, boiler firemen 53 and 58 cents, firemen and operators in asphalt shops 53 cents, asphalt roller operators 58 cents, ordinary steam roller operators 53 cents, steam roller mechanic 53 cents, blacksmiths 53 to 63 cents, garage chief mechanics 48 to 73 cents, aqueduct foreman 58 to 78½ cents, foremen of sewer services 58 to 68 cents, aqueduct meter and machinery workers 63 cents. Sick leave with pay for 3 days per year to employees with one year's service; six days to employees with three years' service.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, ROUYN AND NORANDA.

An Order in Council, dated July 19, and gazetted August 5, amends the previous Orders in Council for this industry (L.G., April, 1942, p. 484, July, p. 857, June, 1944, p. 754). The amendment does not affect the summary already given.

BARBERS AND HAIRDRESSERS, JOLIETTE.

An Order in Council, dated August 16 and gazetted August 26 amends the previous Orders in Council for this industry (L.G., January, 1944, p. 70).

Minimum weekly wage rates: barbers $22 plus 50 per cent of receipts in excess of $30; hairdressers (female) $12.

Standard Provisions for Collective Agreements for Women Workers in United States

WITH the assistance of women representatives from trade unions with large numbers of women members, the Women's Bureau of the United States has drawn up a number of standard provisions designed to protect the interests of women covered by collective agreements. The provisions relate to sex discrimination, equal pay, seniority, rest and lunch periods and maternity leave. They are published in a leaflet issued by the Bureau in March.

A general clause rules out all discrimination based on sex or marital status. A second provision stipulates that job classifications founded on sex are to be eliminated and a policy of the rate for the job adopted. This is to include identical starting rates for both sexes and the same increases. Another provision declares that women are to be given seniority rights on the same basis as men and are entitled to the same rights of promotion and transfer to other departments.

The clauses relating to rest and lunch periods call for a 30-minute lunch break after not more than five hours of work and two 10-minute rest pauses a day, during which workers may leave the workplace. No deductions from pay are to be permitted for rest or lunch breaks nor is the day to be lengthened because of them.

A final provision declares that pregnancy is not a ground for dismissal. If a pregnant woman's doctor certifies that her work is too dangerous or difficult for her, she is to be transferred to more suitable work. Women workers are to be entitled to maternity leave of six weeks before delivery and two months after, and may be granted additional leave up to a year if a doctor certifies that it is necessary. They will continue to accumulate seniority for the first 3½ months' absence and retain full seniority for a year from the date of leaving. If an employee wishes, she may be paid at the beginning of maternity leave for all unused sick leave and holidays with pay. A woman returning from maternity leave is to be assigned to her former job at the same rate of pay as she formerly received. If the job is no longer available or suitable, she is to be transferred to an equivalent job for which she is qualified.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the upgrading of persons already employed;

(3) Training plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to July 31, 1944, the gross enrolment under Canadian Vocational Training has been as follows:—

Training for Industry	229,329
Army Tradesmen	43.155
Navy Tradesmen	8,259
R.C.A.F. Tradesmen	65,138
Rehabilitation (discharged persons from the forces)	4,010
Students	5,373
Total	355,264

The gross enrolment in all types of classes on July 31, 1944, was 5,398 which constitutes the lowest figure during the operation of the program. Of this enrolment 2,713 were tradesmen from the Army, Navy and Air Force. Very few full-time pre-employment classes for industry were carried on during the month. Out of the total of 139 plant schools that had been approved up to July 31, 1944, 27 were still operating, the others had all met their requirements and had suspended operations.

Regional Representation—Prince Edward Island

To facilitate the increased efforts and needs for vocational training and in particular rehabilitation training, Dr. L. W. Shaw, recently appointed Director of Education, has also accepted the responsibility as Regional Director of Canadian Vocational Training for Prince Edward Island, with headquarters at Charlottetown.

Rearrangement of accommodation at Prince of Wales College, Charlottetown, will provide for technical classroom requirements, and it is felt that additional trades training will have to be provided for, probably with more less temporary buildings being erected adjacent to the college.

Apprenticeship Training

Since January 1, 1944, when authority was given the Minister of Labour to enter into agreements for Apprenticeship Training with the provinces who had or would pass Apprenticeship Acts, seven provinces have entered into an agreement with the Dominion to provide the required Apprenticeship Training. The Dominion allotment for the current fiscal year for this purpose is $250,000 with a maximum of $1,000,000 per year for each of the next nine years. The indications are that considerable activity will result in this field of training as a result of the Dominion's undertaking. The agreements cover the broad policies to be administered by the provinces.

Training of Coal Miners

Recently inaugurated plans for the training of coal miners in the Cape Breton area have grown in favour until now four plant schools are actively in operation.

Supervisory Training

The Supervisory or Foremanship Training Program of the department continues to grow in favour. Recently the Department of National Defence, Army Headquarters, Ottawa, adapted Job Instructor, Job Relations and Job Methods Training to their requirements. More than 300 Army Headquarters staff have received this training to date and plans are now underway to inaugurate this training in an ever widening program.

CANADIAN VOCATIONAL TRAINING

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE MONTH OF JULY, WITH TOTALS FROM APRIL 1, 1944 TO JULY 31, 1944

(Subject to Revision)

—	Numbers in Training				Placed in Employment	
	From April 1/44 to July 31/44	At First of July	Enrolled in July	At End of July	From April 1/44 to July 31/44	(2) In July
DOMINION SUMMARY						
Pre-employment Classes (Men)	1,665	425	173	337	1,060	216
(Women)	749	130	149	201	486	66
Part-time Classes (1) (Men)	1,084	313	26	113	.....	.....
(Women)	169	18	28	27	.....	.....
Total	3,667	886	376	678	1,546	282
NOVA SCOTIA						
Pre-employment Classes (Men)	26	5	6	10	16	1
(Women)	70	.....	70	66	.....	.....
Total	96	5	76	76	16	1
NEW BRUNSWICK						
Pre-employment Classes (Men)	45	26	2	14	29	13
(Women)	2	2	.....	.....	2	2
Total	47	28	2	14	31	15
QUEBEC						
Pre-employment Classes (Men)	688	150	54	69	413	103
(Women)	112	.....	18	.....	111	17
Part-time Classes (1) (Men)	85	.....	18	17	.....	.....
(Women)	.....	.....	.....	.....	.....	.....
Total	885	150	90	86	524	120
ONTARIO						
Pre-employment Classes (Men)	659	191	88	206	417	71
(Women)	499	98	60	123	330	31
Part-time Classes (1) (Men)	653	225	.....	17	.....	.....
(Women)	159	18	28	27	.....	.....
Total	1,970	532	176	373	747	102
MANITOBA						
Pre-employment Classes (Men)	61	2	2	2	67	.....
(Women)	2	.....	.....	.....	.....	.....
Part-time Classes (1) (Men)	15	.....	.....	.....	.....	.....
(Women)	.....	.....	.....	.....	.....	.....
Total	78	2	2	2	67	.....
SASKATCHEWAN						
Pre-employment Classes (Men)	33	4	4	4	27	4
(Women)	7	1	.....	.....	4	1
Part-time Classes (1) (Men)	.....	.....	.....	.....	.....	.....
(Women)	.....	.....	.....	.....	.....	.....
Total	40	5	4	4	31	5
ALBERTA						
Pre-employment Classes (Men)	93	26	5	17	50	7
(Women)	19	.....	.....	.....	19	.....
Part-time Classes (1) (Men)	75	38	1	38	.....	.....
(Women)	.....	.....	.....	.....	.....	.....
Total	187	64	6	55	69	7
BRITISH COLUMBIA						
Pre-employment Classes (Men)	60	21	12	15	41	17
(Women)	38	29	1	12	20	15
Part-time Classes (1) (Men)	256	50	7	41	.....	.....
(Women)	10	.....	.....	.....	.....	.....
Total	364	100	20	68	61	32

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to July 31, 1944, were not so reported until after July 1, 1944.

CANADIAN VOCATIONAL TRAINING

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF JULY, 1944, WITH TOTALS FROM APRIL 1, 1944

(Subject to Revision)

—	Number in Training				Completed Training	
	From April 1/44 to July 31/44	At First of July	Enrolled in July	At End of July	From April 1/44 to July 31/44	In July
DOMINION SUMMARY						
R.C.A.F. Classes	5,343	859	30	159	4,751	695
Army Classes	5,211	1,946	703	1,943	2,989	631
Navy Classes	1,503	611	217	611	826	199
Total	12,057	3,416	950	2,713	8,566	1,525
NOVA SCOTIA						
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....
Army Classes	208	76	33	85	114	21
Navy Classes	33	25	1	26	5	.....
Total	241	101	34	111	119	21
NEW BRUNSWICK						
R.C.A.F. Classes	167	30	.....	.....	156	30
Army Classes	517	231	100	235	265	89
Navy Classes	.....	.....	.....	.....	.....	.....
Total	684	261	100	235	421	119
QUEBEC						
R.C.A.F. Classes	361	48	.....	.....	332	48
Army Classes	488	236	31	227	242	35
Navy Classes	85	25	9	18	16	.....
Total	934	309	40	245	590	83
ONTARIO						
R.C.A.F. Classes	2,448	464	30	114	2,153	362
Army Classes	1,892	616	297	643	1,199	256
Navy Classes	1,301	558	202	561	729	199
Total	5,641	1,638	529	1,318	4,081	817
MANITOBA						
R.C.A.F. Classes	554	.....	.....	.....	473	.....
Army Classes	177	31	.....	25	150	6
Navy Classes	.....	.....	.....	.....	.....	.....
Total	731	31	.....	25	623	6
SASKATCHEWAN						
R.C.A.F. Classes	582	65	.....	22	536	40
Army Classes	583	303	52	264	319	91
Navy Classes	.....	.....	.....	.....	.....	.....
Total	1,165	368	52	286	855	131
ALBERTA						
R.C.A.F. Classes	507	157	.....	.....	471	148
Army Classes	477	151	106	194	226	63
Navy Classes	55	.....	.....	.....	55	.....
Total	1,039	308	106	194	752	211
BRITISH COLUMBIA						
R.C.A.F. Classes	724	95	.....	23	630	67
Army Classes	869	302	84	270	474	70
Navy Classes	29	3	5	6	21	.....
Total	1,622	400	89	299	1,125	137

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF JULY, 1944, WITH TOTALS FROM APRIL 1, 1944, TO JULY 31, 1944

(Subject to Revision)

	Numbers in Training				Completed Training		Transferred to Production before Training completed	
	From April 1/44 to July 31/44	At First of July	Enrolled in July	At End of July	From April 1/44 to July 31/44	In July	From April 1/44 to July 31/44	In July
DOMINION SUMMARY								
Plant Schools—Men	1,788	333	374	363	1,226	322	7	.....
Plant Schools—Women	2,713	454	418	529	1,890	316	36	2
Part-time Classes—Men	985	63	134	140	820	53	3	.....
Part-time Classes—Women	250	.....	.....	.....	250	.....	.....	.....
Total	5,736	850	926	1,032	4,186	691	46	2
NOVA SCOTIA								
Plant Schools—Men	84	32	10	26	46	16	4	.....
Plant Schools—Women	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes—Men	22	9	.....	9	10	.....	3	.....
Part-time Classes—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	106	41	10	35	56	16	7	.....
NEW BRUNSWICK								
Plant Schools—Men	7	.....	.....	.....	6	.....	.....	.....
Plant Schools—Women	4	.....	.....	.....	2	.....	.....	.....
Total	11	.....	.....	.....	8	.....	.....	.....
QUEBEC								
Plant Schools—Men	959	148	172	130	707	179	3	.....
Plant Schools—Women	954	248	143	254	554	125	.....	.....
Part-time Classes—Men	393	20	40	20	369	40	.....	.....
Part-time Classes—Women	35	.....	.....	.....	35	.....	.....	.....
Total	2,341	416	355	404	1,665	344	3	.....
ONTARIO								
Plant Schools—Men	738	153	192	207	467	127	.....	.....
Plant Schools—Women	1,645	206	275	275	1,284	191	2	2
Part-time Classes—Men	517	34	94	111	388	13	.....	.....
Part-time Classes—Women	215	.....	.....	.....	215	.....	.....	.....
Total	3,115	393	561	593	2,354	331	2	2
MANITOBA								
Plant Schools—Men	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools—Women	66	.....	.....	.....	33	.....	18	.....
Total	66	.....	.....	.....	33	.....	18	.....
ALBERTA								
Plant Schools—Men	44	.....	.....	.....	17	.....	16	.....
Plant Schools—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	44	.....	.....	.....	17	.....	16	.....
BRITISH COLUMBIA								
Plant Schools—Men	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools—Women	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes—Men	53	.....	.....	.....	53	.....	.....	.....
Part-time Classes—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	53	.....	.....	.....	53	.....	.....	.....

CANADIAN VOCATIONAL TRAINING

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1944 TO JULY 31, 1944

(Subject to Revision)

—		Numbers in Training				Placed in Employment	
		From April 1/44 to July 31/44	At First of July	Enrolled in July	At End of July	From April 1/44 to July 31/44	(1) In July
DOMINION SUMMARY							
In Schools	Men	1,140	531	135	544	365	82
	Women	313	185	46	206	51	16
In Industry	Men	302	160	82	217	48	12
	Women	13	7	2	8	2	.....
Total		1,768	883	265	975	466	110
NOVA SCOTIA							
In Schools	Men	17	3	4	6	9	1
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	2	2	.....	1	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		19	5	4	7	9	1
NEW BRUNSWICK							
In Schools	Men	34	20	7	26	3	1
	Women	1	.....	1	1	.....	.....
In Industry	Men	5	3	1	3	1	1
	Women	.....	.....	.....	.....	.....	.....
Total		40	23	9	30	4	2
QUEBEC							
In Schools	Men	215	94	18	95	72	16
	Women	69	42	15	55	8	2
In Industry	Men	41	20	18	35	6	2
	Women	2	2	.....	2	.....	.....
Total		327	158	51	187	86	20
ONTARIO							
In Schools	Men	203	79	37	99	73	11
	Women	48	29	4	26	12	5
In Industry	Men	90	46	19	60	15	3
	Women	4	2	.....	2	2	.....
Total		345	156	60	187	102	19
MANITOBA							
In Schools	Men	139	64	15	65	48	7
	Women	55	36	3	37	7	1
In Industry	Men	41	25	9	30	8	4
	Women	2	1	1	2	.....	.....
Total		237	126	28	134	63	12
SASKATCHEWAN							
In Schools	Men	96	42	10	41	48	10
	Women	22	12	1	9	11	4
In Industry	Men	25	16	5	18	4	1
	Women	.....	.....	.....	.....	.....	.....
Total		143	70	16	68	63	15
ALBERTA							
In Schools	Men	212	94	15	71	96	35
	Women	60	35	9	39	7	2
In Industry	Men	40	27	9	33	7	.....
	Women	3	1	.....	.....	.....	.....
Total		315	157	33	143	110	37
BRITISH COLUMBIA							
In Schools	Men	224	135	29	141	16	1
	Women	58	31	13	29	6	2
In Industry	Men	58	21	21	37	7	1
	Women	2	1	1	2	.....	.....
Total		342	188	64	219	29	4

(1) Includes graduates from previous month's classes who were not reported placed until after July 1, 1944.

Activities of Unemployment Insurance Commission

Statistical Analysis of Insurance Operations During July—Interest on Fund Covers Benefit Paid

A TOTAL of 3,106 persons applied for unemployment insurance benefit in Canada during July. This is almost identical with the number of claims filed during June (3,226) but is well above the 1,087 filed during July of last year. All the provinces showed a slight increase over June except Prince Edward Island, Nova Scotia and Alberta, all of which showed a decrease.

The number of persons who signed the live unemployment register during the last six working days of July (4,488) was slightly less than the number who signed during the corresponding period of June (4,707). Thus, during the month of July, the number on benefit and claiming benefit declined more rapidly than did the number of claimants. This is further illustrated in Table 5, where the number of persons who were paid benefit during the month is seen to be 4,753 whereas during June those receiving benefit numbered 7,983.

During July, 3,650 claims were forwarded to insurance officers for consideration and 3,233 were considered entitled to benefit. In handling these figures it is well to remember that filing claims at local offices and forwarding them to insurance offices is a continuous process. The taking of monthly totals at each stage for statistical purposes is, then, a purely arbitrary device. For this reason both the total of claims received at insurance offices and of claims allowed, contain some claims that were received at local offices earlier than the beginning of the current month and some of these claims, as well as some received in the month being considered, were pending at the end of the month reviewed.

The number of persons paid benefit during July was 4,753 compared with 7,983 in June and 1,868 in July 1943. These persons were paid a total of $135,256 for 71,035 compensated unemployed days in July; $247,891 for 128,922 days in June; and $45,581 for 25,166 days in July 1943.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at August 31, 1944, 2,669,931 employees had paid contributions to the fund since April 1, 1944, an increase of 127,048 since July 31, 1944 and 466,175 since the commencement of the current fiscal year.

As at August 31, 1944, 136,958 employers were registered as having insurable employees, an increase of 1,148 from July 31, 1944.

Registrations as at August 31, 1944, by regions follow:

TABLE 1—REGISTRATIONS AS AT AUGUST 31, 1944

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,214	187,960
Quebec	37,890	811,518
Ontario	50,731	1,072,002
Prairie	24,483	355,565
Pacific	12,640	242,886
Total for Canada	136,958	2,669,931

TABLE 2—Number of Persons Filing Claims for Unemployment Insurance Benefit in Local Offices, February, 1942, to July, 1944.

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562
January, 1944	11,751
February, 1944	12,284
March, 1944	10,667
April, 1944	6,463
May, 1944	4,654
June, 1944	3,226
July, 1944	3,106

Interest on Fund Meets Benefit Payments

Interest received on investments has been great enough to take care of the entire total benefit payments under the Unemployment Insurance Act, Louis J. Trottier, Chairman of the Unemployment Insurance Commission, announced recently. Consequently, all contributions paid by employers, employees and the Government have remained intact in the Fund which, on July 31, 1944, amounted to $216,171,931.

Mr. Trottier stated that the total contributions and interest on investments received during July amounted to $6,585,122. Benefits paid

for the same period totalled $134,432, leaving a net increase to the Fund of $6,450,690.

An increase of $4,902,662, or 11·4 per cent during the first seven months of the year 1944 over the corresponding period in the previous year was recorded.

Under the Unemployment Insurance Act, contributions collected from employers, employees, and the contribution of the Dominion Government, are invested in approved securities under the supervision of an Investment Committee.

TABLE 3—CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	13	11	2	13	9	1	23
Nova Scotia	118	100	18	101	74	545	94
New Brunswick	100	73	27	98	59	14	48
Quebec	771	543	228	670	481	209	162
Ontario	505	401	104	470	349	99	183
Manitoba	223	180	43	208	126	40	65
Saskatchewan	113	93	20	110	91	12	11
Alberta	929	875	54	1,683	1,834	68	99
British Columbia	334	293	41	297	210	45	96
Total, Canada, July, 1944	3,106	2,569	537	3,650	3,233	1,030	781
Total, Canada, June, 1944	3,226	2,604	622	2,999	2,276	881	1,394
Total, Canada, July, 1943	1,087	870	217	1,068	846	382	274

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of July 1944	Cumulative Total April 1, 1944–July 31, 1944
Insufficient contributions and not in insurable employment	179	1,239
Not capable of and not available for work	22	97
Loss of work due to a labour dispute	.....	223
Refused offer of work and neglected opportunity to work	508	566
Discharged for misconduct	23	220
Voluntarily left employment without just cause	248	1,959
Other reasons (1)	50	328
Total	1,030	4,632

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, JULY, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days' Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	38	15	651	1,012
Nova Scotia	203	52	2,211	4,141
New Brunswick	43	32	1,244	2,320
Quebec	2,054	574	33,070	62,582
Ontario	889	397	11,694	22,397
Manitoba	346	125	5,424	10,058
Saskatchewan	255	95	4,019	7,766
Alberta	455	184	5,289	10,275
British Columbia	470	135	7,433	14,705
Total, Canada, July, 1944	4,753	1,609	71,035	135,256
Total, Canada, June, 1944	7,983	2,733	128,922	247,891
Total, Canada, July, 1943	1,868	831	25,166	45,581

Average Duration of Unemployment Compensated	14·9 days.
Average amount of benefit paid per person	$ 28.46
Amount paid per compensated day of unemployment	$ 1.90

TABLE 6—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-SEVEN MONTHS ENDED JULY 31, 1944

	REVENUE							EXPENDITURE	
	CONTRIBUTIONS (GROSS, LESS REFUNDS)								
Month	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities*	Total Revenue	Benefit Payments	Balance in Fund
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
Total for the year ended December 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended December 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,006,862 48	97,795 32	6,138,970 22	302,464 53	182,613,627 92
March	3,396,560 16	1,233,726 84	1,531,457 47	18,159 12	6,179,903 59	1,235,980 73	1,052,416 93	8,468,301 25	753,987 98	190,327,941 19
April	2,507,008 56	875,674 55	1,487,585 87	11,455 47	4,881,724 45	976,344 89	465,233 20	6,323,302 54	357,152 72	196,294,091 01
May	2,572,416 90	1,092,551 02	1,438,361 64	23,554 06	5,126,883 62	1,025,376 72	1,417,498 56	7,569,758 90	471,757 74	203,392,092 17
June	2,634,893 79	1,068,463 52	1,484,998 45	41,796 71	5,230,152 47	1,046,030 50	298,500 00	6,574,682 97	245,534 06	209,721,241 08
July	2,781,064 01	956,051 41	1,541,419 63	56,145 50	5,334,680 55	1,066,936 11	183,506 03	6,585,122 69	134,432 41	216,171,931 36
TOTAL	19,203,546 84	7,378,315 14	10,339,351 19	163,417 37	37,084,630 54	7,416,926 12	3,553,675 02	48,055,231 68	2,395,433 62	216,171,931 36
GRAND TOTAL	94,904,271 12	38,052,527 04	42,995,075 57	214,574 62	176,166,448 35	35,233,289 67	8,446,502 23	219,846,240 25	3,674,308 89	216,171,931 36

*The column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Penalties	$ 2,618 68
Contributions in respect of services in the armed forces	210,406 83
Miscellaneous	1,549 11
	$ 214,574 62

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month give the following information concerning employment and unemployment in Canada.

The employment situation at the beginning of July as reported by employers.—A considerable rise in employment at July 1 was reported to the Dominion Bureau of Statistics by employers. The employment index, however, remained slightly below the maximum reached during the summer of 1943

The index number of employment (based on the 1926 average as 100) was 183·5 as compared with 180·5 at June 1, 1944, and 183·7 at July 1, 1943.

The average weekly wage per employee was $31.71, nine cents lower than at the beginning of June, but 74 cents higher than at July 1, 1943.

The Bureau's reports come from firms employing fifteen or more employees, representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. Reports for July were received from 14,688 establishments, with staffs aggregating 1,853,618 men and women.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit declined slightly. During July 3,106 claims were filed, as compared with 3,226 during June. These figures are well above the total of 1,087 claims filed during July of last year, but considerably below last February's maximum of 12,284.

Applications for employment; vacancies, and placements; July, 1944.—Reports received from Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period June 30, to July 27, 1944, showed a decline in business transacted both when compared with the previous four weeks and with the four-week period July 2, to July 29, 1943, this computation being based on the average number of placements recorded daily. Manufacturing was mainly responsible for the decrease under the first comparison and manufacturing and construction under the second, all industries except forestry and logging showing a decrease in placements over the four weeks in July, 1943. Vacancies during the four weeks under review numbered 206,635, applications 192,847 and placements in regular and casual employment 140,507.

Unemployment in trade unions.—The percentage of unemployment in trade unions, as reported to the Department of Labour by local unions across Canada, remained negligible. At the beginning of July the percentage was 0·3, as compared with 0·9 in April (the last previous quarterly date for which returns were submitted) and 0·6 in July, 1943. The July figure was based on returns received from 2,206 labour organizations with a total membership of 415,707 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution at December 1, 1943, has been made by the Research and Statistics Branch of the Department of Labour. At that date it is estimated that 4,288,000 persons, 14 years of age and over, were gainfully occupied, of whom 3,353,000 were in non-agricultural industry, including 1,104,000 in war industry. An additional 769,000 were in the armed forces. (L.G., May, 1944, p. 575.)

The Employment Situation at the Beginning of July, 1944, as Reported by Employers

IN conformity with the movement almost invariably indicated at July 1 in the years since 1920, there was a considerable expansion in industrial activity at the beginning of July, 1944, when the 14,668 co-operating employers showed an increase of 31,205 men and women, bringing their staffs to 1,853,618. This gain of 1·7 per cent exceeds that reported at the same date last summer, but is otherwise the smallest advance at July 1 in the period of the war; although the number added to the working forces was above the average for the beginning of July in pre-war years, the percentage gain was below-normal.

The latest increase raised the index of employment, based on the 1926 average as 100,

from 180·5 at June 1, to 183·5 at July 1; it was then fractionally less than that of 183·7 reported at the same date of last year, the maximum for July 1. After adjustment for seasonal variation, the index showed a slight decline, falling from 180·5 at June 1, to 180·0 at the date under review.

The manufacturing and the non-manufacturing industries shared in the expansion indicated at July 1, as compared with June 1. The increase of 13,939 persons, or 1·2 per cent in manufacturing was above-normal for the beginning of July in the experience of the years since 1920. There were also considerable additions to the staffs in construction and transportation, together with smaller gains in mining, communications, services and trade. Except in communications, the percentage advances in the non-manufacturing industries were somewhat smaller than usual for July 1.

A comparison with the figures for the beginning of July of last year shows little general change in manufacturing. Mining was somewhat quieter, and there was a considerable decline in construction. On the other hand, greater activity was indicated in the remaining non-manufacturing industries—logging, communications, transportation, services and trade. In the last two, it is probable that the increase is partly due to the employment of larger numbers of part-time workers.

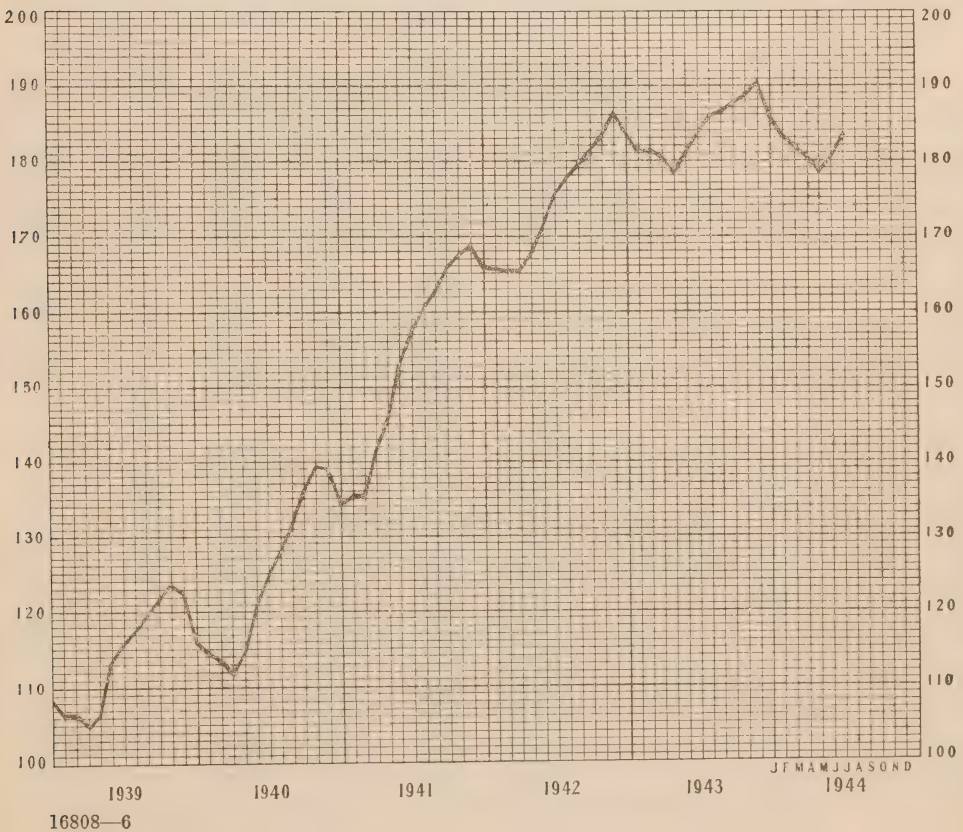
Payrolls

The expansion in industrial employment at the first of July was accompanied by a rise in the weekly salaries and wages distributed in the eight leading industries; these advanced from $57,960,556 in the last report, to $58,783,879 at the date under review, or by

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.

* Based on the 1926 average as 100 per cent.



1·4 per cent. Various circumstances combined to produce the relatively smaller gain in the payrolls than in employment, notably the general observance of the Dominion Day holiday, which fell on Saturday, thus coming within the pay period reported by many employers; in Quebec, the widespread observance of St. Jean Baptiste Day as a holiday was likewise an important factor, as was also the fact that the reported increases in employment in many cases took place in the industries in which earnings are usually below the general average. The occurrence of Dominion Day and St. Jean Baptiste Day at the week-end probably resulted in their more general observance, and in less overtime work, than has been the case in the other years for which statistics of payrolls are available. The weekly average per employee was $31.71, nine cents lower than at the beginning of June, but 74 cents higher than at July 1, 1943. The July 1, 1942, figure had been $28.49, and that at July 1, 1941, $25.49. The latest average is the lowest since that for January 1, 1944, but is otherwise the highest in the record of just over three years.

Table II summarizes the July 1 statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the leading cities; comparisons with June 1, 1944, and July 1, 1943, and 1942, are also given where these are available.

Table I indicates that in the period for which payroll data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 20 per cent, while the aggregate weekly earnings of those workers are higher by 48·1 per cent. Including finance, the gain in employment from June 1, 1941, to July 1, 1944, amounted to 19·5 per cent, and that in payrolls, to 47 per cent. The explanation previously given for the greater rise in the salaries and wages than in the numbers

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision.)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941	100·0	100·0	$25·25	100·0	100·0	$25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	108·4	112·1	26·13	111·4	114·3	26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
Apr. 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1943	120·1	131·7	27·92	130·7	142·5	28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·7	143·0	30·72	133·0	162·1	31·49
Apr. 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1944	121·5	140·4	29·69	134·8	156·5	30·18
Feb. 1	119·8	148·1	31·76	135·3	170·6	32·76
Mar. 1	118·8	149·1	32·27	134·8	172·2	33·23
Apr. 1	118·1	148·6	32·37	134·2	171·7	33·28
May 1	116·5	146·2	32·26	132·9	168·1	32·92
June 1	118·1	146·0	31·80	132·8	166·7	32·64
July 1	120·0	148·1	31·71	134·4	167·7	32·44

employed may again be stated:—(1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at July 1, 1944, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at July 1 and June 1, 1944 with Comparative Figures for July 1, 1943, and July 1, 1942, where Available, (June 1, 1941=100).

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Employees Reported at July 1, 1944	Aggregate Weekly Payrolls at July 1, 1944	Per Capita Weekly Earnings at				Index numbers of Employment				Index numbers of Aggregate Weekly Payrolls			
			July 1, 1944	June 1, 1944	July 1, 1943	July 1, 1942	July 1, 1944	June 1, 1944	July 1, 1943	July 1, 1942	July 1, 1944	June 1, 1944	July 1, 1943	July 1, 1942
		$	$	$	$	$								
(a) PROVINCES														
Maritime Provinces	**142,776**	**4,300,150**	**30·12**	**30·10**	**28·53**	**24·50**	**122·2**	**114·6**	**121·2**	**116·3**	**170·3**	**161·5**	**159·4**	**135·0**
Prince Ed. Island	2,819	74,429	26·40	25·89	24·14	21·65	127·6	124·7	104·9	109·2	159·8	153·0	119·3	111·4
Nova Scotia	85,215	2,727,329	32·01	31·89	30·10	24·94	122·4	117·6	121·0	118·9	174·5	167·1	163·0	136·6
New Brunswick	54,742	1,498,392	27·37	27·43	26·26	23·92	124·9	115·9	122·9	113·4	163·7	152·4	155·2	133·4
Quebec	**577,823**	**17,282,357**	**29·91**	**30·12**	**28·81**	**26·62**	**124·2**	**123·5**	**126·3**	**118·9**	**155·2**	**155·3**	**153·1**	**134·9**
Ontario	**754,939**	**24,672,855**	**32·68**	**32·77**	**32·13**	**29·96**	**114·3**	**112·5**	**114·2**	**111·9**	**137·9**	**136·1**	**136·1**	**125·1**
Prairie Provinces	**203,073**	**6,408,956**	**31·56**	**31·62**	**30·66**	**28·58**	**115·7**	**113·2**	**110·4**	**108·7**	**139·1**	**136·4**	**129·3**	**119·5**
Manitoba	94,662	2,928,965	30·94	31·15	30·25	28·47	115·5	113 6	110·9	108·5	134·8	133·3	126·8	117·3
Saskatchewan	40,400	1,230,205	30·45	30·57	30·34	27·52	112·4	108 6	106·4	103·3	136·0	132·0	126·4	114·4
Alberta	68,011	2,249,786	33·08	32·88	31·67	29·34	117·8	115·5	112·1	112·2	146·9	143·1	134·7	125·6
British Columbia	**175,007**	**6,119,561**	**34·97**	**34·80**	**35·48**	**31·46**	**139·1**	**136·1**	**142·3**	**124·5**	**172·3**	**168·7**	**180·7**	**144·4**
CANADA	**1,853,618**	**58,753,879**	**31·71**	**31·80**	**30·97**	**28·49**	**120·6**	**118·1**	**120·1**	**114·9**	**148·1**	**146·0**	**145·5**	**129·5**
(b) CITIES														
Halifax	24,037	741,463	30·85	30·67	.....	.....	153·9	154·3	.....	.....	215·9	215·2	.....	.....
Saint John	12 705	352 072	27·71	28·10	.....	.....	126·5	129·6	.....	.....	167·6	174·2	.....	.....
Montreal	289,973	9,001,656	31·04	31·29	30·10	27·84	133·3	133·9	133·1	119·2	162·3	164·3	159·3	134·5
Quebec City	39,150	1,148,456	29·33	30·60	26·25	22·20	165·0	163·6	169·6	135·0	233·7	241·7	216·8	147·1
Sherbrooke	8,494	206,756	24·34	24·78	.....	.....	105·4	104·4	.....	.....	122·6	123·6	.....	.....
Trois Rivières	8,659	237,556	27·43	27·96	.....	.....	112·5	106·7	.....	.....	133·5	129·0	.....	.....
Toronto	258,079	8,371,455	32·44	32·50	31·86	29·64	130·3	128·2	127·1	118·5	157·2	155·8	151·8	133·2
Ottawa	22,171	619,458	27·94	27·86	26·91	25·48	111·6	109·7	111·7	106·4	134·8	132·1	130·6	118·9
Hamilton	60,278	1,966,135	32·62	32·61	32·39	31·54	113·5	110·4	115·1	116·6	134·7	130·9	135·7	134·2
Windsor	39,356	1,714,127	43·55	43·22	42·01	39·64	125·5	125·3	132·1	124·9	143·9	142·6	146·0	130·6
Kitchener Waterloo	14,247	405,933	28·49	29·10	.....	.....	107·1	106·9	.....	.....	135·0	137·6	.....	.....
London	20,060	592,899	29·56	29·14	.....	.....	123·3	121·8	.....	.....	146·3	142·4	.....	.....
Fort William-Port Arthur	15,597	582,127	37·32	38·60	.....	.....	115·3	113·7	.....	.....	158·8	161·9	.....	.....
Winnipeg	60 608	1,739,360	28·70	28·97	28·24	26·88	101·4	118·1	114·3	108·8	133·2	134·9	127·8	116·2
Regina	9,864	266,105	26 98	26·97	.....	.....	113·6	113·5	.....	.....	130·1	130·0	.....	.....
Saskatoon	5,568	144,777	26·00	25·72	.....	.....	124·6	123·6	.....	.....	142·5	139·7	.....	.....
Calgary	16,364	499,208	30·51	30·29	.....	.....	117·2	115·4	.....	.....	139·8	136·7	.....	.....
Edmonton	16,791	495,715	29·52	29·48	.....	.....	134·0	133·1	.....	.....	162·7	161·5	.....	.....
Vancouver	88,522	3,000,361	33·89	33·56	34·28	30·89	174·2	171·6	172·8	147·8	224·6	219·2	228·7	178·3
Victoria	13,700	455,945	33·28	32·67	.....	.....	168·8	166·0	.....	.....	226·2	218·3	.....	.....
(c) INDUSTRIES														
Manufacturing	1,182,364	38,354,728	32,44	32·64	31·62	29·16	134·4	132·8	134·8	124·7	167·7	166·7	164·7	141·7
Durable Goods[1]	651,586	23,132,597	35·50	35·75	34·75	32·30	152·5	151·5	156·7	135·2	193·2	193·3	195·1	157·7
Non-Durable Goods	512,231	14,533,147	28·37	28·48	27·24	25·34	118·1	116·0	114·8	115·3	141·3	139·4	132·6	125·2
Electric Light and Power	18,547	688,984	37·15	37·24	35·86	33·89	97·2	93·4	96·0	99·9	112·0	107·9	106·8	105·3
Logging	52,437	1,402,657	26·75	26·31	26·09	21·67	110·8	111·1	93·6	107·3	151·2	149·2	125·3	124·4
Mining	71,892	2,708,225	37·67	37·45	36·51	33·20	86·4	86·3	88·3	98·3	103·3	102·5	102·5	105·1
Communications	29,486	896,772	30·41	31·05	28·89	27·82	113·2	110·9	107·8	108·7	127·2	127·3	114·9	111·6
Transportation	157,294	5,748,150	36·54	36·93	35·66	34·40	125·4	123·4	118·1	109·0	143·8	142·8	132·8	118·4
Construction and Maintenance	139,820	4,162,680	29·77	29·09	29·71	25·99	79·4	72·6	95·8	98·7	103·6	92·5	125·1	116·2
Services	47,346	912,889	19·28	19·39	18·64	17·27	121·5	118·3	112·9	108·1	143·9	140·7	131·5	117·0
Trade	172,979	4,597,778	26·58	26·33	25·56	24·32	102·8	102·9	96·6	97·4	117·2	115·7	107·7	104·6
Eight Leading Industries	**1,853,618**	**58,783,879**	**31·71**	**31·80**	**30·97**	**28·49**	**120·6**	**118·1**	**120·1**	**114·9**	**148·1**	**146·0**	**145·5**	**129·5**
Finance	64,962	2,126,517	32·73	32·68	31·47	30·11	108·3	108·0	105·6	105·4	123·1	122·6	115·4	110·2
Total—Nine Leading Industries	**1,918,580**	**60,910,396**	**31·75**	**31·83**	**30·99**	**28·55**	**119·5**	**117·6**	**119·5**	**114·5**	**147·0**	**145·1**	**144·3**	**128·7**

[1] This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

15, 1944, and (3) the progressive up-grading of employees as they gain experience in their work. In an important number of cases, higher wage-rates have also been granted.

As has previously been pointed out, the influence of the war has resulted in particularly marked expansion in employment and payrolls in factories, in which the rate of acceleration during the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 34·4 per cent from June 1, 1941, and that of payrolls has advanced by 67·7 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

The growth in employment and payrolls in the durable manufactured goods division has been outstandingly large in the months for which data are available; in this class, the index of employment shows a gain of 52·5 per cent, accompanied by a rise of 93·2 per cent in the salaries and wages distributed between June 1, 1941, and July 1, 1944. In the non-durable goods, the index number of employment at the date under review was higher by 18·1 per cent than that indicated at June 1, 1941, since when there has been an increase of 41·3 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(Average Calendar Year 1926=100)

(The latest figures are subject to revision.)

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
July 1, 1928	117·7	116·2	.....	.....	.....	113·6	117·7	129·8	.....	.....	.....	114·0
July 1, 1929	124·7	117·9	.....	.....	.....	119·4	127·2	136·7	.....	.....	.....	118·2
July 1, 1930	118·9	141·1	.....	.....	.....	116·8	116·9	120·4	.....	.....	.....	113·5
July 1, 1931	103·8	109·4	.....	.....	.....	103·2	102·7	108·9	.....	.....	.....	97·9
July 1, 1932	88·7	96·4	.....	.....	.....	86·6	89·2	90·5	.....	.....	.....	83·7
July 1, 1933	84·5	89·9	.....	.....	.....	83·0	85·0	85·0	.....	.....	.....	81·8
July 1, 1934	101·0	100·4	.....	.....	.....	94·1	109·9	94·1	.....	.....	.....	94·1
July 1, 1935	99·5	106·7	.....	.....	.....	94·8	102·7	96·3	.....	.....	.....	99·5
July 1, 1936	104·6	111·7	.....	.....	.....	101·6	106·2	101·9	.....	.....	.....	104·8
July 1, 1937	119·1	135·8	79·7	138·3	136·1	118·0	122·2	104·0	100·3	110·2	105·7	117·1
July 1, 1938	113·5	116·7	104·6	126·6	105·4	119·9	114·0	99·8	96·5	102·9	102·9	108·0
July 1, 1939	115·8	115·9	108·7	129·9	99·3	124·0	114·7	104·0	98·5	107·5	110·0	111·0
July 1, 1940	124·7	124·0	102·2	135·3	111·5	126·6	129·6	112·4	106·8	117·5	117·6	114·8
July 1, 1941	157·4	163·9	108·5	183·2	143·3	161·8	165·3	132·5	128·9	133·7	137·3	139·2
July 1, 1942	176·7	177·2	117·0	199·7	153·0	187·1	181·1	139·4	135·3	131·6	150·9	167·9
July 1, 1943	183·7	184·7	112·4	203·1	165·8	198·6	184·9	141·6	138·3	135·6	150·8	191·9
Jan 1, 1944	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Mar. 1	181·7	175·1	132·7	190·6	157·9	197·1	183·9	142·3	136·9	129·0	159·4	186·3
Apr. 1	180·5	177·3	140·5	190·7	162·4	194·2	182·9	142·6	139·2	130·3	156·0	184·7
May 1	178·2	176·6	123·1	200·3	149·5	190·4	180·8	141·0	138·2	130·6	152·2	183·3
June 1	180·5	178·2	133·6	197·4	156·4	194·3	182·1	145·2	141·6	138·3	155·3	183·6
July 1	183·5	187·8	136·7	205·5	168·5	195·3	185·1	148·4	144·0	143·2	158·5	187·6
Relative weight of employment by Provinces and Economic Areas as at July 1, 1944.	100·0	7·7	·2	4·6	2·9	31·2	40·7	11·0	5·1	2·2	3·7	9·4

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	July 1 1944	June 1 1944	July 1 1943	July 1 1942	July 1 1939
Manufacturing	**63·8**	**225·8**	**223·1**	**226·5**	**209·5**	**111·3**
Animal products—edible	2·6	235·7	226·1	194·4	179·9	143·2
Fur and products	·2	126·8	125·9	127·3	125·2	108·0
Leather and products	1·5	137·5	137·1	140·5	136·9	108·5
Boots and shoes	·9	126·3	126·3	126·6	127·1	110·9
Lumber and products	3·7	128·0	120·9	122·6	125·3	93·1
Rough and dressed lumber	2·1	107·4	99·2	103·9	116·1	88·7
Furniture	·6	129·8	125·3	106·2	112·9	81·7
Other lumber products	1·0	203·4	198·3	208·2	171·3	116·6
Musical instruments	·03	30·1	28·8	52·1	40·5	51·2
Plant products—edible	2·9	163·1	152·8	147·3	145·7	119·1
Pulp and paper products	4·6	137·2	134·6	132·2	134·5	110·4
Pulp and paper	2·0	125·2	122·5	122·3	127·7	100·1
Paper products	·9	208·6	204·7	196·7	188·9	130·3
Printing and publishing	1·7	128·9	126·9	123·0	124·8	116·8
Rubber products	1·1	164·2	164·4	126·3	127·0	108·5
Textile products	7·3	156·5	157·5	158·7	166·3	115·5
Thread, yarn and cloth	2·6	155·7	156·5	159·9	176·6	121·4
Cotton yarn and cloth	1·2	109·3	110·1	117·0	128·4	94·8
Woollen yarn and cloth	·7	167·5	167·0	173·3	203·0	126·3
Artificial silk and silk goods	·6	591·1	595·5	554·0	583·3	386·6
Hosiery and knit goods	1·2	148·5	148·7	143·6	139·0	121·5
Garments and personal furnishings	2·6	157·8	159·3	162·2	169·6	109·5
Other textile products	·9	167·4	169·1	167·9	169·2	105·8
Tobacco	·6	123·6	125·5	126·7	123·6	96·8
Beverages	·7	246·7	241·4	218·1	238·8	175·3
Chemicals and allied products	4·1	607·9	593·8	658·5	675·0	159·1
Clay, glass and stone products	·9	139·0	136·6	132·6	135·2	97·4
Electric light and power	1·0	145·7	140·0	143·9	149·8	134·0
Electrical apparatus	2·6	332·1	329·5	302·7	252·7	131·0
Iron and steel products	24·5	331·6	330·7	342·1	290·3	93·7
Crude, rolled and forged products	1·9	252·7	247·9	265·5	250·6	126·5
Machinery (other than vehicles)	1·3	223·0	220·6	244·3	254·9	112·5
Agricultural implements	·6	126·9	122·1	135·6	139·0	53·0
Land vehicles and aircraft	10·3	301·0	302·4	285·7	240·3	83·8
Automobiles and parts	2·2	283·9	282·7	306·2	288·4	108·6
Steel shipbuilding and repairing	3·9	1,643·0	1,625·3	1,570·6	1,074·2	62·8
Heating appliances	·3	167·2	164·1	170·3	155·2	127·4
Iron and steel fabrication (n.e.s.)	1·2	328·4	329·1	316·8	294·9	109·1
Foundry and machine shop products	·7	265·4	260·1	259·6	290·3	103·9
Other iron and steel products	4·3	377·9	379·5	439·8	392·5	102·2
Non-ferrous metal products	3·5	446·1	453·9	502·5	406·7	156·4
Non-metallic mineral products	·9	220·6	211·4	212·2	199·7	160·5
Miscellaneous	1·1	376·3	372·4	376·1	350·6	144·2
Logging	**2·8**	**175·4**	**175·9**	**148·2**	**169·8**	**95·3**
Mining	**3·9**	**153·1**	**152·9**	**156·5**	**174·1**	**164·1**
Coal	1·4	95·9	94·8	88·8	93·4	82·5
Metallic ores	1·9	269·9	273·3	302·0	358·1	349·8
Non-metallic minerals (except coal)	·6	165·4	162·2	162·9	162·3	151·2
Communications	**1·6**	**110·0**	**107·8**	**104·8**	**105·7**	**86·0**
Telegraphs	·4	131·3	128·8	133·2	123·9	98·7
Telephones	1·2	104·2	102·1	97·0	100·7	82·6
Transportation	**8·5**	**124·4**	**122·4**	**117·2**	**108·1**	**87·6**
Street railways and cartage	2·5	186·8	185·4	168·2	155·8	125·9
Steam railways	4·6	106·7	106·0	103·2	95·6	75·0
Shipping and stevedoring	1·4	119·2	111·7	111·3	101·0	93·9
Construction and Maintenance	**7·5**	**110·8**	**101·3**	**133·6**	**137·7**	**133·1**
Building	2·1	90·7	86·2	159·5	148·0	62·5
Highway	3·2	151·3	132·1	149·9	165·6	270·7
Railway	2·2	93·9	88·1	92·3	101·6	76·2
Services	**2·6**	**207·7**	**202·2**	**193·0**	**184·8**	**147·6**
Hotels and restaurants	1·6	206·6	199·7	187·3	178·8	146·0
Personal (chiefly laundries)	1·0	209·6	206·6	202·7	195·2	150·5
Trade	**9·3**	**161·2**	**161·3**	**151·4**	**152·8**	**137·4**
Retail	6·9	167·5	168·6	158·3	159·7	143·4
Wholesale	2·4	145·3	142·7	133·8	134·5	121·3
Eight Leading Industries	**100·0**	**183·5**	**180·5**	**183·7**	**175·7**	**115·8**
Finance	.....	125·7	125·4	122·6	122·4	108·9
Banks and trust companies	.....	130·0	129·8	126·8	126·0	103·6
Brokerage and stock markets	.....	139·8	136·3	115·0	107·3	218·5
Insurance	.....	119·1	118·7	117·4	118·4	.....
Nine Leading Industries	.....	**180·7**	**177·8**	**180·7**	**173·1**	**115·6**

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions for August, 1944

THE following summary of employment conditions for the month of August has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

Maritime Region

Agriculture.—A dry, hot season has advanced agricultural activities throughout the Maritime Provinces, although adversely affecting the crops, especially those above ground. While the lack of farm labour was felt everywhere during the haying season earlier in August, the grain harvesting is proceeding under less handicap. Soldiers and airmen have been made available to the hard-pressed Prince Edward Island farmers, in the Fredericton area and elsewhere. In some districts forest fires have not only prevented bushmen from joining in the harvesting, but have called many farmers away from the land. However, recent heavy rains have greatly improved the situation.

Logging.—There is little activity in the forest industries for the time being, but camps are preparing to open again after the haying and harvest. Inverness expects to fill the operators' needs with men from local farms, but in the Halifax area the call for choppers is pressing and orders have been placed in clearance. Digby, too, is suffering from a shortage of bushmen. Newcastle and Campbellton report a general lack of labour for pulpwood and logging operations, and orders placed with the Bathurst office for 225 men will be difficult to fill on account of agricultural and fishing demands on the man-power market.

Coal Mining.—The region's coal mines for the most part are operating steadily, although production has been somewhat reduced by the annual vacations granted the miners. New Glasgow reports vacancies for 85 miners and 33 labourers; all miners of the district are on a full-time basis at present, but at the beginning of August all Acadia Coal operations were idle for four days as the result of a strike. Production in the Minto area has been almost doubled by the recently instituted stripping operations, but shaft output has not increased. A fire sweeping the area halted production entirely for five days from August 13: one large stripping machine and 7 shafts were burned, but the shafts not damaged are being organized for production.

Manufacturing.—The prolonged strike in the Halifax Shipyards (now concluded) was the chief development in the manufacturing record of the region for the past month. Orders for the Shipyards are on file but the Halifax office has been unable to refer anyone on account of the strike, which has completely tied up three plants, one in the city itself and two in nearby Dartmouth. H.M.C. Dockyard, employing some 300 to 400 students as apprentices and labourers, has needed no additional workers, but orders will be renewed with school re-opening.

In New Glasgow shipbuilding operations are being curtailed and the considerable number of employees laid off have been placed for the most part in other high priority establishments. Skilled workmen for naval repairs at Pictou and steel plants in Trenton are gradually being supplied from those released in New Glasgow. The procuring of heavy labour is a problem for the Sydney office, which cannot meet locally the 60 orders on file. Workers for the wheel foundry at Amherst are equally scarce.

The shell factory in Campbellton is working to full capacity, with no shortage of labour, but the local box factory, which has resumed operations under government contract, is finding it difficult to secure additional staff. Recruiting for these is proceeding in the sawmills, where the season's work is finished. Conversely, the mills in the Newcastle area are all still operating, but many of them with reduced crews owing to the shortage of man-power.

Textile plants and allied industries in all parts of the Maritimes continue to suffer from a shortage of male and female workers alike. In Kentville a training school is being considered to provide experienced employees for the textile plants, and Truro factories, while quite well supplied with male workers, are calling for more women, and their orders have been placed in clearance. Fredericton is short of inexperienced staff for its shoe and textile factories, and in St. Stephen the exodus of students at the opening of the fall term will necessitate many replacements in the cotton mills, candy and fish processing plants.

Construction.—While man-power needs in the construction industry are far from satisfied, there is no critical lack of labour at present. In the Halifax section some vacancies have been filled by men on strike from the shipyards. Skilled and semi-skilled labourers are needed for the erection of the city's new Victoria General Hospital. Farther north, many orders remain unfilled in the Sussex area, and Moncton reports a brisk demand for carpenters and labourers, of whom none are

available. St. Stephen is in better position, as many men laid off from the shipbuilding plant at St. Andrews have been absorbed locally or transferred out to construction projects in the neighbourhood of Saint John.

Quebec Region

Agriculture—In spite of unfavourable conditions earlier in the season, the farmers of Quebec on the whole are well satisfied with the harvest, which is well advanced except in the northerly Lake St. John area and in the vicinity of Quebec City. While farm help was far from adequate to meet the demands of such districts as Campbell's Bay and Ste. Anne de Bellevue early in August, for the most part there has been no serious lack of labour and farmers have solved their manpower problem by helping each other out.

The Dolbeau office reports that all available women in the area are busy picking blueberries, which are not so plentiful as last year. Soldiers from the neighbourhood of Quebec City have been sent to the Joliette area for five or six weeks to help out with the yellow tobacco harvest there, and at Ste. Therese a request has been made for 50 farm workers to cut hay around a war plant. Temporary permits of two weeks' duration have been granted to some 20 local men for this work. Port Alfred, with no call for farm labour, has some 57 farmers still engaged in other industries, and in many other parts of the region agricultural workers have returned to woods work or war plants on the completion of the harvest in their locality. A large number are also leaving for the western wheat fields, and Montreal alone reports that more than 200 applications have been received.

Logging—As the harvest draws to a close, there are indications of renewed activity in the lumber camps, where the widespread move back to the farm was most keenly felt even during the industry's slack season. In the Gaspé area, the Chandler office has orders on hand from three large contractors for about 2,000 pulp cutters, as well as carpenters and labourers for road and camp construction. Chicoutimi, which has had some 1,000 men at work all summer on pulp cutting and river improvements, will commence more extensive operations in early September. In the Causapscal area logging will not commence in earnest before the end of next month, and in the meantime only about 200 men in all are engaged in bush work.

North of the St. Lawrence, lumber companies in all areas are increasing their demand for bushmen. Megantic is asking for 50 loggers and Jonquiere for 225, while Val d'Or at present requires approximately 350. All three offices report that the needed bushmen are not available locally, and it is not expected that requirements will be met until after the harvest. Orders at Campbell's Bay for opening logging operations total several hundred, but few of this number are available.

Mining—There has been no notable development in the manpower situation of the province's mines during the past month. Val d'Or reports that the base metal mines are in very good labour position at present, but the shortage of underground workers in the gold mines is increasing steadily. Approximately 125 are needed to met the quota of the temporary "B" priority operations. The shortage of labour at the Richmond chrome mines has been somewhat relieved by the employment of nearby farmers finished with their crops.

Manufacturing—The tramway strike, which tied up transportation during the early half of August, had little effect on Montreal's war plants and factories. The only plants to close down as a result of it were the shell-filling establishments at Ville St. Laurent. Many local plants had vacation during the month, thus appreciably lowering the demand for extra workers, but the shortage of heavy labour in all industries continues without abatement. The refitting and repairing of ships in harbour has brought rush demands for a variety of workers, and these, while of comparatively short duration, were hard to fill, as carpenters are all busy on building construction. The serious shortage in one packing plant which existed early in the month was only partially relieved by seamen temporarily drawn from the manning pool, and the labour outlook in Montreal meat-processing houses is little improved.

Aircraft companies in the Montreal area have greatly reduced their hiring of staff, women as well as men, and only one of the larger plants, with orders for 1,000 additional workers, is at all active in this regard at present. The voluntary separations of nearly 2,000 workers since last April has almost eliminated plans for formal lay-offs at the Noorduyn plant, which started recently with the release of 70 women and 40 men. There have been a few other minor manufacturing lay-offs during the month, and the release of 100 labourers from the Eastern Steel Works has helped other foundries in the city.

Calls continue for women workers in Montreal war plants and kindred industries. The Longue Pointe Ordnance depot, in its first large scale hiring of women, has taken on well over 100 girls out of a needed 500 for a repacking job. Shortage of womanpower in

the powder plants is as serious as ever, with Cherrier alone asking for another 1,000, and applications falling far short of demand.

The province's shell program has not yet filled its quota of workers. At Ste. Therese alone there are openings for 700 women; a recruiting campaign has been organized to meet this requirement, and already many placements have been effected. The children's garment trade too is concerned over the lack of some 300 much-needed machine operators.

There is a slight over-all improvement in the labour situation of the textile, clothing, rubber and kindred industries, although skilled operators are in constant demand. Drummondville and Granby, Coaticook and Louiseville record a continuing need for male and female workers alike, and the rubber plant at St. Jerome is handicapped by labour turnover which makes it difficult to fill its requirements.

At Levis the shipyards are pressing for skilled workmen, and orders for these have been placed in clearance. Some 100 students will be leaving shortly, and replacements for these workers are essential to production. Shipbuilding is very active at Quebec City, and skilled workmen of various types are in demand.

Construction—Building activity continues to increase steadily in the province, and the erection of houses in particular is booming. The Montreal office reports that the large number of building permits issued makes the supplying of adequate labour more and more difficult. In Quebec City, Ste. Anne de Bellevue and Sherbrooke the demand for skilled artisans cannot be met and the two former centres are having difficulty in satisfying National Defence needs for the new military hospitals.

Building and electric power repairs at Shipshaw and Chute-au-Galet are going forward apace, and 313 workmen have been placed in the past two months. In Chicoutimi all carpenters and most labourers are engaged on construction work, and 126 have gone to other parts of the province and to Ontario since July.

Ontario Region

Agriculture.—The urgent need for agricultural workers throughout Ontario during the earlier weeks of August was met largely by volunteer workers from surrounding towns and cities, by students and members of the Armed Forces, who did much to relieve the extensive shortage of farm workers. Co-operation among the farmers themselves was another ameliorating factor, and with haying over and the grain harvesting under way in all localities, reports indicate splendid crops.

As the harvesting draws to a close, there is a steady movement of farmers towards the West. Westerners are returning home after lending valuable aid in Ontario, and Easterners freed from their own farms until the beet crops are ripened are going to the prairies to take part in the harvest there. Reports from all parts of the region indicate that the response to the appeal for western harvest helpers will be greater than in previous years, and the request for farmers to handle grain at the Lakehead is also meeting with considerable success.

In Western Ontario the manpower needs of the tobacco farms are the most pressing of the moment. The Simcoe office reports that the harvest started in that area with a shortage of experienced primers and tiers: while it was impossible to fill these requirements at the beginning of the season, enough labour was eventually secured and more than 13,000 males and 15,000 females are now employed on the local farms. Some 108 workers have been transferred through the Windsor office to various tobacco centres in Norfolk and Elgin. In the vicinity of Ingersoll the call for helpers is being met temporarily from factories in the district, and it is hoped to alleviate the shortage in the Aylmer and Rodney areas by labour from Quebec.

The tomato harvest is at present taxing the labour resources of many districts. Over 100 pickers have been placed in the Belleville area during the past week, and in the vicinity of Picton, where the peak tomato crop extends from August 24 to September 15, the annual trek of farmers, wives and daughters from the non-productive sections of North Hastings has begun, alleviating the situation to some extent. Sarnia is calling for a large number of female pickers for the canning crops, and Wallaceburg is also in need of helpers. A considerable amount of help from the Farm Commandos of the district, together with student assistance, has gone far to relieve this seasonal shortage, as well as that of fruit picking and potato digging.

Canning.—As the season advances, the Ontario canneries are stepping up their demands on the region's labour force. Practically all the canning establishments in Hastings and Prince Edward Counties are now operating, and the Belleville office reports that workers have been secured to handle the tomato harvest, which represents about 43 per cent of the entire Canadian tomato crop. The Brantford cannery is very short of both male and female help and 75 men and 41 women are needed immediately for the processing of corn, tomatoes and peaches. Picton has been fortunate enough to secure between 40 and 50 men through the co-operation of the Cornwall

office, but their immediate need for another 50 women will have to be met locally, as no housing accommodation for outsiders is available.

The canning plant at New Toronto is in the full swing of its tomato processing, and is taking on as many men and women, full- and part-time, as can be supplied by the local office. Considerable difficulty has been encountered in procuring male workers in sufficient numbers, but for the time being the Army and Air Force are taking up the slack. The Chatham factory, which employs some 600 or 700 additional staff during the tomato campaign, will require more helpers when the peak of operations is reached. Other plants in the vicinity are securing help from nearby Ridgetown.

In the fruit belt, Niagara Falls reports that the local cannery requires approximately 100 men and upwards of 400 women for the preserving of an expected bumper peach crop. A number of housewives will be available for this seasonal employment. Early in August a successful appeal was made in the St. Catharines area to housewives and others to assist in the peach and tomato processing, but a great many more are needed from now until the end of September.

Logging.—Cooler weather and the termination of harvesting activities is causing an increase in requirements for the logging camps, which have been comparatively quiet during the past several months. Negotiations are afoot to secure 500 prisoners of war for the camps in the Arnprior area where the mill has been forced to close down on account of the lack of logs. The Kapuskasing office reports that contractors in that area do not seem to be suffering a lack of men: a large number of experienced bushworkers from Quebec are arriving daily in the district. At Sault Ste. Marie the demand for loggers and pulp-cutters far exceeds the supply, and the same condition prevails in the vicinity of Timmins, but it is hoped that farmers now returning to the camps may relieve the situation somewhat.

Mining.—Little change is noted in the mines of the province. In northern Ontario experienced miners and beginners alike are in demand throughout the mining country, and Timmins reports that with many experienced farmers gone west for the harvest the situation has become worse. Sault Ste. Marie has placed in clearance its orders for general labourers and skilled miners of all sorts for the iron ore industry. At Dunnville there is an immediate need for gas drillers and tool drillers for the drilling of natural gas in that area.

Manufacturing.—There has been no appreciable change in the manufacturing labour picture, except that the already serious shortage has been increased by the temporary withdrawal of many industrial workers to the tobacco fields. This, together with the anticipated return to school of thousands of teachers and students within the next few weeks, is making it difficult for local offices to fill vacancies.

The demand for heavy labour persists throughout the region, for foundries, factories and munitions plants in particular. No decrease in requirements is recorded at New Toronto and very little at Niagara Falls, although a slackening in production in the abrasive industries in the latter city has resulted in the release of some 60 labourers, who have eased the situation in other plants. Toronto, Brantford, Carleton Place, Guelph, Oshawa and other centres where heavy labour is used extensively are likewise insistent in their call for workers. The exodus of teachers and students now beginning is depriving the Kingston war plants of some 300 workers and increasing the total requirements of that city to 500, with men especially in demand. London's unfilled vacancies at present number less than 800, but orders for replacements for students are beginning to come in, as also at Fergus, where one factory is considering the employment of women willing to work on a part-time shift. The 125 male workers required immediately by one Toronto company to complete a government order are also for the most part replacements of students.

The Dominion's shell program continues to make the heaviest demand on skilled and semi-skilled labour throughout the province. In Hamilton, special efforts have been made during the past fortnight to interest people in this work, especially in shell inspection. The Ingersoll office is making a thorough canvass of the district for female workers for final inspection, and Lindsay, too, is calling for women for the Inspection Board, having filled a large order for the shell plant itself. The shell plant at Ajax is still short some 500 women, and about 300 men are needed for production at Nobel, but the company's outstanding order for 440 females is being reduced at the rate of about 25 a week.

Plants engaged in the manufacture of heavy munitions are similarly handicapped by lack of labour. The Carleton Place foundry is carrying on its war department with the help of high school boys, and in St. Catharines the absence of skilled workmen is seriously slowing down production. Aircraft factories share in the universal shortage.

No change for the better is noted in the under-staffed textile factories, which are unanimous in their plea for workers of all kinds, male and female, skilled and unskilled alike.

Construction.—Throughout Ontario, construction is brisk and building projects are only limited by the shortage of labour. Brantford is in continuing need of carpenters and construction labourers to work on the erection of 100 wartime houses, Orillia has orders in clearance for the same type of artisan, and in Windsor the shortage of carpenters and labourers for the erection of 250 dwellings for families of men in the Armed Forces has been relieved somewhat by the transfer of 50 men from Timmins.

In Toronto the lack of construction labour is great, with many high priority orders on file for tradesmen of all types. Some 20 labourers and 10 carpenters are required for the Petawawa Camp, while at Sault Ste. Marie the necessity for local street paving has been met by the issuance of 57 temporary permits to local men for part-time employment in their leisure hours.

Prairie Region

Agriculture.—Large numbers of full-time workers are still required for harvest operations on the prairies, although the increased use of combines promises to reduce the anticipated needs in some areas, and the temporary leave granted to personnel of the Armed Forces is helping to avert threatened shortages.

In spite of the difficulty of procuring an adequate supply of man-power for the haying, and the fact that in such districts as Port Arthur farmers were forced to work 16 hours of every day of the seven, in order to salvage heavy crops, the season on the whole ended satisfactorily. Moose Jaw reports 66 unfilled orders for monthly farm workers, but in general the original need is for harvesters.

The Winnipeg office reports a heavy demand for harvest help, and Dauphin also is calling for more outsiders than heretofore, although in this vicinity the work of combines is lessening the number required. In the neighbourhood of Regina the grain harvest is well under way and south of the city combining has started over a wide area. Local labour is scarce and all available men have been placed. Saskatoon reports a continued demand for experienced tractor and combine operators, although quite a number of these have already been placed.

From Moose Jaw comes the report that harvest needs are being handled by the Local Harvest Labour Committee, which is providing workers for the enormous acreage of stooking to be done in areas not equipped with combines. At least one large department store in the city is releasing its employees on a regular harvest leave schedule, one week at a time. In North Battleford, where farm orders are increasing daily, a number of members of the Armed Forces have been placed for the duration of their "48's", as well as on regular leave, and 150 men could be placed in the vicinity of Prince Albert, if available.

Reaping has started in widely scattered parts of the Calgary area but the general harvest will not commence until the first week of September. A rush of orders is anticipated before that date, and the military authorities of M.D. No. 13 have agreed to the release on leave of 350 personnel. The Edmonton district cutting is under way but will not be general for another week. Applications for harvest work are not nearly equal to the demand, but some relief is expected from the Armed Forces and an active campaign is under way to induce the farmers of the southern part of the province to come north after their own cutting is completed.

Logging.—Little or no increased activity is evident in the logging industry during the past month. Many bushworkers have returned to their farms for the harvest and the majority of operators are carrying on with more or less permanent personnel. Some 2,578 loggers are still needed in the Port Arthur area and Fort Frances has some 295 vacancies, with few applicants available.

Coal Mining.—The prairie coal mines are beginning to place additional orders for labour as the time approaches for miners working on temporary permits with the railways and packing companies to return to their permanent trade. In every local office throughout the coal mining district orders for labour exceed the number of miners available. The situation in the Edson area is serious, with 6 mines having orders on file for 130 miners, who are unobtainable. The lack of accommodation for married men is a drawback at Red Deer, and Medicine Hat finds it difficult to fill the increasing need of the small coal properties. In the vicinity of Edmonton all but the Lakeside and Wabamun mines are producing steadily, with a continued call for experienced miners.

Base Metal Mining.—Few applicants are coming forward to fill vacancies in the region's base metal mines, and slight change is anticipated until after the harvest, which has been responsible for the steadily mounting requirements. Mill, surface and underground labour are all in demand in the Flin Flon area, where many miners are using their vacations for

harvesting, with transportation furnished to Manitoba farms. Indians working in the Kenora gold mines are also leaving for the blueberry picking, and vacancies are on the increase in consequence. At The Pas surface development is continuing on most of the Herb Lake properties and five prospecting parties are at work in the district.

Manufacturing.—Able-bodied men in fairly large numbers are required throughout the manufacturing industry, and on the prairies, as elsewhere in the Dominion, the demand on the whole exceeds the current supply. In Winnipeg this lack of heavy labour is evident in every sort of industry, and boys, too, are in demand. One local packing plant has increased the proportion of its women employees from 16 to 22 per cent during the past two months, and it is likely that the percentage will be raised again soon. August and September are difficult months for Edmonton packing plants, depleted of agricultural labour, and the flour mills, too, are suffering from a scarcity of suitable workers.

The aircraft plant at Fort William has also been depleted through absenteeism, vacations and the withdrawal of a number of its employees as a result of directive notices issued by the Controller of Grain Handling for the area. The Fort William shell plant, too, still needs a considerable number of machine operators, both male and female, as well as other skilled and semi-skilled workers.

No change for the better is reported in the labour situation of the Port Arthur shipyards, which are still calling for electricians and pipefitters with marine experience. Electricians, skilled machinists and motor mechanics are badly needed for Saskatoon's industries but the urgency of this demand has been eased somewhat by an extension of the date of local school opening.

Construction.—The demand for all types of building labour is much greater than the supply in the prairie region. Early in August the call was chiefly for unskilled carpenters, painters and construction labourers, although there was also a definite shortage of skilled workers and labourers physically fit and young enough for outside work. However, building projects have now reached the stage where the main requirements are for skilled artisans, carpenters and bricklayers in particular.

The lack of heavy labour is still delaying all Port Arthur projects, and present orders on file total 718, while in Winnipeg the absence of qualified and physically fit artisans is holding up construction. Regina is calling urgently for carpenters and bricklayers for high priority building, and Saskatoon for labourers, and in Moose Jaw emergency repairs are seriously handicapped by the lack of bricklayers.

The building boom in the Edmonton area is growing, and the issuance of 299 permits during July has been followed by correspondingly heavy demand in August. The scarcity of skilled tradesmen has made it necessary to direct a considerable number of tradesmen from low to high priority projects.

Pacific Region

Agriculture.—With the completion of the small fruit harvest in British Columbia, agriculture has ceased to make heavy demands on the provincial labour force, and no serious shortage of orchard workers is anticipated until the apple crop is ready in September.

The supply of labour for dairy and general farm work has been adversely affected in some districts by the return of many workers to the prairies. Few applicants can be induced by local offices to accept such work, but the Emergency Farm Labour Service has been making every effort to secure suitable helpers for these needy farmers. New Westminster, too, reports that seasonal help has been well supplied by the Service, except for occasional short rush periods, but the dairy situation on Vancouver Island is still serious, with first-class help impossible to secure.

Canning.—Fruit and vegetable canneries are operating to capacity, but their labour requirements are being filled locally for the most part. Crews for the bean and corn canning factories in Chilliwack are being recruited from small stump ranches where whole families engage in seasonal work, and some 50 Japanese women have been transferred to the Kamloops canneries. At Penticton, some of the women brought in on the Dominion-Provincial Farm Labour scheme and found unsuitable for field work are being utilized in the canning of apricots.

At Vernon, the local cannery, which has been operating two shifts and using about 150 men and 170 women for dehydrating cabbage and beans and canning tomatoes, can take all the women procurable from now on. Fruit shippers of the district, who report deliveries to be 50 to 60 per cent higher than last year, are taking on more staff every day.

Logging.—The demand for forest labour of all kinds is great throughout the province. Many camps which were shut down on account of fire hazard are now operating short-handed, as some loggers have returned to the prairies

and men on deferment are being called up. In all offices orders for replacement remain unfilled, and pulp and paper operations are handicapped by the shortage of heavy labour.

Sawmills.—The loss of student labour at the end of this month will greatly increase the existing shortage of labour in the British Columbia sawmills. New Westminster, heavily hit by recent military call-ups, is one of the greatest sufferers in this regard. One company, which is shutting down another of its "cutting rings" on account of the general dearth of heavy labour, has asked the Mobilization Board for permission to transfer some of the skilled tradesmen thus released to other needy mills.

Coal Mining.—There has been little response to the call for experienced coal miners, with the result that shortages persist. Fernie has still upward of 70 vacancies, and orders for underground workers bring the total requirements to 110. A serious shortage of miners has developed in the Telkoal field in the Prince Rupert area, and no relief for this is in sight. At Nanaimo, No. 8 mine of the Canadian Collieries (D) Limited has now closed down and the crew of 125 are being examined for direction to other coal operations, mainly in the Cumberland area.

Base Metal Mining.—The region's base metal mines are still far short of the experienced muckers needed to maintain satisfactory production, but the closing down of the Kootenay Florence and Roco Mountain mines has improved conditions somewhat. At Kimberley all surface crews are fully manned but another 195 underground workers are needed, and the loss of 100 students during the first week in September will impose a heavy strain on the mines. In the New Westminster area the harvesting and stacking of peat is almost completed. Some 200 or 300 women and children were laid off early in August, and the only present man-power demand is for a few men for the heavier work of harvesting and baling, which will continue for several months more.

Manufacturing.—On the whole, the manufacturing industries in British Columbia are making no heavy new demand on the region's labour force although the call for workers will be increased here, as elsewhere, by the approaching school opening. Vancouver reports that this increased demand is already evident in the aircraft plants, and while replacements are being made steadily, qualified applicants are continuingly scarce. Through increased efficiency of production the number of aircraft workers in Victoria plants has been slightly reduced, habitual absentees being released, and in spite of many voluntary terminations no new employees are presently required.

A slight curtailment in production has reduced the labour needs of the British Columbia shipyards. For instance, the Prince Rupert yard requires no addition to its present staff of approximately 1,000 men and 70 women. The night shift has been discontinued and its workers incorporated in the day shift. The Vancouver office reports that the recent curtailment of the number of berths per yard has eased requirements in the local shipyards, creating a surplus of skilled and semi-skilled female workers, who are unfortunately not qualified to meet the mounting aircraft demands. With the exception of riveting crews and heavy construction labourers, the orders on file for the Victoria yards are not pressing, and the lay-off of women continues.

There are practically no unfilled orders for New Westminster's engineering plants and foundries, except for a few skilled lathe hands and machinists, and while no substantial lay-offs have occurred, no replacements are being made.

The smelter at Trail is the most exigent of the provincial manufacturing industries in its call for labour. While operations are being carried on with the aid of students and female personnel a large number of employees are being lost each month to the Armed Forces and to agriculture. The limit is almost reached in the hiring of women workers, and it has been necessary to close down one or two departments on account of inability to recruit the 160 heavy labourers required.

Construction.—Shortage of materials is causing a slowdown in construction in most areas but in spite of this handicap the call for all types of building and allied tradesmen persists. In Victoria one high priority contract has been calling for carpenters, and steps are being taken to move men employed on low priority jobs, in order to get the project completed. In Prince George and Prince Rupert carpenters and construction labourers are in great demand, with small prospect of securing them locally. Mining and smelting operations at Kimberley and Corbin are benefiting by the gradual reduction of workers on the dam at Nelson, which is nearing completion.

Applications for Employment; Vacancies and Placements; July, 1944.

BUSINESS transacted by Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period June 30, to July 27, 1944, as indicated by the average daily placements effected, showed slight decreases both when compared with the previous four weeks June 2, to June 29, and with the four weeks July 2, to July 29, 1943. Under the first comparison, except for a moderate decrease in manufacturing and a minor increase in services, all changes in industrial divisions were fractional. In comparison with the four weeks in July last year, all industrial groups except forestry and logging reported losses, the greatest being in manufacturing though construction showed a considerable decline.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work, registered at Employment and Selective Service Offices throughout Canada. In viewing the graph it will be seen that the trend of the curve of vacancies in relation to applications followed a decidedly downward trend while that of placements took a slightly upward course. The ratio of vacancies to each one hundred applications was 107·1 during the four weeks ending July 27, 1944, in contrast with 111·1 in the previous four weeks, and 112·8 during the four weeks July 2, to July 29, 1943. The ratio of placements to each one hundred applications was 72·8 as compared with 71·5 in the preceding period and 77·8 during the four weeks ending July 29, last year.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the four-week period June 30, to July 27, 1944, was 8,984, as compared with 9,619 during the previous four weeks and with 10,650 during the four-week period ending July 29, 1943. The average number of applications for employment received daily by the offices during the period under review was 8,385 in comparison with 8,652 during the preceding four weeks and 9,443 during the four weeks ending July 29, a year ago. The average number of placements made daily by the offices during the four weeks ending July 27, 1944, was 6,109 of which 5,956 were in regular employment and 153 in work of one week's duration or less, as compared with a total daily average of 6,187 during the previous four weeks. Placements in the four weeks July 2, to July 29, 1943, averaged 7,346 daily, consisting of 7,188 placements in regular and 158 in casual employment.

During the period June 30, to July 27, 1944, the offices of the Commission referred 181,481 persons to vacancies and effected a total of 140,507 placements. Of these, the placements in regular employment were 136,991, of which 84,372 were of males and 52,619 of females, while placements in casual work totalled 3,516. The number of vacancies reported by employers was 133,463 for males and 73,172 for females, a total of 206,635, and applications for work numbered 192,847, of which 117,612 were from males and 75,235 from females. Reports for the four weeks June 2, to June 29, 1944, showed 230,868 positions available, 207,653 applications made and 148,478 placements effected, while in the four-week period July 2, to July 29, 1943, there were recorded 255,597 vacancies, 226,622 applications made and 176,311 placements in regular and casual employment.

The following table gives the placements effected by employment offices, each year, from January, 1934, to date:—

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (30 weeks)	967,937	28,008	995,945

Nova Scotia and Prince Edward Island

The demand for workers on a daily average as indicated by orders listed at Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the four weeks ending July 27, 1944, was 319, as compared with 316 in the previous period and 478 during the four weeks ending July 29, 1943. The average number of placements effected daily was 254, in comparison with 266 in the preceding four weeks and 319 during the period ending July 29, last year. With the exception of a nominal increase in agriculture, all industrial divisions recorded decreases in placements from the four weeks ending July 29, 1943. The greatest reductions were in construction and manufacturing, while moderate losses occurred in public utilities operation,

services and trade. Industrial groups in which most of the placements were effected were: manufacturing 2,029; services 1,297; trade 908; construction 710; public utilities operation 561 and mining 148. There were 3,574 men and 2,179 women placed in regular employment.

New Brunswick

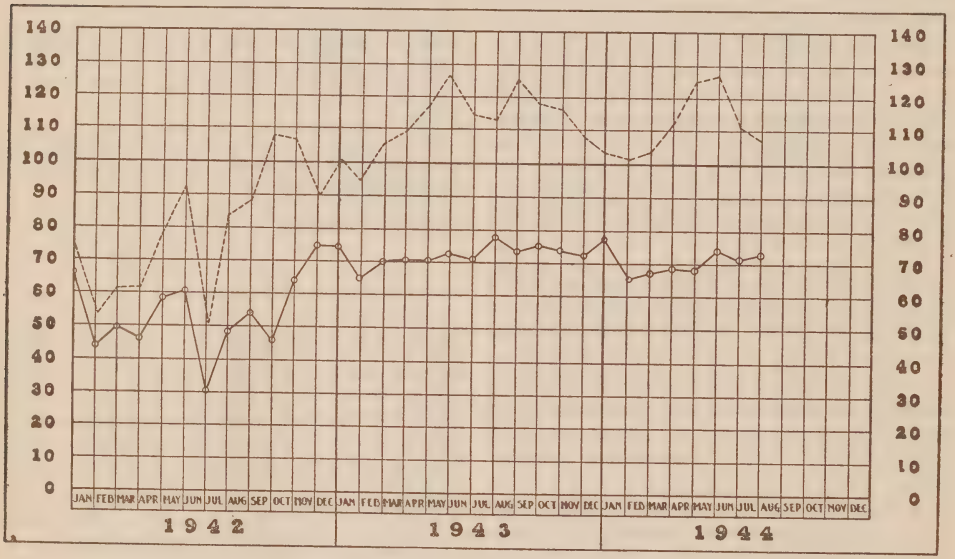
Employment opportunities, as indicated by orders received at Offices in New Brunswick during the period under review, showed a daily average of 214, compared with 276 in the preceding four weeks and 222 during the period ending July 29, last year. There was a daily average of 188 placements in comparison with 199 in the previous period, but no change when compared with the four weeks ending July 29, 1943. The most significant changes in placements from the period ending July 29, last year, were moderate gains in agriculture, services, and a loss in public utilities operation. The changes in other groups were small and included declines in construction, manufacturing, forestry and logging, and an increase in mining. Placements by industries included: manufacturing 1,376; services 833; trade 604; public utilities operation 526; construction 430; forestry and logging 215; agriculture 180 and mining 121. Regular placements numbered 2,804 of men and 1,496 of women.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the Province of Quebec during the four weeks ending July 27, 1944, there being 2,577, in contrast with 2,883 in the previous period and 3,447 during the four weeks ending July 29, 1943. Placements, likewise, showed declines under both comparisons, the daily average being 1,676 during the period under review, as compared with 1,721 in the preceding four weeks and 2,174 during the period ending July 29, last year. The substantial reduction in placements from the four weeks ending July 29, 1943, was mainly due to a marked decrease in manufacturing, with a fairly large decline in construction and moderate losses in services, public utilities operation, mining, trade, finance and insurance.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———— Vacancies - - - - - - - - - Placements—o—o—o—o—o—o



The only advancements recorded were a fairly large gain in forestry and logging, and a small increase in fishing and hunting. Industries in which employment was found for more than 500 workers included: manufacturing 16,851; services 5,511; forestry and logging 4,579; construction 4,113; public utilities operation 3,181; trade 2,865; mining 766, finance and insurance 562. There were 26,940 men and 11,501 women placed in regular employment.

Ontario

Orders received at Employment Offices in Ontario during the period ending July 27, 1944, called for an average of 3,603 workers daily, compared with 3,984 in the previous four weeks and 3,884 during the period ending

July 29, last year. Placements decreased under both comparisons, the daily average being 2,423 during the four weeks under review, in comparison with 2,570 in the preceding period and 2,733 during the four weeks ending July 29, 1943. Substantial decreases in placements in manufacturing and construction, augmented by smaller declines in trade, services, public utilities operation and mining were responsible for the loss from the four weeks ending July 29, last year. The only advancement reported was a moderate gain in forestry and logging. Industrial divisions in which the majority of placements were effected included: manufacturing 25,527; services 11,970; trade 6,254; public utilities operation 4,910; construction 3,250; finance and insurance 1,067; forestry and logging 1,058; mining 929 and agriculture 756. Placements in regular employment numbered 31,310 of men and 23,477 of women.

Manitoba

Opportunities for employment at Employment Offices in Manitoba during the four weeks under review, numbered 440 daily compared with 476 during the period ending June 29, 1944, and 479 in the four weeks ending July 29, 1943. There was a daily average of 277 placements compared with 307 in the preceding period and 396 during the four weeks ending July 29, last year. All industrial groups registered declines in placements from the four weeks ending July 29, 1943, the greatest reductions being, in manufacturing, trade, public utilities operations, services and construction. Placements by industrial divisions, included: services 1,868; manufacturing 1,864; trade 1,214; public utilities operation 646; construction 367 and mining 171. Regular placements numbered 2,584 of men and 2,750 of women.

Saskatchewan

Positions offered through Employment Offices in Saskatchewan during the period ending July 27, 1944, averaged 242 daily compared with 217 in the preceding four weeks and 253 during the period ending July 29, last year. The average number of placements registered daily was 170, in comparison with 154 during the previous period and 197 in the four weeks ending July 29, 1943. Placements were less numerous in all industrial divisions than those of the period ending July 29, last year, although the decrease for the province as a whole was not large. Moderate declines were recorded in manufacturing, construction, trade and services. Industrial groups in which most of the placements were effected were: services 1,383; trade 883; manufacturing 571; public utilities operation 549; construction 200 and agriculture 181. During the period under review, there were 1,916 men and 1,692 women placed in regular employment.

Alberta

Orders listed at Employment Offices in Alberta during the four weeks ending July 27, called for a daily average of 519 workers compared with 425 in the previous period and 528 during the four weeks ending July 29, 1943. Placements showed a daily average of 353, in comparison with 255 during the four weeks ending June 29, 1944, and 414 in the period ending July 29, last year. All industrial groups showed reductions in placements when compared with the period ending July 29, 1943, the most important decreases being in services, manufacturing, construction and public utilities operation. Placements by industrial groups numbered: services 2,218; manufacturing 1,605; trade 1,509; construction 1,039; public utilities operation 856; mining 500 and agriculture 231. Regular placements numbered 4,562 of men and 3,203 of women.

British Columbia

During the period ending July 27, 1944, the daily average of positions offered through Employment Offices in British Columbia was 1,069 compared with 1,042 in the preceding four weeks and 1,360 during the period ending July 29, last year. The average number of placements registered daily was 768 during the four weeks under review, in contrast with 714 in the previous period and 926 during the four weeks ending July 29, 1943. Placements in manufacturing and construction were considerably fewer than during the four weeks ending July 29, last year, and accounted for the decline for the province as a whole under this comparison. Moderate decreases shown in agriculture, forestry and logging were partly offset by gains in services and trade. Small changes only were reported in remaining groups. Industrial divisions in which the majority of placements were effected were: manufacturing 5,348; services 3,652; trade 2,713; forestry and logging 1,845; public utilities operation 1,700; construction 1,382 and mining 502. Placements in regular employment numbered 10,682 of men and 6,321 of women.

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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**648**	**329**	**780**	**664**	**496**	**23**	**191**
Charlottetown	409	245	521	453	304	4	161
Summerside	239	84	259	211	192	19	30
Nova Scotia	**6,697**	**6,573**	**7,297**	**7,093**	**5,257**	**57**	**1,770**
Amherst	182	128	212	212	167	.....	54
Bridgewater	182	195	107	103	86	.....	26
Dartmouth	146	391	185	166	158	.....	31
Digby	188	236	149	142	114	.....	58
Glace Bay	167	226	322	224	163	.....	114
Halifax	2,754	3,618	2,234	2,708	1,857	.....	549
Inverness	48	46	57	23	22	.....	24
Kentville	216	286	151	77	60	1	144
Liverpool	140	131	113	118	129	.....	20
New Glasgow	813	364	880	1,036	753	31	201
New Waterford	65	56	114	92	88	.....	15
Pictou	265	29	314	287	259	.....	27
Springhill	21	154	656	38	38	.....	6
Sydney	751	266	980	1,088	719	25	314
Sydney Mines	152	61	231	182	152	.....	52
Truro	268	140	293	302	224	.....	67
Yarmouth-Shelburne	339	246	299	295	268	.....	68
New Brunswick	**4,921**	**5,384**	**6,778**	**5,277**	**4,300**	**32**	**1,857**
Bathurst	157	295	260	235	176	.....	33
Campbellton	255	251	366	270	217	17	240
Edmundston	251	888	305	283	279	1	125
Fredericton	407	320	426	419	352	.....	89
Minto	80	137	226	147	177	.....	19
Moncton	1,490	1,876	1,607	1,559	1,157	9	744
Newcastle	182	184	185	160	181	.....	53
Saint John	1,656	1,050	1,884	1,821	1,371	.....	433
St. Stephen	112	209	205	147	153	.....	56
Sussex	177	82	176	141	138	5	42
Woodstock	154	92	138	95	99	.....	23
Quebec	**59,271**	**59,387**	**56,511**	**50,354**	**38,441**	**110**	**21,459**
Acton Vale	17	74	64	66	110	.....	30
Asbestos	163	93	118	117	114	.....	15
Baie St. Paul	103	272	154	115	130	.....	17
Beauharnois	313	257	326	294	240	.....	72
Buckingham	172	97	238	177	201	.....	77
Campbell's Bay	57	97	93	67	84	.....	126
Causapscal	511	514	486	481	489	.....	117
Chandler	863	751	713	663	762	.....	152
Chicoutimi	1,054	967	1,230	1,056	1,015	.....	330
Coaticook	567	69	558	583	559	.....	4
Cowansville	181	118	122	120	109	.....	24
Dolbeau	250	55	333	280	258	.....	72
Drummondville	830	411	668	666	510	.....	237
East Angus	91	13	92	103	83	.....	13
Farnham	146	135	112	80	104	.....	38
Granby	284	203	345	204	188	.....	88
Hull	485	521	837	423	374	4	286
Joliette	195	136	384	351	175	.....	48
Jonquiere	674	146	776	920	603	.....	242
Lachine	729	799	673	612	575	1	172
Lachute	389	279	567	540	454	.....	81
La Malbaie	100	180	132	105	105	.....	18
La Tuque	417	220	260	267	236	.....	40
Levis	559	336	907	575	513	.....	195
Longueuil	641	522	488	457	391	.....	172
Louiseville	207	94	247	197	168	.....	57
Magog	237	65	320	377	192	.....	114
Matane	1,908	2,037	1,302	1,267	1,142	.....	134
Megantic	571	122	593	523	500	.....	26
Mont Laurier	169	195	208	208	166	.....	41
Montmagny	282	74	352	240	276	.....	42
Montmorency	263	53	385	427	228	.....	109
Montreal	29,015	33,689	23,233	21,274	14,239	37	11,919
Nicolet	33	0	33	33	33	.....	0
Plessisville	113	63	143	197	64	.....	34
Pointe aux Trembles	475	377	387	402	332	.....	67
Port Alfred	237	112	288	262	218	.....	90
Quebec	2,775	4,600	4,135	3,105	2,296	.....	2,622
Richmond	41	131	76	42	42	.....	10
Rimouski	838	647	569	681	475	.....	62
Riviere du Loup	570	426	502	465	521	.....	87
Roberval	111	101	186	80	70	.....	142
Rouyn	1,217	1,464	932	1,226	691	.....	184
Ste. Agathe	242	220	295	176	177	.....	33

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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Anne de Bellevue	209	98	167	173	155	.....	9
Ste. Therese	629	1,009	453	449	397	.....	157
St. Hyacinthe	538	668	490	416	381	6	69
St. Jean	547	559	579	606	418	.....	37
St. Jerome	453	458	449	429	366	42	93
St. Joseph d'Alma	273	192	223	173	184	.....	107
St. Paul l'Ermite	388	91	469	446	394	.....	59
Shawinigan Falls	982	178	1,424	1,135	984	.....	424
Sherbrooke	1,175	546	1,132	1,210	827	20	268
Sorel	380	177	620	424	353	.....	81
Thetford Mines	1,100	315	1,354	1,335	1,124	.....	232
Three Rivers	1,157	600	1,851	1,088	1,020	.....	610
Val d'Or	469	609	340	326	296	.....	63
Valleyfield	456	313	542	369	309	.....	485
Verdun	1,094	1,476	1,231	997	795	.....	245
Victoriaville	326	363	325	274	226	.....	81
Ontario	**82,869**	**77,684**	**70,010**	**69,749**	**54,787**	**936**	**17,186**
Arnprior	163	56	182	158	147	.....	21
Barrie	290	222	360	317	279	.....	81
Belleville	671	509	583	630	510	.....	125
Bracebridge	327	444	527	467	700	.....	84
Brampton	214	691	169	155	117	.....	48
Brantford	1,520	1,601	1,043	1,018	840	6	148
Brockville	327	152	319	383	270	.....	42
Carleton Place	63	94	86	71	64	.....	18
Chatham	526	389	629	645	457	7	212
Cobourg	162	44	216	189	185	.....	18
Collingwood	209	267	224	212	224	.....	15
Cornwall	903	130	971	898	795	11	134
Dunnville	91	96	100	82	76	.....	15
Fergus	84	76	153	147	125	1	19
Fort Erie	151	194	282	255	289	.....	95
Fort Frances	535	413	389	272	209	.....	98
Fort William	2,163	4,313	961	1,021	1,201	2	229
Galt	525	938	443	424	374	.....	88
Gananoque	95	41	127	122	113	.....	17
Goderich	246	186	354	288	219	.....	140
Guelph	493	412	569	533	459	.....	99
Hamilton	5,146	6,059	4,729	5,243	3,621	70	608
Hawkesbury	138	63	308	286	118	.....	38
Ingersoll	292	351	228	218	190	.....	41
Kapuskasing	352	1,116	506	504	525	.....	37
Kenora	181	451	208	197	193	.....	58
Kingston	885	681	1,095	1,051	702	.....	279
Kirkland Lake	596	597	903	705	544	20	212
Kitchener Waterloo	1,263	1,554	743	818	699	.....	122
Leamington	165	129	181	148	135	.....	56
Lindsay	174	108	212	210	192	.....	23
Listowel	100	102	102	113	71	.....	16
London	2,064	1,177	2,102	2,427	1,520	194	507
Midland	474	395	464	407	372	.....	141
Napanee	99	76	102	95	79	.....	14
Newmarket	154	170	179	140	131	.....	29
New Toronto	2,818	2,407	1,372	1,135	1,045	.....	89
Niagara Falls	675	405	742	823	604	1	168
North Bay	866	763	837	801	762	20	191
Orangeville	65	78	102	87	74	.....	9
Orillia	482	637	388	356	328	.....	177
Oshawa	1,695	1,426	1,407	1,181	1,319	19	601
Ottawa	4,991	2,399	4,748	5,133	3,386	46	616
Owen Sound	329	200	334	336	307	1	69
Paris	53	116	46	47	31	.....	5
Parry Sound	687	969	557	509	515	.....	90
Pembroke	244	182	361	322	241	.....	79
Perth	172	128	196	180	147	6	35
Peterborough	773	890	833	911	705	.....	181
Picton	198	59	193	187	195	3	46
Port Arthur	4,560	4,019	1,252	1,199	945	.....	241
Port Colborne	346	280	377	296	305	.....	100
Port Hope	95	94	93	73	59	.....	24
Prescott	107	135	174	146	123	.....	28
Renfrew	215	138	156	237	138	1	87
St. Catharines	1,053	756	1,085	1,315	870	.....	448
St. Thomas	702	551	638	654	550	13	106
Sarnia	1,076	465	959	778	673	.....	427
Sault Ste. Marie	1,507	1,878	1,107	1,016	918	.....	126
Simcoe	268	281	351	347	303	11	24
Smiths Falls	133	72	143	165	149	.....	17
Stratford	437	401	509	501	325	45	83

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Office	Vacancies		Applicants				
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					Regular	Casual	
Sturgeon Falls	86	81	159	140	65	.....	36
Sudbury and Blind River	1,670	2,585	1,747	1,545	1,559	44	508
Timmins	1,074	1,676	1,579	1,433	1,241	32	698
Toronto	24,081	20,025	18,407	19,217	13,472	269	6,097
Toronto Junction	2,861	2,102	2,050	1,978	1,632	.....	361
Trenton	266	316	286	305	254	.....	51
Walkerton	171	126	192	162	159	.....	45
Wallaceburg	241	239	200	221	151	.....	45
Welland	946	1,414	698	623	529	.....	79
Weston	1,574	2,132	724	634	1,160	.....	102
Windsor	3,188	2,189	3,978	3,559	2,437	114	1,107
Woodstock	323	773	281	348	366	.....	63
Manitoba	**10,126**	**6,008**	**10,083**	**9,570**	**5,334**	**1,043**	**4,786**
Brandon	445	472	455	431	332	.....	175
Dauphin	354	362	258	224	121	.....	97
Flin Flon	472	376	171	180	203	15	21
Portage la Prairie	200	140	221	163	149	3	46
Selkirk	102	30	121	96	90	2	16
The Pas	166	175	200	111	76	.....	64
Winnipeg	8,387	4,453	8,657	8,365	4,363	1,023	4,367
Saskatchewan	**5,576**	**4,507**	**6,634**	**6,117**	**3,608**	**297**	**2,235**
Estevan	148	102	94	87	83	.....	63
Moose Jaw	717	642	803	891	562	10	351
North Battleford	214	121	227	164	144	.....	47
Prince Albert	562	531	560	584	424	14	189
Regina	2,134	1,513	2,294	2,475	1,215	202	661
Saskatoon	1,207	1,128	2,004	1,406	841	71	762
Swift Current	201	128	165	164	144	.....	20
Weyburn	194	141	137	99	71	.....	19
Yorkton	199	201	410	247	124	.....	123
Alberta	**11,931**	**7,463**	**12,011**	**10,738**	**7,765**	**359**	**3,350**
Blairmore	183	197	118	95	95	.....	18
Calgary	3,884	1,974	4,626	4,083	2,798	166	1,294
Drumheller	255	387	237	289	153	.....	88
Edmonton	5,856	3,453	5,678	4,839	3,578	191	1,614
Edson	173	184	40	40	55	.....	12
Lethbridge	661	622	611	698	501	2	175
Medicine Hat	520	372	392	403	309	.....	98
Red Deer	292	206	196	193	170	.....	27
Turner Valley	107	68	113	98	106	.....	24
British Columbia	**24,596**	**16,130**	**23,683**	**21,919**	**17,003**	**659**	**8,041**
Chilliwack	278	129	306	297	259	.....	93
Courtenay	225	320	243	216	219	.....	169
Cranbrook	442	360	234	235	257	.....	35
Dawson Creek	243	178	127	128	110	.....	40
Duncan	318	227	250	255	255	.....	69
Fernie	36	75	58	50	49	.....	23
Kamloops	788	562	397	372	377	.....	87
Kelowna	298	202	416	465	376	.....	89
Nanaimo	252	75	310	289	250	.....	115
Nelson	349	430	550	428	355	5	320
New Westminster	1,375	602	1,490	1,417	1,151	32	792
North Vancouver	270	123	279	183	208	.....	134
Penticton	373	139	450	565	408	.....	61
Port Alberni	487	313	240	237	237	.....	86
Prince George	528	409	515	495	436	9	47
Prince Rupert	529	378	437	398	368	.....	68
Princeton	163	165	112	97	90	4	28
Trail	268	380	335	324	242	27	212
Vancouver	14,199	9,157	14,483	13,134	9,146	474	4,874
Vernon	640	353	613	493	538	17	122
Victoria	1,986	1,068	1,674	1,642	1,306	91	544
Whitehorse	549	485	164	199	366	.....	33
Canada	**206,635**	**183,465**	**192,847**	**181,481**	**136,991**	**3,516**	**60,875**
Males	133,463	126,885	117,612	107,878	84,372	985	33,964
Females	73,172	56,580	75,235	73,603	52,619	2,531	26,911

Labour Law

Labour Legislation Enacted by the Parliament of Canada in 1944

THE Parliament of Canada, which was in session from January 27 to August 14, 1944, passed laws providing for family allowances, for the setting up of departments of Government to deal with reconstruction, veterans' affairs and health and welfare, for veterans' insurance and for better housing.

Family Allowances

The Family Allowances Act provides for the payment of a monthly allowance in respect of every child under 16 years of age who is resident in Canada and registered under the Act and who was born in Canada and resident there since birth, or has been a resident for three consecutive years immediately prior to registration, or whose father's or mother's domicile at the time of his birth and for three years prior thereto was in Canada and has continued to be in Canada up to the date of registration, or who was born while his father or mother was a member of the Naval, Military or Air Forces of Canada or within twelve months after his father or mother ceased to be a member of such forces. The child must be maintained by a "parent", which term includes any person who maintains or has custody of a child. A child who is in Canada contrary to the provisions of the Immigration Act is not eligible.

The allowance is $5 per month for a child under six years of age, $6 from six to ten years, $7 from ten to thirteen years and $8 from thirteen to sixteen years. This amount is reduced by $1 in respect of the fifth child, by $2 in respect of the sixth and seventh children and by $3 in respect of each additional child.

Payment of the allowance is to commence in the first month after registration of the child under the Act and is to cease with the payment for the month in which the child attains his sixteenth birthday or when, if he is over six years of age and fit to attend school, he fails to attend or to receive equivalent training or when he ceases to reside in Canada or, in the case of a girl, on marriage.

The allowance is to be paid to the parent, who must apply it exclusively towards the maintenance care, training, education, and advancement of the child. If the Minister of National Health and Welfare, who is in charge of the Act, or any other authorized person finds that the allowance is not being so applied payment may be discontinued or made to some other person or agency.

Any person who is dissatisfied with any decision on a matter arising under the Act may appeal to a tribunal to be established and conducted in accordance with the regulations. Decisions of the tribunal are not subject to review in any Court. The allowance is not subject to taxation or to the operation of bankruptcy laws and may not be assigned, charged, anticipated or given as security. An adjustment may be made with regard to deductions under the Income War Tax Act to avoid duplication of benefits and also in the case of any person receiving aid from the Government of Canada for the maintenance of a child entitled to an allowance under the Act. It is provided, however, that no reduction in the allowance may be made by reason of a pension under the Pension Act or a dependent's allowance payable in respect of a dependent child of any member of the Canadian Forces.

Allowances are to be paid from the Consolidated Revenue Fund and the expenses of administering the Act from moneys appropriated by Parliament.

The Minister is empowered to do anything necessary for the administration of the Act and may establish committees or boards, arrange with Government departments and their agencies to assist him, appoint persons to conduct inquiries and may also, with the approval of the Governor in Council, make arrangements with the Government of any province to facilitate the carrying out of the Act.

The Governor in Council may make regulations to provide, generally or in respect of any province or any class of cases, that payment of the allowance shall be made to the parent prescribed in the regulations; to

provide that where the person to whom the allowance is payable is disqualified, payment may be made to another suitable person or agency, and that in the case of Indians and Eskimos the allowance is to be paid to a person authorized by the Governor in Council; to prescribe the procedure of the tribunal to be established under the Act and the manner and form of registration of children; and to impose penalties for violation of any regulation not exceeding $200 or imprisonment for a term of not more than three months. No regulation is to have effect until published in the *Canada Gazette* but upon publication it is to have the force of law. The Minister must make an annual report to Parliament.

A fine not exceeding $500 or a prison term not exceeding six months, or both, may be imposed on any person who makes a false or misleading statement in order to obtain an allowance; who cashes a cheque to which he is not entitled; or who fails to report that an allowance has ceased to be payable in respect of any child or, in the case of a parent, that he has ceased to maintain the child.

Vocational Education

The Technical Education Act, 1919, was extended to make available to the provinces until March 31, 1949, any unexpended portion of their share of the $10,000,000 appropriated for technical education under the Act. During the debate the Minister of Labour stated that Manitoba was the only province which had not taken up its allotment and that the amount which may still be claimed by that Province is $147,430.42.

Department of Reconstruction

The Department of Reconstruction Act, which is to be in force from April 1, 1944, until the end of the session of Parliament commencing in the fourth year following the cessation of hostilities, provides for the establishment of such a Department under a Minister of Reconstruction, who is to be responsible for preparing and co-ordinating plans and projects for reconstruction. In particular, it is the duty of the Minister,—to inform himself of the needs for new employment of the men and women in the armed forces and in industry and the opportunities that will be available to meet them; to co-ordinate the work of other departments and agencies of the Dominion Government to ensure as easy a transition as possible from wartime to peacetime economy; to make plans for industrial development and conversion, public works, housing, development of natural resources and, with the authorization of the Governor in Council, to provide for carrying out such plans; and to correlate information relating to plans for reconstruction. For these purposes the Minister may institute inquiries and may, with the approval of the Governor in Council, appoint a person to conduct such inquiry; require the making of returns by any person; establish committees or boards and use existing organizations and agencies to assist him; consult with representatives of primary producers, industry, science, and labour as well as representatives of Dominion, provincial and municipal authorities engaged in or likely to be engaged in any reconstruction plan.

The Governor in Council may make Orders and Regulations to transfer to the Minister of Reconstruction any powers and duties of a Government department or agency; to establish one or more boards or advisory councils; and to provide for efficient administration of the Act. Such Orders and Regulations must be published in the *Canada Gazette* and laid before Parliament.

Other sections provide for an annual report to Parliament and forbid persons who obtain information under the Act relating to any business to disclose it without the consent of the owner of the business.

Department of National Health and Welfare

The Department of National Health and Welfare Act, which will come into force on Proclamation, provides for the establishment of such a Department which will be under the direction of a Minister of National Health and Welfare and will assume such of the duties of the present Department of Pensions and National Health as are not taken over by the Department of Veterans' Affairs. The duties and powers of the Department of National Health and Welfare extend to all matters relating to health, social security and social welfare over which the Parliament of Canada has jurisdiction, including,—the administration of such Dominion Acts or Regulations relating to those subjects as are not assigned to any other Dominion Department or Minister; investigation and research into public health and welfare; inspection and medical care of immigrants and seamen; supervision of railways, ships and other methods of transportation; promotion and conservation of the health of civil servants and other Government employees; enforcement of regulations relating to public health made by the International Joint Commission; administration of certain statutes, including the Public Works Health Act and the National Physical Fitness

Act and regulations made under such Acts; subject to the provisions of the Statistics Act, the collection, publication and distribution of information relating to the public health, improved sanitation and social and industrial conditions affecting the health and lives of the people; co-operation with the provincial authorities for improving public health and providing for social security and welfare.

The Dominion Council of Health, appointed under the Department of Pensions and National Health Act, and the powers of the Governor in Council to make regulations are continued. The penalty which may be fixed for breach of such regulations is now limited to $200 or three months imprisonment. The Governor in Council may also establish such boards, committees and councils as he may consider necessary to assist and advise the Minister and to co-operate with provincial authorities for purposes of the Act.

Veterans' Legislation

Department of Veterans' Affairs.—The Department of Veterans Affairs Act, which will come into force on Proclamation, repeals the sections of the Department of Pensions and National Health Act relating to care and treatment of war veterans. The Act provides for the establishment of a Department in charge of a Minister of Veterans' Affairs who is to be responsible for the care, treatment, training or re-establishment in civil life of ex-members of the armed forces and of persons who have otherwise engaged in pursuits relating to the war, and for the care of the dependents of such persons.

The Minister, with the approval of the Governor in Council, may make regulations for carrying out the Act, providing, *inter alia,* for control of hospitals, workshops and other institutions; for grants or allowances to persons undergoing treatment or training and their dependents; for reciprocal or other arrangements with the Government of any country for such treatment, training or grants and allowances to persons who have served in the forces of such Government, when cared for under this Act, or to their dependents; for the sheltered employment of former members of the forces of His Majesty or any of His allies and unemployment relief to such persons and their dependents, and compensation for industrial accidents.

Veterans' Insurance.—The Veterans' Insurance Act, which will come into force on Proclamation, is a re-enactment, with some changes, of the Returned Soldiers' Insurance Act passed in 1920. The new Act enables the Minister of Finance, or other Minister designated by the Governor in Council, to make a contract of insurance, without requiring medical examination or other evidence of insurability,—with a veteran; with the widow or widower of a veteran, if the Minister has not made a contract of insurance with the veteran; or with any other person who is receiving, under the Pension Act, a pension relating to the present war. "Veteran" is defined as any male or female person who was engaged in service during the present war and has been granted discharge. "Service" means service in the military, naval or air forces of Canada, while in receipt of active service or Permanent Force rates of pay, or active service in the naval, military or air forces of His Majesty by any person domiciled in Canada at the commencement of such service. The contract, in the case of a veteran or the widow or widower of a veteran, may be made at any time within three years of the veteran's discharge from service and in other cases within three years after the date of the award of a pension under the Pension Act or of the coming into force of this Act.

The amount of insurance provided for under the contract may be $500 or any multiple of it but not more than $10,000. A veteran of the war of 1914-18 who took out insurance under the Returned Soldiers' Insurance Act, 1920, and who insures again under this Act, may not be insured for more than $10,000 under the two Acts. The maximum insurance under the 1920 Act was $5,000.

On the death of the insured an amount not exceeding $1,000 is payable, the remainder, or the proportion of it to which any beneficiary is entitled, being payable, at the option of the insured, as a life annuity, or as an annuity certain for five, ten, fifteen or twenty years or as an annuity guaranteed for one of such periods and payable thereafter for the lifetime of the beneficiary. Any option as to the mode of payment chosen by the insured in his application may be varied by him by a declaration during his lifetime or by the beneficiary with the consent of the Minister after the insured's death. Where, at the death of the insured, the insurance money remaining to be paid as an annuity to any beneficiary is less than $500, the Minister, if he considers it to be in the best interests of the beneficiary and the latter requests it, may direct the money to be paid in a lump sum or in any other manner.

The contract of insurance may provide that, if before reaching 60 years of age the insured becomes totally and permanently disabled so that he is incapable of following any substantially gainful occupation and if he is not entitled to a pension for total disability under the Pension Act, the premiums falling due

under the contract may be waived during such disability. The insured may apportion the insurance among such beneficiaries as he sees fit and many name certain other immediate dependents as contingent beneficiaries. If none of the beneficiaries survives him the net premium value of the contract with interest at 3½ per cent is to be paid to his estate. Insurance money is unassignable and is not subject to claims of creditors of the insured or of the beneficiary.

Where, on the death of the insured, a pension becomes payable under the Pension Act or under the pension laws of the United Kingdom or of any British Dominion to any person in the beneficiary classes, the commuted value of the pension is deductible from the amount of insurance and an alternative insurance benefit is payable consisting of the paid up insurance equity with respect to the amount of the deduction.

Premiums are payable, (*a*) for a period of ten, fifteen or twenty years; or (*b*) until the anniversary of the policy nearest the sixty-fifth or eighty-fifth birthday of the insured. Monthly premiums for $1,000 insurance are given in Schedule A to the Act. For a person insuring at the age of 18 years the monthly rate under plan (*a*) is $2.79 a month payable for ten years, $2.04 for fifteen years and $1.68 for twenty years. Under plan (*b*) $1.13 is payable till the age of 65 or $1.09 is payable until the age of 85. The rates for persons insuring at fifty-five years of age range from $4.03 to $6.45 a month and at 65 years from $6.81 to $8.77 a month. Rates for ages over 65 are to be computed on the same basis.

Certain classes of applicants may be refused insurance including those who are seriously ill with a non-pensionable disability, those without dependents seriously ill with a pensionable disability, those who have no reasonable expectation of life and those whose health has become impaired as a result of immoral conduct prior to enlistment or through refusal of treatment during service or after discharge. The Minister may require an applicant to submit to a medical examination in order to determine whether he is insurable.

If an applicant for insurance dies before completion of his contract the contract is to be deemed to have been made if the application is approved by the Minister and the initial premium accepted.

Other sections enable the Governor in Council to make regulations for the carrying out of the Act and require the Minister to make an annual report to Parliament.

War Service Gratuities.—The War Service Grants Act is to come into force on January 1, 1944 or on any date between October 1, and January 1, 1944 which may be fixed by the Governor in Council. The Act provides for the payment of war service gratuities and for the granting of re-establishment credits to members of His Majesty's Forces raised in Canada who have enlisted and to those who have been called up under the National Resources Mobilization Act to serve without limitation as to territory. The Act does not apply to men called up for service in Canada unless and until they have enlisted for general service or the area of their service has been extended to include overseas.

The gratuity amounts to $7.50 for every thirty days of service in the Western Hemisphere and $15 for every thirty days of service overseas and in the Aleutian Islands. In addition, for each six months service overseas or in the Aleutian Islands seven days' pay and allowances of rank are given in lieu of leave which would have been granted if the recipient had been in Canada. "Overseas Service" includes duties performed outside of Canada and the United States and their territorial waters in aircraft, or anywhere in a seagoing ship of war. Where a member of the forces dies on service or after discharge before he has been paid the full gratuity, the balance is to be paid either to a person to or in respect of whom a dependents allowance was payable on behalf of such member immediately prior to his death, or would have been so payable if such person had not been a member of the forces, or to a dependent to whom pay was assigned by him.

The gratuity is to be paid in monthly instalments, not exceeding the amount of pay and allowances for the month immediately preceding discharge and including also, in the case of a member of the Naval forces, lodging and provision allowance and, in the case of a member of the military or air forces, subsistence allowance at the standard rates payable in Canada even if he was not receiving such allowance at the date of discharge.

In addition to the war service gratuity every member of the forces who does not take advantage of the Veterans' Land Act, 1942 or any educational, vocational or technical training provided out of moneys provided by Parliament, is eligible for a re-establishment credit equal to the amount of the war service gratuity, namely, $7.50 or $15, as the case may be, for each thirty days of service. All or any part of such credit may, within ten years from the coming into force of this Act or his discharge, whichever is later, be made available to a member of the forces if the Minister is satisfied that it is to be used for,—the acquisition of a home or the repair or modernization of a home

owned by him; purchase of furniture or household equipment; provision of working capital for his profession, or tools, instruments or equipment for his trade, profession or business; purchase of a business; payment of premiums under an insurance scheme established by the Government of Canada; purchase of special equipment for his education or vocational training; or any other purpose authorized by the Governor in Council.

An officer or man dismissed or discharged from the service owing to misconduct is not eligible for any benefit under the Act.

Where a member of the forces has had all or any of his re-establishment credit, he is not eligible for benefits under the Veterans' Land Act, 1942, or for any training benefits provided out of moneys appropriated by Parliament, except subject to an adjustment equal to the re-establishment credit.

Gratuities or credits under the Act are only to be made on application by or on behalf of the person claiming them. Benefits received from the Government of another British Dominion or of an allied or associated power are to be deducted from benefits under the Act.

Any person who was domiciled in Canada on or after September 10, 1939 and subsequently served on active service with any of the military, naval or air forces of His Majesty other than those raised in Canada, is eligible for benefit under the Act if domiciled in Canada at the time of his application for it, which is to be made within one year of his discharge, subject to deduction of the amount of any similar benefit received from any other Government in respect of his service.

Gratuities and credits are exempt from attachment, levy, seizure or assignment under any legal process and from taxation.

The Governor in Council may make regulations for carrying out the Act.

In moving the Resolution for the War Service Grants Bill the Prime Minister, the Rt. Hon. W. L. Mackenzie King, mentioned the principal measures which had been taken for the rehabilitation of ex-service men and women. These included:

A. Maintenance allowances to veterans and their families in the form of
   1. out of work benefits if employment is not immediately to be had, and unemployment insurance if employment is interrupted;
   2. temporary incapacitation grants;
   3. "awaiting returns" grants to farmers and fishermen;
   4. vocational training grants;
   5. university training grants;
   6. post-graduate training grants;
   7. unemployment insurance benefits.

B. In addition, under the Veterans' Land Act, assistance is given for land settlement and fishing.

C. Employment assistance is afforded through
   1. compulsory reinstatement in previous employment;
   2. preference in civil service competitions;
   3. veterans' welfare officers.

D. The provisions of the National Housing Act are of benefit to veterans as well as civilians.

Housing

The National Housing Act, 1944, is designed to promote the construction, repair and modernization of houses, the improvement of housing and living conditions and the expansion of employment after the war. The Act is divided into five parts and each part is to come into force on Proclamation. Part I, which was proclaimed in effect August 21, 1944, and Part II enable the Minister of Finance to join with approved lending institutions in making loans, on conditions laid down in the Act, to assist in the construction of houses for prospective home owners or to be rented to tenants, and for sharing any losses incurred. Co-operative projects may also be financed under Part I of the Act. The joint loan for home owners' housing or for co-operative projects may not be less than 50 per cent of the lending value of the house nor more than 95 per cent of the first $2,000 of lending value plus 85 per cent of the amount by which the lending value exceeds $2,000 but does not exceed $4,000 plus 70 per cent of the amount of lending value exceeding $4,000. For housing for rental purposes the joint loan may not exceed 80 per cent of the lending value of the project. In both cases the maximum interest rate is 4½ per cent.

The maximum term for a loan is twenty years but in an area adequately protected by community planning and zoning restrictions the loan may be made for thirty years in the case of houses for home owners and twenty-five years in the case of housing for rental purposes. Under Part I an amount not exceeding $100,000,000 may be expended by the Minister in making loans and in paying losses in respect of loans made under Part I or under the Dominion Housing Act, 1935, or, under the National Housing Act, 1938. Under Part II the Minister may make loan payments under guarantee up to $50,000,000.

Part II provides for four types of project: financing ordinary or commercial rental housing; financing of low-cost rental housing through limited divided corporations; authorization of certain life insurance and other

designated lending institutions to invest a limited proportion of their funds in low or moderate cost rental housing projects and to hold and manage them; and assistance in clearance of slums and blighted or sub-standard areas. Loans under Parts I and II are repayable by monthly instalments of principal, interest and taxes.

Part III authorizes loans up to an aggregate of $5,000,000 for rural housing. Such a loan may be consolidated with an existing mortgage and repaid in instalments at times which will accord as nearly as possible with the probable receipt of income by farmers from their farming operations.

Part IV, which provides for home improvement and home extension loans, is a re-enactment with changes of the Home Improvement Loans Guarantee Act, 1937 and enables the Minister to reimburse a bank or an approved instalment credit agency for losses sustained through such loans made on conditions laid down in the Act. The maximum home improvement loan is $2,000 for a single family dwelling, and $2,000 for the first family housing unit and an additional $1,000 for every other family housing unit for a multiple family dwelling. The principal amount of a home extension loan must not exceed $3,000 for the first family housing unit added and $1,000 for each further addition. Loans are for three or five years and interest may not be more than 5 per cent per annum. No fee or other charge may be levied as long as the borrower is not in default. The maximum total of loans that may be guaranteed under Part IV is $100,000,000 but the operation of this Part may be terminated at any time by the Minister, with the approval of the Governor in Council.

Part V authorizes the Minister to investigate housing conditions in Canada and abroad, to study the more economical building of houses, to prepare and distribute plans for low-cost housing and to co-operate with local authorities in investigating local problems of land utilization and community planning. The Minister may also, with the approval of the Governor in Council, undertake, directly or in co-operation with other authorities, technical research to improve housing accommodation and lower costs.

Part VI of the Act, which applies generally, provides for the making of regulations for carrying out the Act, and for annual reports. It also enables a borrower under any Part of the Act to take out reducing term insurance to pay the outstanding amount of his loan in case of his death before the loan is fully repaid. In certain cases this insurance may be made mandatory.

Income Tax

An amendment in the Income War Tax Act provides that if the Minister of Finance is satisfied that any payment, other than payments under a superannuation or pension plan, made by an employer to an employee on the latter's retirement, is in recognition of long service, one-fifth of the amount shall be taxable in the year the payment is received and one-fifth in each of the four succeeding years. The income of a limited dividend housing corporation is exempt from taxation under the Act. The section which permits deduction from income of certain moneys paid into a superannuation fund was revised and now provides for deduction of an amount, not exceeding $300 in the taxation year, actually retained by the employer from the employee's remuneration for an employee's superannuation or pension fund or plan in respect of services rendered in the taxation year or paid by a taxpayer who is a member of a trade union as part of his union dues, and a like amount paid to such a fund or plan by the taxpayer in respect of services rendered by him previous to the taxation year when he was not a contributor.

Dominion Elections

Provision was made to enable persons on war service and prisoners of war to vote in a Dominion general election.

Industrial Development Bank

The Industrial Development Bank Act, which will come into force on Proclamation, provides for the establishment of a Government Bank, under the management of the Board of Directors of the Bank of Canada, with a capital of $25,000,000, for the purpose of lending or guaranteeing loans to manufacturers, shipbuilders, electrical power utilities and business carried on for the refrigeration of goods. In case of the bankruptcy or assignment of any person who has received a loan from the Bank and has given security for it upon his goods or merchandise, the amount of three months wages or salaries of the employees of such person, employed in connection with the business concerned, is to be a charge upon such goods and merchandise, in priority to the rights of the Bank, and if the Bank takes possession or disposes of such goods it is to pay the wages for the prescribed period.

Civil Service Superannuation

A number of amendments were made in the Civil Service Superannuation Act including a

section giving right to election for a period of one year from August 15, 1944, to persons who are eligible to become contributors under the Act but who failed to elect prior to July 19, 1927.

Bill Not Passed

A private member's Bill which was introduced but failed to pass would have repealed the Wartime Wages Control Order in Council (P.C. 9384) December 9, 1943.

Recent Regulations under Dominion and Provincial Legislation

PROVISION has been made for payment of one-way transportation costs incurred in transferring equipment for the 1944 harvest in Alberta, Saskatchewan and Manitoba. Registered longshoremen are to receive a weekly credit wage rate when the men apply for work at a dispatching period, but are not assigned. A consolidating Order has been made governing prisoner-of-war employment on labour projects, dividing the responsibility for employment and security between the Minister of Labour and the Minister of National Defence and making provision for a 50-cents per day wage rate. Whenever a workman in receipt of a military pension is eligible for workmen's compensation under a provincial Act, the Workmen's Compensation Board or the employer, is to be reimbursed, for the amount of compensation paid.

Among provincial Orders: Alberta has approved regulations governing the construction and operation of places of amusement and the licensing of projectionists. British Columbia has made new regulations concerning the appointing of additional bargaining representatives, the procedure for application for the certification of bargaining representatives, machinery for settling disputes, and has prescribed the forms to be used when a union applies for the certification of a bargaining representative. British Columbia has changed the wording of and added to the Workmen's Compensation Act Schedule of Industrial Diseases. Under the Ontario Hours of Work and Vacations with Pay Act general regulations were made and rulings issued for hotels, restaurants and retail shops.

Dominion

Agriculture

By an Order in Council (P.C. 6301) gazetted August 21, the Minister of Labour is authorized to extend the terms of farm labour agreements entered into by the Dominion with the provinces of Alberta, Saskatchewan and Manitoba (L.G. 1944, June, p. 713) to provide for payment of one-way transportation costs incurred in transferring, in the province and under the direction of provincial authorities, harvesting equipment to be used for the 1944 crop. The rates are to be agreed to by the Dominion Minister of Labour and the province, and the costs are to be shared equally by the Dominion and the province. The same provision was made last year in connection with the 1943 crop (L.G. 1943, p. 1213).

Longshoremen at Halifax

An order in Council (P.C. 6300) of August 11, 1944, amends P.C. 5161 of June 25, 1943, (L.G. 1943, p. 901) which is designed to maintain an adequate force in the Port of Halifax for the duration of the war and the fixing of a minimum weekly wage in return for the constant availability of longshoremen for loading and unloading operations.

The new Order replaces two sections of the 1943 Order, which provided for the establishment of a Reserve Labour Pool and required a member to be available at any time for any kind of longshore labour to which he might be assigned, and in addition, to report daily at the regular dispatching periods and to work for any employer to whom he might be assigned. He was entitled to three hours' pay for every regular dispatching period at which he reported to the Central Dispatching Agency for work but was not assigned.

The new Order stipulates that every member of the Reserve Labour Pool is entitled to a credit towards the guaranteed weekly wage of $1.68 for every time he reports at a dispatching period but is not assigned to any work, provided he does not refuse to accept or perform any work assigned by the Agency.

The new Order also makes provision for a man registered on the Surplus Board or any other dispatching board to receive credit towards the guaranteed weekly wage of $2.52 for every time he reported to the Agency for work, at an 8 a.m. or 1 p.m. dispatching period, but was not assigned to work. A man assigned to the night shift is entitled to a

weekly credit of $5.04 for every time he reports for work at 7 p.m. but is not assigned, provided he receives no benefit for any week in which he refuses to accept or perform any work assigned to him.

Prisoner-of-War Employment

An order in Council (P.C. 6495) governing the employment of prisoners of war on labour projects was made August 18, 1944 and gazetted August 28. It consolidates P.C. 2326 of May 10, 1943 (L.G. 1943, p. 741); P.C. 5864 of July 24, 1943 (L.G. 1943, p. 1070); P.C. 5550 of July 29, 1943 (L.G. 1943, p. 1070); and P.C. 9793 of December 24, 1943.

The Order applies to members of the Armed Forces or Mercantile Marine of any Powers at war with Canada and civilian internees who are interned in Canada. The Minister of Labour and the Minister of National Defence may provide employment for such prisoners of war outside internment camps and for their security and discipline. Only those members of the Mercantile Marine and civilian internees who volunteer for labour projects are subject to this arrangement.

The Department of Labour is responsible for the employment, accommodation, supply and welfare of prisoners of war employed outside internment camps. The Department of National Defence is responsible for their security and discipline, and for the supply of a necessary guard.

Wage rates for prisoners of war are established by the Minister of Labour, at either a maximum of 50 cents for a working day, or piece-work wage rates which will permit earnings to equal approximately 50 cents a day. The Department of National Defence is not required to provide guards for prisoners employed on individual farms. Each labour detachment of prisoners of war must be attached to an internment camp.

Workmen's Compensation for Disabled Veterans

To encourage the employment of handicapped ex-service men, an Order in Council (P.C. 102/3275) of May 3, 1944, under the Department of Pensions and National Health Act, continues a policy adopted on December 29, 1921, and modified from time to time of Dominion assistance in providing workmen's compensation for war veterans who are employed in industry and who are receiving pensions on account of military disability.

Whenever a workman in receipt of a military pension is eligible for workmen's compensation under a provincial Act, the Dominion regulations provide that the Workmen's Compensation Board, or the employer if he is individually liable, is to be reimbursed in whole or in part for the amount of compensation paid, upon submitting a certificate of payments to the Department. The amount of compensation must be regulated so that, in addition to the pension received, the total for any one month does not exceed a 100 per cent disability pension under the Pension Act. Reimbursement must be by continuing remittances or by a lump sum, whichever method has been used by the Board. In case of an accident in the course of employment to which a provincial Workmen's Compensation Act does not apply, the Department of Pensions and National Health may submit full particulars to the Workmen's Compensation Board of the province in which the accident occurred, to ascertain the amount which would be payable if the industry were within its jurisdiction. Reimbursement will not be made in respect of an accident compensatable under another Act or Order in Council.

Where an employer insures his liability in an insurance company, the Department may refund to the employer the amount of premium paid in respect of such a pensioner for the year in which the accident occurred.

Any claims for compensation submitted to the Department must contain full particulars regarding date, place, and nature of the accident, the attending physician, the hospital, prognosis, and whether permanent or temporary disability is likely to result. The Department may furnish the Board or employer with information respecting the war disability. After the Department assumes responsibility for payment of compensation, it must provide continued treatment for the accident victim. Where surgical treatment is necessary the operation must be performed at a place designated by the Department, and the services of the Department's specialists may be placed at the disposal of the Board. Monthly progress reports must be furnished by the Board to the Department or vice versa. Notice of any accident must be given to the Department within three months. The Department, after reviewing a case, may disclaim further liability.

Other Orders

Tht following recent Orders in Council are summarized elswhere in the LABOUR GAZETTE: P.C. 6226 amending National Selective Service Mobilization Regulations concerning aliens; P.C. 6410 concerning grain handling regulations; P.C. 6492 concerning the including of a representative of the Department of Labour on the External Trade Advisory Committee; and P.C. 6893 amending the Wartime Labour Relations Regulations. P.C. 6416 regarding the Montreal Tramways was included in the August issue of the LABOUR GAZETTE.

Provincial

Alberta Amusements Act

New regulations under this Act, governing the construction, operation and public safety of places of entertainment; motion picture equipment; the licensing of projectionists; film reports, and the confiscation of films, were approved by Order in Council on July 19, 1944, and gazetted July 31.

Plans for construction or alteration, giving complete information as to the extent and nature of the proposed work, must be submitted by the owner to the Chief Inspector of Theatres before work is begun. Specifications regarding entrances, exits, doorways, stairs, seats and aisles, heating and ventilation, sanitary arrangements, fire-precautions, stage construction, etc., are laid down in the regulations. Every owner or occupier of an entertainment hall must provide and keep in good repair at least two doorways of which the width, fastening, wiring and lighting are set out, with details regarding stairways and fire-apparatus.

Stipulations are made regarding the dimensions of projection rooms, their ventilation and fire apparatus, and electrical equipment.

Apprenticeship and projectionist qualifications are laid down in the regulations with particulars regarding applications, examinations, and licenses. Film reports must be submitted after each theatre or film run is completed. Defective films must not be redistributed by the film exchange. Any apprentice or projectionist is liable to a suspension of his certificate if he fails to comply with the restrictions regarding behaviour while on duty.

British Columbia Wartime Labour Relations Regulations Act

Regulation 4 under this Act, made August 3 and gazetted August 10, permits, on the approval of the Minister of Labour for British Columbia, any employees' organization or trade-union, which has been certified under the Act, to increase or reduce the number of bargaining representatives previously certified.

Where the majority of the employees affected are not trade-union members, proof must be submitted that it is the desire of this majority that additional bargaining representatives be appointed or that certain representatives, previously certified, no longer have authority to act, the decision being made at an official meeting where the majority of members affected vote. Where the employees concerned belong to a trade-union, a similar meeting must be called and a majority vote taken.

Regulation 5 made August 8 and gazetted August 17 lays down the procedure for application for the certification of bargaining representatives; application for assistance when the parties fail to arrive at a collective agreement; application for the establishment of machinery for the settlement of disputes arising during the life of an agreement, and application for leave to prosecute under the Wartime Labour Relations Regulations.

Application for the certification of bargaining representatives must be submitted in duplicate upon the forms provided and must be verified by statutory declaration.

Where the employer and employees cannot reach an agreement, one or other party may apply to the Registrar, Wartime Labour Relations, in Victoria, for the appointment of a Government conciliation officer or board. Such an application must contain a complete statement of the persons concerned and the conditions encountered. Additional information may be requested by the Minister.

In the case of a dispute concerning the interpretation or violation of a collective agreement, application may be made to the Registrar for the establishment, by the Minister, of an appropriate procedure for its settlement. The regulations stipulate that the application must include particulars of the agreement and a statement that it provides no appropriate machinery for the consideration and settlement of disputes concerning the interpretation or violation of the agreement. A copy of the collective agreement must be filed with the application.

An application for leave to institute a prosecution under the regulations may be made to the Registrar. The application must specify the provision of the regulations alleged to have been violated, and must include full particulars regarding the violation.

A person directly affected by any decision of the Provincial Minister of Labour and seeking appeal to the National Board, should file an application to the Minister setting forth full details. The time-limit for such an appeal is set forth in the regulations of the Wartime Labour Relations Board (National), of June 7, 1944, and subsequently amended (L.G., June 1944, p. 738). Where the Provincial Board grants leave to appeal, request for such leave must be made within thirty days. If the National Board grants such leave, request must be made within sixty days.

Regulation 6 was made August 16, 1944. It prescribes the forms for trade union members to use to indicate the union which they wish to represent them in collective bargaining. These forms must be submitted to the British Columbia Labour Relations Board when a union applies for the certification of bargaining representatives under the Labour Relations Regulations.

British Columbia Workmen's Compensation Act

New regulations of August 22, 1944, amend the Schedule of Industrial Diseases compensated under this Act. They came into effect July 1, 1944.

Changes have been made in the wording in connection with certain diseases to extend or make more precise the definition of the industrial process concerned. The italicised words have been added in the following: Aseptic inflammation affecting the sheaths and tendens of the wrist, contracted in any process involving constant vibration or excessive use of muscles of the *arm,* forearm *or hand*; dermatitis, contracted during any process or industry involving contact with cutting-oil in machine work, *or any process or industry involving contact with an oil containing such irritating preservatives as alcohol, formaldehyde, phenol, or phenol derivatives;* dermatitis, contracted in any process involving contact with *hides or with* uncooked meats, *uncooked* fish or *uncooked* poultry.

Added to the list are: dermatitis contracted during any process in the manufacture or use of rock-wool, slag-wool, or glass-wool; and dermatitis contracted during any process involving the use of cyanide.

Ontario Hours of Work and Vacations With Pay Act

Regulations under this Act (L.G. July, 1944, p. 906) were approved by Order in Council July 6 and gazetted July 15, 1944. The Act limits working hours in any business or industry to eight per day and 48 per week except where a written permit for longer hours has been given by the Industry and Labour Board or under Regulations of the Board authorizing exemptions. The Act also provides for an annual holiday with pay for employees in such undertakings.

The Regulations made special provision for establishments working less than 6 days in a week or for longer than 8 hours in a day. An employer who, by custom or practice, has established a "work-week" of 48 hours or less with daily hours exceeding eight may continue such hours until otherwise ordered. Where an employer has reduced the hours in the "work-week" to 48 and wishes to operate less than six days in a week, he may, with the approval of the Board, exceed the eight-hour day.

In special circumstances, where the Board is satisfied that the nature of the work or the perishable nature of the raw material being processed requires longer daily or weekly hours, it may issue a special overtime order.

An employer, with the written consent of the Board, "may adopt one or more overtime work-periods" in his undertaking providing the hours of overtime are not in excess of 120 hours in a calendar year. Wherever an employee works overtime, the permitted number of overtime hours are reduced by the amount of his overtime. The granting of a permit by the Board does not mean that any employees may not refuse to work overtime.

Where overtime work is performed as a result of accident or emergency conditions, the employer must report at once to the Board, giving the reasons. Overtime under these conditions does not affect the amount of overtime which the Board may permit in a year.

The Regulations dealing with holidays with pay provide that every employee granted such a holiday shall be entitled to receive at least two per cent of his total annual earnings. In the construction industry where workers are employed by different employers, every employee is to receive a "vacation with pay credit" and is to be given, at cost, a record book in which vacation credit stamps issued by the Minister of Labour and purchased by the employer, are to be affixed by the employer at the end of each work-day or "work-week". These stamps are to be equivalent to two per cent of the earnings during such period. On or after June 30 in each year, an employee must present his record book to a provincial savings office, where, upon proper identification, he may receive the amount accruing to him as a vacation credit.

Records giving full particulars of the number of hours worked by each employee, including overtime, must be kept by every employer, but this rule does not apply to employees occupying managerial, supervisory or confidential positions.

On June 2 the Ontario Minister of Labour announced that, owing to the acute labour shortage for war industries, the Industry and Labour Board was authorizing the continuance of existing working hours in all industries operating on priority war material. This decision was made at the request of the Dominion Department of Munitions and Supply. Undertakings engaged in "agriculture,

horticulture, fishing and the production of foods and farm products, dairying industries, including cheese and butter-making, firms engaged in the building and upkeep of roads, construction, transport, textiles, and other undertakings which can be considered essential to the maintenance of the war effort are to be considered in the category of war industries in so far as their present working hours are concerned."

It was further stated that preparations for the application of the Act would go forward immediately but that these preparations would not be permitted to interfere in any way with existing working conditions in vital industry as long as the present crisis exists.

After conferences with representatives of the hotel industry, retail trade, and the Canadian Restaurant Association, rulings have been made, according to press reports, for the application of the Act to these places of business. For hotels, the maximum "work-week" excludes meal-times and overtime may be worked as required, subject to agreement as long as the labour shortage continues.

In shops, the hours of work on one or more days of the week may be more than eight provided the 48-hour week is not exceeded. Overtime is permitted up to the 120 hours a year allowed by the general regulations.

For restaurants, the 48-hour week is to apply but employees who receive meals from the employer must be on the premises for 9 hours in a day. Special consideration in the matter of overtime is accorded because of the acute shortage of labour. From September 1 to December 1, 1944, overtime may be worked in any restaurant up to 100 hours.

Recommended Standards for Australian Foundries

A survey of 76 foundries employing 7,312 persons in Australia was recently made by the Commonwealth Department of Labour and National Service. Serious shortcomings were revealed in general plant conditions, provision of amenities and dust control. A pamphlet on *Dust Hazards in Australian Foundries* was published earlier in the year by the Department (L.G., June, 1944, p. 799). It has now been followed by a more comprehensive bulletin on foundry working conditions.* This publication contains minimum standards for ensuring the health and safety of foundry workers. The standards are drawn from the practice of the well-run foundries observed in the survey, but are, in some cases, below what would be considered necessary in peace-time. However, it is pointed out that "the adoption of even these minimum standards will help considerably to increase production."

Detailed specifications for plant and equipment are laid down. Emphasis is placed on good housekeeping and the elimination of dust. The main recommendations of the earlier pamphlet on Dust Hazards are included. Adequate guarding and inspection of machinery and danger points and the provision of protective equipment such as goggles, spats or leggings, safety shoes and welding screens are strongly urged. Grinding wheels and cranes, hoists and lifting tackle should conform to recognized codes.

A maximum temperature of 82 degrees is proposed for foundries when the outside temperature is below 72 degrees. Otherwise the foundry temperature should be kept within 10 degrees of the outside temperature. The area of ventilation openings should be 15 per cent of the floor area, with the inlets placed lower than the outlets. Hoods should be installed over furnaces, core ovens and other sources of heat. Adequate passageways must be maintained and equipment not in use should be properly stored and stacked in an orderly fashion. Particular recommendations are made concerning the construction and equipment of core rooms, the moulding floor and furnace areas. The use of buggy ladles is recommended for repetition moulding as they permit an economical use of manpower and reduce the physical exertion required.

It is pointed out that "good health partly depends on the proper provision and maintenance of messrooms, lockers and changing rooms, washing and toilet accommodation, adequate facilities for casualty treatment and so on." Minimum standards for these amenities are suggested. Particular stress is laid on the importance of providing adequate washing facilities including showers, basins or troughs, warm water, soap and clean towels. Firms are urged to make use of the technical advice on cafeterias and messrooms offered by the Department which is now operating more than 120 cafeterias in Government-owned war plants and has prepared pamphlets on the subject. Special facilities such as seats and rest couches are urged for women workers. As regards weight-lifting, the load-limits proposed in the Code of Working Conditions for Women Workers drawn up by the Department early in 1943 (L.G., 1943, p. 464) are recommended.

The pamphlet is illustrated with photographs showing good and bad conditions observed in various foundries.

**The Australian Foundry, Working Conditions and how to improve them,* Department of Labour and National Service. Industrial Welfare Division, Bull. No. 3, Melbourne, 1944.

Prices

Prices, Retail and Wholesale, in Canada, August, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics official cost-of-living index on the base 1935-39=100 declined 0·1 to 118·9 between July 3 and August 1, 1944. Weakness in foods, the index for which fell 0·5 to 131·5, was primarily responsible, though the fuel and lighting index fell from 108·9 to 108·7 in the same interval, due to further decreases in electricity rates in Ontario and Quebec. In the food group, lower quotations occurred for onions, cabbage, carrots, potatoes and lamb, while eggs, lemons and oranges advanced. Scattered increases affecting items of furniture, textile furnishings and hardware were reflected in a gain of 0·2 to 118·5 in the homefurnishings and services series. Other groups remained unchanged, rentals at 111·9, clothing at 121·5, and miscellaneous items at 109·0.

Movements of cost-of-living indexes (August 1939=100) for eight regional cities between June 1 and August 1 were mixed. Higher food prices were responsible for advances of 0·8 points to 119·6 in the Saint John series, and of 0·7 points to 119·0 in the Halifax index. Similarly three western centres, Edmonton, Saskatoon and Winnipeg recorded gains of 0·4, 0·3 and 0·2 points to close at 116·1, 119·6 and 115·7 respectively. The Toronto index remained unchanged at 117·1, while both Montreal at 120·2 and Vancouver at 116·9 moved 0·5 lower. In both the latter cities, lower food prices predominated, but in Montreal there was also a reduction in electricity rates.

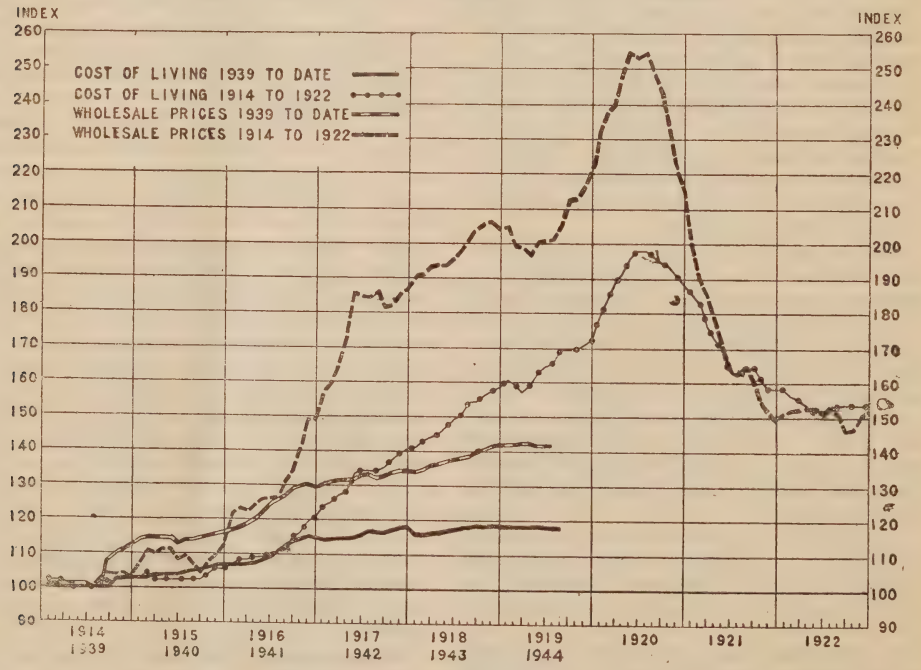
Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably com-

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1943

BASE: PRICES IN JULY, 1914 and in AUGUST, 1939=100



plete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent, $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the Labour Gazette for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the Labour Gazette under the title, *Activities of the Wartime Prices and Trade Board.*

Wholesale Prices, August, 1944

The Dominion Bureau of Statistics composite index of wholesale prices declined 0·2 to 102·3 between July and August, 1944, due to weakness in vegetable products. The vegetable group fell 0·5 to 94·6, reflecting lower quotations for rye, potatoes, onions and rosin which more than outweighed an authorized increase of 25 cents per bushel in flax, effective August 1, for the 1944-45 crop year. Animal products were fractionally firmer, gaining 0·1 to 106·0 on higher prices for calves, hogs, butter and eggs, although steers and lambs were lower. A gain of 0·3 to 100·3 was recorded for chemicals and allied products, while other groups were unchanged at 91·7 for textile products; 118 for wood products; 117·0 for iron and its products; 79·7 for non-ferrous metals and 102·3 for non-metallic minerals.

Canadian farm product prices also declined slightly in August, the composite index falling 0·8 points to 101·2 during the month. Animal products moved 1·1 points lower to 117.9; declines in live stock were more important than increases, and advances in egg prices were moderate. Lower prices for potatoes and onions were responsible for a drop of 0·6 to 91·2 in field products.

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·1	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	103·9	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
February 1	116·9	116·9	126·7	111·3	112·7	120·1	117·8	107·5	122·2
March 1	116·3	117·2	127·7	111·3	112·7	120·1	117·8	107·5	122·7
April 1	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
May 1	117·2	118·1	129·9	111·5	112·7	120·2	117·8	108·0	124·0
June 1	117·6	118·5	130·9	111·5	113·0	120·4	117·8	108·2	124·5
July 2	117·9	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
August 2	118·3	119·2	133·2	111·5	113·4	120·6	117·9	108·2	125·8
September 1	118·5	119·4	133·5	111·5	113·4	120·6	118·2	108·3	126·0
October 1	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
November 1	118·5	119·4	133·1	111·9	113·3	121·1	118·2	108·3	125·9
December 1	118·4	119·3	132·7	111·9	111·9	121·1	118·8	108·6	125·9
1944									
January 3	118·1	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	118·0	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	118·1	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1	118·2	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4
May 1	118·3	119·2	131·7	111·9	112·5	121·5	118·5	109·0	125·4
June 1	118·1	119·0	131·1	111·9	112·5	121·5	118·4	109·0	125·1
July 3	118·1	119·0	132·0	111·9	108·9	121·5	118·3	109·0	125·6
August 1	118·0	118·9	131·5	111·9	108·7	121·5	118·5	109·0	125·3

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
‡ Commodities in the cost of living index excluding rents and services.

TABLE II

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1944

(Base: August, 1939=100)

—	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax	119·0	141·6	105·7	107·5	117·8	115·1	108·9
St. John	119·6	134·6	107·8	112·9	121·7	116·3	109·9
Montreal	120·2	136·4	108·3	106·5	124·3	118·5	106·9
Toronto	117·1	128·6	111·1	119·2	118·0	114·1	108·9
Winnipeg	115·7	129·3	104·4	109·0	119·5	115·8	107·4
Saskatoon	119·6	135·2	113·1	110·4	119·4	120·0	107·4
Edmonton	116·1	132·4	100·0	103·6	124·3	117·1	108·4
Vancouver	116·9	132·7	99·7	113·9	123·6	115·8	108·6

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-AUGUST, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR AUGUST, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	Jan. 1943	April 1943	July 1943	Oct. 1943	Jan. 1944	April 1944	June 1944	July 1944	Aug. 1944	Price Aug. 1944
Beef, sirloin steak	lb.	100·0	120·7	136·9	141·6	145·2	143·7	143·0	143·0	143·7	153·8	154·1	43·0
Beef, round steak	lb.	100·0	125·7	145·4	153·2	157·8	155·7	154·4	154·4	154·9	166·2	166·7	39·5
Beef, rib roast	lb.	100·0	125·5	143·9	151·3	163·5	172·6	173·5	173·9	173·5	172·2	173·0	39·8
Beef, shoulder	lb.	100·0	132·7	159·1	168·6	178·0	180·5	180·5	179·9	178·0	162·9	161·6	25·7
Beef, stewing	lb.	100·0	136·7	167·5	177·8	184·1	181·7	180·2	180·2	178·6	169·0	168·3	21·2
Veal, forequarter	lb.	100·0	139·3	160·9	173·4	178·1	182·8	180·5	175·7	174·0	174·6	174·0	29·4
Lamb, leg roast	lb.	100·0	109·9	126·4	136·3	156·3	135·6	130·6	142·3	143·7	162·3	155·3	44·1
Pork, fresh loins	lb.	100·0	125·3	131·2	134·2	138·1	139·2	138·8	138·8	138·8	138·8	139·2	36·2
Pork, fresh shoulder	lb.	100·0	127·0	136·7	141·3	145·9	148·0	147·4	146·4	146·4	146·4	146·4	28·7
Bacon, side, med. sliced	lb.	100·0	132·3	137·8	139·4	139·7	140·3	140·3	140·3	140·0	140·3	140·0	45·5
Lard, pure	lb.	100·0	151·3	154·4	161·4	162·3	162·3	162·3	155·3	152·6	151·8	150·9	17·2
Shortening, Vegetable	lb.	100·0	134·7	135·4	136·8	137·5	137·5	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, Grade "A" fresh	doz.	100·0	156·4	169·7	136·5	144·1	178·0	161·2	136·5	134·5	136·2	141·4	43·0
Milk	qt.	100·0	111·0	94·5	95·4	95·4	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery prints	lb.	100·0	140·5	146·2	146·2	142·1	142·5	145·8	146·2	144·0	143·2	143·2	39·1
Cheese, Canadian, mild	lb.	100·0	174·6	162·5	163·5	165·4	165·9	168·3	165·4	164·4	163·9	163·5	34·0
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	100·0	100·0	100·0	9·2
Tomatoes, canned, 2½'s	tin	100·0	129·9	130·2	132·1	132·1	131·1	136·8	137·7	138·7	138·7	138·7	14·7
Peas, canned, 2's	tin	100·0	117·5	120·0	120·0	120·8	121·7	123·3	124·2	124·2	124·2	124·2	14·9
Corn, canned, 2's	tin	100·0	128·3	131·9	131·9	132·7	134·5	134·5	135·4	134·5	134·5	134·5	15·2
Beans, dry	lb.	100·0	129·4	127·5	127·5	129·4	129·4	131·4	131·4	133·3	133·3	133·3	6·8
Onions	lb.	100·0	108·2	102·0	122·4	144·9	149·0	146·9	157·1	163·3	159·2	146·9	7·2
Potatoes	15 lb.	100·0	89·9	125·6	143·3	166·5	137·2	137·8	147·3	140·5	153·0	155·2	50·9
Prunes, medium	lb.	100·0	115·8	124·6	124·6	127·2	126·3	129·8	123·7	123·7	122·8	122·8	14·0
Raisins, seedless, bulk	lb.	100·0	104·0	97·3	102·0	107·3	104·0	102·0	108·6	113·2	114·6	115·2	17·4
Oranges, medium size	doz.	100·0	132·5	136·5	136·2	143·3	147·8	140·3	139·6	141·0	141·0	141·3	41·4
Lemons, medium size	doz.	100·0	111·3	128·0	132·9	136·9	145·8	138·2	136·6	136·0	139·7	143·4	46·6
Jam, strawberry, 16 oz.	jar	100·0	111·3	114·5	115·7	115·1	†115·1	114·5	115·1	114·5	114·5	114·5	18·8
Peaches, 20 oz.	tin	100·0	101·5	104·1	105·1	109·6	†109·6	108·1	108·6	108·1	†108·1	†108·1	†21·3
Marmalade, orange, 16 oz.	jar	100·0	118·3	124·2	126·5	130·3	131·1	131·8	131·1	130·3	130·3	130·3	17·7
Corn syrup, 3½ lb.	jar	100·0	138·0	140·7	155·7	155·0	154·7	154·0	155·0	155·0	155·7	156·0	46·8
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	131·7	133·3	133·3	134·9	134·9	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	131·1	130·8	130·8	131·1	131·1	131·1	131·1	131·1	131·1	44·3
Tea black, ½ lb.	pkg.	100·0	145·2	131·6	131·3	131·6	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to August, 1944, prices.
† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

LOCALITY	Beef					Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, rsed. sliced, per lb	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb											
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—																				
1—Charlottetown	45·1	41·0	38·9	28·0	21·7	....	45·7	36·0	....	44·9	19·1	20·2	41·9	9·0	40·1	34·8	7·3	4·6	6·0	10·0
Nova Scotia—																				
2—Halifax	43·9	40·7	39·0	27·5	22·9	21·3	47·8	35·8	28·9	44·5	19·0	19·9	48·8	11·0	44·1	34·7	8·0	4·6	6·1	9·9
3—New Glasgow	45·6	42·9	40·3	26·6	22·3	....	47·2	39·3	32·3	46·9	18·0	20·0	45·1	10·0	43·6	35·4	7·3	4·9	6·1	10·0
4—Sydney	45·6	40·8	....	30·0	23·7	....	....	38·0	32·4	46·6	18·4	19·9	49·3	12·0	43·3	34·3	7·3	4·4	5·9	9·8
5—Truro	46·2	42·0	36·3	28·5	18·3	....	46·2	37·0	30·1	45·0	18·2	20·4	49·7	10·0	42·8	33·1	6·7	4·9	6·0	10·1
New Brunswick—																				
6—Fredericton	44·7	39·5	45·8	27·0	20·3	29·7	44·0	36·8	31·3	46·6	18·1	19·7	45·6	10·0	42·0	35·1	7·3	4·8	6·3	9·5
7—Moncton	45·5	41·7	41·2	27·1	21·2	29·3	46·9	36·2	30·3	47·4	17·8	20·1	48·1	10·0	42·3	34·8	8·0	4·6	5·8	10·0
8—Saint John	45·4	43·3	38·2	26·5	22·8	29·6	47·3	39·2	30·8	44·7	18·6	19·7	48·1	11·0	42·1	35·6	7·3	4·3	5·9	9·7
Quebec—																				
9—Chicoutimi	39·6	35·0	36·2	27·3	21·7	....	....	30·9	29·4	49·0	19·2	21·0	46·8	10·0	39·2	33·3	6·7	4·3	....	9·9
10—Hull	41·0	38·5	38·0	27·1	18·9	30·8	43·3	32·3	28·1	46·2	16·5	19·1	43·7	10·6	38·1	32·1	5·3	3·8	5·5	9·5
11—Montreal	42·7	39·6	43·6	24·8	20·4	25·0	45·3	33·0	26·7	45·8	16·8	19·2	47·1	10·5	38·7	34·0	6·0	3·8	5·4	9·3
12—Quebec	40·7	37·3	35·5	24·1	18·5	27·2	41·3	31·8	27·5	42·5	16·6	19·3	44·4	10·0	38·5	34·5	5·5	3·6	5·8	9·7
13—St. Hyacinthe	36·5	34·9	34·6	24·3	19·9	30·3	35·5	28·4	25·1	46·8	17·6	19·5	41·8	9·0	37·8	31·6	5·3	4·1	6·0	9·8
14—St. Johns	....	....	....	....	18·5	32·7	46·0	....	27·3	45·8	18·0	19·7	45·4	9·0	38·0	32·1	5·3	4·1	5·5	9·8
15—Sherbrooke	44·0	41·1	40·8	27·1	18·7	32·5	42·2	32·6	26·3	38·5	17·7	19·7	46·0	9·0	37·5	34·9	5·3	4·2	6·0	9·8
16—Sorel	39·3	37·0	35·0	24·4	18·4	....	....	32·5	24·7	45·6	18·1	19·4	44·0	9·0	38·1	32·3	5·3	4·0	5·3	10·0
17—Thetford Mines	33·3	35·2	27·7	24·3	17·6	....	....	25·0	23·7	37·0	17·3	19·5	41·6	8·0	38·1	32·0	5·3	4·0	5·3	9·7
18—Three Rivers	40·0	36·0	35·8	24·9	20·3	24·0	....	29·0	26·0	45·9	17·8	19·5	43·7	9·0	37·4	34·7	6·0	4·0	5·5	9·7
Ontario																				
19—Belleville	41·7	38·5	40·2	25·7	21·9	28·0	47·0	36·2	29·0	45·9	16·9	19·2	40·4	10·0	38·9	30·9	6·7	4·2	5·3	8·8
20—Brantford	44·4	40·7	41·0	26·2	18·9	30·0	45·1	37·9	28·9	46·1	16·0	19·5	43·3	10·0	38·8	35·1	6·7	4·2	5·3	9·1
21—Brockville	46·0	42·5	42·7	25·9	19·9	....	....	34·8	29·0	45·1	17·2	19·4	42·0	10·0	38·2	29·7	6·3	4·1	5·5	9·0
22—Chatham	43·3	40·0	41·2	25·9	19·6	31·3	44·4	37·9	32·5	46·4	16·7	19·3	40·0	10·0	37·6	35·9	5·3	4·1	5·1	8·7
23—Cornwall	43·4	39·6	40·5	26·0	17·7	....	45·0	36·1	27·1	45·3	16·3	19·5	40·7	10·0	39·0	30·0	6·0	4·1	5·8	9·2
24—Fort William	43·2	39·4	37·7	25·6	21·8	29·3	43·0	36·7	30·1	45·9	17·3	19·0	47·4	11·0	39·1	33·9	6·0	4·0	5·1	8·8
25—Galt	43·7	41·0	39·3	25·5	23·0	30·7	....	37·4	28·4	46·2	16·5	19·2	39·8	10·0	38·4	36·8	6·7	4·1	5·7	8·8
26—Guelph	43·9	41·0	39·5	26·5	24·6	31·2	45·0	39·0	28·7	46·3	16·8	19·1	41·1	10·0	38·9	34·9	6·0	4·1	5·7	9·0
27—Hamilton	44·3	41·1	41·1	25·7	23·0	30·2	46·2	39·1	30·3	46·5	16·8	19·1	43·6	11·0	39·9	37·0	6·0	4·2	5·6	8·8
28—Kingston	42·7	38·7	38·3	26·0	18·5	....	45·6	37·2	27·6	45·9	16·6	19·2	42·6	10·0	39·0	31·2	6·0	4·3	5·2	9·1
29—Kitchener	43·4	40·5	40·6	25·2	22·5	30·5	47·2	38·3	28·6	45·8	16·9	19·5	38·8	10·0	38·8	33·8	6·3	4·0	6·1	8·8
30—London	43·7	40·0	40·8	25·6	22·0	30·1	46·1	37·2	27·9	44·9	17·6	19·2	42·0	10·0	38·6	33·4	6·0	4·0	5·6	8·9
31—Niagara Falls	43·0	39·4	41·3	25·2	19·5	30·1	45·0	38·1	28·6	44·0	16·8	19·5	43·5	10·5	39·2	34·1	6·0	4·2	5·7	8·9
32—North Bay	44·0	40·4	43·5	26·3	18·6	31·3	45·2	38·0	30·1	45·9	17·3	19·5	48·0	11·0	38·1	33·7	6·7	4·2	6·3	9·6
33—Oshawa	43·4	40·1	43·0	26·1	22·4	31·3	46·0	38·1	28·2	46·5	17·2	19·5	42·9	10·0	39·0	32·4	6·0	4·1	5·6	8·8
34—Ottawa	43·8	40·8	42·9	26·3	22·2	29·1	46·6	36·0	29·5	48·6	16·9	19·1	44·7	10·0	38·6	31·4	6·7	3·9	5·7	8·9

COAL AND RENTALS IN CANADA, AUGUST, 1944

Canned Vegetables														Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice per 20 oz. tin.	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·9	15·4	15·4	6·6	8·4	55·5	13·9	18·3	45·5	63·4	39·3	....	36·8	51·1	8·6	8·1	54·1	38·0	.....	11·57	24·00–28·00 (c)	1
14·8	14·7	15·2	7·4	7·7	58·7	15·2	18·1	45·4	50·8	38·1	....	37·1	51·0	8·5	8·2	49·5	38·0	.....	12·29	27·50–31·50	2
15·1	15·1	16·0	6·5	7·2	68·4	15·0	19·0	44·9	51·0	40·5	....	38·4	50·7	8·2	8·2	51·9	38·0	.....	8·42	16·00–20·00	3
14·8	15·1	15·4	6·7	8·1	62·3	13·4	18·5	48·2	58·3	39·3	....	36·8	50·3	8·6	8·3	49·8	37·8	.....	6·75	18·00–22·00 (c)	4
15·2	15·3	15·0	7·0	7·8	65·5	14·3	17·7	47·7	48·3	39·5	21·7	37·5	51·8	8·7	8·5	51·1	38·0	.....	11·41	26·50–30·50	5
14·9	15·4	15·5	6·6	7·5	55·0	14·3	18·5	43·2	52·2	39·5	....	38·7	50·7	8·5	8·3	49·7	38·0	.....	12·09	21·00–25·00 (c)	6
15·3	15·3	15·8	6·7	7·4	58·9	13·5	17·0	44·4	52·5	40·0	....	38·7	50·4	9·0	8·8	53·0	38·0	.....	11·57	26·00–30·00 (c)	7
15·1	15·2	15·1	6·8	6·9	62·6	14·0	16·0	47·1	46·7	39·4	20·0	36·0	50·9	8·4	8·3	48·4	38·0	.....	12·70	20·50–24·50 (c)	8
14·5	14·9	.....	6·9	9·7	44·6	16·6	20·0	41·9	55·5	39·8	....	40·3	47·9	8·4	8·1	50·9	39·6	18·00	.....	.....	9
14·1	15·1	15·6	7·1	7·8	49·2	13·6	15·7	38·6	43·0	37·7	....	36·4	47·0	8·3	8·0	45·2	38·9	16·75	.....	15·50–19·50	10
13·3	14·3	15·1	6·5	6·8	37·7	14·5	17·9	39·9	43·3	37·6	....	34·8	47·3	8·0	7·9	46·6	39·7	16·65	.....	23·00–27·00 (c)	11
13·9	14·0	14·5	6·8	8·2	39·4	14·5	18·0	42·1	49·9	36·9	....	35·5	47·7	8·1	7·9	42·8	39·8	16·32	.....	26·00–30·00 (c)	12
13·3	14·7	15·5	6·8	8·3	47·5	14·1	17·1	40·8	49·1	38·9	....	36·4	43·8	8·0	7·8	42·3	40·8	15·75	.....	16·00–20·00 (c)	13
14·1	15·0	15·0	6·5	8·9	42·0	14·6	17·3	41·6	50·0	38·6	....	37·3	47·1	8·0	7·9	40·7	40·0	15·50	.....	.....	14
14·0	15·7	17·0	6·4	7·6	38·7	14·6	18·7	41·5	44·8	39·6	....	39·4	49·9	8·0	8·0	39·8	39·4	17·50	.....	20·00–24·00 (c)	15
15·0	14·7	17·3	7·1	8·5	46·5	15·0	17·6	43·7	53·3	39·9	....	37·2	48·9	7·9	7·7	45·8	39·6	16·25	.....	.....	16
13·7	14·3	15·0	5·9	8·0	39·7	15·0	16·7	39·4	45·8	38·9	....	37·4	49·6	8·0	7·5	48·3	39·4	19·00	.....	14·00–18·00 (c)	17
14·7	14·7	14·8	6·3	8·3	39·6	14·9	20·0	40·3	49·2	39·0	....	37·7	48·3	8·5	8·0	47·2	40·6	16·00	.....	20·00–24·00 (c)	18
13·1	14·1	14·6	6·3	7·6	52·9	13·6	16·4	41·3	47·1	36·6	....	33·7	45·9	8·5	8·4	43·7	38·9	16·00	.....	22·00–26·00	19
14·4	14·5	14·8	6·2	6·7	50·6	14·8	18·2	43·5	45·9	35·9	....	33·3	47·6	8·4	8·3	46·4	39·4	16·00	.....	22·00–26·00	20
14·1	14·2	14·6	6·5	7·1	49·7	13·0	17·3	42·1	48·4	....	....	34·5	49·0	8·3	8·1	42·3	38·5	16·00	.....	20·00–24·00	21
14·3	15·1	14·7	5·5	6·1	47·1	.....	.....	33·9	43·7	36·3	....	33·3	46·5	8·6	8·5	40·7	38·2	16·00	.....	21·50–25·50	22
.....	15·0	.....	7·2	7·7	48·2	15·7	....	38·0	40·3	....	....	35·7	46·9	8·2	8·2	45·8	38·6	16·50	.....	23·00–27·00 (c)	23
14·4	14·6	15·0	6·8	6·4	59·8	13·9	18·5	41·5	45·0	38·2	....	36·5	44·5	8·6	8·5	42·2	38·1	16·80	.....	25·50–29·50	24
13·8	14·5	14·6	6·3	7·1	52·4	14·0	17·5	42·4	48·1	35·0	....	33·6	46·7	8·5	8·3	44·3	39·4	16·00	.....	22·00–26·00	25
14·1	14·7	14·7	6·3	6·7	47·9	13·2	15·5	41·0	45·1	35·9	....	32·5	45·2	8·6	8·5	42·9	38·5	16·00	.....	22·00–26·00	26
13·8	14·4	14·6	6·0	7·4	51·0	14·2	17·1	44·1	46·8	35·4	....	33·6	46·1	8·2	8·1	41·7	39·3	15·50	.....	26·00–30·00	27
13·8	14·4	14·4	6·6	6·9	53·4	14·1	17·0	40·4	45·9	37·3	....	35·2	45·6	8·1	7·9	43·4	38·8	16·00	.....	29·00–33·50	28
14·3	14·6	14·7	6·5	6·8	52·7	13·3	15·6	41·6	47·3	36·3	....	33·1	45·8	8·7	8·5	39·7	39·4	16·00	.....	26·00–30·50	29
14·4	15·1	15·1	6·1	6·9	50·8	13·3	17·1	39·1	43·2	36·4	....	33·4	44·9	8·6	8·4	44·1	39·2	16·50	.....	26·50–30·50	30
13·2	14·1	15·1	7·1	6·6	51·7	.....	.....	43·3	45·2	37·0	....	34·5	44·0	8·7	8·7	44·4	39·6	14·63	.....	25·00–29·00	31
14·6	14·5	14·9	6·3	6·8	59·8	14·2	18·2	41·9	48·7	38·5	....	36·3	46·8	9·0	8·9	51·6	39·3	17·25	.....	23·00–27·00	32
14·1	14·7	14·6	7·1	7·1	49·7	14·1	....	39·9	47·0	36·0	....	34·6	45·3	8·6	8·4	46·8	39·3	16·00	.....	23·00–27·00	33
14·3	14·9	15·0	.....	7·3	57·3	14·1	17·7	40·6	47·7	36·8	....	35·9	49·4	8·3	8·1	43·7	39·0	16·75	.....	31·00–35·00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

LOCALITY	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.
Ontario—Con.																				
35—Owen Sound	42·0	39·5	39·4	24·9	22·7	....	48·7	36·7	27·7	45·4	17·5	19·3	40·3	10·0	39·5	30·9	6·0	4·0	5·4	9·4
36—Peterborough	44·5	41·0	42·3	25·9	21·7	32·0	45·6	38·7	30·3	46·4	17·2	19·1	40·1	10·0	38·5	34·2	6·0	4·2	5·4	8·7
37—Port Arthur	43·4	39·4	38·8	24·8	21·7	28·0	39·6	35·8	29·0	48·4	17·5	18·8	46·8	11·0	39·1	34·3	6·3	4·2	5·6	9·3
38—St. Catharines	44·6	41·1	42·1	25·3	20·8	30·7	46·0	40·0	28·7	46·3	17·1	19·1	42·3	10·5	39·2	36·4	6·0	4·2	5·5	9·0
39—St. Thomas	43·9	40·5	41·7	25·2	23·2	30·3	46·8	38·7	31·2	46·1	17·4	19·6	42·1	10·0	39·7	33·2	6·0	4·2	5·9	9·5
40—Sarnia	42·2	39·3	41·3	26·4	21·2	33·3	44·0	37·6	29·9	45·6	18·3	19·6	43·5	10·0	39·6	33·7	6·0	3·9	6·0	9·5
41—Sault Ste. Marie	43·2	39·9	39·0	26·4	22·1	....	42·3	36·6	28·7	44·1	17·6	19·1	47·1	11·0	38·5	32·1	6·7	4·0	6·0	9·2
42—Stratford	41·4	38·8	40·2	26·0	23·2	....	....	36·6	28·8	45·9	17·8	20·1	39·5	10·0	38·6	33·0	5·3	3·9	5·9	9·1
43—Sudbury	43·7	40·6	41·4	25·7	23·1	28·8	39·6	37·4	30·2	43·7	17·3	19·4	45·6	11·0	38·2	32·8	6·7	4·2	6·3	9·2
44—Timmins	43·5	40·4	41·4	26·3	21·1	29·7	44·7	37·7	29·7	44·5	18·2	19·5	47·0	12·0	37·7	33·9	6·7	4·4	5·4	9·5
45—Toronto	43·9	40·2	41·6	25·5	22·7	30·5	45·4	37·3	26·5	48·4	17·2	19·1	44·9	11·0	39·3	37·3	6·7	4·2	5·3	8·7
46—Welland	41·8	38·4	40·9	25·5	22·1	32·0	....	37·0	28·4	43·4	16·5	19·3	40·7	11·0	39·1	35·8	6·7	4·2	5·3	8·9
47—Windsor	43·6	40·2	40·9	24·9	22·9	31·0	46·5	38·1	29·9	45·4	17·5	19·2	43·1	11·0	38·2	35·6	6·0	4·2	5·4	8·8
48—Woodstock	42·7	39·5	39·5	25·5	19·2	....	....	36·8	27·0	44·8	16·6	19·1	38·9	10·0	38·6	31·3	6·0	3·8	5·9	8·8
Manitoba—																				
49—Brandon	42·8	38·2	40·3	25·2	20·3	....	41·5	35·2	27·0	45·9	16·4	21·0	39·8	10·0	37·0	33·5	7·1	3·8	5·7	9·1
50—Winnipeg	42·1	37·8	33·8	24·6	22·0	27·8	41·6	36·0	29·4	46·5	16·8	19·5	43·3	9·0	36·5	34·4	8·0	3·7	5·3	8·8
Saskatchewan—																				
51—Moose Jaw	42·8	38·7	38·3	23·9	18·6	....	40·7	34·6	27·2	45·3	15·1	20·9	38·0	11·0	36·6	....	7·2	3·8	5·6	8·7
52—Prince Albert	36·0	33·4	....	22·8	17·4	....	....	....	....	35·8	15·8	20·1	....	10·0	33·0	33·1	6·0	4·4	....	8·8
53—Regina	41·4	37·8	36·4	24·5	21·7	25·8	39·5	33·8	24·9	42·9	15·8	21·6	41·2	10·0	36·8	34·6	6·8	4·0	6·1	8·8
54—Saskatoon	42·1	37·6	36·0	25·1	19·9	26·9	40·7	34·3	27·6	44·9	15·4	20·0	39·7	10·0	36·8	33·7	7·2	3·7	5·3	8·9
Alberta—																				
55—Calgary	44·0	39·4	39·3	25·1	22·9	27·5	41·4	35·1	30·3	48·2	15·6	19·9	41·2	10·0	37·0	35·8	7·2	3·9	5·4	8·8
56 Drumheller	42·7	37·7	40·3	23·3	18·0	....	....	35·0	26·7	45·2	16·9	21·7	40·1	10·0	38·9	38·0	8·0	4·4	5·7	9·2
57 Edmonton	40·2	35·2	36·7	22·2	21·5	27·3	37·6	34·2	26·9	46·2	15·3	20·2	40·0	10·0	37·3	34·5	7·2	3·9	5·3	8·7
58 Lethbridge	42·0	37·2	36·6	23·7	19·8	25·3	40·0	34·3	27·0	44·7	16·2	21·2	41·2	10·0	37·3	....	8·0	4·1	....	8·7
British Columbia—																				
59 Nanaimo	46·7	42·7	44·0	27·2	25·0	....	44·3	39·2	31·4	48·6	17·7	20·7	38·8	12·0	42·3	36·3	9·0	4·3	6·0	9·2
60—New Westminster	45·4	40·3	42·9	25·8	24·1	29·0	43·1	38·1	29·8	46·4	17·1	20·1	38·2	10·0	40·3	34·7	8·0	4·2	6·0	9·4
61—Prince Rupert	45·3	43·3	43·0	25·3	24·5	....	44·0	41·3	30·0	48·8	19·0	20·9	43·6	15·0	41·7	37·7	10·0	5·0	....	9·6
62—Trail	44·8	40·8	44·0	26·0	25·0	29·8	45·0	38·5	30·2	47·0	17·4	22·6	39·7	13·0	39·6	34·1	9·0	4·2	6·0	9·3
63—Vancouver	47·0	41·8	42·3	26·5	24·7	29·7	42·9	36·9	29·4	47·7	16·4	19·2	38·6	10·0	40·1	34·6	9·6	4·2	5·8	9·0
64—Victoria	45·3	41·5	43·4	26·7	24·3	31·7	44·8	38·1	29·6	47·1	17·2	20·3	39·6	11·0	41·1	34·9	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes

COAL AND RENTALS IN CANADA, AUGUST, 1944

Canned Vegetables													Sugar				Coal		Rent (b)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
13·8	15·3	.....	6·3	7·9	50·4	14·1	16·2	41·4	44·9	36·5	....	35·0	43·7	8·5	8·4	48·3	39·0	16·50	.....	16·00–20·00	35
13·6	14·2	14·6	6·1	7·8	50·2	15·0	15·7	40·1	47·9	36·9	....	34·0	46·3	8·5	8·5	44·3	38·9	16·75	.....	24·00–28·00	36
14·2	14·9	14·6	6·5	6·5	56·3	13·1	17·7	41·7	50·0	38·4	....	34·6	43·6	8·5	8·4	41·9	38·1	16·50	.....	23·00–27·00	37
14·0	14·7	14·9	6·9	7·5	56·5	13·3	18·4	41·8	45·6	34·1	....	33·0	47·2	8·5	8·2	43·6	39·0	15·75	.....	27·00–31·00	38
14·4	15·0	15·1	6·2	7·2	47·2	14·3	....	43·8	44·9	34·6	....	33·8	46·6	8·7	8·6	44·4	39·5	16·00	.....	21·00–25·00	39
14·8	14·6	14·9	7·0	6·8	51·6	13·4	....	42·9	47·9	....	....	34·6	46·5	8·8	8·8	44·6	39·3	16·50	.....	23·00–27·50	40
14·4	15·4	14·7	6·6	6·8	54·9	13·4	17·0	36·9	47·3	37·0	....	34·6	45·7	8·4	8·4	41·8	39·2	17·00	.....	23·00–27·00	41
14·9	14·7	15·0	6·2	6·8	50·9	14·4	17·2	41·7	44·2	35·3	20·0	33·9	46·7	8·8	8·6	43·7	38·7	16·00	.....	21·00–25·00	42
14·6	14·8	15·1	6·1	6·9	53·9	14·1	17·3	38·3	49·0	38·8	....	34·7	48·5	8·8	8·5	45·3	38·5	17·75	.....	27·00–31·00	43
15·0	14·8	15·4	6·3	7·1	64·4	12·9	19·5	41·4	53·6	40·2	....	35·3	49·0	8·9	8·8	39·6	38·9	19·50	.....	23·50–27·00	44
13·5	14·2	14·2	6·2	6·5	52·6	14·0	16·2	41·9	45·0	35·3	....	32·2	45·7	8·2	8·0	44·6	38·6	15·50	.....	32·50–36·50	45
14·0	14·4	14·9	9·7	7·0	52·4	14·1	18·0	44·5	44·5	36·0	....	33·7	45·4	8·3	8·3	41·4	39·2	15·50	.....	.....	46
13·9	15·0	14·8	6·0	6·4	51·1	13·5	17·0	37·4	41·6	34·5	....	33·8	46·6	8·3	8·2	39·2	38·6	16·00	.....	25·00–29·00	47
14·7	14·6	14·5	6·3	6·0	49·1	.....	17·8	42·7	47·0	35·3	....	34·0	46·3	8·6	8·6	45·5	39·0	16·00	.....	22·00–26·00	48
15·7	15·0	15·2	7·2	5·9	46·2	14·2	16·1	40·6	43·5	....	....	39·7	44·2	9·1	9·0	44·5	38·2	.....	8·37	21·00–25·00	49
15·5	15·5	16·0	7·6	5·5	42·5	13·9	16·7	39·7	40·3	39·5	....	36·3	43·5	9·0	8·9	37·6	37·9	.....	12·95	26·00–30·00	50
16·8	15·3	15·2	6·4	6·6	47·7	13·9	17·7	38·2	44·8	39·0	22·7	37·4	42·8	9·3	9·4	42·7	38·6	.....	10·30	21·00–25·50	51
16·6	16·7	16·7	7·5	7·3	47·8	15·3	16·2	38·0	42·1	39·3	22·3	38·8	47·5	9·9	9·6	39·6	37·8	.....	10·50	19·50–23·50	52
16·6	15·7	15·3	6·6	6·9	47·3	13·5	17·4	38·5	40·7	40·4	21·5	37·0	46·9	9·2	9·6	42·0	38·0	.....	11·50	27·50–31·50	53
17·3	16·4	16·6	7·3	7·0	52·0	15·3	17·7	41·6	47·9	40·1	22·9	38·6	45·8	9·5	9·6	43·7	37·8	.....	10·10	22·00–26·00	54
15·0	14·7	15·4	7·5	6·5	49·2	14·8	17·7	39·9	47·3	37·0	20·9	34·5	45·3	9·0	9·2	41·5	37·6	.....	8·25	26·00–30·00	55
17·7	15·6	16·5	7·7	8·1	56·7	13·4	17·4	42·8	47·1	40·1	23·0	35·9	45·6	9·5	9·7	42·5	38·0	.....	.....	20·00–24·00	56
15·3	14·9	15·8	7·3	7·2	47·2	14·5	17·6	42·5	41·2	38·5	21·9	35·1	44·3	9·2	9·4	42·8	37·6	.....	5·40	24·50–28·50	57
15·8	14·2	14·5	7·1	6·1	46·1	12·6	18·1	40·5	43·3	37·4	20·8	32·4	44·2	9·3	9·4	45·0	37·5	.....	4·90	22·00–26·00	58
15·7	15·1	15·0	8·2	7·2	53·1	13·4	....	42·7	38·5	....	....	31·5	....	8·9	8·8	41·2	38·4	.....	.....	17·00–21·00	59
14·8	14·2	15·0	7·2	6·4	42·0	11·8	16·6	37·1	37·9	36·6	20·6	33·2	43·1	7·9	7·8	36·9	38·2	.....	13·00	20·50–24·50	60
16·1	15·4	16·2	8·3	7·2	53·0	12·6	16·7	47·7	46·0	39·3	22·4	33·7	44·8	8·8	8·6	44·3	39·0	.....	13·65	20·00–24·00	61
14·9	15·7	16·5	8·7	6·4	52·6	12·5	15·6	37·7	46·9	35·5	23·3	36·0	49·0	9·0	8·9	39·4	37·7	.....	10·75	23·00–27·00	62
14·8	14·5	14·6	7·1	5·5	40·7	12·3	16·7	38·9	38·3	35·6	20·3	30·4	43·2	8·0	8·0	38·8	37·9	.....	13·00	23·50–27·50	63
15·3	15·1	15·5	7·3	7·2	47·5	14·3	16·0	39·3	37·6	35·5	21·3	32·8	42·9	8·9	8·4	42·3	38·3	.....	13·25	21·00–25·00	64

(a) Inclusion of all sales taxes.

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V. INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(Average Prices in 1926=100)

Commodities	Commodities 1944	1913	1918	1920	1922	Aug. 1926	Aug. 1929	Aug. 1933	Aug. 1940	Aug. 1941	Aug. 1942	Aug. 1943	July 1944	Aug. 1944
All commodities	510	64·0	127·4	155·9	97·3	99·1	98·4	69·5	82·6	92·0	95·5	100·4	102·5	102·3
Classified according to chief component materials														
I. Vegetable products	113	58·1	127·9	167·0	86·2	98·6	100·1	65·9	70·3	77·7	85·2	92·4	95·1	94·6
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	97·8	109·9	59·7	76·8	97·0	99·6	108·0	105·9	106·0
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	99·7	91·1	71·2	83·6	94·0	91·9	91·9	91·7	91·7
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	100·1	94·0	63·2	90·5	98·5	101·5	109·5	118·0	118·0
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	99·3	93·8	85·4	105·8	112·6	115·8	115·7	117·0	117·0
VI. Non-Ferrous Metals and their products	17	98·4	141·9	135·7	97·3	100·7	98·5	68·0	77·0	77·5	77·7	79·7	79·7	79·7
VII. Non-Metallic Minerals and their Products	81	56·8	82·3	112·2	107·0	99·2	95·3	83·3	90·3	96·8	99·2	100·5	102·3	102·3
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	99·7	95·2	81·6	90·8	100·8	102·3	100·5	100·0	100·3
Classified according to purpose—														
I. Consumers' Goods	207	62·0	102·7	136·1	96·9	98·9	96·3	72·1	83·5	93·6	95·2	97·4	97·4	97·2
Foods, Beverages and Tobacco	114	61·8	113·0	150·8	90·2	97·8	103·7	66·6	78·2	92·9	97·3	103·4	101·2	100·8
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	99·5	91·3	75·9	87·1	94·0	93·8	93·4	94·8	94·8
II. Producers' Goods	366	67·7	133·3	164·8	98·8	99·6	100·2	66·8	77·9	84·5	88·8	95·7	99·9	99·7
Producers' Equipment	24	55·1	81·9	108·6	104·1	97·1	94·9	84·9	102·0	107·1	110·1	114·2	118·5	118·5
Producers' materials	342	69·1	139·0	171·0	98·2	99·9	100·8	64·8	75·2	82·0	86·4	93·6	97·8	97·6
Building and Construction Materials	111	67·0	100·7	144·6	108·7	100·0	99·2	80·7	96·7	111·6	114·5	121·6	127·2	127·2
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	99·9	101·2	62·1	71·5	77·0	81·6	88·9	92·8	92·6
Classified according to origin:														
I. Farm—														
A. Field	154	59·2	134·7	176·4	91·2	98·3	97·0	65·1	68·7	77·0	82·0	88·1	90·5	90·2
B. Animal	88	70·1	129·0	146·0	95·9	97·2	105·4	61·8	78·7	95·4	96·7	101·4	99·8	99·9
Farm (Canadian)	63	64·1	132·6	160·6	88·0	97·3	109·2	57·2	62·7	72·1	81·3	97·4	102·0	101·2
II. Marine	16	65·9	111·6	114·1	91·7	100·2	103·0	65·4	79·1	93·8	109·7	135·3	129·8	129·8
III. Forest	58	60·1	89·7	151·3	106·8	100·1	93·8	63·5	90·4	98·1	101·0	109·0	117·2	117·2
IV. Mineral	194	67·9	115·2	134·6	106·4	99·8	93·0	80·4	91·8	96·8	98·3	99·3	100·5	100·4
All raw (or partly manufactured)	213	63·8	120·8	154·1	94·7	97·6	102·3	60·9	73·8	83·4	90·0	100·4	103·7	103·4
All manufactured (fully or chiefly)	297	64·8	127·7	156·5	100·4	99·3	94·5	71·7	81·3	91·0	91·7	92·9	93·4	93·5

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)						(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	805	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	882	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	1024	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	1225	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	1282	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	1536	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	1428	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	1194	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	1053	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1103	1150	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	.....	.....	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	.....	.....	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1242	1176	1416	1109
1943	100·0	118·4	103·1	123·5	162·8	199	218·2	203	1706	1244	1372	1267	1513	(e) 1002
July	100·1	118·8	103·2	123·9	164·6	200	217·9	204	1703	1248	1404	(d)	1522	(e)
August	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	1395	.....	1522	.....
September	101·1	119·4	103·1	123·9	162·9	198	219·5	204	1725	1259	1398	1278	1520	996
October	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	1392	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1742	1256	1391	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	1266	1565	1001
1944—January	102·5	119·0	103·3	124·2	164·0	199	220·6	206	1767	1264	1391	.....	1566	.....
February	102·7	118·9	103·6	123·8	164·6	200	221·3	206	1768	1272	1385	.....	1567	.....
March	103·0	119·0	103·8	123·8	164·9	200	222·9	206	1765	1283	1387	1268	1559	1005
April	102·9	119·1	103·9	124·6	165·5	200	223·1	207	1773	1291	(i) 1396	.....	1558	.....
May	102·5	119·2	104·0	125·1	166·1	200	.....	.....	1773	1292	1397	.....	1565	.....
June	102·5	119·0	104·3	125·4	166·1	200	.....	.....	1757	1296	.....	1269	.....	.....
July	102·5	119·0	104·1	126·1	167·1	201	.....	.....	.....	.....	.....	.....	.....	.....
August	102·3	118·9	.....	.....	.....	202	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943 (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at June 30, 1944

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as $425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is $300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds $125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is $300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to $150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of $200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of $225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

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* Amended by Orders in Council P.C. 6367, August 10, 1943, and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS, IN CANADA AS AT JUNE 30, 1944

—	Alberta effective Aug. 1, 1929	British Columbia effective Sept. 1, 1927	Manitoba effective Sept. 1, 1928	New Brunswick effective July 1, 1936	Nova Scotia effective Mar. 1, 1934	Ontario effective Nov. 1, 1929
Number of pensioners	11,081	14,614	12,155	11,911	13,802	56,397
Average monthly pension	22·97	23·66	23·48	22·03	18·38	23·31
*Percentage of pensioners to total population	1·40	1·62	1·67	2·57	2·27	1·44
*Percentage of persons over 70 years of age to total population	3·16	4·67	3·99	4·54	5·11	4·90
*Percentage of pensioners to population over 70 years of age	44·32	34·80	41·91	56·72	44·52	29·37
Dominion Government's contributions for quarter ended June 30, 1944	$560,177 64	$762,190 68	†$906,795 30	$582,915 24	$565,907 32	$2,927,519 51
Amounts charged to War Appropriation for quarter ended June 30, 1944, included in Dom. Government's contributions for the same period	$95,455 44	$144,277 45	†$412,521 65	$132,927 94	$33,662 81	$549,093 95
Dominion Government's contributions from inception of Act	$19,481,365 41	$26,935,178 69	$25,953,294 68	$12,206,168 14	$19,121,023 21	$120,694,261 28
Amounts charged to War Appropriation since inception of amendment to O.A.P. Act included in above figures	$311,087 69	$469,511 71	$412,521 65	$172,478 87	$85,921 53	$1,399,652 94

—	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order in Council effective Jan. 25, 1929	Totals
Number of pensioners	1,888	47,586	12,775	11	182,220
Average monthly pension	18 52	22 63	23 08	24 55	
*Percentage of pensioners to total population	2·07	1·38	1·52	·09	
*Percentage of persons over 70 years of age to total population	6·59	3·18	3·33	1·61	
*Percentage of pensioners to population over 70 years of age	31·47	43·26	45·63	5·70	
Dominion Government's contributions for quarter ended June 30, 1944	$77,811 67	$2,392,596 86	$651,044 31	$783 16	†$9,427,741 69
Amounts charged to War Appropriation for quarter ended June 30, 1944 included in Dom. Government's contributions for the same period	$15,562 33	$493,154 64	$125,050 93	$144 57	†$2,001,851 71
Dominion Government's contributions from inception of Act	$2,011,158 39	$58,065,329 80	$24,186,883 31	$25,496 09	$308,680,159 00
Amounts charged to War Appropriation since inception of amendment to O.A.P. Act included in above figures	$46,775 91	$1,629,059 18	$417,880 80	$455 59	$4,945,345 87

† Includes $288,541.49 paid to the Province of Manitoba in quarter April 1/44 to June 30/44 as Dominion's share of the amount of the pension payments made by the Province from Sept. 1/43 to Mar. 31/44, which was chargeable to the War Appropriation.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS, FOR BLIND PERSONS, IN CANADA AS AT JUNE 30, 1944

—	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners	241	329	342	723	638
Average monthly pension	24·08	24·27	24·32	24·67	21·46
*Percentage of pensioners to total population	·030	·037	·047	·156	·105
Dominion Government's contributions for quarter ended June 30, 1944	$13,143 54	$17,881 32	‡$26,837 85	$39,528 42	$30,655 75
Amounts charged to War Appropriation for quarter ended June 30, 1944, included in Dominion Government's contributions for the same period	2,427 88	3,389 20	‡11,923 52	8,028 44	2,980 67
Dominion Government's contributions from inception of amendment to O.A.P. Act	$221,768 71	$334,777 41	$336,441 95	$759,234 79	$638,105 18
Amounts charged to War Appropriation since inception of amendment to O.A.P. Act included in above figures	$8,042 63	$11,239 01	$11,923 52	$17,335 18	$7,795 99

—	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners	1,464	107	2,259	328	6,431
Average monthly pension	24·25	22·30	24·40	24·54	
*Percentage of pensioners to total population	·037	·118	·065	·039	
Dominion Government's contributions for quarter ended June 30, 1944	$80,575 64	$5,432 66	$125,873 20	$18,106 31	†$358,034 69
Amounts charged to War Appropriation for quarter ended June 30, 1944, included in Dominion Government's contributions for the same period	$15,291 74	$1,086 53	$24,547 72	$3,438 41	†$73,114 11
Dominion Government's contributions from inception of amendment to O.A.P. Act	$1,607,012 33	$93,022 26	$2,274,219 71	$327,662 10	$6,592,244 44
Amounts charged to War Appropriation since inception of amendment to O.A.P. Act included in above figures	$39,823 83	$3,337 75	$80,964 91	$11,311 50	$191,774 32

* Percentages based on the estimated population as at June 1, 1943—Dominion Bureau of Statistics.

‡ Includes $8,285.86 paid to the Province of Manitoba in quarter April 1, 1944 to June 30, 1944, as Dominion's share of the amount of the pension payments made by the Province from Sept. 1, 1943 to March 31, 1944, which was chargeable to the War Appropriation.

Co-operative Organizations and Post-War Relief

REHABILITATION and relief for the countries wrecked by war are being given careful consideration by economists and social workers in all of the Allied countries. Foremost among the problems to be encountered as soon as the war is over are "famine, bodily wretchedness and epidemic disease, and the crying need for their relief. Next will be the immense and hardly less urgent task of restoring economic life, rebuilding what has been destroyed, and setting free the latent forces of democracy and culture." Whatever plans may be decided upon to cope with these tasks it is essential that adequate administrative machinery be provided.

As a contribution to the discussion of this latter phase of these perplexing questions, the International Labour Office has issued a treatise entitled *Co-operative Organizations and Post-War Relief*. It is pointed out in the introduction that "the search for institutions capable of immediate adaptation, with a minimum of administrative apparatus, to urgent needs of the moment, and, at the same time, able to reconcile the claims of both order and liberty in any lasting organization of social life, has led many minds towards the co-operative movement . . . There is an increasing, though, as yet unformed body of opinion which looks to co-operative institutions to play a decisive, or at least a very important part, in the solution of post-war social and economic problems. Such a view is not only held by co-operative leaders, . . . but by prominent representatives of governments, churches and educational organizations."

World-wide Organization of Co-operatives

It is recalled that the co-operative movement is "nationally and internationally a coherent and organic entity," which "in its totality exhibits a carefully fashioned federal structure."

The latest issue of the International Directory of Co-operative Organizations, published by the I.L.O. in 1939, lists more than 400 federal co-operative bodies of one type or another spread over 61 countries. Moreover, it is asserted that "federalization in its various forms proceeds steadily upwards. In many countries several different categories of society have been moved to establish among themselves confederative bodies—in a kind of super-federation—for the study and solution of common problems. This process even reaches into the international field." Not only are co-operatives organized on a world-wide scale, but they share in a varied range of activities. In addition to the original consumers co-operatives there are extensive co-operative wholesales, a wide variety of industrial projects, housing, banking, insurance co-operatives, etc.

It is asserted that much the largest international co-operative organization is the International Co-operative Alliance, which was founded nearly 50 years ago. Its functions have been mainly the promotion of the ideals of co-operation, notably, co-operative banking and trading, as well as other international co-operative activities.

It is recalled that in 1922 the International Banking Committee was established in Paris as an auxiliary of the Alliance and in the same year the Insurance Committee set up a permanent secretariat at Brussels. Two years later, rules were adopted governing the International Co-operative Wholesale Society, which has headquarters at Manchester, England. The latter, is mainly an educative project, designed to facilitate world co-operative trade. As recently as 1938, the International Co-operative Trading Agency was established in London to "act as selling agents and representatives of overseas shippers for co-operative trade" and as brokers, selling agents and purchasing agents for member societies. At the outbreak of the present war the Alliance comprised 171,300 societies with 71,588,000 members in 35 countries. The important co-operatives of Germany and Italy are not included in these figures as they had withdrawn from the Alliance some time earlier.

Functions of International Organization

The purpose and effect of this federal structure "is to place at the disposal of its smallest component units all the benefits normally conferred by large-scale financial, administrative and technical concentration." The necessity is emphasized for distinguishing between the concentration process of co-operative undertakings and the apparently similar process among capitalistic enterprises. This is necessary for a proper understanding of "the contribution that co-operative organization can make to economic order in general and to the post-war economy in particular." It is pointed out in the treatise that a characteristic of the co-operative structure is that it "is built upon the most numerous and smallest economic units," such as individual households and other places of ultimate production and consumption activities. Each co-operative society, large or small, "is a free federation of primary economic units, which have united for some definite common purpose, but are not merged in a new organism."

Co-operative Organizations in Relief Operations

Part III of the treatise is devoted to a discussion of the contribution that can be made by co-operatives in solving the problems of the early post-war period.

Attention is drawn to two main phases of the immediate undertaking that will demand attention: (1) "The most immediate and urgent task when the war ends will be the rapid provision of the minimum physiological requirements of life and health, with the bare elements of physical comfort to those who lack them. This problem will here be termed *relief.*" (2) The next "most urgent task, the restoration of economic activity and of psychological and social normalcy in regions where the life of the people has been disrupted by the war, will be termed *rehabilitation.*" Beyond these, but outside the scope of this study, is *reconstruction at large,* which involves national and international policies in the social and economic fields.

The problem of relief "is confined to the two questions of the distribution of relief supplies and the sources of relief supplies, and to these only in so far as they bear upon the role of co-operative organizations in relief operations." It has been estimated that "when the war ends Europe will require delivery, within one year, of 24 million tons of bread grains, rice, peas and beans and at least seven million tons of animal and oil fats." Outbreaks of malaria, typhus, plague, yellow fever and other diseases must also be guarded against and provision made for emergencies arising from the uncontrolled movements of populations seeking to return to their homes. Help must be prompt, adequate, impartial and "avoid the stigma of charity."

Co-operatives Already Relief Agencies

The co-operative movement has already begun relief activities on its own account. Swedish consumer co-operatives for instance have already devoted several million crowns to helping Sweden's Scandinavian neighbours in Finland and Norway. In Great Britain the co-operative press has drawn the Government's attention to the possibility of utilizing agricultural and consumers' societies in the task of supplying food and other necessities to the European countries after the war. In the United States the Co-operative League of the U.S.A. has indicated its willingness to assist in the task of relief and reconstruction, pointing out "the long experience in local, national and international commerce of the co-operatives, the fact that they carry on business for service, and that they represent no political, racial or sectarian groups." Then too, the International Co-operative Alliance, with a prewar membership of 71,500,000 in 35 countries, has recently called on its affiliated organizations in all lands "to prepare energetically to play their part in the restoration of national and international life after the war."

Reasons why Co-operatives Useful Relief Agents

Some of the principal reasons mentioned in the treatise why co-operatives have been considered capable of playing a useful part in post-war relief are:

(1) The co-operative movement is an "established, experienced and proved organization ready for use." A new organization would require time to become established and to gain experience.

(2) The co-operative movement "can rely on the experience of tens of thousands of employees and workers, trained for social service, and a great number of democratically elected functionaries, who have close contacts with the masses of consumers, as well as experts in all fields connected with the production and distribution of consumers' goods."

(3) "The consumers' co-operative movement, in many of its activities, is habitually concerned with needs that are the same as, or very similar to, those requiring satisfaction under relief conditions."

(4) The co-operative movement is "an active self-help and mutual-aid organization, through which people, generally of low income, help themselves and one another to satisfy their needs for goods or services as economically as possible."

(5) "Co-operative organizations are not run for profit, but for service . . ."

(6) Co-operative organizations are "to a large extent self-supervisory, thus reducing the need for inspection and control by government or other relief authorities." It is stated however, that in a relief program where other bodies will be concerned, "there is likely to be some degree of external supervision."

(7) Co-operative societies, "originally set up for relief or emergency purposes have developed into economic and social institutions of a permanent character and of recognized importance."

(8) Co-operative agencies "would prepare the way . . . to the co-operative solution of the more complex social and economic problems of rehabilitation and reconstruction."

(9) Co-operatives are, to a considerable extent, the product of distressful conditions and have shown that " in common action, based on the principle of self-help through mutual aid," a solution to post-war relief may be provided.

(10) Co-operative organizations have been effective in providing relief in distressed areas in the past, as for example, in connection with Jewish relief and also in providing health services for Serbian children after the first Great War. Then too, many of the Chinese co-operative credit societies had their origin in crisis conditions, such as the great flood in the northern provinces of China in 1922.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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VOLUME XLIV] OCTOBER, 1944 [NUMBER 10

Notes of Current Interest

Canada's first Minister of Labour, Sir William Mulock, passes

On Sunday, October 1, death came to the Right Honourable Sir William Mulock, K.C.M.G., Canada's first Minister of Labour. The "Conciliation Act of 1900", which provided *inter alia* for the establishment of a Department of Labour and the publication of a Labour Gazette, was introduced in the House of Commons by the Hon. William Mulock, then Postmaster General, in June, 1900. The Act was given Royal assent on July 18 of that year, and the next day Mr. Mulock, by Order in Council, was made Minister of the new Department, a portfolio which he held, in addition to that of Postmaster General, until 1905, when he retired from political life.

Among his first official actions as head of the new Department was the founding of the LABOUR GAZETTE and the appointment of Mr. W. L. Mackenzie King, the present Prime Minister of Canada, as Editor. The first issue of the LABOUR GAZETTE appeared the following September and the publication has appeared monthly ever since.

Sir William was born in Bondhead, Ontario, in January, 1843, and throughout his long life contributed greatly to the progress of Canada and the Empire. He distinguished himself as a student, lawyer, educationist, legislator, cabinet minister and jurist. As Minister of Labour at the opening of the century he gave far-seeing leadership towards a better understanding of the problems of Canadian labour and their relationship to the national economy.

Decline in strike activity

During the month of September, 1944, strike activity in Canada reached its lowest ebb in over a dozen years. Time loss in man-working days was only 800 days. This is the lowest figure recorded for any month since August, 1930.

There were nine strikes reported during the month, involving 1,034 workers. Some of the strikes lasted less than a day.

So far this year there have been approximately half as many strikes as occurred during the corresponding period last year, involving about half as many workers, and half as much time loss (*see* p. 1241).

Union security and check-off clauses in collective agreements

Thirteen disputes arising from a union's request for union security and check-off clauses in a collective agreement have been investigated since January, 1944, by Boards of Conciliation appointed under the Wartime Labour Relations Regulations or under the now superseded Industrial Disputes Investigation Act.

In these cases the union has generally asked for a closed shop or a union shop. In no case has a closed shop been recommended

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by a Board of Conciliation. In one instance a modified form of union shop was proposed in the majority report of a Board, with the employer's nominee disagreeing (Ontario Malleable Iron Company, Oshawa, Ontario, and its employees; L.G., Sept., 1944, p. 1117).

A more common Board recommendation has been the compromise arrangement that company and union agree to a maintenance-of-membership clause. Such a clause has been unanimously recommended in three cases; and in a majority report four times; with the employer's representatives dissenting. On one occasion the majority report recommended against maintenance of membership, the employees' nominee favouring it. The union voluntarily dropped its demand for a union security clause in two instances; while in another case the Board unanimously ruled against such a clause, on the grounds that the union concerned had had less than a year's experience of collective bargaining. (In this latter case the Board unanimously recommended a check-off.) The Board's report in the final case recommended that a union security clause be conditional on the result of negotiations by the union with other employers in the same vicinity.

The recommendations of the various Boards (which are not binding on either party to the dispute) may be summed up as follows:—

Union shop recommended in majority report	1
Maintenance of membership recommended unanimously	3
Maintenance of membership recommended in majority report	4
Maintenance of membership opposed in majority report	1
Union security issue voluntarily dropped by union	2
Union shop opposed unanimously	1
Union security to be conditional on success of negotiations with other employers	1
Total	13

Requests for the check-off of union dues have generally accompanied a union's demand for a union security clause. Of the thirteen cases mentioned above, the check-off was an issue in eleven. It was unanimously recommended four times, and in two instances Boards reported that it had been voluntarily agreed to by the company. The check-off was also recommended in three majority reports, with the employer's nominee disapproving. On one occasion it was opposed by the majority, and in the final case it was unanimously opposed, "having regard to the relatively small number of employees concerned, and the other circumstances of the case." (In this latter case the Board unanimously recommended maintenance of membership.)

The type of check-off clause generally favoured by Boards requires each employee to make a written submission to the employer, authorizing him to deduct each month the amount of the union dues, and to remit the amount to the union treasurer.

A summary of the recommendations concerning the check-off follows:

Check-off unanimously recommended	4
Voluntarily agreed to by employer	2
Recommended in majority report	3
Opposed in majority report	1
Unanimously opposed	1
Total	11

The various Board reports analyzed in this article have all been published in full in the LABOUR GAZETTE since February, 1944.

An article on maintenance of membership in Canada, containing definitions of the various union security clauses, appeared in the LABOUR GAZETTE for July (p. 871). The article referred to a recent survey of 194 collective bargaining agreements which indicated that 32·5 per cent contained a union security clause of one kind or another.

Applications to Wartime Labour Relations Board

From the time of establishment of the Wartime Labour Relations Board last spring until September 25, 150 applications for certification had been dealt with. Forty-eight unions had been granted certification by the Board and 17 applications had been rejected. Ten applications had been withdrawn. Twenty-two applications had been referred to provincial boards, and the remainder were either being investigated (43), awaiting decision of the Board (8), or in abeyance (2).

Provincial boards had dealt with 784 applications. Certification had been granted in 447 of these cases and withheld in 53 others, with the remainder awaiting final disposition. Eight appeals had been made to the National Board.

The British Columbia Board had dealt with 490 applications, granting certification in 339 cases and refusing it in 53 cases. The Ontario Board had handled 169 cases, granting certification in 20, refusing it in 35, with the remainder awaiting final disposition. Manitoba had handled 40 cases, Saskatchewan 46, New Brunswick 16, Quebec 15, and Nova Scotia 8. In explanation of the large number of cases dealt with in British Columbia it should be mentioned that recertification was given of certifications previously made under the provincial Industrial Conciliation and Arbitration Act.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada. Figures published by the Dominion Bureau of Statistics show increased industrial employment at August 1, when the number of persons added to the payrolls was rather above normal according to pre-war experience, although it was smaller than at the beginning of August in any of the last five years. The index was 184·6 at August 1 and 183·5 at July 1 as compared with 185·9 at August 1, 1943, and 117·5 at August 1, 1939. The 14,725 establishments reporting to the Bureau showed a total working force of 1,864,925 at August 1, which was 0·6 per cent greater than at July 1. The total weekly wages and salaries paid to

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1944			1943		
	September	August	July	September	August	July
Employment Index (1)		**184·6**	**183·5**	**186·2**	**185·9**	**183·7**
Unemployment percentage (trade union members) (2)			0·3	0·4	0·4	0·6
Index numbers, aggregate weekly payrolls (3)		148·4	148·1	148·7	147·7	145·5
Per capita weekly earnings $		31·62	31·72	31·30	31·06	30·97
Prices, Wholesale Index (1)	**102·3**	**102·3**	**102·5**	**101·2**	**100·4**	**100·1**
Cost of Living Index (4)	**118·8**	**118·9**	**119·0**	**119·4**	**119·2**	**118·8**
Retail sales unadjusted index (4)		157·0	149·0	157·9	142·3	147·8
Retail sales adjusted index (5) (4)		174·0	169·1	158·4	161·9	155·4
Wholesale sales (4)		200·8	179·8	186·2	173·4	170·8
Common stocks index (4)	†85·0	86·8	87·5	89·3	88·9	91·0
Preferred stocks index (4)	126·3	125·9	124·7	118·0	117·8	117·3
Bond yields, Dominion index (4)	†97·0	97·0	97·0	97·3	97·3	97·3
Physical Volume of Business Index (5) (4)		**233·1**	**232·2**	**236·7**	**241·0**	**236·2**
Industrial Production (4)		263·5	262·1	280·9	276·8	270·2
Mineral Production (4)		214·5	225·4	322·4	337·7	253·3
Manufacturing (4)		291·5	287·6	299·2	290·8	284·8
Construction (4)		91·6	98·8	77·5	84·9	69·5
Electric power (4)		156·4	154·8	160·5	163·7	167·3
Distribution (4)		170·1	170·3	154·0	166·9	166·1
Carloadings (4)		145·5	150·0	122·9	138·7	148·0
Tons carried, freight (4)		192·2	192·9	148·4	182·8	187·7
Trade, external, excluding gold $		416,510,363	430,234,996	384,639,552	444,240,556	457,469,956
Imports, excluding gold $		157,323,712	148,452,146	137,271,083	149,134,694	150,883,194
Exports, excluding gold $	264,619,000	257,021,233	278,712,684	244,914,478	292,861,098	303,644,968
Bank debits to individual accounts $	4,818,599,000	4,531,791,470	4,733,461,538	4,485,003,588	4,020,266,715	4,405,946,075
Bank notes in circulation (6) $			856,000,000	724,800,000	724,800,000	718,600,000
Bank deposits in savings $		2,369,598,078	2,264,527,106	1,988,904,185	1,915,732,321	1,825,709,365
Bank loans, commercial, etc. $		966,290,258	1,024,112,977	988,762,167	1,062,942,828	1,133,154,482
Railway—						
Car loadings, revenue freight cars (7)	288,325	279,770	285,762	277,081	278,706	268,477
Canadian National Railways operating revenues $			34,347,700	33,129,600	35,716,600	35,535,000
operating expenses $			26,398,239	24,419,998	27,459,646	24,968,976
Canadian Pacific Railway traffic earnings $			27,316,122	26,289,433	26,885,759	26,642,582
Canadian Pacific Railway operating expenses, all lines $			23,656,632	22,504,668	23,011,872	22,712,535
Steam railways, freight in ton-miles			5,639,542,000	5,670,342,000	5,659,033,000	5,515,000,000
Building permits $		11,131,316	13,323,063	7,709,916	7,539,746	9,910,304
Contracts awarded (8) $	25,287,600	24,151,400	32,228,100	18,570,000	23,865,300	16,166,900
Mineral Production—						
Pig iron tons		151,452	166,004	147,902	164,906	151,369
Steel ingots and castings tons		246,755	234,418	241,255	246,820	250,508
Ferro-alloys tons		18,808	14,508	17,007	18,429	21,408
Gold ounces		236,870	235,618	282,804	293,358	292,561
Coal tons		1,377,228	1,170,696	1,441,270	1,441,577	1,365,648
Timber scaled in British Columbia bd. ft.		246,096,741	233,513,817	245,564,067	242,524,636	296,333,274
Flour production bbls.		2,015,866	1,741,564	2,014,409	1,888,030	1,945,123
Footwear production pairs		2,937,490	2,475,536	2,737,055	2,777,758	2,848,408
Output of central electric stations k.w.h.		3,275,010,000	3,149,361,000	3,376,775,000	3,436,141,000	3,411,697,000
Sales of insurance $		41,168,000	51,405,000	48,490,000	44,791,000	50,277,000
Newsprint production tons	244,209	262,695	244,406	251,830	259,610	262,320

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended September 28, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figure for four weeks ended September 23, 1944, and corresponding previous periods. (8) Maclean's Building Review.

these employees increased by 0·3 per cent to $58,969,610 at August 1. Per capita weekly earnings receded from $31.72 at July 1 to $31.62 at August 1. The mid-summer reduction may be explained partly by the incidence of vacations and partly by the fact that the considerable increase in the number in recorded employment during this season ordinarily takes place in industries in which earnings tend to be less than average.

The increase in recorded employment took place among the non-manufacturing industries which ordinarily are responsible for most of the mid-summer expansion. The largest contra-seasonal curtailment of employment in manufacturing took place in iron and steel. Textiles and non-ferrous metals declined also. Food, lumber, pulp and paper, beverage and chemical factories showed increased activity. There was a below-average seasonal decline in logging. Increases in services, trade, communications, transportation and mining were moderate. Construction showed the largest gain, an increase of 12·4 per cent, which took place largely on highway work in Quebec.

The index of the physical volume of business recorded an increase in August to 233·1 from 232·2 in July. This compares with 241·0 for August 1, 1943. The indexes for the distribution of goods, construction and mineral production averaged lower for August, although coal production showed substantial increase. Manufacturing and electric power production advanced above the levels of the previous month.

Fractional decrease in index of cost of living

The Dominion Bureau of Statistics cost-of-living index declined from 118·9 for August 1 to 118·8 for September 1, 1944. Further seasonal declines in prices for potatoes and other fresh vegetables were largely responsible for this fractional decrease. The food index fell from 131·5 in August to 131·2 in September, as lower prices for potatoes, carrots, onions, cabbage, and turnips overbalanced increases in eggs and butter. The home furnishings and services index, down from 118·5 to 118·4, was the only other group index to show any movement. Decreases in this group occurred in the hardware and furniture sections. Other indexes remained unchanged at the following levels: rentals 111·9, fuel and light 108·7, clothing 121·5, and miscellaneous items, 109·0. After adjustment to the base August, 1939 as 100·0 the index was 117·9 at September 1.

Extension of day nursery plan

Day care for children of war-working Toronto mothers, provided for by the Dominion - Provincial Nursery Agreement, has been extended to include children between two and fourteen years of age, it has been announced by the Dominion Department of Labour.

Under the revised program, children up to age five can be placed under trained supervision in the wartime day nurseries. The new junior day care centres will take care of five and six year olds after kindergarten hours, and school age boys and girls, up to fourteen years of age, will be provided for in before- and after-school care programs.

The new plan was developed when it was found that a number of children over five years, who were too young to fit into the regular school day care program, were not included in the Nursery Agreement. Benefits to the children include visits to museums and public libraries, supervised games and outdoor sports, and planned, balanced diets.

There are 28 day nurseries, 38 school centres for day care of children, and six kindergarten units now operating in the Province of Ontario. Additional nursery units are being developed in those centres where war plants require this facility for their workers.

Conventions of labour organizations

Recently the three major Canadian labour organizations, the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour, held their annual conventions. Accounts of the proceedings of these conventions and of the resolutions adopted, will appear in next month's issue of the LABOUR GAZETTE.

Canada Year Book 1943-1944, now available

The 1943-1944 edition of the Canada Year Book was issued recently by the Dominion Bureau of Statistics, under the authorization of Hon. James A. MacKinnon, Minister of Trade and Commerce.

Prior to 1943, the Canada Year Book was published annually from the earliest years of the Dominion's history. It has been the official statistical record of the development of the country—its resources, institutions, and social and economic conditions.

On grounds of wartime economy, however, the 1943 edition of the Year Book was not published and the one distributed in September covers developments over a two-year period, perhaps more important from the standpoint of the changes in the country's internal econ-

omy, than any other period in the history of Canada.

To include all necessary new material and at the same time condense the volume to a convenient size, references have been made in this one to earlier editions for standard material. The feature articles cover a variety of topics such as: Canada's Present Status in the British Commonwealth; Meteorology as it is Related to the Science of Aviation; The Development of Marshlands in Relation to Fur Production and the Rehabilitation of Fur Bearers; and the Canadian Government's Reindeer Experiment.

As evidence that the war has cut deeply into the nation's economic structure, the statistics of almost every chapter of the current edition of the Year Book reflect the extent to which war production and wartime controls have played their parts in maintaining output and supporting the price structure against growing pressures from all sides. The subject of National Income has been given new and extended treatment and Dominion, Provincial and Municipal Finance has been carefully reviewed. Outstanding developments in taxation have been considered, but owing to the reorganization of income tax statistics, made necessary by the changes in the basis and manner of payment of this tax during the past two years, this subject could not be covered as fully in this edition as in former ones.

The detailed tables, compiled to show combined Dominion and Provincial succession duties on sample estates, will, no doubt, prove informative and useful.

Special material has also been introduced in many other chapters to co-ordinate and explain the effects of the war. The following are typical: The War and Canadian Agriculture; The Influence of the War on the Pulp and Paper Industry; The Effects of the War on the Canadian Fisheries; The Influence of the Present War on Manufacturing; Wartime Controls Affecting Distribution and Trade; The Wartime Control of Transportation; and The Activities of the Wartime Prices and Trade Board in Controlling Prices, Rents and Supplies.

The advanced plans for the establishment of the new Departments of Social Welfare, Reconstruction and Veterans' Affairs render the collation of the work already done in Canada in connection with Social Welfare and the Post-War Rehabilitation of Personnel from the Armed Forces of considerable interest and value. In previous editions the treatment of such subjects was scattered among the various administrations carrying on work of this character, rendering it difficult to get a co-ordinated picture from former Year Books.

The 1943-1944 Canada Year Book extends to over 1,000 pages and deals with all phases of national life, especially those that lend themselves to statistical measurement. As complete a picture of the 1941 Census as was possible when the Year Book was in preparation has been given in the chapter on Population and a complete analysis of the occupations of the Canadian people has been included in an appendix.

Persons requiring the Year Book may obtain it from the King's Printer, Ottawa, as long as the supply lasts, at the price of $2 per copy. A limited number of paper bound copies have been set aside for ministers of religion, teachers, and bona fide students, at one dollar each. In the latter case application must be made to the Dominion Statistician, Dominion Bureau of Statistics, Ottawa.

Annual meeting, Canadian Institute of Public Affairs

Described in the *League of Nations News* as "an effective instrument of popular education" the Canadian Institute of Public Affairs held its annual meeting at Geneva Park, Lake Couchiching, from August 19 to 26.

The program dealt with international questions and domestic Canadian problems in about equal proportions. Four round-table conferences on (1) World Monetary Problems; (2) Russia, (3) The British Commonwealth; and (4) Canadian National Unity, were held each day and "illustrated the rapidly growing interest of Canadians in public questions". Three hundred and sixty seven persons attended the conference.

Canada's fire losses in 1943

Canada's Annual Fire Prevention Week was observed October 8 to 14. The purpose of this annual observance is to bring into focus the loss of life and property as a result of fire and to promote every effective method for curtailing such losses in future.

According to the Canada Year Book the property losses in Canada, caused by fire in 1943, amounted to $31,464,710. This was the heaviest annual loss since 1933. The loss per capita was $2.67 as compared with $2.70 in 1942. In 1943, the per capita loss was greatest in British Columbia, where it stood at $4.45. The uninsured losses amounted to $7,069,720, or 22·3 per cent of the total. Of the 47,594 fires reported in 1943, 1,355 were the subject of official inquiry, 84 prosecutions were instituted and 60 convictions were registered. In addition to the property losses 319 deaths were due to fires in 1943.

Employment for "unemployables" in Great Britain

It is stated in an article in the *Labour Press Service* (London) for September 6, that in 1940 there were 200,000 people in Great Britain classed as "unemployable." "That figure has been cut to 18,000 which means that 182,000 have been placed in productive work" in the past four years.

To accomplish this result the Ministry of Labour headquarters revealed that first of all the term "unemployable" was discarded. There might be neglected members of the community but no considerable number were regarded as totally unemployable. Then in the second place, all on the "unemployable" list were carefully and individually interviewed. It was found that some had been out of work for years and had lost their old skill. For these a period of rehabilitation and training was suggested and many took advantage of this offer. A living wage was paid during training and, it is asserted, "in a remarkably short time most were able to return to the workshops at their old trade."

Others again were no longer fit for their old jobs but were willing to undertake some different or lighter work. These, too, were given special training, etc. and many of them "fitted admirably into their new occupations."

It is declared that "some limbless and other handicapped persons were found capable after training of holding down jobs which, at first sight, seemed impossible for them to carry on." Most of the training was for war industry and included all types of engineering. Other persons who had no regular occupation, or who had never been in industry before, were also given special training courses and many of these too, were soon in productive employment.

Industrial tribunal for government railways in New Zealand

A Government Railways Industrial Tribunal has been provided for in New Zealand by an amendment of last April in the Government Railways Act, 1926. The legislation was requested by the four organizations of railway employees which include engine-drivers, firemen, cleaners, shop men, railway officers and tradesmen. The Tribunal is empowered to make orders prescribing wage scales, hours and other conditions of work. Its orders are binding on the Crown and on all railway employees whether or not they belong to one of the railwaymen's organizations. It may also make recommendations in respect of any matters concerning which the Minister of Railways has power to issue regulations.

The three-man Tribunal is to include one person nominated by the workers' organizations, one by the Railway Department and a Chairman selected jointly by the Minister and the employees' organizations. In default of agreement on the Chairman or the workers' representative, the Minister may appoint any person he deems fit. No member of the Tribunal may be employed by the Railways Department or by one of the railwaymen's organizations. Members are appointed for three-year terms.

Any railway employees' organization or the General Manager of the Government Railways may make application to the Tribunal for an order or a recommendation on subjects under its jurisdiction. The respondent in the case—either the General Manager or a workers' organization—is given an opportunity to submit to the Tribunal a statement regarding the claims in the application before the case is heard. Each party may appoint assessors who take part in the hearing of a case as if they were members of the Tribunal but who have no vote or share in the decisions of the Tribunal. The parties and other railwaymen's organizations not directly concerned may also appoint advocates to represent them before the Tribunal. Only a member of the Railways Department or an Assistant General Secretary of a railwaymen's organization may be an assessor or advocate.

If both parties are agreed on the matters in the application, the Tribunal may issue an order without holding an inquiry. Applications for a new order to replace an existing one cannot be made until at least 10 months after the effective date of the first order, and the new order may not come in force until a year after the former order became effective. Amending orders may be made by the Tribunal at any time on matters upon which all parties have agreed.

There is no appeal from the Tribunal's orders and they may only be challenged in a Court on the ground of lack of jurisdiction. All orders are subject to the limitations in regard to varying existing wage rates imposed by the Economic Stabilization Emergency Regulations, 1942 (L.G., 1942, p. 657).

Legality of wage strikes in United States

The National Labour Relations Board of the United States has recently clarified its interpretation of the protection due wartime strikers under the Wagner Act, (L.G. 1935, p. 343 and L.G. 1943, p. 561). It is stated in *The Labour Relations Reporter* of September 18, that despite governmental wage controls, workers are entitled to strike for wage

increases after collective bargaining negotiations have failed, and strikers will not be deprived of their rights under the Wagner Act unless such strikes are "precipitated by an unlawful demand that agreed wage increases be put into effect prior to approval by the War Labour Board."

The Board's interpretation was given in an amendment to a decision involving a furniture manufacturing company in the middle states and the United Furniture Workers, members of which had gone on strike to force the company to agree to their demand for a wage increase. The company had discharged the strikers and refused to reinstate them upon termination of the strike, even though replacements had not been made. In ordering reinstatement of the workers with back pay, the Board pointed out that "the government's power of review over wages . . . . was not intended to curtail or impair the employees' right to bargain collectively concerning wages . . . . or to lessen the employer's obligation under the National Labour Relations Act to bargain collectively in good faith on wage matters, except in so far as such provisions for wage stabilization made wage agreements subject to War Labour Board approval as a condition of their becoming effective."

Recent discussions of "no-strike pledge" by conventions of U.S. Unions

News articles in the New York papers in mid-September drew attention to debates in conventions of three important unions with respect to the continuance of the no-strike pledge given to President Roosevelt shortly after the United States entered the war.

At the convention of the United Automobile Workers, controversy ensued over reaffirming the pledge, despite appeals to the convention by President Philip Murray of the C.I.O. and R. J. Thomas U.A.W. President, for its retention. After a two-day session of debates, a resolution's report calling for re-affirmation of the pledge was finally passed, subject to a referendum vote among the membership within 90 days after the Convention.

Mr. Murray also called on the convention of the United Rubber Workers of America to retain their pledge to bar strikes and not "disregard a commitment to the country."

The delegates to the convention of the United Mine Workers of America, and the President John L. Lewis failed to recognize a telegraphic appeal from the Secretary of the Interior urging the adoption of a no-strike pledge for the duration of the war. President Lewis in an answering telegram, approved by the convention, rebuked the government for its treatment of mine workers in general and particularly the soft coal mine supervisors. The telegram also criticized the seizure of mines by the government as designed to deprive coal miners of their rights.

Manpower and job controls in United States

The Chairman of the War Manpower Commission at Washington, Paul V. McNutt, stated before the Senate War Investigating Committee recently that "with the ending of the war in Europe . . . . the required hiring of male labour through the United States Employment Service and the fixing of employment ceilings will cease."

He pointed out that the 48-hour week requirement could not be relaxed in all plants immediately after the defeat of Germany. However "since 4,000,000 workers will be released from their present employment, any controls that hereafter become necessary will be established locally to meet specific problems." It is the announced intention of the W.M.C. officials to consult with management-labour committees and procurement officials in localities where action may be necessary. But even with the regulatory controls removed, it was stated that "there will still remain the major functions and programs of the non-regulatory type." Included among these will be the continued function of area management-labour committees, which could formulate necessary manpower programs designed to overcome urgent manpower problems in the community on a voluntary basis." Then too, there would also be retained an expanded United States Employment Service counseling office.

Mr. McNutt emphasized the seriousness of the current manpower situation and the "desperate need" for increased production of certain items. He stated that "most of the discontinued production will be on items that are now in comfortable supply." Continuing he said, "I do not wish to convey the impression that manpower problems will disappear with the collapse of Germany. They will change sharply in character and in many ways become infinitely more complex. Until Japan is defeated, manpower requirements for war production must continue to have priority over all (other) demands."

Reconversion to civilian production in United States

A report to the President of the United States on the subject of industrial reconversion has been submitted by the Director of War Mobilization, Mr. James F. Byrnes. The report contains plans and recommendations for

the period following the defeat of Germany and during the continuing war with Japan.

With the defeat of Germany, the report states, the requirements of the procurement agencies for war materials and supplies will be reduced by approximately 40 per cent. A certain amount of war production will thus be continued, but it is anticipated that the situation will permit the resumption of maximum civilian production without delay, "thus preventing extended unemployment."

As between qualified war contractors, privately-owned plants, not normally engaged in production of a military character, will be given first priority to cease war production and reconvert to civilian production; government-owned plants will be kept in operation or reserve "until their production is clearly no longer required for military needs."

Control of materials by the War Production Board will be modified as rapidly as possible, as soon as supplies become more plentiful, the report states.

A committee is at present interviewing war contractors in government-owned plants to ascertain which of them are planning to exercise their option to buy or lease the plants for civilian production. Attempts are being made to have these plants put to use, by private capital, after the war as a means of aiding employment.

Manpower controls will be abandoned with the defeat of Germany, the report states, indicating that this is considered a means of facilitating the transfer of manpower from war to civilian production. However "the services available through the War Manpower Commission and the United States Employment Service will continue."

Unemployment compensation is considered as the "first line of defense against unemployment." Failure of Congress to provide for more liberal benefits than are at present allowed under the unemployment compensation systems of the various states, is criticized in the report.

With a reduction in war production of 40 per cent it is considered that a reduction in hours of labour is necessary in order to spread the work. A return to the 40-hour week is urged following victory in Europe, to replace the present 48-hour week necessitated by war needs.

In regard to public works, the report recommends that the Federal Government "time its expenditures of federal funds for road construction and work projects to relieve unemployment." The report does not, however, contemplate any control over the timing of expenditures by state and local governments such as is being planned in Great Britain, according to the White Paper on *Employment Policy* (L.G., August, 1944, p. 942).

Other sections of the report deal with vocational training, price ceilings, tax policy to induce the employer to invest and expand by encouraging him as to the "prospects of his making a profit," rationing, the food program, and other aspects of the return to a civilian economy.

40 cent minimum wage established in United States

A minimum rate of 40 cents an hour is now in effect in the United States for all industries subject to the Fair Labour Standards Act of 1938. The Act regulates the wages and hours of persons employed in interstate commerce or in the production of goods for interstate commerce. The 40-cent minimum has been reached a year in advance of the deadline fixed by the Act. The latter provided for a gradual raising of the minimum rate from a floor of 25 cents an hour fixed when the Act came into force in October, 1938, to 30 cents an hour in October, 1939, and 40 cents by October, 1945. It also made provision for the appointment of tripartite committees representing the public, employers and workers for each industry covered by the Act. The function of an industry committee was to recommend "the highest minimum wage rates for the industry which it determines, having due regard to economic and competitive conditions, will not substantially curtail employment in the industry." On the recommendation of a committee, wage orders establishing minimum rates in excess of the statutory minimum and up to 40 cents an hour could be made for an industry by the Administrator of the Act. All industries are now covered by such orders.

A total of 69 industry committees have been appointed. During the past five and a half years they have made 113 recommendations for raising minimum rates. More than half the recommendations were adopted by unanimous vote in the committees. The last two committees to recommend the 40-cent minimum were for the finance, insurance, real estate, motion picture and miscellaneous industries and the communications, utilities and miscellaneous transportation industries. Wage orders embodying their recommendation became effective July 17, 1944.

In announcing the new wage orders, the Administrator of the Wage and Hour Division of the U.S. Department of Labour pointed to the importance of the universal 40-cent minimum in the post-war world:—

> After the last war there was no anchor by which wage slashes could be held in check and the result was disastrous. This time minimum

wage rates and payment of overtime after 40 hours must be enforced. The Fair Labour Standards Act can be the foundation for a stable post-war wage structure.

Effect of long hours on women workers

A group of employers in New York State recently reported to the State Labour Department that lengthening of the work week for women workers had proved to be unsatisfactory and a loss of efficiency had resulted. In a survey made by the Department of 300 companies that had been granted permission to lengthen weekly working hours of women beyond the statutory forty-eight, it was found that less than one-third of the women were now working on an extended schedule. The companies surveyed employed 70,000 women, according to a report in the New York *Times*.

Labour turnover in United States

For every 1,000 workers on factory pay rolls in June, 1944, 54 quit, seven were discharged, five were laid off, four left to enter the armed services, and one left for other reasons, according to recent figures of the United States Department of Labour.

The military separation rate of four per thousand is the lowest since the United States entered the war.

The accession rate for all manufacturing was 75 per thousand, the highest during the current year.

Overconfidence as to the early end of the war prompted some workers to quit and go home to their peace-time jobs, it is stated.

The separation rate for women in manufacturing was 84 per thousand as compared with 61 for men. However, women were hired at the rate of 95 per thousand as compared with 62 for men.

Hours and earnings of workers in United States, July, 1944

Total hours worked per week in all manufacturing industries in the United States were 570 million in July, almost 15 million less than in June, due to the decline of ·8 of an hour in work-week, occasioned by the Independence Day holiday, the Secretary of Labour, Frances Perkins, reported recently. "The average work-week, while shorter than in June, was more than one half hour longer than in July, 1943," she said.

"Average hourly earnings were higher in July than in June due to the payment of time and a half by firms which were in operation on the holiday. However, weekly earnings were almost 75 cents below the June level. Each of the durable goods groups reported a shorter work-week, indicating that the holiday was not confined to plants in any one industry or group but rather cut across industry lines. In all but two of the durable goods groups, the shorter work-week was coupled with declines in employment. The increases in employment in the lumber and furniture groups only partially offset the drops in hours.

"The pattern for the non-durable groups closely resembled that for the durable. Average hours per week declined in all groups except tobacco, printing, and petroleum. The work-weeks in these groups remained unchanged. Employment increases in the food, printing, and petroleum groups are reflected in the rises in aggregate hours.

"The average hours per week in bituminous coal mining were 39·5 and in anthracite mining, 35·8. The work-week in each of these industries was considerably below the June level partly because of observance of the holiday but chiefly because of the occurrence of strikes."

Longevity among industrial workers

Statistics from the Metropolitan Life Insurance Company indicate that the average length of life among the Company's industrial policy holders is continuing at a high level, in spite of additional risks brought about by the war situation.

After increasing without interruption for 13 years, the longevity of America's industrial population experienced a setback in 1943 from the all-time high record established a year ago, the report states, but the decline was slight. In 1943 the average life expectancy from birth was 63½ years, as compared with 64 years in 1942.

This compares with an average life expectancy from birth of 60 years in 1935, 55 years in 1921, 46 years in 1911, and 34 years in 1889, among the industrial policy holders of the Company.

Representation of I.L.O. at international conferences.

One of the resolutions adopted at the Philadelphia Conference of the International Labour Organization last May, sought to assure close collaboration and a full exchange of information between the I.L.O. and other public international organizations.

In accordance with this policy, the Acting Director of the International Labour Office, Mr. E. J. Phelan, represented the I.L.O. as an official observer at the United Nations Monetary and Financial Conference held at Bretton Woods, N.H., last July, and also at the second session of the Council of the United Nations Relief and Rehabilitation Administration, held recently at Montreal.

Manpower

Review of Canadian Manpower Situation

Director of National Selective Service Describes Allocation of Workers to Meet War Needs

IN a speech delivered recently before editors of business publications, Mr. Arthur MacNamara, Director of National Selective Service, reviewed the manpower situation in Canada, describing the imposition of controls to meet war needs, and making brief mention of the potential role of selective service in the post-war period.

Pointing out that manpower shortages under the impact of war were not peculiar to Canada, Mr. MacNamara indicated that the task of mobilizing the country's men and women had been largely a pioneering job and stated that Canada had met the war's manpower demands in a democratic and practical way.

"The word 'manpower'," he said, "has only crept into common usage within the last three or four years. I say crept—leaped might be better, to express the suddenness with which the word manpower and the problems that it represents forced themselves upon us.

"Canada has never been a highly centralized country. It is a young country, where individuals have had a chance to escape from the confines of a set order of society and to pioneer, make their own way, live the kind of life that they want to build for themselves. Controls of any kind have been foreign to our way of life.

"When war broke out, however, Canada was faced with a job that had to be done on a national scale. That job was to build an army and to provide the materials to equip it.

"Manpower was at that time plentiful. In fact there was a larger body of unemployed than any of us find it pleasant to remember. And so we set to work to build an army and supply it without interfering any more than necessary with the course of peacetime production. But with the invasion of France and the Lowlands the situation suddenly took on a startling urgency. Our individualistic way of doing things definitely had to be shelved. Production of war goods was stepped up. Production of automobiles, radios, refrigerators and many other goods for civilian use was halted. The pool of available workers was absorbed as rapidly as machines could be provided for men and women to operate.

"Presently the position began to be reached where the supply of workers was smaller than the number of jobs available.

"It was then that the organization known as National Selective Service was formed, And it was then that editorials were written about Canada's manpower situation, and a new word was on everybody's lips.

Basic Task of National Selective Service

"The task that National Selective Service was called upon to perform was basically as follows: First, to supply men for the armed forces. Second to supply men for war industry. Third, to supply men for the essential services, such as food and clothing, necessary to maintain the army and the civilian population.

"How was the task to be done? The answer in principle was easy. Make everybody who was already in an essential job stay there. Transfer as many people as possible out of non-essential jobs and into war industry—maintaining meanwhile the flow of young men into the forces. In principle, as I say, the answer was easy. But in practice we were venturing into uncharted seas, attempting to do something to our men and women that had never been done before.

"What were the tools we had to work with? Well, we had to make them as we went along. The basis of our system was the network of local offices of the Dominion Employment Service, operating under the Unemployment Insurance Commission. But these offices had never been designed for such a task as this.

"In a normal peacetime year the offices used to place some two hundred and thirty thousand people in regular employment. Last year they had to place almost two million,[1] and do it, moreover, in accordance with rigidly-laid-down instructions and while carrying on also their functions in regard to un-

[1] See table on age 1273.

employment insurance. Dozens of new offices had to be set up and staffed. Staffs had to be trained.

Early Manpower Control Orders

"We embarked upon a set of orders designed to allocate the very human individuals who make up our country's manpower into the positions where they could be of most service in their country's hour of need. We moved slowly at first, keeping pace with the development of the employment offices.

"We began by forbidding workers to enter certain specified non-essential occupations without a permit. We moved, in June, 1942, to the important point where all changes in employment had to channel through selective service offices. In September of the same year, workers planning to leave their jobs were required to give seven days' notice, the same restriction being imposed on employers. All these regulations were intended as a determent to labour turnover, without being an actual bar. Selective service had not yet 'got tough'. But employers and the general public were becoming accustomed to the offices, and the office staffs were gaining valuable experience. Moreover, through records kept at local offices, we at headquarters were able to tell what the manpower situation actually was, and where the workers were being placed.

"Meanwhile a survey of industry was made, and each company was assigned a labour priority according to the importance of its work to the war effort. A manpower survey in January, 1943 completed our picture of the supply of workers in the country and where they were located.

Compulsory Transfers

"We were now ready to act in the matter of compulsorily moving workers into essential jobs, and the first in a series of employment transfer orders was issued in May, 1943. Each of these orders listed certain industries and occupations, in which workers were required to report to National Selective Service with a view to transfer to more urgent work. In working out this procedure, the human factor again became prominent. To begin with all of these men in non-essential work had some physical defect, whether serious or minor, or merely a question of age, to prevent their entry into the armed services. So not many of them could be placed in heavy work. Many had family responsibilities which could not easily be disregarded—though in some cases we helped with moving expenses or paid a small separation allowance to the man's family. Some had acquired a particular skill, valueless elsewhere, which brought them higher wages than they could hope to receive at their new jobs. But then too, on the other hand, there were some who had everything to gain by changing their employment, and had only failed to do so previously by reason of inertia. A few, a very few, flatly refused to budge, and became subject to our prosecution.

Other Controls

"Among other techniques devised, I would mention that of requiring men to remain on their jobs unless they got a permit from a Selective Service Office to leave and also requiring an employer to obtain a permit before anyone was laid off. This became known as the 'freeze' order.

"500,000 men have been rejected for service in the Army. This year we have been sending for these men to interview them to see whether they are suitable for jobs other than the jobs they are doing.

"We have built up a staff of experienced men who have been actually visiting plants to see that employers are not hoarding manpower by providing a shelter from Army service or keeping more men than the product being turned out warrants.

"Up to the end of August there have been interviewed at least 170,000 individual men who were checked under the Compulsory Transfer Order system or under the examination of 'rejects' plan.

"In examining these men we found that less than ten out of one hundred examined could be transferred to some more essential job. To put it in another way 90 per cent of the men interviewed were already doing jobs which were quite essential.

"In addition to the general employment system we have developed special campaigns to recruit labour for specific industries. Our plan to deal with farm labour has had outstanding success. I say without hesitation that it would have been impossible for farmers and other growers to take off the crops which have been taken off in the grain fields, fruit lands, tobacco fields, sugar beet fields and others too numerous to mention, had it not been for the assistance given by National Selective Service. We have made labour in Canada mobile. We have moved farmers from the West to the East and the East to the West.

"During the present Prairie harvest season we have transferred in one way or another no less than 25,000 people into the harvest fields. This may seem like a lot of people but we must remember there are over 200,000 farmers.

"Other special plans had to be developed for coal mining, stevedoring, lumbering and

logging, handling grain at the Head of the Lakes, packing plants and many others.

"I have not so far referred to the part played by the women of Canada, but their services have been splendid. They have gone into jobs never before invaded by women. Some with family responsibilities, have yet managed to give part of their time to the war effort. And they have done it all with a keenness and freshness of spirit that makes us honour their effort all the more. The magnitude of their efforts may be illustrated by the fact that the number of women in the Armed Forces or gainfully occupied increased from 638,000 in August, 1939 to practically double that total to-day.

Statistics of Manpower Allocation

"How have these plans worked? May I give you just a few figures:

PLACEMENTS EFFECTED BY EMPLOYMENT AND SELECTIVE SERVICE OFFICES

Year	*Male*	*Female*	*Total*
1939	270,020	114,862	384,882
1943	1,239,900	704,126	1,994,026

"The volume of placements during the year 1943 was about 5 times greater than in 1939.

"In June, 1939, the total in gainful employment including about 10,000 in the Armed Forces was 3,693,000.

"In June, 1944, this total had been increased to 5,016,000.

"This number of over 5,000,000 gainfully employed or in the Armed Forces is an 'all time high' for Canada and represents 56·5 per cent of the men, women and youths, 14 years of age and over. The figures constitute the proud record of accomplishments of National Selective Service.

Mobilization for the Armed Forces

"Our task of keeping industry supplied with workers is, of course, secondary to the necessity of filling the needs of the Armed Forces. The Mobilization Boards across Canada have done an outstanding job and I call your attention to the fact that during the last year or so there was very little complaint voiced by newspapers or others in regard to the actions of Mobilization Boards.

"Some mistakes were made and I would say the principal one was that in the early years of the war the magnitude of the job was not appreciated. The National Registration of 1940, for example, was done on a voluntary basis and one very definite mistake made was that those who registered were not given an individual number.

"The Labour Department has had responsibility for the mobilization for the army for about two and one-half years. In the earlier months it was uphill work. We have been ably assisted, I would say, by our critics who have not been too gentle in calling attention to the shortcomings.

"We are at the point where we can be proud of the accomplishments and we have just about completed the calling up of all men in the designated age classes.

"We still have a number of delinquents. The last figure I saw was under 35,000. I am not sure what it is to-day. The total manpower pool in the designated age classes was approximately one and three-quarter million and we have not yet located some 2 per cent of them.

"I think you will agree with me that this is not a bad record.

Increasing Productivity of Labour

"One way of offsetting a dwindling supply of workers, of course, is to increase the productivity of those who are left. Our most significant venture into this field is to encourage the formation of labour-management production committees. In plants where these committees are functioning smoothly, representatives of workers sit right down with management, and the practical ideas that emanate from these meetings are most stimulating to both sides and to the war effort. Suggestion systems are set up, by means of which workers' ideas are utilized in production. The problem of absenteeism, which is usually dozens of individual problems lumped under one name, is attacked with a new understanding, and the spirit of co-operation and high morale that may be born out of these joint endeavours is the sort of thing that one hopes to see more of in the world of the future. . . .

Changing Production Program

"Illustrative of the varied nature of the problems that we have had to cope with in mobilizing the nation's manpower, is the fact that no sooner had we completed our plans for bringing workers into essential jobs, than a brand new set of circumstances arose. As production difficulties in particular industries were overcome, and the supply of weapons became sufficiently great, workers were laid off, sometimes whole plants closed down. With the overall war production program by no means complete our problem became one of switching suddenly available workers into new jobs—with concomitant difficulties again resulting from the human factor.

"The task performed by National Selective Service has not been an easy one. It is my conviction that a contribution to the war effort has been made through the medium of this organization. It is a gratifying fact that the Canadian Institute of Public Opinion has within the last day or two completed a public inquiry. One question was 'Do you think this control (Selective Service) is necessary in wartime?' Sixty-nine per cent answered that control is necessary.

"We have a compact organization of closely integrated units each charged with important divisions of the work.

"In the building of this organization I freely admit that there was something of the process of trial and error; however, we were breaking new ground. Often, too, the development was done under a storm of abuse, which there was no time to answer and, indeed, we did not always know the answer.

Organization of National Selective Service

"The governing body of National Selective Service is the National Selective Service Advisory Board. No significant regulations concerning manpower are recommended to the government without approval of this Board. It is probably the most democratic Board in Ottawa and on it are representatives of workers, farmers, employers, the departments of National Defence, Munitions and Supply, Wartime Prices and Trade Board and Civil Service Commission, plus the Associate Directors. I have enjoyed my work as Chairman of this Board because I believe the activity of the Board has proven, over a two and a half year period, that results can be obtained by following a democratic plan even when the beliefs and interests of the individuals around the table create divergent views.

"The Advisory Board deals with policy.

"The administration is controlled by the Administration Board composed of Associate Directors. This Administration Board carries the burden of day to day administration problems.

"Decentralization has been provided by the appointment of regional directors and Regional Advisory Boards in the Maritimes, Quebec, Ontario, the Prairies and Pacific."

In further description of the work of National Selective Service Mr. MacNamara gave an outline of the work performed by the various Associate Directors during a typical week.

Future of National Selective Service

Mr. MacNamara then proceeded to a brief discussion of the future of National Selective Service. Pointing out that there were many unpredictable factors to be considered, he declared:

"The problems of preparing for peace contain in essence those same potentialities that necessitated the strong organization to mobilize the nation's manpower for war.

"Without meaning to be too vague I would say that Selective Service will now have to operate in reverse by gearing itself to take manpower out of war industries and place it into industries that will supply the pent-up demand for civilian goods—both for domestic consumption and the needs of war-ravished Europe through the functions of UNRRA.

"As to the controls which have been instigated, these controls will be dropped when it becomes evident the need has disappeared. I believe it will be necessary to maintain some measure of control for some time after the war.

"The Employment Service and National Selective Service will be amalgamated. We will develop an efficient National Employment Service with a minimum of compulsory control. We will probably wind up with the simple requirement that placements will have to be recorded.

"With the government responsible for social security will come the need for a definite and accurate record of placements and job opportunities. This record will be available through the National Employment Service.

"The objective will be full employment. With an expanding demand for civilian goods and an expanding export trade the objective should not be too difficult.

"Nevertheless, 2,000,000 people will have to be re-allocated. I refer to those in the Armed Forces and in war work. During the process of re-allocation there will be periods of temporary unemployment. We will thank our good fortune for unemployment insurance.

"During the last few months I have taken time off to visit many of our Employment Offices. In all of these Offices I have shaken hands with each individual from the telephone operator to the manager. I believe we have a keen efficient staff which can be expanded into an organization which will take up the mighty task of rehabilitating our men and women from the Armed Forces and from war work.

"The Labour Department will administer the Re-instatement in Civil Employment Act —it will be responsible for all placements— it will have the direction of training programs—it will continue to deal with evacuating Japanese—it will deal with labour relations and such wage control as may be decided upon and the Department is preparing for the work ahead.

"In conclusion I wish to pay tribute to the Canadian people for their understanding and patience and tremendous industry."

Index Numbers of Wage Rates in Canada, 1901-1943

Annual Survey Shows Continued Increase in Wage Rates During 1943

GENERAL wage rates in Canada have reached their highest level in the last forty-three years, according to the annual survey recently completed by the Department of Labour.

The general index number of wage rates for all of the industries covered in 1943 was 139·5 as compared with 129·6 in 1942, an average increase of 7·6 per cent. This compares with an increase of 7·7 per cent in 1942 over 1941 and 10 per cent in 1941 over 1940. The increase in wage rates from 1939 to 1943 was 32·0 per cent.

For the period August 1939, to December, 1943, the index of the cost of living advanced 18·4 per cent.

By occupational or industrial groups in order of appearance in the table, the percentage increases in 1943 over 1942 were as follows: Building Trades 8·8, Metal Trades 5·5, Printing Trades 1·9, Electric Railways 8·9, Steam Railways 9·8, Coal Mining 5·3, Common Factory Labour 12·1, Miscellaneous Factory Trades 6·9, Logging and Sawmilling 9·7, Metal Mining 3·6, Steamships 3·1, Laundries 7·9 and Telephones 5·6 per cent.

The wage data on which the above calculations are based apply mostly to June, 1943. Any cost-of-living bonus paid has been included throughout, including the last bonus ordered by the National War Labour Board which became effective in November, 1943.

A table of index numbers of wages has appeared since 1921 in the annual report on *Wages and Hours of Labour in Canada* issued by the Department of Labour as a supplement to the LABOUR GAZETTE. The last report in the series published was No. 25 (supplement to the October, 1942, LABOUR GAZETTE) and covered the years 1929, 1940 and 1941. Since no report in this series was published covering the year 1942, the index numbers for that year appeared in the LABOUR GAZETTE of December, 1943.

The accompanying table of index numbers of rates of wages contains figures showing changes in wages for the main occupational and industrial groups from 1901 to 1943, and certain additional groups which were added in 1911, 1913 and 1920. The base period used (wage rates in 1935-39 as 100) is the same as that used for the official cost-of-living index number issued by the Dominion Bureau of Statistics, thus making possible direct comparisons between numbers in both series.

For the period prior to 1939 the group indexes were given weights based on the number of workers in each industry as shown by the census of 1921 and 1931. For the years 1939 to 1943, weights are based on the 1941 census, made available since the last index numbers were computed. The use of the 1941 Census data made necessary a revision of the general index figures previously published for the years 1939 to 1942. The percentage changes from year to year as shown by the revised numbers are about the same as shown by the figures previously published.

The weights are as follows: Building Trades 9·0, Metal Trades 15·6, Printing Trades 1·5, Electric Railways 0·6, Steam Railways 5·9, Coal Mining 1·4, Common Factory Labour 13·9, Miscellaneous Factory Trades 39·3, Logging and Sawmilling 7·6, Metal Mining 2·5, Steamships 1·6, Laundries 0·4 and Telephones 0·5 per cent.

Wages in the Primary Textiles Industry

A supplement to this issue of the LABOUR GAZETTE is entitled *Wages in the Primary Textiles Industry* in Canada, 1943. It contains statistics on wages and hours collected as the result of a co-operative arrangement involving the primary textiles industry, the National War Labour Board, and the Department of Labour.

INDEX NUMBERS OF RATES OF WAGES FOR VARIOUS CLASSES OF LABOUR IN CANADA, 1901-1943
(Rates in 1935-39=100.)

NOTE.—Rates include cost-of-living bonus.

Year	Building Trades (a)	Metal Trades (b)	Printing Trades (c)	Electric Railways (d)	Steam Railways (e)	Coal Mining (f)	Common Factory Labour	Miscellaneous Factory Trades (g)	Logging and Sawmilling	Metal Mining	Steamships	Laundries	Telephones	General Average Weighted*
1901	36·5	37·8	32·0	33·7	35·4	48·8	.....	.....	55·7	62·9	48·3	.....	.....	**40·1**
1902	38·9	38·7	32·8	35·8	37·0	49·4	.....	.....	57·1	63·3	48·5	.....	.....	**42·1**
1903	40·8	40·4	33·3	37·5	38·6	50·3	.....	.....	58·4	61·2	48·3	.....	.....	**43·6**
1904	42·2	41·9	35·2	38·5	39·5	50·2	.....	.....	59·4	59·7	48·9	.....	.....	**44·5**
1905	44·2	43·4	36·5	38·7	38·3	50·9	.....	.....	61·5	60·3	49·2	.....	.....	**45·4**
1906	46·5	44·0	38·4	40·0	40·8	51·6	.....	.....	63·6	64·2	50·0	.....	.....	**47·3**
1907	48·5	45·4	41·7	42·9	41·6	55·2	.....	.....	65·2	63·4	51·1	.....	.....	**48·8**
1908	49·3	46·7	42·8	43·1	44·3	55·9	.....	.....	63·9	64·4	52·4	.....	.....	**49·9**
1909	50·3	47·5	44·4	42·8	44·4	56·1	.....	.....	67·2	65·0	53·1	.....	.....	**50·9**
1910	52·6	49·0	46·7	45·2	46·3	55·6	.....	.....	69·3	64·2	53·2	.....	.....	**52·5**
1911	54·6	50·2	48·8	46·4	49·2	57·5	49·9	47·7	70·7	64·9	54·0	.....	.....	**51·8**
1912	58·1	52·6	51·1	48·7	50·3	58·0	51·6	48·6	73·0	68·2	55·1	.....	.....	**53·5**
1913	60·5	55·2	53·2	52·7	51·4	59·0	52·6	50·0	73·9	67·1	57·2	47·8	.....	**54·9**
1914	61·0	55·4	54·5	53·2	52·4	60·1	53·1	51·6	70·6	67·2	58·1	50·0	.....	**55·6**
1915	61·4	56·0	55·1	51·6	52·3	60·4	53·1	53·1	68·0	68·1	59·4	48·3	.....	**56·0**
1916	62·0	59·0	56·3	53·9	54·4	65·9	58·0	57·6	79·3	75·2	60·4	51·6	.....	**59·9**
1917	66·5	70·6	59·2	60·4	64·0†	77·2	67·9	64·0	100·5	83·4	71·0	57·8	.....	**68·7**
1918	76·2	85·6	65·8	75·3	81·2	93·1	80·1	73·4	114·6	90·6	86·5	66·7	.....	**80·7**
1919	89·7	99·3	77·6	86·1	94·6	100·6	94·7	90·1	131·2	90·9	95·4	76·4	.....	**94·8**
1920	109·5	115·5	97·9	102·4	113·6	116·6	113·2	108·5	148·7	105·8	115·7	89·7	95·1	**112·7**
1921	103·2	103·0	102·9	101·3	100·7	122·9	100·2	101·1	112·9	97·9	105·6	99·0	94·6	**102·7**
1922	98·4	95·8	102·3	97·2	94·8	116·7	96·2	94·6	92·6	90·5	95·4	99·9	89·9	**95·9**
1923	100·7	96·0	100·5	98·2	95·8	116·7	95·5	98·1	107·1	94·5	100·7	101·3	91·3	**98·6**
1924	102·7	96·8	102·1	98·3	95·8	113·5	96·3	98·8	116·2	94·6	99·2	101·6	91·8	**99·8**
1925	103·1	96·7	102·6	99·0	95·8	98·9	97·9	97·8	107·8	95·9	99·4	100·7	91·9	**98·8**
1926	104·2	97·8	102·9	99·3	95·8	98·8	98·5	98·4	108·4	95·8	99·2	101·6	92·5	**99·4**
1927	108·5	98·2	103·8	100·1	102·0	99·1	98·7	99·7	109·5	95·9	100·4	102·5	94·2	**101·5**
1928	112·3	99·3	105·5	102·3	102·0	99·6	98·4	100·5	110·9	95·8	101·1	103·3	96·0	**102·7**
1929	119·6	101·8	107·7	104·7	105·0	99·6	98·7	101·1	110·5	96·4	105·7	103·5	97·1	**104·5**
1930	123·0	102·9	108·2	105·1	105·0	99·9	98·9	101·2	109·2	96·5	106·9	103·7	97·6	**105·2**
1931	118·5	100·9	102·2	104·7	102·4‡	99·9	96·4	98·7	92·6	95·2	102·3	103·2	97·9	**101·7**
1932	107·9	96·4	103·4	100·7	94·6	96·8	91·3	92·2	76·7	92·2	95·1	100·7	91·3	**94·5**
1933	95·6	93·3	98·1	96·3	92·4	95·5	88·4	87·9	66·0	91·1	89·3	98·6	90·6	**89·6**
1934	93·7	92·7	97·7	96·2	89·3	96·1	89·8	90·3	74·9	93·4	88·6	97·7	96·6	**90·5**
1935	96·7	93·6	98·2	96·8	94·6	97·8	92·0	92·2	82·3	95·2	89·2	98·2	95·9	**93·1**
1936	97·3	93·8	98·6	97·8	94·6	97·9	94·5	94·4	90·5	97·6	90·6	98·7	96·7	**94·8**
1937	100·1	103·4	99·9	100·4	100·8	98·4	102·8	101·9	104·6	101·9	101·2	100·0	101·6	**101·8**
1938	102·5	104·4	101·5	102·1	105·0	102·9	105·0	105·2	112·0	102·4	109·0	101·4	102·8	**104·9**
1939	103·3	104·7	101·9	102·7	105·0	102·9	105·9	106·0	110·5	102·8	110·0	101·7	103·1	**105·7***
1940	105·7	109·3	103·6	105·6	105·0	104·0	109·5	110·6	114·2	103·5	115·5	103·1	104·1	**109·4***
1941	111·7	119·0	108·6	113·7	117·7	116·6	122·4	122·5	125·6	113·2	126·9	110·2	114·5	**120·3***
1942	118·4	125·9	113·8	122·6	119·8	122·0	132·9	133·2	139·4	121·0	142·6	121·6	120·5	**129·6***
1943	128·8	132·8	116·0	133·5	131·5§	128·5	149·0	142·4	152·9	125·3	147·0	131·2	127·3	**139·5***

* Prior to 1939 weighted according to average number of workers in each group in 1921 and 1931 except metal mining where years 1921, 1931 and 1938 were used. In years 1939 to 1943 weighted according to 1941 Census figures.

† Including some increases effected near the end of the year.

‡ Including a 10 per cent decrease for certain classes toward the end of the year.

§ Including a 6 cents per hour increase under N.W.L.B. award in 1944, retroactive to September, 1943.

(*a*) Seven trades from 1901 to 1920, eight from 1921 to 1926, nine from 1927 to 1942; 13 cities to 1927, 14 cities to 1930; thereafter 31 to 42 cities.

(*b*) Five trades from 1901 to 1926, four from 1927 to 1943.

(*c*) Two trades from 1901 to 1920, four for 1921 and 1922, two for 1923 and 1924, six from 1925 to 1943.

(*d*) Two classes from 1901 to 1923, five classes 1924 to 1942; from 1901 to 1930, 13 cities; thereafter 35 decreasing to 24.

(*e*) Twenty-three classes from 1901 to 1940; sixty classes 1941 to 1943.

(*f*) Four classes 1901 to 1920, twelve classes 1921 to 1943.

(*g*) The number of samples (and industries) increased from time to time since 1920; machine operators, helpers, etc., also included.

Preventing Accidents from Abrasive Wheels

A COMPREHENSIVE monograph on safety in the use of abrasive wheels has just been published by the International Labour Office.*

The study was prepared at the request of the I.L.O. Correspondence Committee on Accident Prevention by Mr. G. Stevenson Taylor, Deputy Chief Inspector of Factories in Great Britain. Although the study was begun in 1932, publication has been delayed until 1944 because of the time required for making changes and additions suggested by the Committee at its 1934 and 1935 sessions, financial troubles and the war. The delay has permitted the insertion of considerable new material on recent experience and of the 1943 revision of the American Safety Code for the Use, Care and Protection of Abrasive Wheels (L.G., April, 1944, p. 439).

The composition and manufacture of the different types of abrasive wheels are described in the monograph. It is pointed out that most injuries from abrasive wheels are caused by flying particles when the wheels burst. Bursting may result from a wide variety of factors such as a flaw or crack in the wheel, excessive speed, lack of balance, improper mounting, undue pressure of work on the wheel, etc. Accidents may also arise from the operator's hand or clothing coming in contact with the revolving wheel. Serious eye injuries may result from flying particles of hot abrasive or metal and lung diseases may be caused by inhaling the fine dust produced in grinding operations.

Safety precautions recommended in the monograph include the provision of adequate guards for the wheels and all projecting nuts, screws, spindle ends and belts. Wheel guards should be capable of adjustment as the wheel is worn down, properly anchored, provided with side wings and constructed with peripheral members of adequate thickness in accordance with a table given in the publication. In selecting wheels, consideration should be given to the abrasive and bonding material most suited to the operation. Wheels should be examined for flaws and cracks when received, before mounting and regularly while in use. If not needed immediately, they should be carefully stored in a dry place.

Several recommendations relate to correct mounting, and it is suggested that newly mounted wheels should, before use, be run for a few minutes with no one in dangerous proximity. Wheels should be kept true by judicious dressing with proper implements. Chipping or hacking of wheels should be prohibited and side grinding reduced to a minimum. It is desirable to adjust the wheel rests as the wheel wears, so as to have it close to the face of the wheel. Prolonged immersion of an idle wheel in water or lubricant should be avoided. Particular care must be exercised in grinding heavy articles. It is recommended that a special person or persons should be made responsible for the mounting of wheels and maintenance of the grinding machinery, guards and dust-removal equipment.

While observing that "the methods of manufacturing and using abrasive wheels are so various that it is impossible to fix any general safe limit of wheel speed", the author recommends the following specific limits: bakelite and similar resinous bonded wheels, 9,000 feet per minute (46 m/sec.); elastic bonded wheels for cutting off, 8,000 feet per minute (40 m/sec.); ceramic bonded wheels, for rough grinding, 5,500 feet per minute (28 m/sec.) or for precision grinding, 6,000 feet per minute (30 m/sec.); magnesite or oxy-chloride bonded wheels, 4,000 feet per minute (20 m/sec.) with special precautions. Attention is drawn to the fact that "doubling the speed of revolution of a wheel increases fourfold its tendency to burst; but the diameter of the wheel must equally be taken into account". It is suggested that all wheels should have the safe working peripheral speed marked upon them in metres per second or feet per minute and grinding machines should have a notice affixed stating the maximum size of wheel permissible with safety.

To prevent eye injuries, operators engaged in dry grinding should wear suitable goggles or face screens or the wheels should be fitted with transparent screens. Dust generated in grinding can be satisfactorily removed only by localized exhaust ventilation. The efficiency of an exhaust installation is greatly increased if the heavy dust, burrs, fins and miscellaneous material is separated from the lighter dust by gravity.

Appendices to the monograph include, in addition to the American Safety Code, the text of safety regulations for abrasive wheels issued in Great Britain and Germany, a summary of the mathematical studies on the strength of abrasive wheels made by Dr. Vitaliano Colombo, Director of the Italian Association for the Prevention of Accidents, and a report on the research sponsored by the Norton Company in the United States on the stresses in rotating discs.

**The Safe Installation and Use of Abrasive Wheels*, International Labour Office, Studies and Reports, Series F, Second Section (Safety), No. 9, Montreal, 1944.

Decisions of National War Labour Board

DURING the month of September, the National War Labour Board issued decisions in the following cases:—

Price Brothers and Company Limited, Jonquière, P.Q., and International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers.

Northern Construction Company and J. W. Stewart, Limited, Vancouver, B.C.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 650, and Canadian Consolidated Grain Company, Limited; Eastern Terminal Elevator Company, Limited; Fort William Elevator Company, Limited; Federal Grain, Limited; McCabe Brothers Grain Company, Limited; N. M. Patterson & Company, Limited; Ogilvie Flour Mills Company, Limited; United Grain Growers Terminal, Limited; Western Grain Company, Limited; Saskatchewan Pool Terminals, Limited; Manitoba Pool Terminals, Limited.

The B.C. Independent Theatres Association and British Columbia Projectionists' Society, Local 348 of the International Alliance Theatrical, Stage Employees and Moving Picture Machine Operators.

Okanagan Telephone Company, Vernon, B.C., and Interior B.C. Telephone Operators' Union.

McNamara Construction Company, Limited, and The Parity Committee of the Construction Industry for the Counties of Roberval, Lac St. Jean, Chicoutimi and Charlevoix-Saguenay.

Anaconda American Brass Limited.

Standard Lime Company, Limited, Joliette, Que., and Union Canadienne des ouvriers des produits de la chaux, Local No. 1.

Coast Building Corporation Limited, Vancouver, B.C.

Canadian Tube and Steel Products, Limited (Montreal) and United Steelworkers of America, Local 2423.

Bell Asbestos Mines, Limited (Thetford Mines, Que.), and Canadian Union of Asbestos Workers, Local No. 5.

Re: Price Brothers and Company Limited, (Jonquière, P.Q.), *and* International Brotherhood of Pulp, Sulphite and Paper Mill Workers and International Brotherhood of Paper Makers

Reasons for Decision

By leave of the Quebec Regional Board this appeal is taken from decision dated January 25, 1944, made under P.C. 5963, on an application for an increase in the base rate from 45 cents to 56 cents per hour. At the same time application was made with respect to the Kenogami and Riverbend mills of the same Company for a like increase. The rate in the latter mills was increased to 50 cents, while the rate in the Jonquière mill was increased to 47½ cents. The Jonquière mill is a board mill, while the other two were recognized as newsprint mills.

A differential in rates between newsprint mills and what are called specialty or board mills has been recognized in previous cases (E. B. Eddy Company and J. R. Booth Limited) and confirmed by the National Board (L.G., July, 1944, p. 837). The Regional Board saw fit to introduce this differential as between the Price Brothers mills located in the Lake St. John area.

In our view the matter is one of fact, and we should not interfere.

The appeal will be dismissed, except that the Regional Board's Finding and Direction will be amended to make it effective with the first payroll period beginning on or after October 20, 1943.

September 12, 1944.

Re: Northern Construction Company *and* J. W. Stewart, Limited (Vancouver, B.C.)

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for British Columbia, dated June 3, 1944, refusing an application by the Companies for permission to pay employees engaged on dredging operations at Powell River up to two dollars and twenty-five ($2.25) cents per day for board and lodging.

The Regional Board followed its established practice and authorized the Companies to pay the actual cost of board and lodging in excess of one dollar and thirty-five ($1.35) cents per day.

The rule followed in the decision under appeal is one which is intended to protect employees from excessive charges and its application to this case would appear from this distance to be rather unnecessary. However, the Regional Board is fully aware of what would be the probable effect of the granting of this application upon the local situation. We have not got that knowledge and consequently we do not think that our intervention can be justified.

The appeal must therefore be dismissed.

September 19, 1944.

Re: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 650, *and* Canadian Consolidated Grain Company, Limited; Eastern Terminal Elevator Company, Limited; Fort William Elevator Company, Limited; Federal Grain, Limited; McCabe Brothers Grain Company, Limited; N. M. Patterson & Company, Limited; Ogilvie Flour Mills Company, Limited; United Grain Growers Terminal, Limited; Western Grain Company, Limited; Saskatchewan Pool Terminals, Limited; Manitoba Pool Terminals, Limited.

Reasons for Decision

This is an appeal from a finding and direction of the Ontario Regional War Labour Board dated the 5th day of April, 1944. The said finding and direction inter alia directs as follows:—

"Upon consideration of all material filed and of the representations made by all parties, the Board has come to the conclusion that it is necessary for it to rescind its decision, communicated to you under date of September 11, 1943, insofar as it affects monthly rated employees below the rank of general foremen, and the Board has directed me to advise you that it has directed the companies to increase the rates of remuneration of such employees in an amount equivalent to 10 cents per hour over their monthly rates in effect immediately prior to the date of such rescinded decision. Resulting adjustments in salary rates shall be effective from the 1st day of August, 1943. .....

(*a*) The Board considers that the proposed amendment to Rule 1 is not one which affects wages or working conditions and therefore it does not lie within the purview of the Board to make any order in this regard.

(*b*) With regard to the request for amendment to Rule 3, I am directed to advise you that the Board has approved and directs the companies to establish a standard work day of eight hours and a standard work week of forty-eight hours.

(*c*) The Board has approved of the amendment of Rule 4 as requested.

(*d*) With regard to the requested amendment to Rule 5, I am directed to advise that the Board approves and directs the payment of overtime after eight hours per day and after forty-eight hours per week in accordance with the terms of the enclosed formula. .....

I am directed to advise you further that with regard to monthly rated employees overtime for such employees is to be paid on a straight time pro rata hourly basis."

The appeal of the employers is as follows:—

(1) That the increases to the monthly employees should not have been directed.

(2) That the effective date should not have been August 1, 1943.

(3) That an eight-hour day should not apply to the monthly employees and that the general working hours provided in Clause 4 of the agreement of September 20, 1941, as amended by the order appealed from should not apply to the monthly employees.

Before considering the above-mentioned directions appealed from, it is helpful to note some of the earlier applications made by the parties concerned to the said Regional War Labour Board. Early in 1943 the employees asked the employers that the hourly and monthly employees of the Elevator Companies concerned receive an increase of 10 cents per hour in their basic wage rates. This the employers declined to grant. However, in July, 1943, an application was made by the Company, and endorsed by the employees, for an increase of 10 cents per hour to certain hourly employees. The employees in their letter to the Chairman of the Elevator Committee stated with respect to this application that:—

"In joining the Companies in application to Board for basic sixty cent rate for hourly employees, it is with the understanding that the Companies will meet us promptly for dis-

cussion of proposals we shall make on monthly rates. Our action in joining Companies in request for increased hourly rates is without prejudice to our later application to Board for monthly increases in the event we cannot reach settlement with Companies."

This application was approved by the said Regional War Labour Board on or about July 28, 1943.

Subsequently, the Company requested that the wage rates of 55 cents per hour for other hourly employees be increased to 65 cents per hour. This request was also approved. On or about July 30, 1943, the employers sought from the said Regional War Labour Board authority to pay certain increases to the monthly employees. On September 11, 1943, the said Regional War Labour Board authorized the said employers to increase the monthly salaries of the monthly employees by various amounts from $0 to $20 per month. The employees subsequently received copies of the authorizations of September 11, 1943, but they say that such authorizations constituted the first notice they had received that any increase had been applied for by the employers for their monthly employees. In short, they say that this increase was granted on an ex parte application by the employers and that they should have been notified of the application in order that their representations could have been submitted before any determination respecting the same had been made by the said Regional War Labour Board. On November 22, 1943, the employees applied to the Regional War Labour Board requesting amendments to several paragraphs of the agreement of September, 1941, between the employers and employees concerned in this appeal, and requesting a finding and direction that an increase equivalent to 10 cents per hour be given to all monthly employees. The employers also sought a further increase of 10 cents per hour to the hourly employees. On April 5, 1944, the said Regional War Labour Board issued its finding and direction with respect to this application.

Consideration will now be given to several directions appealed from. First, it was argued on the hearing of this appeal that the increase of 10 cents an hour to the hourly rated employees, granted in July, 1943, had not been justified as a result of proper comparisons pursuant to Section 25 of Order in Council P.C. 5963. After hearing the parties there is very good reason to believe that neither the employers nor the employees supported their application for an increase by offering comparisons as contemplated by said Section, but no sufficient reasons were given by the appellants to justify this Board in concluding that the said Regional War Labour Board disregarded the provisions of this Section either in granting the increases to the 50 cents per hour employees or the 55 cents per hour employees. Likewise, sufficient reasons were not submitted to warrant the conclusion that the said Regional War Labour Board did not apply to the facts and special conditions and special circumstances submitted to it and within its knowledge, the proper comparisons when considering this application by the Company on behalf of the monthly employees, and, before issuing its authorization of September 11, 1943. It is unfortunate that the said Regional War Labour Board did not, before determining the matter, notify the employees of this application and thus have afforded them an opportunity to make representations respecting it.

The result of all these applications, authorizations, and findings and directions is that much confusion and differences of opinion have resulted as to the methods employed by the Regional War Labour Board in reaching its final direction of April 5, 1944, and, while as a consequence, there may be some reason for suspecting that the comparative basis provided for in Section 25 of Order in Council P.C. 5963, may not have been at all times properly followed by the said Regional War Labour Board, the appellants have nevertheless failed to satisfy this Board that in the final result the said Regional War Labour Board erred in principle, disregarded important facts, or failed to come to the reasonable solution of the problems involved. Insofar as this part of the appeal is concerned, this Board declines to interfere with the decision of the Regional War Labour Board to grant a uniform increase equivalent to 10 cents per hour to all monthly employees, and the appeal against this portion of the finding and direction is, therefore, dismissed.

Second, as to the effective date, while generally undere P.C. 5963 the usual practice has been to limit the effective date of a finding and direction to the date of the application, nevertheless in all the circumstances of this case, and having regard to the several applications that were made, and the relation of each to the others, and having regard to the fact that August 1, 1943, was fixed as the effective date for the employers' own proposals with respect to the increases to the monthly paid employees, this Board is of the opinion that the Regional Board did the proper and sensible thing when it made the revised increase to these employees effective from August 1, 1943. The appeal against this portion of the said finding and direction is, therefore, dismissed.

Third, as to the direction respecting the eight-hour day and fixing the limits of work

for each day, this Board is of opinion, that, notwithstanding the assumption by both employers and employees that the direction of the Regional War Labour Board resulted in establishing an eight-hour day for the monthly rated employees, the language used by the said Regional War Labour Board in its said finding and direction is not sufficient to achieve this result.

After careful consideration of the effect of the Regional War Labour Board's decision not to modify Section 1 of the agreement in the manner requested by the employees, this Board is satisfied that the amendments to Clauses 3, 4, 5 and 6, as provided for in the finding and direction, do not apply to the monthly employees. In like manner the monthly employees are not affected by the provision in the finding and direction amending the general working hours. This Board wishes to add that in any event on the evidence before it and on the material submitted to the Regional War Labour Board it would not have directed that the eight-hour day be made applicable to the monthly employees. For the same reasons this Board would not have made applicable to the said monthly employees the amendment to Clause 4 of the agreement. This Board therefore allows the appeal against that portion of the said finding and direction which ordered or purported to order that an eight-hour day should be applicable to the monthly employees and fixed or purported to fix the general working hours applicable to the monthly employees.

It follows, therefore, that any direction by the Regional War Labour Board with respect to overtime for the monthly rated employees should not have been made and this appeal is also allowed with respect to the following clause in the finding and direction by the said Regional War Labour Board, namely:—

"I am directed to advise you further that with regard to monthly rated employees overtime for such employees is to be paid on a straight time pro rata hourly basis."

Cross Appeal

The employees in their application of November 22, 1943, sought also an increase of 10 cents for the hourly employees. This request was not granted by the Regional War Labour Board and there is a cross appeal by the employees to this Board in which this increase is sought. It is apparent that the Regional War Labour Board had all the relevant facts before it when it rendered its finding and direction. No additional facts have been presented to this Board to justify the increase so sought. This Board, therefore, dismisses the cross appeal.

September 20, 1944.

Re: The B.C. Independent Theatres Association *and* British Columbia Projectionists' Society, Local 348 of the International Alliance Theatrical, Stage Employees and Moving Picture Machine Operators

Reasons for Decision

This is an appeal by the Association on behalf of the owners of four theatres located in Vancouver and New Westminster who were directed by the Regional Board on March 27, 1944, under the provisions of P.C. 5963 to increase the hourly rate for projectionists by ten (10) cents.

The matter was considered under Section 25 of the former Order and the Regional Board apears to have made comparisons on the basis of location and seating capacity. The appellant urges that this Board should recognize a differential between chain and independent theatres and preserve the pre-existing difference in rates.

The Regional Board had the advantage of first-hand information and we are not prepared to say that it proceeded upon a wrong basis.

The appeal must be dismissed.

September 20, 1944.

Re: Okanagan Telephone Company (Vernon, B.C.), *and* Interior B.C. Telephone Operators' Union

Reasons for Decision

The Union appeals from a decision of the British Columbia Board dated June 3, 1944, refusing its application for the establishment of a range of wage rates for telephone operators of from eighteen dollars ($18) to twenty-five dollars ($25) per week. P.C. 9384 is the applicable Order in Council; leave to appeal was granted by the Regional Board.

On March 9, 1944, the Regional Board directed a general 10 per cent increase in wages but the Union considered the increase insufficient because it did not give the operators the rates paid by the British Columbia Telephone Company at Vancouver.

The Company respondent operates throughout the Okanagan Valley and comparison with a large company serving a metropolitan area is perhaps unreasonable. In any event, under the current Order in Council the matter is not necessarily one of comparison, as it was under Section 25 of P.C. 5963; it must now be shown that the increase requested is "neces-

sary to rectify a gross inequality or gross injustice".

The Regional Board does not appear to have made an error in ordering the 10 per cent increase rather than establishing the range applied for. It has not been shown that it wrongly exercised its discretion and we must dismiss the appeal.

September 20, 1944.

Re: McNamara Construction Company, Limited, *and* The Parity Committee of the Construction Industry for the Counties of Roberval, Lac St. Jean, Chicoutimi and Charlevoix-Saguenay

Reasons for Decision

(Oral Decision)

The Board has considered the representations made this morning as to lack of jurisdiction on the part of the Quebec Regional War Labour Board to make the order dated January 5, 1944, which is appealed from.

The Board is satisfied, having heard the representations made by counsel on behalf of the Company and by counsel on behalf of the Parity Committee that the Quebec Regional War Labour Board had no jurisdiction to make the order appealed from and the appeal is therefore allowed, and the order of the Quebec Regional War Labour Board, appealed from, is hereby vacated.

September 15, 1944.

Re: Anaconda American Brass Limited

Reasons for Decision

This is an appeal from the decision of the Regional War Labour Board for Ontario. In its application the appellants sought from the said Regional War Labour Board approval of a range of wage rates for a classification which would comprise its Technical Supervisor, Production Supervisor, Mechanical Supervisor, Economy Supervisor and Labour Supervisor. The said Regional War Labour Board, however, was not satisfied that a single classification would be applicable to the said employees and refused to approve the range of rates asked for. On the argument and material submitted to this Board it is apparent that the decision of the said Regional War Labour Board should not be disturbed in this regard.

The appellants then sought to increase the wage rates being paid to the Economy Supervisor and the Labour Supervisor from $5,166.40 to $5,600 per annum. On behalf of the appellants it was urged that these officials would suffer a gross injustice if the increases were not granted. This Board, however, is satisfied that the said Regional War Labour Board came to a proper decision on all the relevant facts in respect to the alleged injustice and refused to approve the suggested increases. It should be noted also that no sufficient evidence was submitted to this Board to indicate that the said officials suffered a gross injustice.

As to the request submitted to the said Regional War Labour Board by the appellants respecting the position of assistant production supervisor, this Board is of opinion that, first, insufficient information was submitted by the appellants to warrant approval of the rate asked for and, second, that it was clear from the evidence submitted to this Board that the position of Assistant Production Supervisor was definitely above the rank of foreman and that any application with respect to the occupant's salary should not have been made to the said Regional War Labour Board in the first instance, but should have been considered under the Wartime Salaries' Order.

With respect to all officers and officials whose salaries were under discussion on this appeal, it appeared very clear to this Board on the evidence submitted that all of them were above the rank of foreman and that they should have been so determined by the said Regional War Labour Board.

This appeal is dismissed.

September 27, 1944.

Re: Standard Lime Company, Limited (Joliette, Quebec), *and* Union Canadienne des ouvriers des produits de la chaux, Local No. 1

Supplementary Reasons for Decision

A 5-cent increase was ordered in this case by our decision dated August 3, 1944.[1] The appellant Union requests that the increase be payable from the date of its application, namely December 21, 1943; while the Company urges that the effective date be August 1, 1944 when it indicated its willingness to pay the increase. We have come to the conclusion that the date should be March 1, 1944 when the Regional Board rendered the decision from which the Union appealed.

Finding and Direction accordingly.

September 26, 1944.

[1] L.G., Sept., 1944, p. 1101.

Re: Coast Building Corporation Limited (Vancouver, B.C.)

Reasons for Decision

Leave having been refused below, this is an application for leave to appeal from a decision of the British Columbia Regional Board dated April 5, 1944 under the provisions of P.C. 9384.

On October 16, 1943 the Company applied for permission to pay elevator operators $90 per month and the Regional Board, instead of giving an authorization, issued a direction to pay that rate.

On March 28, 1944 the Company applied for permission to establish a new classification for what it considered to be a different type of employee and to pay a monthly rate of $80. This application was refused and is the subject matter of this appeal.

The rate applied for is quite in line with the going rate in the area and had it not been for the direction issued in October of 1943, which, to use a legal expression, was *ultra petita,* the appellant could probably now pay the lower rate without recourse to the Regional Board.

In these circumstances, we are of opinion that leave should be granted and that the appeal should be allowed and a range from $80 to $90 be authorized for the classification described in the application.

September 28, 1944.

Re: Canadian Tube and Steel Products Limited (Montreal), *and* United Steelworkers of America, Local 2423

Reasons for Decision

The Union appeals from a decision under P.C. 5963 of the Quebec Regional Board dated December 14, 1943 refusing the following increases in basic rates:

Labourers from 45 to 55 cents per hour
Machinists from 70 to 85 cents per hour
Roll Turners from 75 cents to $1.00 per hour

The Regional Board had dealt with the matter on two previous occasions. First on October 19, 1943 it found that there was no comparative basis permitting an increase under section 25. Then on November 16, 1943 the Regional Board directed payment of the increased rates upon a finding that they had been approved by the National Board and the Regional Boards for Ontario and Nova Scotia. Later, by the decision now under appeal, the Regional Board reversed itself again and refused the application on the ground of the Company's inability to pay.

Apparently the Regional Board had in mind the National Board's decision in the Steel case (L.G., 1943, p. 439) when it issued the second decision on November 16, 1943. We think the Regional Board misdirected itself in applying that decision, because the basic rate then established at Sault Ste. Marie and Sydney was 50 cents. In any event there was no evidence that the plant operated by the appellant was comparable to the "basic steel" mills involved in the Steel case.

Our conclusion is that, on the evidence of the Regional Board's three successive decisions the correct one under P.C. 5963 was the first.

The appeal must, therefore, be dismissed.

September 28, 1944.

Re: Bell Asbestos Mines, Limited (Thetford Mines, Que.), *and* Canadian Union of Asbestos Workers, Local No. 5

Reasons for Decision

This is an application by the Union for a 15 cents hourly increase in wage rates.

With the exception of this company, the entire asbestos mining industry was dealt with in the case decided by the National Board on April 13, 1944 when a general increase of 4 cents was awarded (Canadian Johns-Manville Company Limited and others, L.G., May, 1943, p. 602).

The applicant laid stress upon the injury which it alleges asbestos mining causes to the health of the employees. Particular reference was made to "asbestosis" as a hazard of employment peculiar to this industry. The evidence, however, does not satisfy us that there are any circumstances to justify an increase in this case beyond the rate of increase granted to the employees of the other companies.

There will be a finding and direction providing for a 4 cent increase, effective from the date of application, namely May 10, 1944.

September 29, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Wartime Labour Relations Regulations.—Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field, to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province, except Alberta and Prince Edward Island, providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation Work of the Industrial Relations Branch.—Conciliation proceedings are carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for three days during the month of August. During this period the Board received twenty-three applications, held three public hearings, issued three certificates designating bargaining representatives, approved the withdrawal of one application, referred two applications to provincial jurisdiction and gave decisions in four appeal cases.

Certifications Issued

(1) Montreal Harbour Staff Employees' Association and National Harbours Board, Montreal, P.Q. (L.G., July, 1944, p. 845).

The Association and Messrs. W. E. McCarthy, Ed. Eustace, F. G. Laroche, D. H. White, J. A. Bouthillier, William Dixon, G. McCulloch, William Jamieson, G. J. Smith, Mrs. M. Stanley and Miss F. Sullivan were certified as bargaining representatives for employees engaged on a stated monthly or annual salary basis and certain employees paid on a weekly salary basis, excepting department heads, professional engineers, confidential employees and certain other small groups.

Certification of bargaining representatives followed an examination of the Association's membership records by officers of the Board. A public hearing was also held.

(2) Commercial Telegraphers' Union, Canadian Pacific System Division No. 1, and Canadian Pacific Railway Company (Communica-

tions Department) (L.G., Aug., 1944, p. 967). Following a preliminary investigation of the application and a public hearing, the Board ordered that a representation vote be taken. Out of 212 eligible employees, 158 voted in favour of the applicant union and 38 against. The union and Messrs. G. R. Pawson, C. J. Judge, H. J. Moreau, C. W. Pethick, C. J. Murphy, C. A. Huffman, W. A. Whyte, Ian Burns, and W. D. Brine were certified as bargaining representatives for certain supervisory employees on morse and automatic services, wire chiefs, mechanical staffs and installers, broadcast supervisors and attendants, repeater chiefs, supervisors and attendants of the Communications Department of the Canadian Pacific Railway Company, except chief operators, assistant chief operators, early night chief operators, and all-night chief operators, morse traffic supervisors, printer traffic supervisors, RS traffic chiefs (Montreal and Winnipeg), managers of branch offices, "B" Montreal, "GX" Winnipeg, "CX" Calgary, and "VX" Vancouver.

(3) Employees Welfare Board of the Hudson Bay Mining and Smelting Company Limited and the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba, and three subsidiary companies namely: Emergency Metals Limited (Mandy Mines) Hudson Bay Air Transport Limited, Flin Flon, Manitoba and Churchill River Power Company Limited, Island Falls, Sask., (L.G., August, 1944, p. 967). Following the preliminary investigation of the application and a public hearing the Board ordered that a vote to elect bargaining representatives be taken of the employees of the company and the three subsidiary companies. Out of 1,872 eligible employees of the Hudson Bay Mining and Smelting Company Limited, 919 voted for the bargaining representatives nominated by the Welfare Board and 579 against. Since a majority of those eligible to vote in this instance did not support the election of the bargaining representatives their application for certification was rejected. Of the 51 eligible employees of Emergency Metals Limited, 33 voted for the bargaining representatives nominated by the Welfare Board and 11 against. All three eligible employees of the Hudson Bay Air Transport Limited voted for the bargaining representatives nominated by the Welfare Board. Of the 77 eligible employees of the Churchill River Power Company Limited, 59 (all those voting) favoured the bargaining representatives nominated by the Welfare Board.

The Employees Welfare Board and Messrs. Thomas Russel, C. G. Snyder, R. M. Locker, R. L. Booker, A. Imrie, Murray Ferg, J. Eidt, and H. Ressor were certified as bargaining representatives of the employees of the said three companies engaged in production or office work, exclusive of shift bosses, foremen and superintendents.

Application for Certification Withdrawn

Constables and Special Agents, Canadian National Railways Federal Union No. 131, (T. and L.C.) and the Canadian National Railways (Investigation Division) Montreal, P.Q., (L.G., July, 1944, p. 845). On the request of the Secretary Treasurer of the applicant union, the application for certification of bargaining representatives was withdrawn.

Applications Referred to Provincial Jurisdiction

(1) The application of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees for certification of bargaining representatives of certain employees of the Essex Terminal Railway Company of Walkerville, Ontario (L.G., Sept., 1944, p. 1109) was referred to the Ontario Labour Relations Board, as the Wartime Labour Relations Board (National) lacked jurisdiction.

(2) The application of the International Brotherhood of Electrical Workers, Local B825 for certification of bargaining representatives of certain employees of the Gatineau Power Company, Grand Falls, N.B., was referred to the New Brunswick Wartime Labour Relations Board as the Wartime Labour Relations Board (National) lacked jurisdiction.

Applications for Certification under Investigation

(1) National Association of Marine Engineers of Canada, Incorporated, District Council No. 4, on behalf of Marine Engineers of Union Steamships Limited, Vancouver, B.C.

(2) National Association of Marine Engineers of Canada, Incorporated, District Council No. 4, on behalf of Marine Engineers of Canadian National Railways (B.C. Coast Steamship Service), Vancouver, B.C.

(3) National Association of Marine Engineers of Canada, Incorporated, District Council No. 4, on behalf of Marine Engineers, employees of the Canadian Pacific Railway Company (B.C. Coast Steamship Service), Vancouver, B.C.

(4) Brotherhood of Maintenance-of-Way Employees, on behalf of employees engaged in maintaining and repairing of track motor cars (gasoline) of the Canadian National Railways, Winnipeg, Man.

(5) International Brotherhood of Electrical Workers, Local B344, on behalf of employees in the electrical department of the Prince Rupert drydock and shipyard, Grand Trunk Pacific Development Company, Prince Rupert, B.C.

(6) Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of the employees of the engineers department of the Fort Garry Hotel, Canadian National Railways, Winnipeg, Man.

(7) Vancouver Harbour Employees' Association (affiliated with the Civil Service Federation of Canada), on behalf of certain employees of the National Harbours Board, Vancouver, B.C.

(8) International Union of Operating Engineers, Local 882, on behalf of the heating plant employees of the Canadian Pacific Airlines Limited, Sea Island, B.C.

(9) Canadian Seamen's Union, on behalf of the unlicensed personnel of "S.S.F.V. Massey," Foote Transit Company Limited, Toronto, Ontario.

(10) Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of all monthly and hourly rated employees below the rank of general foreman of the Canadian Pacific Railway Company (grain elevator employees), Port McNicol, Ontario.

(11) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of all unlicensed personnel of the British Columbia Lake and River Service (Kootenay, Arrow and Slocan Lakes, B.C.) of the Canadian Pacific Railway Company.

(12) International Association of Machinists, Lodge No. 1848, on behalf of machinists, mechanics, repair men, pipe fitters, blacksmiths, their helpers and apprentices of the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man.

(13) International Brotherhood of Electrical Workers, Local B1405, on behalf of electricians, substation operators, power-house operators, etc., of the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man.

(14) United Brotherhood of Carpenters and Joiners of America, Local 1614, on behalf of carpenters, bridgemen, their helpers and apprentices of the Hudson Bay Mining and Smelting Company, Limited, Flin Flon, Man.

(15) International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers, of America, Local 451, on behalf of boilermakers, welders, riggers, repairmen, their helpers and apprentices of the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man.

(16) Brotherhood of Painters, Decorators and Paperhangers of America, Local 1497, on behalf of the brush painters, sign painters and helpers of America.

(17) Trades and Labour Congress of Canada Federal Union No. 172, on behalf of mine, mill, smelter and zinc plant workers, surface labourers and truck drivers of the Hudson Bay Mining and Smelting Company Limited, Flin Flon, Man.

(18) International Union of Operating Engineers, Local 882, on behalf of the heating and power plant employees, Vancouver Hotel, Canadian National Railways, Vancouver, B.C.

(19) Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of certain employees of the Royal Alexandra Hotel, Canadian Pacific Railway Company, Winnipeg, Man.

(20) British Columbia Seamen's Union, on behalf of unlicensed personnel (deck, engine room and stewards' department) M.V. "Unacana" of the United Oil Company of Canada, Limited, Vancouver, B.C.

(21) Canadian Seamen's Union (Superior-Winnipeg Branch), on behalf of the unlicensed personnel of the barges operated by the United Towing and Salvage Company Limited, Port Arthur, Ontario.

(22) Canadian Navigators Federation, St. Lawrence Division, on behalf of captains, first and second officers of Branch Lines Limited, Sorel, P.Q.

(23) International Union of Operating Engineers, Local 510, on behalf of locomotive crane and compressor operators, staff house engineers and firemen of the Grand Trunk Pacific Development Company Limited at the Prince Rupert Drydock and Shipyard, Prince Rupert, B.C.

Decisions of Board in Appeal Cases

The following appeals from decisions of Provincial Labour Relations Boards and application for leave to appeal therefrom were considered by the Wartime Labour Relations Board (National) and judgment given.

(1) The Wartime Labour Relations Board (National) allowed the appeal of the Dominion Forge and Stamping Company, Limited, Windsor, Ont., against the decision of the Ontario Labour Relations Board establishing a procedure for consideration and settlement of disputes.

Counsel for the Company contended that the Ontario Board's power to establish a procedure was limited by subsection (2) of Section 18 of the Regulations and that it did not have jurisdiction to establish a procedure for final

settlement "concerning a grievance arising under the collective agreement." Counsel for the union contended that grievances may arise under the agreement which could not be said to be concerning the interpretation or violation of the agreement and that the Ontario Board had power to specify that all grievances arising under the agreement concerned the interpretation or violation of the collective agreement.

In allowing the appeal the Wartime Labour Relations Board (National) amended the grievance procedure by striking out the words "concerning a grievance arising under" and substituting the words of the subsection of the Regulations, namely "disputes concerning the interpretation or violation of the collective agreement".

(2) The Wartime Labour Relations Board (National) also allowed the appeal of Western Grocers, Limited, Prince Albert, Sask., from a decision of the Saskatchewan Labour Relations Board and set aside the certificate granted by the Saskatchewan Board to the Retail Clerks' Protective Association.

The Saskatchewan Labour Relations Board ruled that production employees should be permitted to form their own union but if these production employees wished to take in office employees by mutual consent, then the Board would consider this group to be an appropriate bargaining unit. On the other hand, where office employees desired to form a union and force a minority group of production employees into that union, the Saskatchewan Board would not consider the whole group to be an appropriate bargaining unit, as the production employees would be dominated by the office staff.

The company contended that male employees commence work in the warehouse and are promoted to the office, also, that the decision of the Saskatchewan Board compelled the company to negotiate with two unions for a small staff of twenty-three and that warehousemen are not a craft separate from office workers and salesmen.

The National Board decided that the warehousemen were not engaged in production and that they were subject to the same terms and conditions of employment as the other employees. In view of this and of the fact that the total number of employees is only twenty-three, the Board decided that the bargaining unit should be all the employees of the Prince Albert Branch, except those employed in a confidential capacity or who have authority to hire and discharge.

(3) The Wartime Labour Relations Board (National) granted leave to appeal from an order of the Ontario Labour Relations Board to eight International craft organizations, as interveners, in connection with an application for certification of bargaining representatives for employees of the Port Arthur Shipbuilding Company, Limited, Port Arthur, Ont., submitted by Local 11, Industrial Union of Marine and Shipbuilding Workers.

The Ontario Board refused leave to appeal on the ground that the decision sought to be appealed from was an interlocutory decision or ruling—namely an Order directing a separate vote of the employees of the Port Arthur Shipbuilding Company, Limited, in eight crafts as to which union they desire to represent them.

The National Board decided that it could not prevent an interlocutory appeal because of the provisions of subsection (1) of Section 5 of the agreement between the Dominion and the Province of Ontario which was confirmed by Order in Council, P.C. 2911 of April 27, 1944 and an Order in Council of the Lieutenant-Governor in Council for Ontario dated the 18th day of May, 1944. By these provisions the decisions or orders from which an appeal may be taken with leave is not limited to a final order.

The Board decided that a vote of the employees would not be taken pending the appeal, a hearing on which was set for Tuesday, October 10, at 10 a.m.

(4) A vote of certain employees of Vivian Diesels and Munitions, Limited, Plant No. 3, Vancouver, B.C., was ordered by the Board following an appeal by Lodge 692, International Association of Machinists, against the certification by the British Columbia Minister of Labour of the officers of the United Steelworkers of America, Local 2952 as bargaining representatives for certain employees of the company (L.G., Sept., 1944, p. 1110). Of the 243 eligible employees of the company, 92 voted in favour of International Association of Machinists, Lodge 692 and 103 voted in favour of the United Steelworkers of America, Local 2952. Owing to the fact that the steelworkers organization failed to obtain a majority of the ballots of the eligible employees of the company, the certification of bargaining representatives of that organization was set aside by the Wartime Labour Relations Board (National).

Conciliation Proceedings Under the Wartime Labour Relations Regulations

SECTIONS 12 and 14 of the Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlements of disputes where negotiations for an agreement have been unsuccesfully continued for thirty days following certification of bargaining representatives. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards. A conciliation officer is then appointed to confer with the parties and attempt to effect an agreement. If the conciliation officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and in the event of failure to report its findings and recommendations to the Minister.

Board Reports Received

During September reports were received from five Boards of Conciliation.

Between Dominion Glass Company, Wallaceburg, Ont., and its employees.

Between Pedlar People Limited, Oshawa, Ont., and its employees.

Between Russell Bros. Limited, Owen Sound, Ont., and its employees.

Between Sitka Spruce Lumber Co. Limited, Vancouver, B.C., and its employees.

Between Vancouver News-Herald and Vancouver Newspaper Guild, Local No. 2.

Boards Fully Constituted

During September three Boards of Conciliation were fully constituted.

Electro-Metallurgical Company (Canada) Limited, Welland, Ont.—The Board of Conciliation established to deal with a dispute between the Electro-Metallurgical Company (Canada) Limited, Welland, Ontario, and the United Electrical Radio and Machine Workers of America, Local 523, was fully constituted on September 8 with the appointment as chairman of Dr. Alexander Brady of Toronto. Dr. Brady was appointed by the Minister in the absence of a joint recommendation from the other two members. The other two members are Mr. J. S. D. Tory, of Toronto, appointed on the nomination of the employing company, and Rev. Dr. H. G. Forster, of Welland, appointed on behalf of the employees concerned.

Page-Hersey Tubes Limited, Welland, Ont., and *United Electrical Radio and Machine Workers of America, Local 523.*—The Board of Conciliation established to deal with a dispute between the Page-Hersey Tubes Limited, Welland, Ontario, and Local 523, United Electrical Radio and Machine Workers of America, was fully constituted with the appointment as Chairman on September 8 of Dr. Alexander Brady of Toronto. Dr. Brady was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members. The company nominee on the Board is Mr. J. S. D. Tory of Toronto, while the nominee of the employees is Rev. Dr. H. G. Forster of Welland, Ontario.

Lakeshore Mines Limited, Kirkland Lake, Ontario.—With the appointment on September 30 of His Honour Judge T. Mulcahy of Pembroke, Ontario, the Board of Conciliation established to deal with a dispute between Lakeshore Mines Limited, Kirkland Lake, Ontario, and Local 240, Kirkland Lake, Mine and Mill Workers Union was fully constituted. Judge Mulcahy was appointed by the Minister of Labour in the absence of a joint recommendation of the other two members. The nominee of the employer is Professor C. G. Williams of Toronto, while the member appointed on behalf of the employees is Mr. Bora Laskin, also of Toronto.

Boards Established

During the month four Boards of Conciliation were established.

Corporation of the Township of York Hydro System.—On September 14 the Minister of Labour established a Board of Conciliation to deal with a dispute between the Township of York Hydro System, Toronto, Ontario and the Canadian Electrical Trades Union (Branch No. 1). As reported in the LABOUR GAZETTE for August, 1944 (p. 976) Mr. F. J. Ainsborough of Toronto had investigated the dispute as Conciliation Officer. Mr. Ainsborough's report indicated that the parties were prepared to resume negotiations and that there was every possibility of the successful conclusion of an agreement. But Mr. Ainsborough again reported on September 6 to the effect that a settlement had not taken place as expected, and he thereupon recommended a Board.

Appointed to the Board are Mr. J. D. McNish, K.C., Toronto, on the nomination of the employing company and Mr. Drummond Wren, Toronto, on the nomination of the

employees concerned. Mr. Wren and Mr. McNish were requested to confer on the nomination of a third member and chairman of the board.

Steel Company of Canada Limited (Hamilton and Ontario Works) Hamilton, Ontario.—On September 7 the report of Mr. F. J. Ainsborough, who was appointed Conciliation Officer in a dispute between the Steel Company of Canada Limited (Hamilton and Ontario Works) and Local No. 1005, United Steelworkers of America, indicated that he considered that the settlement of the matter would be facilitated by the establishment of a Board of Conciliation.

The Board was established on September 8 and those appointed to it are Mr. John J. Robinette, Toronto, the nominee of the employing company and Mr. Drummond Wren also of Toronto whose name was submitted on behalf of the employees concerned. Mr. Robinette and Mr. Wren have been requested to confer on the nomination of a chairman and third member of the Board.

Beardmore and Company Limited, Acton, Ontario.—On September 7 the Minister of Labour received the report of Mr. F. J. Ainsborough who investigated the dispute between Beardmore and Company Limited, Acton, Ontario, and Local No. 26, National Union of Shoe and Leather Workers. Mr. Ainsborough indicated that he considered that the settlement of the dispute would be facilitated by the establishment of a Board. The Board was established on September 8. The members appointed are Mr. Louis Duncan, K.C., Toronto, appointed on the nomination of the employees, and Mr. Norman L. Matthews, Toronto, appointed on behalf of the employing company. Mr. Matthews and Mr. Duncan have been requested to confer on the nomination of a chairman and third member of the Board.

Noranda Mines Limited, Noranada, P.Q.—On September 7 the Minister of Labour received a communication from the Quebec Wartime Labour Relations Board indicating that the Noranda Mines Limited and Local 688, International Union of Mine, Mill and Smelter Workers had negotiated for thirty days and had failed to come to an agreement. On September 8 the Minister of Labour appointed Mr. J. P. Nicol, Industrial Relations Officer, Toronto as Conciliation Officer to confer with the parties and to attempt to effect an agreement. On September 15, Mr. Nicol's report was received in which he recommended the establishment of a Board of Conciliation.

On September 27 the parties concerned were requested to submit nominations for membership on the Board.

Assignments of Conciliation Officers

Outboard Marine and Manufacturing Company of Canada Limited, Peterborough, Ont.—Mr. J. P. Nicol, Industrial Relations Officer, Toronto, who had been appointed Conciliation Officer in connection with a dispute between the Outboard Marine and Manufacturing Company of Canada Limited, Peterborough, Ontario, and the Employees' Association of the Outboard Marine and Manufacturing Company of Canada Limited (L.G. Sept., 1944, p. 1116), has reported that negotiations for a collective agreement are continuing and may be completed to the satisfaction of both parties within a reasonable time.

Dartmouth Ferry Commission, Halifax, N.S.—On September 25 the Minister of Labour received a report from Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., who had been appointed Conciliation Officer in connection with a dispute between the Dartmouth Ferry Commission, Halifax, N.S., and the Canadian Seamen's Union. Mr. Pettigrove reported that agreement had been reached on all matters in dispute.

Broughton Soapstone Quarry Company Ltd., Leeds Station, P.Q.—On September 11 the Minister of Labour received a communication from the Quebec Wartime Labour Relations Board indicating that negotiations had been proceeding for thirty days between the Broughton Soapstone Quarry Company Limited, Leeds Station, P.Q., and the Canadian Union of Soapstone Workers, Local No. 1.

On September 12, Mr. L. Pepin, Industrial Relations Officer, Montreal, was appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

On October 3, Mr. Pepin reported that conciliation was successful and that an agreement had been signed.

Dominion Wire, Rope Company, Lachine, P.Q.—On September 13 the Minister of Labour was advised by the Quebec Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Dominion Wire, Rope Company Limited, Lachine, P.Q., and Lodge 1288, International Association of Machinists, and that there was no indication of the successful completion of a collective agreement.

On September 14 Mr. R. Trepanier, Industrial Relations Officer, Montreal, was appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Palm Dairy Limited, Regina, Saskatchewan.—On September 15 the Minister of Labour was advised by the Saskatchewan Wartime Labour Relations Board that negotiations had

been unsuccessfully proceeding for thirty days between Palm Dairy Limited and Local 385, Milk Wagon Drivers' Dairy Employees, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers.

On September 19 Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Senator Rouyn Mines Limited, Rouyn, P.Q.—On September 19 the Minister of Labour was advised by the Quebec Wartime Labour Relations Board that negotiations between the Senator Rouyn Mines Limited, Rouyn, P.Q., and Local 688, Rouyn Mine, Mill and Smelter Workers' Union had been continuing for thirty days and that there was no indication of the successful completion of an agreement. Mr. R. Trepanier was then appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

The Steel Company of Canada Limited, Gananoque, Ontario.—Advice was received on September 20 from the Ontario Labour Relations Board to the effect that negotiations had been continuing for thirty days between the Steel Company of Canada Limited, Gananoque, Ontario, and the United Steelworkers of America, Local 3208.

On September 22, Mr. H. Perkins, Industrial Relations Officer, was appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Canada Packers Limited, Toronto, Ontario.—On September 20 advice was received from the Ontario Labour Relations Board to the effect that negotiations had been proceeding for thirty days between the Canada Packers Limited, Toronto, Ontario, and the United Packinghouse Workers of America and that there was no indication of the successful completion of a collective agreement.

On September 22 the Minister of Labour appointed Mr. J. P. Nicol, Industrial Relations Officer, Toronto, as Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Golden Manitou Mines Limited, Val d'Or, P.Q.—On September 25 the Minister of Labour was advised by the Quebec Wartime Labour Relations Board that negotiations had been proceeding for thirty days between Golden Manitou Mines Limited, Val d'Or, P.Q., and Local 654, Val d'Or Mine and Mill Workers' Union.

On September 25 Mr. R. Trepanier, Industrial Relations Officer, Montreal, was appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Regina Sash and Door Company, Limited, Regina, Saskatchewan.—On September 25 the Minister of Labour was advised by the Saskatchewan Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Regina Sash and Door Company Limited, Regina, Saskatchewan, and the United Woodworkers Union, and that there seemed to be no indication of the successful completion of an agreement.

On September 27, Mr. H. S. Johnstone was appointed by the Minister of Labour as Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Barrymore Cloth Company Limited, Toronto, Ontario.—On September 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been proceeding for thirty days between the Barrymore Cloth Co. Limited, Toronto, and the National Union of Textile Workers, but that there was no indication of the successful completion of an agreement.

On September 28, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Modern Tool Works, Limited, Toronto, Ontario.—On September 28, advice was received from the Ontario Labour Relations Board to the effect that negotiations had been continuing for thirty days betwen the Modern Tool Works Limited, Toronto, Ontario, and the United Steelworkers of America.

On September 29 the Minister of Labour appointed Mr. F. J. Ainsborough, Conciliation Officer, Toronto, to confer with the parties and to attempt to effect an agreement.

Globe Furniture Company Limited, Waterloo, Ontario.—On September 28 a communication was received from the Ontario Labour Relations Board, indicating that negotiations had been continuing for thirty days between The Globe Furniture Company Limited, Waterloo, Ontario, and Local No. 7, Canadian Aircraft Workers' Association.

On September 29 Mr. H. Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and to attempt to effect an agreement.

Report of Board in Dispute Between Dominion Glass Company, Wallaceburg, Ontario, and its Employees

On September 13, the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between the Dominion Glass Company, Wallaceburg, Ontario, and the United Automobile Workers of America, Local 231. A minority report was submitted by Mr. Bora Laskin, employees' nominee.

The Board was under the chairmanship of the Honourable Mr. Justice J. G. Gillanders, appointed by the Minister of Labour in the absence of a joint recommendation of Mr. F. P. Dawson and Mr. Bora Laskin, both of Toronto, the employer's and employees' nominees on the Board.

The text of the report of the Board and of the minority report is as follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003, and* Re *Dominion Glass Company, Wallaceburg, Ont., and United Automobile Workers of America, Local 251.*

To: The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you in this matter begs to make its report.

On arrangement the Board met with representatives of both the Company and the Union in Wallaceburg where the Plant in question is situated. Representatives of both parties discussed the matters in question with the Board and made such oral and written submissions as they desired. At these sittings the Company was represented by—

R. A. Carscallen, as counsel.
E. Daves, Manager of the Company's Wallaceburg Plant.
M. Offer, Secretary of the Company.

The Union was represented by—

Fred Joyce, International Representative.
R. Brown, International Representative.
George Burt, Regional Director.
R. Hysted, an Employee and Chairman of the Bargaining Committee of the Local Union.
D. Forgie, E. Blair, E. Penell, H. McPhail, all Employees and Members of the Union Committee.

Although unnecessary under the present order in council, it may be noted in passing that Union representatives recorded their consent that Mr. Carscallen represent the Company as counsel.

Subsequent to the sittings of the Board in Wallaceburg the parties, at the request of the Board, negotiated in connection with certain matters discussed, after which both parties filed written memoranda with the Board indicating the extent to which agreement has been reached, and making such further comments as they desired on the various matters still in dispute. The Board members then held sittings in Toronto with the object of discussing and drafting a complete Collective Bargaining Agreement which it could recommend for acceptance by the parties.

THE FACTS

The Head Office of the Company is in Montreal, and it has several Plants in Canada, but this dispute is concerned only with the Plant at Wallaceburg, Ontario. Following proceedings in the Ontario Labour Court the applicant Union was certified by that Court on October 20, 1943, in pursuance of the provisions of the Collective Bargaining Act, 1943, s. 13, in respect of a unit of employees consisting of the hourly and piece rate employees in the Plant with the exception of the mould makers in the mould making department and the skilled glass workers in the furnace department who are all working on all glassware except bottles, jars and containers. Subsequent to this certification there were various meetings between representatives of the Company and the Union with a view to negotiating a Collective Bargaining Agreement until May 24, 1944, when it is said negotiations between the parties broke down. Following this the parties had two meetings assisted by a conciliation officer from the Department of Labour, and subsequently were before the new Ontario Labour Relations Board but failed to reach agreement, and this Board of Conciliation was finally constituted in pursuance of the provisions of P.C. 1003.

From discussion with the parties it developed that there were few, if any, major matters in dispute, but that there were numerous small points, some being only matters of terminology, on which the extended negotiations had failed to provide agreement. Both parties had prepared draft agreements which in large part made provision for the same matters but differed in minor provisions and matters of expression. For example, both parties agreed that the Union should be recognized as the Bargaining Agent but had

failed to find common expression of the extent of such recognition; in providing for seniority there seemed to be agreement as to the proper principles to be applied but differences on such minor matters as whether departmental seniority lists should be posted in the department, or available in the Company's office, and the exact terminology to be used in defining the basis of job progression. In defining the rights of management to discharge employees there was again agreement in principle but strong differences of opinion as to the extent to which the rights should be specifically defined. The parties were in agreement that Union activities should not be engaged in on Company premises during working hours, but the Union objected to a provision (upon which the Company insisted) ruling out such activities on Company premises at times other than during the working hours of the employees concerned. It was, of course, conceded that the Union should appoint a Union Committee, but the parties differed as to the number of members; their qualifications and the amount of time which should be allowed per day to committeemen to adjust and deal with current grievances. The parties agreed that the agreement should provide in ordinary cases for compensation for employees reporting to work on Company instructions when no work was available, but again differed as to the exact definition of this right and as to the exceptions that should be provided.

The matters mentioned are not exhaustive of the various differences between the parties but are indicative of the matters which apparently stood in the way of reaching unanimity on an agreement.

Recommendations

Under the circumstances mentioned, the Board felt with some reluctance that the only practicable course to take was to go through the draft agreements clause by clause with a view if possible to having the parties agree on the form in which the agreement should be settled, and endeavour to find unanimity on the various points in dispute. This was done. In connection with some of the matters on which difference of opinion prevailed, the parties were able to find agreement at the time. In connection with others, the parties found common ground in their negotiations following the Board sitting, and in connection with the remaining matters the Board has suggested in the draft agreement attached the provisions it recommends the parties to adopt.

Under the circumstances it seems unnecessary to further discuss the varied points of dispute, and the Board recommends that the parties enter into a Collective Bargaining Agreement in the form of the draft attached hereto as Schedule "A".

Before parting with the matter the Board respectfully observes that it would seem highly desirable that where parties negotiating for a Collective Bargaining Agreement are agreed on the proper principles to be applied they should during the negotiations make every effort to reach agreement on comparatively minor matters and the terminology to be used in settling the written agreement in respect of such matters. If it is found necessary to seek the assistance of a Board of Conciliation, it should not be expected that the Board should assume the task of drawing and settling the precise form and wording of the agreement recommended to the parties for execution.

All of which is respectfully submitted.

Dated at Toronto, this 11th day of September, 1944.

(*Sgd.*) J. G. Gillanders,
Chairman.

(*Sgd.*) F. P. Dawson,
Member.

Minority Report

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Canada.

I concur in the Report in this matter and, save for two points of difference, I join in the recommendation that the parties execute a collective agreement in the form of the draft annexed to the Report.

With the utmost respect for the opinions of my colleagues, I cannot subscribe to article 5, clause (*a*) of the draft which prohibits union activities on the company's premises or during working hours; and, secondly, I, unlike my colleagues, would recommend the inclusion in the draft agreement of a clause giving preferential seniority, in connection with lay-offs only, to the union committe-men during their term of office.

I readily agree to the prescription of union activities during working hours, but I cannot see that the ban should be extended to cover such activities on the company's premises outside working hours. The company can hardly expect its employees to maintain a frigid silence during lunch hour or other periods when they are not on tours of duty, even though they may be on the company's premises. If, considering the "continuous process" feature of the company's operations, it fears that union employees will overstep

reasonable bounds in engaging in union activities outside of working hours, it should be a simple matter to come to an arrangement with the union which would define the limits of permissible action. My views in this connection are reinforced by section 20 (2) of the Wartime Labour Relations Regulations.

My reasons for suggesting preferential seniority for union committee-men in connection with layoffs are based on the fact that the commitee-men are responsible for discharging the union's obligations under the agreement; they must see that it works. The company has been insistent in excluding union representatives who are not employees from any participation in the grievance procedure until its final stage. If it is so desirous of dealing directly and solely with employees, it ought to offer them some protection against layoffs, both to ensure the integrity of the union, with which by law it must deal, and to dissipate any fears which the committeemen might have relative to their complete independence in discharging their duties on behalf of their fellow employees.

All of which is respectfully submitted.

Dated at Toronto this 11th day of September, 1944.

(*Sgd.*) BORA LASKIN,
Member.

Schedule "A"

This Agreement made this day of , 1944, between Dominion Glass Company Limited, hereinafter called "the Company" and United Automobile, Aircraft and Agricultural Implement Workers of America through its Local 251, hereinafter called "the Union".

Witnesseth that whereas the Labour Court (Ontario) ordered and certified on 20th October, 1943, after taking a vote of the Employees of the Company at its Wallaceburg Plant on July 20, 21, 1943, that Employees at Wallaceburg in the following unit form a Unit appropriate for the purposees of Collective Bargaining, namely: hourly and piece rate employees in the Wallaceburg Plant, with the exception of the mould makers in the mould making department and the skilled glass workers in the furnace department who are working on all glassware except bottles, jars and containers.

And whereas the said Labour Court further ordered and certified that the United Automobile, Aircraft and Agricultural Implement Workers of America, represents a majority of the employees in such unit within the meaning of the Collective Bargaining Act, 1943 (Ontario).

Now therefore the Company acknowledges that the Employees in the unit hereinbefore mentioned have selected the Union as their sole and exclusive Bargaining Agent and the Company recognizes the Union as such for all Employees in the said unit.

ARTICLE 1—DURATION

(*a*) This agreement shall be effective and binding upon both parties hereto for the term of one year from the date hereof.

ARTICLE 2—EXCLUSIONS

(*a*) Employees within the following classifications shall not be subject to the provisions of this agreement; employees in a supervisory position and office workers.

ARTICLE 3—SENIORITY

(*a*) Fundamentally the rules herein respecting seniority are designed to give employees an equitable measure of security based on length of continuous service with the Company consistent with consideration of capability to properly fill the available jobs.

(*b*) The expression "occupational group" when used herein shall mean one or more groups of employees within a department, the members of which are qualified to perform any certain operations or duties therein as specified by the Company, subject to grievance procedure.

(*c*) An employee upon completion of six months' continuous employment or six months' intermittent employment within any period of 24 consecutive months, if such intermittent employment is due to layoff or sickness or leave of absence authorized by the Plant Superintendent, shall be entitled to have his name placed either on the seniority list of the occupational group of the department in which he is employed or on the seniority list pertaining to employees of such department whose names are not included on any occupational group seniority list thereof.

Provided and it is hereby agreed that for the purposes of seniority the hand forming and automatic forming operations shall be treated as one department. Provided further that employees shall rank for seniority from the date six months prior to the date upon which seniority is attained.

(*d*) Employees shall be considered probationary employees until they have become eligible for the seniority list as above provided, and probationary employees shall not have any seniority rights.

(*e*) Employees' names shall appear on the seniority lists in the order of their respective dates of hiring.

(*f*) Seniority rights of employees shall be exercised as follows:—

(i) An employee in an occupational group shall be entitled to seniority over an employee in that group having less seniority and also over an employee with less seniority who is not included in an occupational group in the same department provided he is able and willing to do the different type of work required of him.

(ii) An employee who is not included in an occupational group shall be entitled to seniority over a like employee having less seniority in the same department.

(iii) An employee in any department shall be entitled to seniority over an employee in any other department having less seniority if capable and willing to do the different type of work required of him, provided that such seniority rights referred to in this sub-clause (iii) shall only be exercised in the event of permanent discontinuance of a specific major operation or of a department, or in the event of a layoff which is likely to exceed two months.

(*g*) Seniority rights shall cease for any one of the following reasons:—

If the employee quits;

If the employee is discharged and such discharge be not reversed through the grievance procedure;

If the employee is absent for three days without advising the company's Personnel Department, giving reasons satisfactory to that department;

If the employee fails to return to work within three days after notification so to do to his address on record with the Company unless he furnished reasons for such failure satisfactory to the Personnel Department;

In case of non-employment by the Company for a period of twelve consecutive months.

(*h*) A revised seniority list for each department shall be posted by the Company in such department each three months.

(*i*) A master seniority list showing the seniority status of each employee will be kept in the Personnel Department of the Company where it will be available for inspection by any member of the committee for purposes pertaining to his duty as such.

(*j*) When there is a decrease in working force all probationary employees in departments affected shall be the first to be laid off; thereafter lay off shall take place according to seniority procedure.

(*k*) If there be an increase in force after a layoff employees shall be returned to work according to seniority procedure.

(*l*) If an employee be transferred from one department to another the employee shall incur no loss of seniority provided, however, that the employee so transferred shall for a period of 60 calendar days after the date of his transfer retain his seniority in the department from which he was transferred and until expiration of such 60-day period he shall acquire no seniority in the department to which he has been transferred.

(*m*) Promotion to higher paid jobs or better jobs with equal pay are based primarily upon merit and ability. When other factors are equal (except in effecting promotions to supervisory positions) employees having the greatest seniority will receive the preference. Employees transferred from classifications not subject to the provisions of this agreement, shall, when transferred, be placed upon the seniority lists in the order of their respective dates of hiring and shall enjoy seniority rights accordingly, subject in all respects to the provisions of this agreement.

In the event of an employee suffering a major disability exception may be made to the seniority provisions of this agreement in favour of such employee.

(*n*) If an employee feels that improper judgment has been exercised by the Company in determining who is to be laid off, the matter may be taken up in accordance with the procedure set up in this agreement for handling grievances.

(*o*) Once an employee has established seniority it shall continue to accumulate during a period of sickness or authorized leave of absence.

Article 4—Hiring, Releasing and Discharge

(*a*) The right of the Company is hereby acknowledged to select and hire employees from any source.

(*b*) An employee who decides to quit work shall give notice as required by law to his foreman in writing.

(*c*) If the Company decides to release an employee or employees, it shall give individual or general notice (as the case may require) as required by law, in writing to such employee or employees.

(*d*) It is understood that nothing in this agreement affects the right of the Company to determine the time and duration of layoff of any employee, made necessary by a lack of orders, lack of materials, lack of equipment, repairs or other causes.

Article 5—Union Services

(*a*) It is understood that no activities of the Union are to be carried out on the Company's premises or during working hours except the activities of committeemen as hereinafter mentioned.

(*b*) The Union shall appoint and the Company shall recognize a committee which shall not be in excess of seven members, all of whom shall be employees of the Company having a minimum of 12 months' service prior to their appointment. Provided that the committee which shall confer with the Management under Clause (*e*) of Article 6 herein shall not be in excess of five members, all of whom shall be members of the committee first mentioned.

(*c*) It is understood and agreed that committeemen as well as other employees have regular duties to perform. The committeemen with the approval of the foremen of the department where they are respectively employed shall be permitted during their working hours without loss of time or pay, to leave their regular duties for a reasonable length of time to adjust and present grievances, subject to a maximum absence from their regular duties of one hour within the hours comprising any one working day. Whenever in the opinion of the foreman concerned more than a reasonable period of time shall have been taken by a committeeman to accomplish such adjustment and presentation, the foreman of the department in which the committeeman is employed shall decline to approve payment to such committeeman for such excess time.

(*d*) The Secretary of the Union shall notify the Company in writing from time to time of the names of the committeemen, including the alternate committeemen, the respective effective dates of their appointment and the names, if any, of those former committeemen who are being replaced, and the name of the Chairman of the Committee, and the Company shall keep the Union advised of the names of the foremen and others in supervisory positions.

Article 6—Grievance Procedure

(*a*) No grievance shall be considered which usurps Management's function.

(*b*) Any employee may present his grievances to his foreman in writing through a member of the committee providing the alleged circumstances of the said grievance originated or occurred within five working days prior to presentation to the foreman, and the foreman shall render his decision in writing within two days of the presentation to him of the grievance.

(*c*) If a satisfactory settlement is not arrived at with the foreman, the employee may refer the matter to a member of the committee who may within two working days of the foreman's decision present the matter in writing to the Factory Superintendent for hearing and adjustment, and the Factory Superintendent

shall render his decision within two days of the presentation to him of the grievance.

(*d*) If the decision of the Superintendent be not satisfactory to the employee concerned he may appeal therefrom by lodging an appeal in writing with the Manager through the chairman of the committee within two working days of the delivery of the decision of the Factory Superintendent.

(*e*) If an appeal has been lodged through the Chairman of the committee it shall be placed upon an agenda for consideration at the conference next following between the Management and the committee and said conferences shall be held not more than once in every two weeks providing there is an agenda, or under special circumstances when agreed upon between the Management and the committee. Appeals, if any, shall be supplied to the Manager in writing at least 24 hours before the conference and only such appeals shall be considered.

(*f*) Either the Regional Director or International Representative of the Union so designated from time to time by the Union for the purpose may be present and take part in such conference.

Article 7—Holidays

(*a*) As of the date of the execution of this agreement the recognized holidays are as follows:—

New Year's Day—7 p.m., Dec. 31, to 7 a.m., Jan. 2.
Time and one-half for those working.
Dominion Day—12 midnight to 12 midnight.
Time and one-half for those working.
Labour Day—12 midnight to 12 midnight.
Double time for those working.
Christmas Day—7 p.m., Dec. 24, to 7 a.m., Dec. 26.
Double time for those working.

Article 8—Reservations to Management

(*a*) The Union recognizes the right of the Company, to hire, promote and demote, transfer, suspend or otherwise discipline and discharge any employee, subject to the right of the employee concerned, to lodge a grievance in the manner and to the extent herein provided.

(*b*) It is understood the causes for which the Company may discharge employees include the following, (1) intoxication, (2) disorderly conduct, (3) insubordination, (4) unauthorized absenteeism, (5) neglect of duty, (6) carelessness endangering the safety of others.

Article 9—Employees' Freedom of Choice

(*a*) There shall be no discrimination, interference, restraint or coercion by or on behalf of the Company regarding any employee because of membership in the Union, and the Union, its members, and/or its agent or the Company shall not intimidate or coerce or attempt to intimidate or coerce employees into membership.

Article 10—Hours of Work

As of the date of the execution of this agreement the recognized hours of work are as follows:—

(*a*) 8 hours per day and 48 hours per week shall constitute the working hours for all persons engaged in work regulated by the rotation of shifts and any work beyond the above hours will be on the basis of time and one-half.

(*b*) Persons employed permanently on day or night shifts shall be on a 9-hour basis per day, after which time and a half will be effective. Six days or six nights will constitute a week's work. Time and a half shall be paid for all work on the seventh day.

(*c*) Starting and quitting time shall be left to the option of the Management.

(*d*) Any emergency call shall be for not less than three hours' pay. An emergency call is when an employee is specifically and unexpectedly notified to report to perform work of an emergency nature. It is understood that a minimum emergency charge of three hours entails no overtime. In the event the work would require two hours and the employee had previously worked the regular number of working hours in that day, the two hours of overtime would entitle the employee to receive the equivalent of three hours' time and the regular rule governing overtime would apply for such an emergency call after two hours.

(*e*) In case of a breakdown an employee shall be notified, if possible, not to return to work.

(*f*) In case of sickness or inability to work employees shall make reasonable effort to notify their foreman promptly, and also previous to returning to work after absence in order to facilitate resumption of work.

(*g*) An employee reporting for work on instruction of the Company, but for whom no work is available at his regular job, will be offered at least two hours' employment at other work at his regular hourly rate, or at the Company's option will be paid two hours' time at his regular hourly rate. This provision shall not apply when such lack of work is due to a labour dispute, fire, flood or any other cause beyond the control of the Company.

Article 11—Leave of Absence

With the written permission of the Company leave of absence without pay may be granted for such period as it may consider justified for legitimate personal reasons including illness and accident and for legitimate labour or Union activities. Seniority shall continue to accumulate during the period of any such leave of absence.

Article 12—General

(*a*) As far as reasonably practicable overtime and extra time will be equitably distributed among those normally performing the relevant work to be done without prejudice to the right of Management to increase or reduce the working force.

(*b*) The Company agrees that it will not cause or direct any lock-out of its employees, and the Union agrees that there will be no strikes or other collective action which will stop or interfere with production, and that if any such collective action should be taken it will instruct its members to carry out the provisions of this Agreement and to resume work and perform their duties in the usual manner.

(*c*) The rights of discharged members of His Majesty's Forces who were employees of the Company for a period of at least one month when accepted into His Majesty's Forces shall be governed by the provisions of the Reinstatement in the Civil Employment Act, 1942, 6 Geo. VI, c. 31, and any amendments thereto.

(*d*) Employees handicapped by physical or health conditions may upon agreement between the committee and the Factory Manager receive a special rate so as to provide work for them.

(*e*) A member of the committee, after obtaining the permission of the Manager or Factory Superintendent may enter the plant at any time to adjust grievance.

(*f*) The committee may have the use of one bulletin board to be erected, located and designated for the purpose by the Company. Provided and it is hereby agreed that the use by the committee of such bulletin board shall be restricted to the posting thereon of only such notices as have received the approval of the Company prior to the posting thereof and that the subject matter of all such notices shall be restricted to notices pertaining to recreational or social activities, notices of meeting or notices of election for the Union. Provided further that no notice shall be posted by the committee on such board containing advertising or political matter.

(*g*) Throughout this agreement where the masculine pronoun is used it will be construed as including the feminine where the context or the nature of the case required.

(*h*) In the event of a difference between the parties concerning any alleged misinterpretation or violation of this agreement the same shall be referred to the appropriate Conciliation services of the Province of Ontario for final settlement and pending such settlement there shall be no stoppage of work.

In witness whereof the parties hereto have executed this agreement the day and year first above written.

On behalf of the Company

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.....

On behalf of the Union

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Report of Board in Dispute Between Pedlar People, Limited, Oshawa, Ontario, and Its Employees

On September 15, the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with a dispute between Pedlar People Limited, Oshawa, Ontario, and Local 2784, United Steel Workers of America.

The personnel of the Board was as follows:—Dr. Cecil A. Wright, chairman, appointed on the nomination of the other two members, Mr. J. S. D. Tory, appointed on the nomination of the employer, and Mr. Bora Laskin, the nominee of the employees concerned.

The text of the report of the Board is as follows—

Report of Board

Re: Wartime Labour Relations Regulations, P.C. 1003 and re dispute Between Pedlar People, Ltd., Oshawa, Ont., and Local 2784, United Steelworkers of America.

To The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation established in this matter begs to submit the following report.

Meetings of the Board to hear the submissions of the parties were held in the City of Oshawa, the locale of the dispute, on August 3 and August 14, 1944. The Union was represented on both occasions by Mr. P. R. Clark, President of the Local, Mr. G. Thomson, Vice-President, and Mr. M. J. Fenwick, an International Representative of the United Steelworkers of America. The Company was represented by Mr. J. G. Geikie, Managing Director, Mr. J. A. Morphy, Factory Manager, and Mr. J. C. Adams, K.C., Counsel.

At the meeting of August 3, the Union took a preliminary objection to the presence of Mr. Adams as counsel for the Company. The Board could see no merit in the objection in view of the explicit terms of section 31(5) of the Wartime Labour Relations Regulations, P.C. 1003, requiring a Board of Conciliation to "give full opportunity to all parties to present evidence and make representations."

The Issues

The dispute between the parties involves the Company's hourly paid and piece rate workers and revolves around the Company's refusal to agree to the inclusion in the renewal collective agreement between them of clauses providing for a union shop and for a voluntary check off of union dues, drafts of such clauses having been put forward by the Union. The parties made their submissions to the Board on these issues through written briefs supplemented by oral statement and argument.

At the conclusion of the Union's case, counsel for the Company sought an adjournment for two months on the grounds (1) that time was required to prepare a reply to the Union's submissions, and (2) that the Company was a member of an employers' institute which hoped to evolve by that time a sound policy to guide its membership on such union proposals as the union shop and check-off. In view of the Union's refusal to agree to such an adjournment and having regard to the provisions of s. 13(2) which require an earlier report by this Board, the Board rejected the application for such an adjournment but, with the consent of the Union, did grant a short adjournment of ten days to enable the Company to prepare a brief in reply.

The Facts

The written and oral submissions of the parties revealed that the Company and the

Union had collective bargaining relations only since August 20, 1943, the date of the Union's certification by the Ontario Labour Court, an event followed by the signing on October 5, 1943, of a first collective agreement. True, the Union claims to have initiated organization among the employees of the Company in 1941, and while it claimed credit for some improvements in working conditions put into effect by the Company prior to its recognition as the employees' exclusive bargaining agent, the evidence establishes that the Union did not command a working majority among the Company's employees until June, 1943.

The Company manufactures sheet metal products and cartridge cases. Its normal peacetime employee force numbered about 130, but by August, 1940, it had raised its employee force to about 550 or more and has maintained this number on its payroll ever since. Approximately 97 per cent of the Company's production falls into the category of war work.

At the time of its certification, which followed upon a vote directed by the Ontario Labour Court, the Union represented approximately 63 per cent of the employees. The Union now claims a membership of 90 per cent of the eligible employees and its progress since certification has been rapid. Furthermore, the Union stated that there have been only two defections from the Union in the months preceding the hearings before the Board, and alleged that new adherents have been gained as a result of new hirings by the Company. Relations with the Company have been quite amicable and what differences there have been can be characterized as normal irritants in the early stages of collective bargaining experience.

The Union Shop

The foregoing recital of facts indicates what in the Board's view are the decisive considerations in assessing the merits of the Union's claim to a union shop. The Union has had less than one year's experience in collective bargaining with the Company. This by itself renders it unnecessary for this Board to deal with any other considerations either for or against a recommendation for a union shop.

The Board feels that it is premature for a Union whose collective bargaining experience extends over a period short of a year to advance a claim for a union shop in an industry and in a locality where such a condition is in no way general. Such limited experience in collective bargaining does not afford an opportunity for assessing either the Union's stability or its responsibility, matters decidedly relevant to the issue of the union shop. A Union which serves as the exclusive bargaining agency of an employment force undoubtedly looks forward to the time when the employer will agree to make membership therein a condition of continued employment. While collective bargaining should be essentially progressive in nature, this Board expresses no opinion or prediction as to the time when, if ever, or the circumstances under which, the present Union might reasonably seek the establishment of a union shop relationship with the Company. As this Board, being one of conciliation, can only express its views as to what it feels might be reasonable in the circumstances, it is sufficient to say that in any event the period in the present case has been much too short for the employer to acquire that high degree of confidence which should exist on its part before it could reasonably be asked to agree to union membership as a condition of employment. The expression by the parties of their mutual confidence in their future amicable relations is a hopeful sign that they will themselves find the solution to this and other problems which may confront them. The Board therefore feels that it must recommend that the Union drop its present demand for the union shop.

Similar considerations, reinforced by the evidence of the Union's steady growth, militate against any recommendation at this time in favour of some lesser form of security such as maintenance of membership.

While the Board's conclusions regarding the request for a union shop make it unnecessary to deal with any general principles, it may not be out of place to refer to one argument of the Company put forward as a ground for rejecting the Union's claim. That argument was based on purely legal grounds and was to the effect (1) that a Company could not legally enter into an agreement for a union shop inasmuch as the corporation had no capacity, in the absence of express authorization so to do; and (2) that in any event, and apart from lack of corporate capacity, no employer could legally coerce employees through a collective agreement to become members of a Union and thereby to recognize what, on its face, might appear to be voluntary authorization of employees to submit to a check-off of Union fees, since such voluntary authorization was in reality tainted with the "coercion" which compelled the employees to join the Union.

The first argument would seem to ignore the general doctrine of unlimited capacity of letters patent corporations and in addition, and contrary to existing law, would assume a collective bargaining agreement to be a legally enforceable contract.

The second argument, based on coercion, seems to be based on the fear that a Company which changed the conditions of existing employees' contracts of employment, might be exposed to liability to such employees, notwithstanding the apparent voluntary agreement of the employee to remain in the employ on the new conditions contained in the collective bargaining agreement. This novel straining of the doctrine of "coercion" ignores the "voluntary" aspect of an employee's choice to remain with an employer on new terms proposed by the latter, whether pursuant to a collective bargaining agreement or otherwise. It is certainly true that the Courts have never considered economic compulsion as sufficient to deprive an employee of his freedom of action in accepting terms of employment imposed by an employer. It would be exceeding strange if that doctrine were to be recognized today simply because the terms offered a prospective employee were the result of co-operative effort between an employer and a trade union, which, like all trade unions presumably, owes its existence to the now well recognized necessity of removing economic compulsion on an individual employee due to his unequal bargaining position. There is, of course, an economic compulsion on a non-union employer if a union shop is agreed upon, but the Board is unable to appreciate why an employer should today fear that economic compulsion arising from joint agreement between employer and a majority of its employees would carry any more or further potential legal liability to itself than if it arose from the conduct of the employer alone. Further, the evidence in the present case disclosed that the employment relationship between the Company and its employees was terminable at the will of either party. In light of these facts there does not appear to the Board any substance in the Company's fear of legal involvement should it agree some time in the future to a union shop relationship which might affect the terms of employment of existing non-union employees.

The Voluntary Check-Off

The second branch of the Union's case concerned a demand for inclusion in the renewal collective agreement of a clause whereby members of the Union could, by a revocable voluntary authorization to the Company, have their union dues deducted from wages and forwarded by the Company to the Union. The promotion of collective bargaining, in pursuance of existing statutory directions, envisages stable unions through which employer-employee co-operation may be fostered. It was not suggested that any onerous burden would be cast upon the Company were it to honour revocable voluntary authorizations to check off Union dues. Such authorizations stand in no very different position than ordinary assignments of debts in private commercial relations. While the Union did not suggest that there was any great practical difficulty involved in collecting dues by Union officers, acceptance by the Company of a provision for voluntary dues check off will not only be a convenience to the Union, but should also serve to cement and promote friendly relations between the parties by acting as a gesture of good-will to the Union to which it should not fail to respond.

Recommendation

The Board, therefore, recommends (1) that the renewal collective agreement between the parties contain a clause providing for the check off by the Company of Union dues upon revocable voluntary authorizations by the employees; (2) that the Union drop its demand for a union shop clause.

All of which is respectfully submitted.

Dated at Toronto, this 8th day of September, 1944.

(*Sgd.*) Cecil A. Wright,
Chairman.

(*Sgd.*) Bora Laskin,
Member.

(*Sgd.*) J. S. D. Tory,
Member.

Report of Board in Dispute Between Russell Bros., Limited, Owen Sound, Ontario, and its Employees

On September 15, the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with a dispute between Russell Brothers Limited, Owen Sound, Ontario, and the United Steelworkers of America, Local 2837.

The personnel of the Board was as follows:—Dr. Cecil A. Wright, chairman, appointed on the nomination of the other two members, Mr. John J. Robinette, appointed on behalf of the employing company, and Mr. F. Andrew Brewin, appointed on behalf of the employees.

The text of the report of the Board is as follows:—

Report of Board

Re: *Wartime Labour Relations Regulations, P.C. 1003, and* Re *Dispute Between Russell Brothers, Limited, Owen Sound, Ontario, and Employees, Members of Local 2837 United Steelworkers of America.*

To: The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation established by you in connection with the above matter begs to report as follows:—

A meeting of the Board was held in Owen Sound on July 31 for the purpose of hearing the submissions of the parties. The Company was represented by N. E. Hipwell, Vice-President, E. S. Brent, Personnel Manager and F. G. Mackay, K.C., Counsel. The Union was represented by P. England, President of Local 2837, J. M. McGill, Vice-President and P. G. O'Donovan, International Representative of the United Steelworkers of America.

The present Local negotiated a collective bargaining agreement for the first time with the Company in December, 1942. In the course of negotiating the new contract in January, 1944, the Local asked for a "union shop" or a "maintenance of membership" clause as well as a clause providing for "check-off" of Union dues, on "receipt of signed authority of a substantial majority of the employees". In the course of the negotiations, on February 20, the Union received a memorandum which the Company admitted was drafted by Mr. Colin Russell, President of the Company, Mr. Brent, Personnel Manager and Mr. C. A. Rollings, Plant Superintendent and which was signed by Mr. Rollings only, to the effect that "the Company will favourably consider the following clause in place of Article XV—check-off, as shown in the Union's proposed 1944 Agreement". The following clause was then set out:—

"The Company agrees, upon the receipt of signed authority of any individual employee of the Company to deduct from his first pay period of each month the sum of ($1) one dollar for dues to be in turn turned over by cheque to the accredited representative chosen by the Union. The employee, however, has the right to cancel such an agreement by giving one week's notice in writing to the Personnel Manager."

This memorandum was apparently received by the Union as embodying the results of negotiations in which the Union dropped their claim to any form of "Union-shop" or "maintenance of membership" provision in return for the Company granting the form of voluntary check-off set out in Mr. Rollings' memorandum, and on February 23 the Union wrote a letter to the Company indicating that the Negotiating Committee was prepared to sign the new agreement with the modified form of check-off clause and omitting any union shop or maintenance of membership clause.

In a letter dated February 29, and signed on behalf of the Company by Mr. C. Russell, and which purported to be in answer to the Union's letter of February 23, the Company stated that the question had been discussed by the directors and the Company refused to incorporate any "check-off" or "union shop" clause in the new agreement. The present Board was applied for as a result of these proceedings and the Union put forward the following clauses which it wished to have inserted in the new collective bargaining agreement and which the Company refused.

"As a condition of employment, the Company agrees, all hourly rated employees, at present members of the Union, shall remain members in good standing for the duration of this agreement. The Company also agrees that all hourly rated employees at present not members of the Union shall become members two weeks after the adoption of this agreement, and that all new hourly rated employees hired after the adoption of this agreement shall become members of the union upon the completion of thirty days satisfactory service to the Company."

"The Company agrees, upon the receipt of signed authority of a substantial majority of the employees of the Company, to deduct from the first pay period of every month the sum of one ($1) dollar for dues to be in turn turned over by cheque to the accredited representative chosen by the Union."

Before the Board the question whether the memorandum signed by Mr. Rollings was made as an offer on behalf of the Company with proper authorization, or, as the Company maintained, was only a personal suggestion made by Mr. Russell to be placed before the Board of Directors, was much discussed. In any event the Union believed it to be an offer by the Company as the Union's letter of February 23 shows. Fortunately, in the light of subsequent events before this Board, it is not necessary for the Board to express an opinion on the question whether the Union was reasonable or justified in its belief or whether there was mistake on the part of

either the Company or the Union. If the Union was mistaken one can understand why the Company should refuse demands in excess of those referred to in the letter of February 23, while on the contrary, one can readily understand resentment on the part of the Union by the Company's refusal to consider a concession obtained by what the Union felt was a conciliatory offer on the part of the employer.

In light of this the Board felt the purpose of conciliation could best be achieved if the possible grounds of resentment arising from this unfortunate episode on both sides could be wiped out. The best method of doing this appeared to be a reversion to what the Union had agreed to accept in February and what the Union, rightly or wrongly believed the Company (in addition to certain of its officers) had agreed. A suggestion to this effect was made to both parties.

After an adjournment for the parties to consider their position, the Company made an offer to include a voluntary check-off clause as set out in Mr. Rollings' letter of February 20 if the Union would give up their claim for a union shop or maintenance of membership clause. The offer was to be accepted within 10 days and the Chairman of the Board was notified within that period of its acceptance or rejection and a copy of the completed agreement was to be furnished the Board.

By letters of August 10 (attached hereto) both the Union and the Company notified the Chairman that the Union had agreed to the Company's offer made before the Board. The execution of the new agreement is, as the Company's letter shows, held up pending clarification of a ruling of the Regional War Labour Board concerning wages. As this is not a matter before us, and as the sole issue before this Board has been settled by mutual agreement of the parties, the Board is pleased to report that no recommendations from it are necessary.

All of which is respectfully submitted.

Dated at Toronto this 31st day of August, 1944.

(*Sgd.*) CECIL A. WRIGHT,
Chairman.

(*Sgd.*) F. A. BROWN,
Member.

(*Sgd.*) JOHN J. ROBINETTE,
Member.

Report of Board in Dispute Between Sitka Spruce Lumber Co. Ltd., Vancouver, B.C., and Employees

On September 29, the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with a dispute between the Sitka Spruce Lumber Co. Ltd., Vancouver, B.C., and Local 1-217, International Woodworkers of America.

The Board was under the chairmanship of Mr. A. R. MacDougall, appointed by the Minister in the absence of a joint recommendation from the other two members, Mr. Alan M. Russell and Mr. William Stewart, appointed on behalf of the Company and employees respectively.

The text of the Board's report follows:—

Report of Board

In the Matter of the Wartime Labour Relations Regulations, P.C. 1003, and in the matter of Sitka Spruce Lumber Company Limited, Vancouver, B.C. (Employer), and International Woodworkers of America, Local No. 1-217 (Employees).

To:

The Honourable the Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

SIR:

We, Albert Reginald MacDougall, Chairman, Alan M. Russell, and William Stewart, established as a Board of Conciliation by you in pursuance of provisions of Section 13 (1) of the Wartime Labour Relations Regulations, P.C. 1003, to endeavour to effect an agreement herein, report herewith the result of our endeavours and our findings and recommendations as follows:

1. We have made every effort to conciliate the parties by interviewing officers of the Employer and of the above-mentioned Union, but have been unable to offer any suggestion acceptable to both parties.

2. At a public session of the Board held on the 21st of September, 1944, both the Employer Company and the International Woodworkers of America, Local No. 1-217, were represented by Counsel.

3. Counsel for both parties admitted:

(*a*) That the following are the bargaining representatives of the Employees, having been duly certified under date of June 1, 1944, pursuant to Section 8 (1) and (2) of the Wartime Labour Relations Regulations, P.C. 1003:

Harold Pritchett, 505 Holden Building, Vancouver.
B. J. Melsness, 504 Holden Building, Vancouver.
Mrs. G. Shunaman, 506 Holden Building, Vancouver.

Don Watts, 506 Holden Building, Vancouver.
Nigel Morgan, 504 Holden Building, Vancouver.

(*b*) That both the Employer and the Union are satisfied with the standard form of agreement, I.W.A., C.I.O. District No. 1, which was filed as Exhibit 1, and which accompanies this report.

4. Counsel for the employer stated that the aforesaid agreement would have long since been signed by the Employer had it not been for the fact that a petition was received by such Employer signed by 54 employees, requesting that the Employer refrain from signing any agreement with the International Woodworkers' Association, such petition being in terms following:

> We, the undersigned employees of Sitka Spruce Lumber Company, believing that the certification of the I.W.A. as bargaining agent at this plant does not meet with the approval of the majority of your employees at the present time, respectfully request that you refrain from signing any agreement with the I.W.A., as we prefer to negotiate directly with the management by a committee of our choosing.

5. The Employer states that the number signing such petition represents 62 per cent of the employees.

6. The Board asked Counsel for the Union the following question:

> If evidence were adduced at the hearing that satisfied you that a majority of the employees were opposed to the signing of the proposed agreement, would the Union accede to the wish of the majority of the employees?

Counsel for the Union did not answer this question categorically, but stated in effect that in his experience as Counsel for the I.W.A., he had never heard of the Union asking for a collective agreement which was not desired by a majority of the employees.

7. Counsel for the Employer stated that if a bare majority of the employees wished an agreement to be entered into with the International Woodworkers of America the Employer would subscribe to an agreement in the terms of Exhibit 1, and submitted as evidence of the Employer's good faith a proposal that a secret ballot be taken immediately, the result of which the Employer agreed would be binding upon it. He further stated that the Employer had already signed a similar agreement in connection with the Employer's logging operations.

8. Following upon this proposal a short adjournment of the Board was had in order to enable Counsel for the Union to seek instructions from his client.

9. Upon reconvening, Counsel for the Union refused the proposal of Counsel for the Employer, stating that it was felt that such a move would, in effect, be re-opening the question of bargaining representatives who had already been certified in accordance with the terms of the Order in Council, and would be a very dangerous precedent, and stated that he stood on the provisions of P.C. 1003.

10. After this decision of the Union, as expressed through Counsel, the Board then inquired of both parties whether or not they wished to adduce any evidence, and upon receiving a negative reply the proceedings were then brought to a close, the Chairman of the Board stating that the Board would report its findings and recommendations to the Minister in accordance with P.C. 1003.

11. Having in mind the provisions of Section 10 (1), and in particular Section 10 (2) of the Regulations, the fact that the Employer admits that the persons mentioned in Section 3 of this Report are the certified bargaining agents within the meaning of the Wartime Labour Relations Regulations, the fact that these bargaining representatives wish an agreement to be signed in the form of Exhibit 1, and the further fact that the Employer, through its Counsel, agrees that the terms of such agreement are satisfactory, we are of the opinion that the petition on which the Employer bases its refusal to sign the agreement must be deemed to be irrelevant, and we therefore recommend that the said agreement be executed by the Employer.

All of which is respectfully submitted.

(*Sgd.*) A. Reg. MacDougall,
Chairman.
(*Sgd.*) W. Stewart.
(*Sgd.*) Alan M. Russell.

Report of Board in Dispute Between Vancouver News-Herald, Limited, and Vancouver Newspaper Guild, Local No. 2

On September 20, the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between the Vancouver News-Herald, Limited, and the Vancouver Newspaper Guild, Local No. 2. A minority report was submitted by Mr. H. W. Herridge, M.L.A., employees' nominee. This same Board was also appointed to deal with a dispute between the Sun Publishing Company, the Sun Directories, Limited, and Vancouver Engravers, Limited, and the Vancouver Newspaper Guild, Local No. 1.

The personnel of the Board is as follows:—Mr. J. Howard Harman, Victoria, B.C., chairman, appointed on the nomination of the other two members, Mr. W. S. Owen, Vancouver, appointed on behalf of the employers and Mr. H. W. Herridge, M.L.A., Trail, B.C., appointed on the nomination of the employees.

The proceedings in this case have been reopened since the report was made, and the matter is still under consideration by the Board.

The text of the report of the Board and of the minority report is as follows:—

Report of Board

210-211 Pemberton Building,
Victoria, B.C.
September 14, 1944.

The Honourable Minister of Labour,
Ottawa, Canada.

Re: Vancouver News-Herald Ltd., and certain of its employees, members of Vancouver Newspaper Guild, Local No. 2; and re: Wartime Labour Regulations, P.C. 1003.

Sir: The Board of Conciliation appointed to inquire into the matters of dispute herein, by Order in Council dated August 8, 1944, passed pursuant to the above regulations, begs to report as follows:—

On September 13, at the commencement of the hearing, Mr. O'Brien, acting as chief representative of the Employees, stated that before dealing with the disputed articles of the proposed collective agreement or other points of actual dispute, he wished the Board to first report as to whether or not the Employer had been guilty of certain infractions of Section 19 of P.C. 1003. Later this statement was amplified to indicate that the request was that the Board should make a report to you on this issue alone, prior to dealing with the dispute referred to it.

After hearing argument on this point, the Board adjourned to formulate its ruling. The ruling made by the Board appears in the transcript of the proceedings appended to and forming a part of this report. * We would direct your attention to the fact that Mr. Herridge, M.L.A., the appointee of the Employees, did not agree with the ruling of the Board, and that his signature to this report does not indicate any agreement with the ruling in question.

On the 14th September the Board reconvened, and Mr. O'Brien stated that if the Board was not prepared to deal with the charges made first and quite apart from the matters in dispute between the parties, that the Employees were not prepared to present any evidence.

The Chairman drew to Mr. O'Brien's attention that the Board would include in its report such recommendations relative to the desirability of prosecution as the evidence justified and would give full weight to any evidence of prejudice against the Employees' case. Mr. O'Brien reaffirmed that he was still of the opinion that his clients could not safely proceed unless the Board could see its way clear to hear and deal with the matter of the charges first. As a consequence, no evidence was submitted by either party and the Board adjourned to make this report.

The Board therefore reports that it was unable to effect a conciliation and is unable to make any recommendations on the merits of the matters referred to it.

Each of the members of the Board regrets the fact that an impasse was reached.

All of which is respectfully submitted.

(*Sgd.*) J. H. HARMAN
(*Sgd.*) W. S. OWEN
(*Sgd.*) HERBERT W. HERRIDGE.

Minority Report

To:
Honourable George S. Pearson,
Minister of Labour,
Parliament Buildings,
Victoria.

Re: P.C. 1003, Vancouver News-Herald Ltd., employer, and Vancouver Newspaper Guild, Local No. 2, employees.

Dear Sir:

In my opinion the representatives of Vancouver Newspaper Guild, Local No. 2, cannot properly be asked to proceed with the hearing of the union shop and other clauses which formed the original matters in dispute, until certain very serious matters, which the Guild charges transpired since the Board was constituted, have been completely cleared up.

These matters are, if true, illegal, and include a number of instances of intimidation by the company of certain employees, including, it is alleged:

(1) The discharge of the Guild president on a "trumped-up" charge.
(2) The circulation by the company of a letter addressed to the board chairman,

*Due to the lack of space the text of the transcript of evidence is not here reproduced. The majority of the Board ruled that it did not have jurisdiction to hear these matters separately from the dispute. "We are of the opinion," the Chairman's statement continued, "that the Board can, and should properly, add in its report such supplementary recommendations as it sees fit after it hears all the evidence."

which was signed by some employees and expressed opposition to the union shop.

(3) The company's solicitor's behaviour in interviewing Guild members about the letter, and in seeking to have them make declarations that they had voluntarily signed the letter in question.

All these matters are, if substantiated, a serious violation of P.C. 1003, and the Guild has, in my opinion, solid grounds for its refusal to have the case for the union shop heard until these alleged violations of the law of this country have been investigated. To me also, it appears obvious that unless these charges are first disposed of, there will be no possible chance of effecting a conciliation.

The matter is of such serious and general importance to the administration of labour legislation that I am forced to dissent from the majority decision of the Board, whose opinion it was that they had no jurisdiction to hear these matters separately from the dispute before them.

However, it is my opinion that the question is still within the jurisdiction of the Board, and it is also my opinion that the Minister of Labour should state that the Board has power to deal with such violations previous to the hearing of the dispute.

Failing this, it is my further opinion that the Minister of Labour should take necessary steps to have these charges fully investigated.

Respectfully submitted,

(*Sgd.*) HERBERT W. HERRIDGE, M.L.A.,
Member of the Board.

Almer Hotel, Vancouver,
Sept. 14, 1944.

Conciliation Work of the Industrial Relations Branch During September, 1944

DURING the month of September officers of the Industrial Relations Branch were called upon to handle 25 industrial disputes or controversial situations involving 6,216 workpeople employed in 26 different establishments. Of these 19 were new disputes which originated during the month while 6 were situations which had been unterminated as of August 31 and received further attention in September. They were dealt with under the provisions of the Conciliation and Labour Act.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:—

MINING AND SMELTING, ETC.:	
Coal mining	1
Metal mining	2
MANUFACTURING:	
Animal foods	1
Metal products	12
Fur and leather and other animal products	1
Textile, clothing products, etc.	1
Wood products, miscellaneous	3
Non-metallic minerals, chemicals, etc.	2
TRANSPORTATION AND PUBLIC UTILITIES:	
Miscellaneous	1
SERVICE:	
Business and personal	1
NATURE OF DISPUTE OR SITUATION:	
Strike	2
Threatened strike	2
Controversies	9
Arbitrations	4
Requests to conduct consent elections	1
Services of Commissioners	7
PREDOMINANT CAUSE OR OBJECT:	
Increase in wages	1
Other causes affecting wages and working conditions	1
Recognition of Union	2
Discharge of workers for union activity or membership	14
To secure or to maintain union wages and working conditions	3
Refusal to employ for union activity or membership	1
Unclassified	3
DISPOSITION:	
Strike terminated by mediation	1
Controversy terminated by mediation, etc.	4
Decision rendered in arbitration	4
Election or vote conducted	1
I.D.I.C. appointed under P.C. 4020	1
Agreement: verbal	1
Referred to Wartime Labour Relations Board	2
Referred to Provincial authorities	4
Pending	4

RESULTS:	
In favour of employees	4
In favour of employer	3
Compromise or partially successful	5
Indefinite or unterminated	8
Not known	5
METHOD OF SETTLEMENT:	
Conciliation or mediation	5
Arbitration	4
Administrative action	6
Investigation only	4
Pending	5
Technical services	1

Brief summaries of a few of the cases of chief interest are given below:

Metal Products Workers, London, Ont.—In the latter part of August, the Department of Labour was asked to investigate charges that Sparton of Canada Limited, London, Ont., had dismissed two employees because of union membership and activity on behalf of the United Steelworkers of America. A preliminary investigation was made by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto. The Company reinstated one of the two employees involved in another Department, but refused to re-employ the second man. Under the provisions of Order in Council, P.C. 4020, His Honour Judge W. T. Robb of Orangeville, Ontario, was appointed an Industrial Disputes Inquiry Commission to conduct a formal investigation of the case. His findings were that the man in question was not dismissed for the reason that he was a member of or working on behalf of the union.

Metal Products Workers, Montreal, P.Q.—During August the Minister of Labour was asked to appoint the Chairman of an Arbitration Committee to deal with a dispute between the R.C.A. Victor Company Limited of Montreal and its hourly-paid employees represented by Local 1028-B, International Brotherhood of Electrical Workers. Professor B. S. Keirstead, of the Department of Economics, McGill University, was appointed as Chairman, while Messrs. R. Haddow and D. A. Paterson were appointed as members by the union and employer respectively. The issue to be arbitrated was the interpretation in practice of the clause in the collective agreement which provided that in all cases of promotion, lay-off or increase of staff, consideration would be given to length of service, which factor would govern providing the employee's ability, skill and experience were relatively equal. After argument from both parties was heard at one sitting of the Committee, it appeared that a compromise solution could be reached by direct negotiation. Under the guidance of the Arbitration Committee, the two parties achieved common ground and signed a new agreement relating to seniority.

Metal Miners, Noranda, P.Q.—During September the Minister of Labour appointed District Magistrate Honoré Achim, of Hull, P.Q., as an Industrial Disputes Inquiry Commission to investigate a charge made by Local No. 688 of the International Union of Mine, Mill and Smelter Workers that union membership and activity had been the reason for the dismissal of an employee by Waite Amulet Mines Limited, of Noranda, P.Q. The appointment followed a preliminary investigation by Mr. R. Trepanier, Industrial Relations Officer of Montreal. At the end of the month, the report of the Commissioner had not been received.

Metal Products Workers, Toronto, Ont.—On September 18 the Department received a request for the appointment of an Industrial Disputes Inquiry Commission to investigate the dismissal by Philco Corporation of Canada Limited, Toronto, Ont., of an employee who was a representative on the bargaining committee of Local 512, United Electrical, Radio and Machine Workers of America. A preliminary investigation was conducted by Mr. H. Perkins, Industrial Relations Officer, Toronto, following which the decision was reached that the circumstances did not warrant the appointment of a Commission.

Leather Workers, Toronto, Ont.—Early in September the Department received a request from the International Fur and Leather Workers' Union to appoint an Industrial Disputes Inquiry Commission to investigate the dismissal by the Anglo Canadian Leather Company Limited, of Toronto, of six employees, allegedly because of union membership and activity. Following a preliminary investigation by Mr. H. Perkins, Industrial Relations Officer of Toronto, the Minister of Labour appointed His Honour Judge Ian Macdonnell as an Industrial Disputes Inquiry Commission under the provisions of Order in Council, P.C. 4020. At the conclusion of a formal inquiry, the Commissioner reported that, on the weight of evidence, he found that three of the employees in question were dismissed for the reason that they were members of, and working on behalf of, the trade union. He reported that he was unable to find that the other employees involved were dismissed for the same reason. Under the authority of the War Measures Act and the provisions of Order in Council, P.C. 4020, the Minister of Labour ordered the Company to reinstate the three employees whom the Commis-

sioner found to have been improperly dismissed, in their former positions, at no lesser rates of pay, and with the same rights and privileges which they formerly enjoyed. The Company was also required to reimburse these employees for lost wages.

Aircraft Workers, Montreal, P.Q.—Early in September a request was made to the Minister of Labour to appoint the Chairman of an Arbitration Committee to deal with the dismissal by Noorduyn Aviation Limited of the Shop Committee of Lodge 712, International Association of Machinists. Mr. B. Rose, of Montreal, who was nominated as Chairman of the Arbitration Committee, ruled that the Arbitration Committee could not entertain the matter of discrimination, as a result of which the Union representative withdrew the case without prejudice to the rights of the Organization. The Department then referred the case to Mr. L. Pepin, Industrial Relations Officer, Montreal, for preliminary investigation. After a study of all the evidence, the parties were notified of the decision of the Department that the appointment of a Commissioner was not justified in the circumstances.

Foundry Workers, Montmagny, P.Q.—A complaint that an employee of the Belanger Foundry Limited, Montmagny, P.Q., had been dismissed because of union activity was made to the Department early in September by the District Representative of the International Moulders' and Foundry Workers' Union of North America. A preliminary investigation was conducted by Mr. L. Pepin, Industrial Relations Officer, Montreal, at the conclusion of which the Minister of Labour appointed the Honourable Mr. Justice Alfred Savard, of Quebec, P.Q., as an Industrial Disputes Inquiry Commission under the provisions of Order in Council, P.C. 4020. At the beginning of October the report of the Commissioner had not been received.

Union Representation Votes

Munitions Workers, Nobel, Ont.—By joint consent of the parties, a Union representation vote was conducted on September 6 and 7 among employees of Defence Industries Limited, Nobel, Ont., under the supervision of Mr. H. Perkins, Industrial Relations Officer, Toronto. The ballot was taken to determine whether the employees desired to be represented for the purposes of collective bargaining by Defence Workers' Union, Local No. 1 (C.C.L.). There were 829 employees eligible to vote, of whom 533 cast their ballots. A total of 341 voted in favour of representation through the Union and 183 voted against, there being 9 spoiled ballots.

Canadian Railway Board of Adjustment No. 1

Summary of Decisions

REPORTS have been received covering the following cases heard by the Canadian Railway Board of Adjustment No. 1. Summaries of other recent decisions appeared in the LABOUR GAZETTE, September, 1944, p. 1131.

The Board was established under a voluntary agreement concluded in 1918, between the several railway companies and certain of the railway organizations. It has power to determine all differences arising between the railway companies and the members of any of the six railway brotherhoods "including the interpretation of wage schedules or agreements having due regard to the rights of the several classes of employees and of the railways respectively."

This agreement was supplemented by a Post-War Agreement continuing the Board's functions entered into April 15, 1921. The text of the Post-War Agreement was published in the Board's eighth triennial report, dated October 1, 1942, together with changes in the personnel of the Board and a tabular summary of the cases adjusted during the preceding three-year period.

The Board consists of six representatives of the railways and six representatives of labour, one from each of the following Railway Brotherhoods: The Brotherhood of Locomotive Engineers; the Brotherhood of Locomotive Firemen and Enginemen; the Order of Railway Conductors; the Brotherhood of Railroad Trainmen; the Order of Railroad Telegraphers; and the Brotherhood of Maintenance of Way Employees and Railway Shop Labourers.

Case No. 532—**Canadian Pacific Railway Company (Western lines), and the Brotherhood of Railroad Trainmen.**

The case arose from a claim of a conductor for all time lost during some 200 days he was out of service.

The joint statement disclosed that the conductor reported for work following a six-months period during which he had been undergoing medical treatment. He presented medical re-

ports from the doctors who had been treating him. He was allowed to make one trip and was then officially notified that it would be necessary for him to be examined by the Company's chief medical officer. For some days the conductor refused to agree to this, but subsequently submitted to the examination. He was then permitted to resume duty as conductor in freight service, but was refused duty on a passenger train "unless he trimmed his whiskers." He refused to accept any restrictions of his seniority rights and remained out of service for over five months longer.

The employees claimed that holding the conductor out of service and requiring the further medical examination was virtually charging the conductor with physical or mental disability and that this charge was not proven. Article 10 of the schedule states: "Should the charge not be proven, the trainman will be reinstated at once and paid for all time lost at schedule rates and reasonable actual expenses." Further, Article 7, clause E reads in part: "The promotion of conductors will be to any runs in either work, freight, mixed or passenger service to which their seniority as conductors entitles them."

The Company claimed that it was customary to require a report from the Company's medical officer following an extended absence due to illness or accident. Consequently, practically all of the time lost by the conductor was due to his defiance of constituted authority. The Company pointed out also that the conductor could have appealed from the Company's ruling restricting his service, but neglected to do so.

Representatives of both parties in the dispute presented further evidence to the Board, orally.

The Board in its Decision gave as its opinion that there were faults on both sides for the condition that developed and ruled that the conductor be paid for one-half of the time actually lost.

Case No. 533—**Canadian National Railways (Central Region) and Brotherhood of Locomotive Engineers.**

This case involved the claim of an engineer for a separate trip for running an engine, light, from his objective terminal to a repair shop nearly ten miles distant, after completing his regular run.

The employees claimed that the engineer should be paid for a separate trip as per Article 5 of the Engineers' Schedule, inasmuch as running the light engine back to the shop for repairs could not, in their opinion, be considered part of the assignment.

The Railway, in its contention, quoted Article 5 of the Current Schedule for locomotive engineers as follows:

"Should engineers be used out of or at initial or distant terminal after completing their regular assignment, a new day or trip will commence, except in cases where special duties, such as watching engines, etc., are required in connection with the run."

The Company claimed that the run in dispute fell within the category of "special duties in connection with the run."

Representatives of both parties appeared before the Board and presented further evidence.

The Board in its Decision sustained the contention of the employees.

Strikes and Lockouts in Canada During September, 1944

DURING the month of September there was a substantial decline in strike activity in Canada as compared with the previous month and with September, 1943. Preliminary figures for September, 1944, show a decrease of 12 strikes as compared with August, 1944, while the number of workers involved decreased sharply and the time loss in man-working days was the lowest recorded for any month since August, 1930. There were 9 strikes in existence during the month, involving 1,034 workers and causing a time loss of 800 man-working days, as compared with 25 strikes in August with 12,771 workers involved and a time loss of 121,343 man-working days. In September, 1943, there were 38 strikes with 10,305 workers involved and a time loss of 37,598 days.

Preliminary figures for the first nine months of 1944 show a total of 160 strikes, involving 70,234 workers, with a time loss of 478,989 man-working days. Comparative figures for the same period last year show 322 strikes with 159,774 workers involved and a time loss of 859,643 days.

There were no strikes carried over from August and the nine strikes which commenced during September were all terminated during the month. Of these nine strikes, three resulted in favour of the workers, two in favour of the employers, one was a compromise settlement and three were indefinite in result, work being resumed pending final settlement.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO SEPTEMBER, 1943-1944

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
1944					
*January	26‡	26	8,140‡	8,140	23,408
*February	17	19	8,740	8,785	39,868
*March	11	13	1,635	1,680	3,080
*April	10	10	14,923	14,923	126,609
*May	24	25	12,043	26,043	128,422
*June	22	23	5,840	5,975	9,491
*July	20	21	9,354	9,696	25,968
*August	21	25	8,525	12,771	121,343
*September	9	9	1,034	1,034	800
Cumulative totals	160		70,234		478,989
1943					
January	33‡	33	19,860‡	19,860	166,715
February	27	31	2,611	5,239	24,301
March	25	27	16,688	16,993	30,822
April	35	37	32,292	32,496	103,936
May	35	40	7,210	15,306	47,229
June	53	59	21,765	23,321	142,917
July	33	39	14,205	15,679	65,632
August	46	50	35,346	35,645	240,493
September	35	38	9,797	10,305	37,598
Cumulative totals	322		159,774		859,643

* Preliminary.

‡ Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1944*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During September, 1944				
LOGGING—				
Longshoremen, Campbellton, N.B.	1	70	115	Commenced September 19; for increased wages; terminated September 20; conciliation, federal, and return of workers pending joint application to RWLB; indefinite.
MINING—				
Coal miners, Drumheller, Alta.	1	87	87	Commenced September 8; for delivery of pay statements to wash house; terminated September 8; negotiations; in favour of workers.
Coal miners, Stellarton, N.S.	1	37	37	Commenced September 15; protest against one miner, with wet clothes, quitting work without notifying his helper; terminated September 15; return of workers; in favour of employer.
Coal miners, Florence, N.S.	1	600	225	Commenced September 18; refusal of onsetters to repair main haulage rope; terminated September 18; return of workers; in favour of employer.
Coal miners, Bellevue, Alta.	1	19	19	Commenced September 21; for transportation between office and bus garage; terminated September 21; negotiations; compromise (bus to return miners direct to office).
Coal miners, Cambria, Alta.	1	100	100	Commenced September 23; for re-measurement of five disputed places (payment for impurities in coal seam); terminated September 23; negotiations; in favour of workers.
MANUFACTURING—				
Printing and Publishing—				
Pressmen and binders, Montreal, P.Q.	1	34	57	Commenced September 11; for a 40 hour week; terminated September 12; negotiations and further reference to RWLB‡; in favour of workers.
Miscellaneous Wood Products–				
Furniture factory workers, Owen Sound, Ont.	1	80	130	Commenced September 7; against employment of three non-union workers; terminated September 8; conciliation, provincial, and return of workers pending settlement; indefinite.
CONSTRUCTION—				
Buildings and Structures—				
Bricklayers, Cap de la Madeleine, P. Q.	1	7	30	Commenced September 13; for increased wages; terminated September 18; negotiations and return of workers pending reference to RWLB; indefinite.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1944, issue in the review of "Strikes and Lockouts in Canada and Other Countries." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July, 1944, was 67 and two were still in progress from the previous month, making a total of 69 during the month, in which 19,900 workers were involved and a time loss of 63,000 working days was caused.

Of the 67 work stoppages commencing in July, 15 arose out of demands for increased wages, 28 over other wage questions, three on questions as to working hours, four over questions respecting the employment of particular classes or persons and 17 over questions respecting working arrangements.

New Zealand

The number of industrial disputes recorded for the three months ended March 31, 1944, was 55, involving 10,149 workers, with a time loss of 29,051 working days.

United States

Preliminary figures for August, 1944, show 485 strikes beginning in the month, in which 190,000 workers were involved. The time loss for all disputes in progress during the month was 935,000 working days. Corresponding figures for July are 470 strikes, involving 145,000 workers, with a time loss of 680,000 working days.

Training for Metallurgical Industries in Great Britain

The Educational Supplement from the *London Times* of July 22 gives an account of an apprenticeship scheme for the metallurgical industries. The scheme, promoted by a Midland firm for its associated companies, came into effect in September, and has been devised to allow the apprentice to attain a high educational standard in addition to training which will fit him to be a highly trained craftsman.

The scheme is divided into two periods, totalling five years, and beginning when the apprentice is 16. The first period (three years) will be spent in giving a general knowledge of his craft, a working knowledge of the basic technical background and an introduction to the higher branches of the industry. This period will enable him to decide in which branch of the industry he wishes to specialize, and the remaining two years are to be devoted to such specialization. During the first period, two of the three annual terms are spent in the works department, while the third is spent at the technical college. After the first period, specialization may proceed along craft lines, or along technical or commercial lines.

Under the scheme the apprentice is not required to pay a fee or a premium but he receives wages at rates agreed upon by the Employers' Federation and trade unions. Further opportunities are available to apprentices showing special aptitude.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreements Act in Quebec are summarized in a separate article following this.

Manufacturing: Textiles and Clothing

CORNWALL, ONTARIO.—COURTAULDS (CANADA) LIMITED AND UNITED TEXTILE WORKERS OF CANADA, LOCAL NO. 3 (RAYON FACTORY WORKERS).

Agreement to be in effect from September 10, 1944, to September 9, 1945, and thereafter from year to year, subject to notice. This agreement is similar to the previous agreement which was summarized in the LABOUR GAZETTE, February, 1944, p. 195, with these exceptions:

The maintenance of membership provision, formerly applying only to permanent male employees, is to be extended to female employees and boy employees provided these two classes of employees vote in favour of such a clause.

The cost-of-living bonus is not mentioned in this agreement. It is provided that hours of work, rates of wages and conditions of work as presently prevailing shall continue unless otherwise decided by mutual agreement. In the case of female employees or boys, the rate of pay for two shift workers shall be the departmental day rate plus 2 cents per hour. Subject to the approval of the National War Labour Board, specialists in the engineering department are to receive 2½ cents per hour additional.

Manufacturing: Printing and Publishing

WINNIPEG, MANITOBA.—CERTAIN JOB PRINTING FIRMS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 191.

Agreement to be in effect from February 2, 1944, to January 31, 1945, and thereafter subject to notice. All employees must be union members. If none available when more help required, others employed are to apply to join the union.

Hours: 44 per week for day work; 42 for night work. Overtime is payable at time and one-half for the first three hours and double time thereafter; double time for all work on holidays.

Wages for job compositors, composing machine operators and proof readers: $39.60 per week (90 cents per hour) for day work, $43.60 per week ($1.04 per hour) for night work.

Provision is made for regulation of and wage rates for apprentices and learners, and also for the settlement of disputes.

WINNIPEG, MANITOBA.—CERTAIN JOB PRINTING FIRMS AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION LOCAL 87.

Agreement to be in effect from February 2, 1944, to January 31, 1945, and thereafter subject to notice. Only union members to be employed, if available. Others hired must apply to join the union.

Hours: 44 per week for day work; 42 for night work. Overtime is payable at time and one half for the first three hours and double time thereafter; work on Sundays and holidays, at double time. Weekly wage rates: journeymen pressmen $39.60; automatic, job, cylinder pressmen (machines not larger than 17 x 22 sheet size) $34.75, offset pressmen $39.60 and $44, platen pressmen $28.60 and $34.75, assistant pressmen $28.60; night rates are $4 per week over the day rates.

Provision is made for the regulation of apprentices and for the settlement of disputes.

Manufacturing: Metal Products

HAMILTON, ONTARIO.—INTERNATIONAL HARVESTER CO. OF CANADA LTD., HAMILTON HARVESTER WORKS AND UNITED STEEL WORKERS OF AMERICA, LOCAL 2868.

Agreement to be in effect from August 9, 1944, to August 31, 1945, and thereafter subject to 30 days' notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August, 1943, p. 1130, with these exceptions:

Some changes are made to prevent the breaking in of an inexperienced employee on a group operation from lowering the earnings of the other members of the group operation. Changes are also made in seniority provisions and in grievance procedure.

Construction

TORONTO, ONTARIO.—TORONTO BUILDERS' EXCHANGE AND CONSTRUCTION ASSOCIATION AND THE WOOD, WIRE AND METAL LATHERS' INTERNATIONAL UNION, LOCAL 97

Agreement to be in effect from April 6, 1944, to March 31, 1945, and thereafter from year

to year, subject to notice. Only union members to be employed.

Hours: 40 per week (a 5-day week). Overtime is payable at time and one half except when required to set hangers for pouring of concrete which is at straight time on Saturday morning and at time and one-half on Saturday afternoon; all other work on Saturdays and all work on Sundays and holidays, double time.

Minimum wage rate for lathers: $1.17 per hour. On shift work the second and third shifts are paid time and one-seventh. Provision is made for the regulation of apprenticeship and for the settlement of disputes.

Service: Public Administration

SYDNEY, N.S.—CITY OF SYDNEY AND THE SYDNEY CIVIC WORKERS' UNION.

Agreement to be in effect from February 18, 1944, to February 18, 1945, and thereafter from year to year, subject to notice. The city recognizes the union. A check-off of union dues from the pay of employees who authorize it is provided for.

Hours: 8 per day. Overtime is payable at time and one-half; double time for all work on Sundays and statutory holidays. Vacation: one week with pay to employees with at least one year's service.

Hourly wage rates including the 9 cents per hour cost-of-living bonus: labourers 59 cents, truck drivers 68 cents, water foreman 70½ cents, water helpers 61 cents, painters 71½ cents, carpenters 90 cents, carpenters' helpers 75½ cents, timekeepers 71½ cents, concrete construction foreman 90 cents, subforemen 70½ cents, gardener 73 cents, roller operator 85½ cents, shed mechanic 87½ cents, sewer maintenance 76½ cents, asphalt mixer and raker 75½ cents.

Provision is made for seniority rights and for the settlement of disputes re suspensions, discharges, etc.

HAMILTON, ONTARIO.—THE CORPORATION OF THE CITY OF HAMILTON AND THE INTERNATIONAL FIREFIGHTERS ASSOCIATION, No. 288.

Agreement to be in effect from July 1, 1944, to December 31, 1944, and thereafter from year to year, subject to notice.

Hours: fire fighters work on the two platoon system, consisting of 10 hours of day work, followed by 14 hours off duty, and 14 hours of night work followed by 10 hours off duty. A change of shifts to take place every week, shifts to be changed weekly by the day shift working 24 hours and the night shift off duty for 24 hours. Each fire fighter is entitled to one day off duty every week. Alarm operators to work 8 hour shifts, rotating weekly, with one day off per week.

Annual salaries: district chiefs $2,350 plus $154 bonus; master mechanic, electrician and captains $2,250 plus $147 bonus; lieutenants and inspector $2,150 plus $171.20 bonus; assistant mechanics and assistant electricians $2,100 plus $167.70 bonus; fire fighters—first class $2,000 plus $160.70 bonus, second class $1,762 plus $144.04 bonus, third class $1,657 plus $136.69 bonus; alarm operators $1,400 plus $163.20 bonus. Third class fire fighters to advance to second class after one year's service, second class to first class after two years' service.

Vacation: three weeks vacation each year with pay. Uniforms are supplied by the city. Sick leave: 15 days with pay and 15 days with half pay each year, this to be cumulative for 5-year periods. Provision is made for seniority rights and for the settlement of disputes.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the extension of three new agreements, which are summarized below. A request for the amendment of the agreement for the bakery industry at Granby was published in the *Quebec Official Gazette*, September 9, and a request for a new agreement for the embroidery industry at Montreal was published September 30. A request for the amendment of the building trades agreement at St. Jerome was gazetted September 16, and for the amendment of the building trades agreement at St. Hyacinthe, September 23. A request for amendment of the building trades agreement at Montreal was gazetted September 30. A request for a new agreement for garages and service stations at Sherbrooke

was published September 16. A request for amendment of agreement for municipal employees at Joliette was gazetted September 9.

In addition, Orders in Council were published in the *Quebec Official Gazette* during July approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment were published during September.

Manufacturing: Metal Products

Can and Metal Utensil Manufacturing, Province of Quebec

An Order in Council, dated September 28, and gazetted September 30, makes obligatory the terms of a new agreement between the American Can Company of Montreal and the Canco Social Committee and the Continental Can Makers Association of Montreal.

The agreement covers the establishments of these companies and those engaged in similar operations, throughout the province. Agreement to be in effect from September 30, 1944, to September 29, 1945.

Hours: 48 per week. Overtime is payable at time and one-quarter for general and specialized employees, at time and one-half for mechanical employees and stationary enginemen and firemen. No overtime premiums for supplementary, office or salaried employees. Double time for work on holidays.

Minimum hourly wage rates for general employees: boys of 16 years of age 22½ cents, of 17 years 25 cents, of 18 years 27 cents, of 19 years 30 cents, of 20 years 32½ cents, on reaching 21 years 35 cents per hour to be increased by 2½ cents per hour each six months until he reaches his classification rate; female employees 25 cents per hour for beginners, 27½ cents after six months and 30 cents after one year; janitors, etc. 35 to 37½ cents; production operators, either hand or machine, including hand solderers, 37½ to 40 cents; can pilers, packers and checkers 37½ to 40 cents; routine dippers and sprayers, building maintenance labourers and millwright helpers 40 cents; operators and setters who set machines or tools and operate same 40 to 42½ cents, electric truck drivers 42½ cents. Minimum hourly rates for specialized employees: machine and tool setters and lithograph press feeders, from 42½ cents to 45 cents after first six months and 47½ cents after one year; maintenance men on machines who watch, adjust and repair same from 45 cents to 47½ cents after six months to 50 cents at the end of one year; picklers, skilled in all phases of this trade, galvanizer and tinner helpers 45 cents; galvanizers and tinners principal attendants 55 to 60 cents; building and maintenance men 55 cents; painters and sprayers 50 to 55 cents; acetylene welders and electric welders 57½ cents, deep draw press operators, 47½ to 50 cents. Minimum hourly wage rates for mechanical employees: millwrights 61 to 66 cents; journeymen machinists, including tool-makers, die-makers and general machinists 77½ cents to 80 cents; journeymen lithographers, including lithograph pressmen, photo compositors, transfermen and etchers 87½ cents to 92½ cents; apprentice machinists begin at 25 cents with increase of 5 cents per hour for each six month period until receiving journeymen's wages; apprentice lithographers beginning at 45 cents also receive an increase of 5 cents for each six months period until receiving journeymen's rates. Minimum hourly wage rates for supplementary employees: watchmen from 30 to 35 cents; motor truck drivers and field service men 45 cents. Minimum weekly salaries for office employees $10 for office boys and messengers, $12.50 for other employees.

For stationary enginemen and firemen, the province is divided into three zones: Zone I, Montreal, Longueuil, St. Lambert, Laprairie, Laval des Rapides and municipalities entirely or partly situated on the Island of Montreal; Zone II, Chicoutimi, Granby, Hull, Joliette, Levis, Quebec, Shawinigan Falls, Sherbrooke, Sorel, St. Hyacinthe, St. John, Thetford Mines, Three Rivers, Salaberry de Valleyfield, Iberville and Quebec West; Zone III, the rest of the province. Minimum wage rates: chief enginemen, first class $51 per week in all zones; second class $42 in Zone I, $40 in Zone II, and $38 in Zone III; third class $36 in Zone I, $34 in Zone II and $32 in Zone III: enginemen working as second class enginemen 66 cents per hour in Zone I, 63 cents in Zone II and 60 cents in Zone III; third class enginemen 55 cents in Zone I, 53 cents in Zone II and 50 cents in Zone III; fourth class 50 cents in Zone I, 48 cents in Zone II and 45 cents in Zone III; firemen (stokers) 40 cents in Zone I, 38 cents in Zone II and 35 cents in Zone III.

Trade

Retail Stores, Windsor

An Order in Council, dated September 21 and gazetted September 30, makes obligatory the terms of an agreement between various retail stores, in Windsor and L'Association des Employés de Magasin de Windsor. Agreement to be in effect from September 30, 1944 to September 29, 1945 and year to year thereafter, subject to notice. This decree applies to the town of Windsor and all territory within a radius of three miles.

Hours: in industrial and commercial establishments a 52-hour week. There are 14 holidays observed during the year and employees are paid for these.

Minimum weekly wage rates—in small ware shops, drapery and fancy goods stores, hardware stores, department stores and ready made shops: for 25 per cent of employees $15 per week, 25 per cent $12, 25 per cent $10, 25 per cent $8; in all other establishments 25 per cent $20, 25 per cent $15, 25 per cent $12.50, 25 per cent $10. Apprentices' wages are 25 per cent lower than these but after six months they receive the wage rates to which they are assigned.

Vacation: employees with one year's service to have one week's vacation with pay.

Service: Business and Personal

Barbers and Hairdressers, Quebec

An Order in Council, dated September 1, and gazetted September 9, makes obligatory the terms of an agreement between "Le Syndicat catholique des Maîtres-Barbiers et Coiffeurs de Québec inc.", and "L'Union catholique des Compagnons Barbiers de Québec, inc."

Agreement to be in effect from September 9, 1944 to September 1, 1945 and year to year thereafter, subject to notice. The territorial jurisdiction is divided into Zone I, the city

of Quebec, Quebec West, Saint-Colomb de Sillery, Sainte-Foye, Petite Rivière, Charlesbourg and Giffard; Zone II, city of Levis, and a radius of 25 miles from its limits, and territory within a radius of 25 miles from limits of Quebec City excepting municipalities included in Zone I; Zone III is the city of Thetford Mines and radius of ten miles from its limits, Zone IV city of Rivière-du-Loup and the territory included in a radius of four miles; Zone V the town of Montmagny and within a radius of four miles.

Overtime is payable at regular rates. Vacation: one week with pay to employees with one year's service.

Barbers

Minimum wage rates for barbers (regular employees): $20 per week in zones I and III plus 50 per cent of receipts exceeding $29; $17 in zone II plus 50 per cent of receipts exceeding $26; $12 in zone IV plus 50 per cent of receipts exceeding $22; $14 in zone V plus 50 per cent of receipts exceeding $23; occasional hands to receive $4 per day in zones I and III and $3 in zones II, IV and V excepting Saturdays and the eves of holidays when they receive $4.

Hours: Zones I and III 54½ hour week; zone II 62 hour week; zone IV, 59 hour week; zone V a 63 hour week.

Hairdressers

Hours: a 48 hour week.

Wages for male hairdressers: zones I and III $20 per week plus 20 per cent of receipts of his work exceeding $30; $17 in zone II plus 20 per cent of receipts of his work exceeding $27; $12 in zone IV plus 50 per cent of receipts of his work exceeding $22; $14 in zone V plus 20 per cent of receipts of his work exceeding $24. Wages for female hairdressers $12 in all zones but zone IV where she receives $10 plus 10 per cent of receipts of her work exceeding $20; occasional hands (female) 30 cents per hour and 10 per cent of receipts of their work exceeding twice the amount of wages earned.

Vacation: six days with pay after one year's continuous service.

For both barbers and hairdressers, a schedule of minimum rates to be charged for services is included, and apprentice regulations are set forth.

Protection from Dust, Fumes and Gases

"PROTECTING Plant Manpower through the Control of Air Contaminants" is the title of Special Bulletin No. 14 of the Division of Labor Standards of the U.S. Department of Labor. There are three articles: Finding and Appraising the Hazards, Keeping the Air Harmless, and Protecting Workers against Temporary and Emergency Exposures.

Since the most common means of absorption is through respiration, the primary objective is to locate the source of contamination and install as near to it as possible a mechanical exhaust device to remove dust, fumes or gases as the case may be. Safe limits of concentration of some 40 gases or vapours are set out in the bulletin. In parts per million, the limit considered safe for benzene is 100; for carbon bisulphide 20; carbon monoxide 100 or, for one hour or less, 400; Hydrochloric acid 10; hydrogen cyanide 20; hydrogen sulphide 20; nitrogen oxides 10; and toluene 200. For lead ·15 milligrams per cubic meter is the maximum concentration permissible, for manganese 6 milligrams, and for mercury ·1 milligram.

As regards dust, it is suggested "that dusts with less than 10 per cent free silica should not exceed concentrations of 100 million particles per cubic foot while less than 10 million is advisable if the free-silica content exceeds 10 per cent."

The second article describes an efficient exhaust system. The four major parts are discussed in detail: exhaust hoods or enclosures at the several points of release of the contaminating substance, exhaust piping connecting the hoods into the system with a single discharge point, the exhaust fan or other air-flow producing equipment, and the air-cleaning equipment and final discharge stack.

Both in the case of workers normally working under conditions which expose them continually or repeatedly to small doses of harmful substances and of those who are actually, or who may be, exposed for a limited time to a high concentration of such substances, measures are necessary to obviate the danger. Indeed, it has become increasingly apparent that more serious results may follow neglect in the first case than in the second where the actual or potential danger as well as the consequences are more obvious.

Where there is either discomfort or a chronic type of infection or poisoning after repeated exposure of several hours daily, workers should be given adequate personal protection, if ventilation fails to render atmospheric conditions harmless. The importance of proper respiratory equipment for workers of the first class is emphasized by the writer. A detailed description of effective masks and respirators for different classes of work, their proper care, cleaning and storage is given as well as means of inducing workmen to wear them.

Canadian Vocational Training

CANADIAN Vocational Training provides the following types of training:—

(1) Pre-employment classes in vocational schools for men and women about to enter war industry;

(2) Part-time classes, principally for the upgrading of persons already employed;

(3) Training plant schools;

(4) Special classes for foremen and supervisors;

(5) Training of enlisted men as tradesmen for the Army, Navy and R.C.A.F.;

(6) Rehabilitation training for persons discharged from the Armed Forces in the present war and referred for training by the Department of Pensions and National Health;

(7) Assistance to certain categories of university students whose services are needed in connection with the war effort.

Canadian Vocational Training is carried on under agreements made by the Dominion Government with each province. The administration is decentralized with a Regional Director in each province. Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools to the Program free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchases. All other costs are paid by the Dominion with funds from the War Appropriation.

From its inception up to August 31, 1944, the gross enrolment under Canadian Vocational Training has been as follows:—

Training for Industry	232,595
Army Tradesmen	43,718
Navy Tradesmen	8,390
R.C.A.F. Tradesmen	65,138
Rehabilitation (discharged persons from the forces)	4,300
Students	5,373
Total	359,514

On August 31, the total enrolment in all types of projects showed a still further decline to 4,895. The full-time pre-employment classes for war industries have practically ceased in all provinces except Ontario and Quebec where a few classes are still operating. During the month, approval was given to the opening of six new plant schools and several others that had been temporarily closed were re-opened to train additional groups of employees.

The end of August marked the termination of the training of tradesmen and pre-aircrew personnel for the R.C.A.F. The first of these classes were started in June of 1939 and have been in operation continuously since that time. The enrolment in the classes for Navy and Army tradesmen showed a small decrease during the month.

Rehabilitation Training of Ex-service Personnel

The enrolment here showed a small increase and it is expected that this increase will be much more marked in the coming months. The second group of two classes to train instructors for rehabilitation classes that have been in operation at Calgary and Hamilton, finished. No new classes of this nature are contemplated, at least for the time being. Additional field representatives have been appointed in various provinces to carry on the work of locating opportunities for training on the job in industry and to supervise and inspect the training that is being given to those already placed in this way. Country-wide arrangements have been made with half a dozen national and international organizations to provide correspondence courses that have been approved by the Department of Pensions and National Health for discharged persons. A substantial percentage of those undergoing vocational rehabilitation training at the present time, particularly among the women, are enrolled in private business colleges in various types of commercial courses.

CANADIAN VOCATIONAL TRAINING

TABLE 1—INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE MONTH OF AUGUST, WITH TOTALS FROM APRIL 1, 1944 TO AUGUST 31, 1944

(Subject to Revision)

—	Numbers in Training				Placed in Employment	
	From April 1/44 to Aug. 31/44	At First of August	Enrolled in August	At End of August	From April 1/44 to Aug. 31/44	(2) In August
DOMINION SUMMARY						
Pre-employment Classes (Men)	1,828	337	163	335	1,211	151
Pre-employment Classes (Women)	827	201	78	210	547	61
Part-time Classes (1) (Men)	1,095	113	11	74	.....	.....
Part-time Classes (1) (Women)	169	27	.....	.....	.....	.....
Total	3,919	678	252	619	1,758	212
NOVA SCOTIA						
Pre-employment Classes (Men)	37	10	11	15	22	6
Pre-employment Classes (Women)	70	66	.....	63	.....	.....
Part-time Classes (1) (Men)	.....	.....	.....	.....	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	107	76	11	78	22	6
NEW BRUNSWICK						
Pre-employment Classes (Men)	45	14	.....	14	29	.....
Pre-employment Classes (Women)	2	.....	.....	.....	2	.....
Part-time Classes (1) (Men)	.....	.....	.....	.....	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	47	14	.....	14	31	.....
QUEBEC						
Pre-employment Classes (Men)	734	69	46	75	458	45
Pre-employment Classes (Women)	130	.....	18	.....	128	17
Part-time Classes (1) (Men)	92	17	7	12	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	956	86	71	87	586	62
ONTARIO						
Pre-employment Classes (Men)	745	206	86	219	480	63
Pre-employment Classes (Women)	549	123	50	145	354	24
Part-time Classes (1) (Men)	653	17	.....	11	.....	.....
Part-time Classes (1) (Women)	159	27	.....	.....	.....	.....
Total	2,106	373	136	375	834	87
MANITOBA						
Pre-employment Classes (Men)	61	2	.....	.....	67	.....
Pre-employment Classes (Women)	2	.....	.....	.....	.....	.....
Part-time Classes (1) (Men)	15	.....	.....	.....	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	78	2	.....	.....	67	.....
SASKATCHEWAN						
Pre-employment Classes (Men)	33	4	.....	2	27	.....
Pre-employment Classes (Women)	7	.....	.....	.....	4	.....
Part-time Classes (1) (Men)	.....	.....	.....	.....	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	40	4	.....	2	31	.....
ALBERTA						
Pre-employment Classes (Men)	112	17	19	9	72	22
Pre-employment Classes (Women)	29	.....	10	.....	29	10
Part-time Classes (1) (Men)	78	38	3	18	.....	.....
Part-time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	219	55	32	27	101	32
BRITISH COLUMBIA						
Pre-employment Classes (Men)	61	15	1	1	56	15
Pre-employment Classes (Women)	38	12	.....	2	30	10
Part-time Classes (1) (Men)	257	41	1	33	.....	.....
Part-time Classes (1) (Women)	10	.....	.....	.....	.....	.....
Total	366	68	2	36	86	25

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to August 31, 1944, were not so reported until after August 1, 1944.

CANADIAN VOCATIONAL TRAINING

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF AUGUST, 1944, WITH TOTALS FROM APRIL 1, 1944

(Subject to Revision)

—	Number in Training				Completed Training	
	From April 1/44 to Aug. 31/44	At First of August	Enrolled in August	At End of August	From April 1/44 to Aug. 31/44	In August
DOMINION SUMMARY						
R.C.A.F. Classes	5,343	159	.....	13	4,889	138
Army Classes	5,774	1,943	563	1,820	3,638	649
Navy Classes	1,634	611	131	528	1,040	214
Total	12,751	2,713	694	2,361	9,567	1,001
NOVA SCOTIA						
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....
Army Classes	260	85	52	88	162	48
Navy Classes	33	26	.....	25	6	1
Total	293	111	52	113	168	49
NEW BRUNSWICK						
R.C.A.F. Classes	167	.....	.....	.....	156	.....
Army Classes	588	235	71	228	336	71
Navy Classes	.....	.....	.....	.....	.....	.....
Total	755	235	71	228	492	71
QUEBEC						
R.C.A.F. Classes	361	.....	.....	.....	332	.....
Army Classes	526	227	38	177	314	72
Navy Classes	97	18	12	16	30	14
Total	984	245	50	193	676	86
ONTARIO						
R.C.A.F. Classes	2,448	114	.....	13	2,246	93
Army Classes	2,047	643	155	606	1,379	180
Navy Classes	1,420	561	119	481	928	199
Total	5,915	1,318	274	1,100	4,553	472
MANITOBA						
R.C.A.F. Classes	554	.....	.....	.....	473	.....
Army Classes	203	25	26	26	175	25
Navy Classes	.....	.....	.....	.....	.....	.....
Total	757	25	26	26	648	25
SASKATCHEWAN						
R.C.A.F. Classes	582	22	.....	.....	558	22
Army Classes	663	264	80	310	353	34
Navy Classes	.....	.....	.....	.....	.....	.....
Total	1,245	286	80	310	911	56
ALBERTA						
R.C.A.F. Classes	507	.....	.....	.....	471	.....
Army Classes	529	194	52	140	332	106
Navy Classes	55	.....	.....	.....	55	.....
Total	1,091	194	52	140	858	106
BRITISH COLUMBIA						
R.C.A.F. Classes	724	23	.....	.....	653	23
Army Classes	958	270	89	245	587	113
Navy Classes	29	6	.....	6	21	.....
Total	1,711	299	89	251	1,261	136

CANADIAN VOCATIONAL TRAINING

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF AUGUST, 1944, WITH TOTALS FROM APRIL 1, 1944, TO AUGUST 31, 1944

(Subject to Revision)

	Numbers in Training				Completed Training		Transferred to Production before Training completed	
	From April 1/44 to Aug. 31/44	At First of August	Enrolled in August	At End of August	From April 1/44 to Aug. 31/44	In August	From April 1/44 to Aug. 31/44	In August
DOMINION SUMMARY								
Plant Schools—Men	2,264	336	477	348	1,576	317	7	.....
Plant Schools—Women	3,037	417	324	356	2,387	342	40	4
Part-time Classes—Men	1,050	140	65	141	882	62	3	.....
Part-time Classes—Women	250	.....	.....	.....	250	.....	.....	.....
Total	6,601	893	866	845	5,095	721	50	4
NOVA SCOTIA								
Plant Schools—Men	105	26	21	42	46	.....	4	.....
Plant Schools—Women	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes—Men	22	9	.....	9	10	.....	3	.....
Part-time Classes—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	127	35	21	51	56	.....	7	.....
NEW BRUNSWICK								
Plant Schools—Men	7	.....	.....	.....	6	.....	.....	.....
Plant Schools—Women	4	.....	.....	.....	2	.....	.....	.....
Part-time. Classes—Men	.....	.....	.....	.....	.....	.....	.....	.....
Part-time. Classes—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	11	.....	.....	.....	8	.....	.....	.....
QUEBEC								
Plant Schools—Men	1,285	103	327	111	935	195	3	.....
Plant Schools—Women	1,003	142	49	108	784	75	.....	.....
Part-time Classes—Men	433	20	40	20	409	40	.....	.....
Part-time Classes—Women	35	.....	.....	.....	35	.....	.....	.....
Total	2,756	265	416	239	2,163	310	3	.....
ONTARIO								
Plant Schools—Men	867	207	129	195	589	122	.....	.....
Plant Schools—Women	1,920	275	275	248	1,551	267	6	4
Part-time Classes—Men	542	111	25	112	410	22	.....	.....
Part-time Classes—Women	215	.....	.....	.....	215	.....	.....	.....
Total	3,544	593	429	555	2,765	411	6	4
MANITOBA								
Plant Schools—Men	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools—Women	66	.....	.....	.....	33	.....	18	.....
Part-time Classes—Men	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	66	.....	.....	.....	33	.....	18	.....
ALBERTA								
Plant Schools—Men	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools—Women	44	.....	.....	.....	17	.....	16	.....
Part-time Classes—Men	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	44	.....	.....	.....	17	.....	16	.....
BRITISH COLUMBIA								
Plant Schools—Men	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools—Women	.....	.....	.....	.....	.....	.....	.....	.....
Part-time Classes—Men	53	.....	.....	.....	53	.....	.....	.....
Part-time Classes—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	53	.....	.....	.....	53	.....	.....	.....

CANADIAN VOCATIONAL TRAINING

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1944 TO AUGUST 31, 1944

(Subject to Revision)

—		Numbers in Training				Placed in Employment	
		From April 1/44 to Aug. 31/44	At First of August	Enrolled in August	At End of August	From April 1/44 to Aug. 31/44	(1) In August
DOMINION SUMMARY							
In Schools	Men	1,300	546	160	597	405	40
	Women	355	203	42	213	64	13
In Industry	Men	389	216	87	251	78	30
	Women	14	8	1	9	2	.....
Total		2,058	973	290	1,070	549	83
NOVA SCOTIA							
In Schools	Men	24	6	7	10	12	3
	Women	.....	.....	.....	.....	.....	.....
In Industry	Men	4	1	2	3	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		28	7	9	13	12	3
NEW BRUNSWICK							
In Schools	Men	41	26	7	27	7	4
	Women	1	1	.....	1	.....	.....
In Industry	Men	9	3	4	6	1	.....
	Women	.....	.....	.....	.....	.....	.....
Total		51	30	11	34	8	4
QUEBEC							
In Schools	Men	239	95	24	102	81	9
	Women	70	55	1	45	11	3
In Industry	Men	70	34	29	46	19	13
	Women	2	2	.....	2	.....	.....
Total		381	186	54	195	111	25
ONTARIO							
In Schools	Men	238	99	35	114	81	8
	Women	56	24	8	31	12	.....
In Industry	Men	104	60	14	61	25	10
	Women	4	2	.....	2	2	.....
Total		402	185	57	208	120	18
MANITOBA							
In Schools	Men	151	64	12	65	51	3
	Women	66	37	11	39	11	4
In Industry	Men	44	30	3	31	8	.....
	Women	2	2	.....	2	.....	.....
Total		263	133	26	137	70	7
SASKATCHEWAN							
In Schools	Men	102	44	6	47	51	3
	Women	23	9	1	8	13	2
In Industry	Men	29	18	4	19	7	3
	Women	.....	.....	.....	.....	.....	.....
Total		154	71	11	74	71	8
ALBERTA							
In Schools	Men	236	71	24	79	101	5
	Women	70	38	10	43	9	2
In Industry	Men	52	33	12	33	11	4
	Women	4	.....	1	1	.....	.....
Total		362	142	47	156	121	11
BRITISH COLUMBIA							
In Schools	Men	269	141	45	153	21	5
	Women	69	39	11	46	8	2
In Industry	Men	77	37	19	52	7	.....
	Women	2	2	.....	2	.....	.....
Total		417	219	75	253	36	7

(1) Includes graduates from previous month's classes who were not reported placed until after August 1, 1944.

Activities of the Unemployment Insurance Commission

Statistical Analysis of Insurance Operations During August—Survey of Employment Situation for September

DURING August, the number of applications for Unemployment Insurance benefit in Canada, 3,241, was almost identical with the number recorded in June and July. 3,226 and 3,106 respectively. Although the number of applicants each month is not large, the figures for 1944 continue substantially higher than those for the corresponding months of 1943. For example, during August of last year a total of 1,370 applications was filed.

A slight increase is recorded in the number of persons who signed the live unemployment register during the last six working days of August (5,408) compared with July when 4,488 persons signed. All persons who are reporting unemployed days in accordance with the provisions of the Act must sign the live unemployment register once a week.

A total of 4,746 persons received one or more benefit payments during August, compared with 4,753 during July and 1,104 during August last year. These 4,746 persons were paid a total of $108,688 for 57,547 unemployed days in August as against $135,256 for 71,035 days paid the 4,753 persons in July and $28,393 for 16,467 days paid the 1,104 persons last August.

The average number of days paid per beneficiary was then, 12·1 days in August, 14·9 days in July and 14·9 days in August, 1943. The average amount of benefit paid per beneficiary was $22.90 during August, $28.46 during July and $25.72 during August last year. The average amount paid per compensated day of unemployment was $1.89 in August, $1.90 in July and $1.72 in August, 1943.

Tables 1 to 8 present the latest available data with respect to the operations of the insurance branch of the Unemployment Insurance Commission.

TABLE 1. REGISTRATIONS AS AT SEPTEMBER 30, 1944

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,293	195,146
Quebec	38,343	835,883
Ontario	51,126	1,096,782
Prairie	24,875	367,449
Pacific	13,091	251,500
Total for Canada	138,728	2,746,760

TABLE 2.—Number of Persons Filing Claims for Unemployment Insurance Benefit in Local Offices, February, 1942, to August, 1944.

February, 1942	663
March, 1942	4,124
April, 1942	2,925
May, 1942	2,799
June, 1942	4,629
July, 1942	2,668
August, 1942	1,855
September, 1942	1,118
October, 1942	1,058
November, 1942	1,748
December, 1942	3,337
January, 1943	4,637
February, 1943	4,822
March, 1943	5,046
April, 1943	3,953
May, 1943	2,027
June, 1943	1,772
July, 1943	1,087
August, 1943	1,370
September, 1943	1,013
October, 1943	1,475
November, 1943	2,896
December, 1943	6,562
January, 1944	11,751
February, 1944	12,284
March, 1944	10,667
April, 1944	6,463
May, 1944	4,654
June, 1944	3,226
July, 1944	3,106
August, 1944	3,241

Table 7 shows the occupations and Table 8 the ages of claimants for benefit. These new tables will appear regularly in the LABOUR GAZETTE.

Notes Respecting Tables 5 and 6

It may be noted that the amount of benefit paid each month, as given in the last column of Table 5, differs slightly from that shown in the second last column of Table 6. Table 5 presents the gross amount paid out by warrant or cash by provinces and is used to get a figure comparable with the number of man-days benefit paid and the number of beneficiaries. Table 6 gives the net amount paid for all Canada after overpayments have been recovered and omissions corrected.

The tables are intended to serve two distinct purposes. Table 5 is a statistical presentation designed to provide data from which the

average duration and the *average* amount paid per compensated day of unemployment can be obtained. Since the factors of overpayment etc. are present in all columns of Table 5, their influence on the averages is negligible. A total figure, such as the one presented in Table 6 can be refined for monthly presentation, but when reports must be received from offices across the country to get provincial figures (as in Table 5) pressure of time does not permit complete refinement monthly.

On the other hand, Table 6 is concerned *only* with presenting a precise accounting of the Unemployment Insurance fund at given dates. In order to remove the "overpayment and omission" discrepancies the basic time covered by the table varies slightly from that used in the preparation of Table 5.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at September 30, 1944, 2,746,760 employees had paid contributions to the fund since April 1, 1944, an increase of 76,829 since August 31, 1944, and 541,004 since the commencement of the current fiscal year.

As at September 30, 1944, 138,728 employers were registered as having insurable employees, an increase of 1,770 from August 31, 1944.

Registration as at September 30, 1944, by regions follows:

TABLE 3.—CLAIMS FOR BENEFIT BY PROVINCES, AUGUST, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	7	6	1	4	10	2	15
Nova Scotia	162	126	36	164	122	103	33
New Brunswick	296	286	10	287	173	41	121
Quebec	939	698	241	873	634	241	160
Ontario	520	350	170	490	357	120	196
Manitoba	394	349	45	358	216	87	120
Saskatchewan	117	94	23	117	105	14	9
Alberta	328	279	49	307	234	38	134
British Columbia	478	432	46	456	412	52	88
Total, Canada, August, 1944	3,241	2,620	621	3,056	2,263	698	876
Total, Canada, July, 1944	3,106	2,569	537	3,650	3,233	1,030	781
Total, Canada, August, 1943	1,370	1,012	358	1,291	924	318	323

TABLE 4—CLAIMANTS NOT ENTITLED TO BENEFIT AND CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of August 1944	Cumulative Total for current fiscal year
Insufficient contributions and not in insurable employment	148	1,387
Not capable of and not available for work	24	121
Loss of work due to a labour dispute	14	237
Refused offer of work and neglected opportunity to work	77	643
Discharged for misconduct	40	260
Voluntarily left employment without just cause	351	2,310
Other reasons (1)	44	372
Total	698	5,330

(1) These include claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, AUGUST, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	27	5	464	716
Nova Scotia	143	70	2,498	4,734
New Brunswick	62	33	823	1,511
Quebec	1,461	411	22,575	41,715
Ontario	592	300	8,449	15,763
Manitoba	304	104	5,273	9,669
Saskatchewan	229	67	3,757	7,219
Alberta	1,460	1,211	6,522	13,052
British Columbia	468	218	7,186	14,309
Total, Canada, August, 1944	4,746	2,419	57,547	108,688
Total, Canada, July, 1944	4,753	1,609	71,035	135,256
Total, Canada, August, 1943	1,104	548	16,467	28,393

Average Duration of Unemployment Compensated	12·1 days.
Average Amount of Benefit Paid per Person	$ 22·90
Average Amount Paid per Compensated Day of Unemployment	$ 1.89

TABLE 7—CLAIMANTS FOR BENEFIT BY OCCUPATIONS FOR MONTH ENDING AUGUST 31, 1944

Occupational Groups	Male	Female	Total
Professional and Managerial Workers	90	19	109
Clerical Workers	255	532	787
Sales Workers	118	129	247
Service Workers	246	72	318
Agricultural Workers and Fishermen	4	.....	4
Food Workers	6	.....	6
Textile and Clothing Workers	30	85	115
Loggers	1	.....	1
Sawmill and Wood Operators	26	.....	26
Printing Workers	55	.....	55
Shoe and Leather Workers	13	.....	13
Stone, Clay and Class Workers	1	.....	1
Electrical Workers	32	.....	32
Coal Miners	1,716	.....	1,716
Other Miners (except Coal)	14	.....	14
Construction Workers (except Carpenters)	53	.....	53
Carpenters	66	.....	66
Machine Shop Workers and Operators	70	.....	70
Sheet Metal Workers	3	27	30
Foundry, Smelter and Other Metal Workers	114	122	236
Miscellaneous Skilled Workers	210	243	453
Automobile and other Mechanics	27	.....	27
Miscellaneous Unskilled Workers—Heavy Labour	203	.....	203
Miscellaneous Unskilled Workers—Light Labour	565	261	826
Totals	3,918	1,490	5,408

TABLE 8—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS AS AT AUGUST 31, 1944

	19 and less		20-29		30-44		45-54		55-59		60 up		Males	Females	Total
	M	F	M	F	M	F	M	F	M	F	M	F			
CANADA....	143	258	628	735	1,105	346	691	107	364	21	987	23	3,918	1,490	5,408

TABLE 6—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-SEVEN MONTHS ENDED AUGUST 31, 1944

	REVENUE						EXPENDITURE			
	CONTRIBUTIONS (GROSS, LESS REFUNDS)									
Month	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities*	Total Revenue	Benefit Payments	Balance in Fund
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717 360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
Total for the year ended December 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended December 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,006,862 48	97,595 32	6,138,970 22	302,464 53	182,613,627 92
March	3,396,560 16	1,233,726 84	1,531,457 47	18,159 12	6,179,903 59	1,235,980 73	1,052,416 93	8,468,301 25	753,987 98	190,327,941 19
April	2,507,008 56	875,674 55	1,487,585 87	11,455 47	4,881,724 45	976,344 89	465,233 20	6,323,302 54	357,152 72	196,294,091 01
May	2,572,416 90	1,092,551 02	1,438,361 64	23,554 06	5,126,883 62	1,025,376 72	1,417,498 56	7,569,758 90	471,757 74	203,392,092 17
June	2,634,893 79	1,068,463 52	1,484,998 45	41,796 71	5,230,152 47	1,046,030 50	298,500 00	6,574,682 97	245,534 06	209,721,241 08
July	2,781,064 01	956,051 41	1,541,419 63	56,145 50	5,334,680 55	1,066,936 11	183,506 03	6,585,122 69	134,432 41	216,171,931 36
August	2,641,818 29	991,131 71	1,511,417 20	31,835 30	5,176,202 50	1,035,240 50	112,672 96	6,324,115 96	107,800 17	222,388,247 15
TOTAL	21,845,365 13	8,369,446 85	11,850,768 39	195,252 67	42,260,833 04	8,452,166 62	3,666,347 98	54,379,347 64	2,503,233 79	222,388,247 15
GRAND TOTAL	97,546,089 41	39,043,658 75	44,506,492 77	246,409 92	181,342,650 85	36,268,530 17	8,559,175 19	226,170,356 21	3,782,109 06	222,388,247 15

*The column "Interest on Investments and Profit on Sale of Securities" represents:—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Penalties	$ 3,278 68
Contributions in respect of services in the armed forces	241,582 13
Miscellaneous	1,549 11
	$ 246,409 92

Employment Conditions by Industries During September as Reported by Employment Service, Unemployment Insurance Commission

A SURVEY of the employment situation for the past month shows that conditions generally are quite favourable.

Agriculture.—In agriculture, good harvest weather in Eastern Canada during September made it possible for crops in this area to be removed with little loss of time and with better than usual dispatch. Workers are engaged in taking off late crops such as potatoes and roots. The fruit harvest is progressing favourably. While there is not an abundance of fruit pickers, particularly for apples, it is believed that the labour supply is sufficient to take care of this situation unless some emergency develops.

At the conclusion of the grain harvest in Eastern Canada workers were recruited from agriculture, industry and the Civil Service in Ontario and Quebec to assist with the harvest in Western Canada. The response to the appeal for workers for this activity was particularly encouraging and the harvesters arrived in the western fields several weeks prior to that of last year. The following data gives a summary of the harvest labour excursions:

	Ontario	*Quebec*	*Total*
Number from Farms ..	4,227	742	4,969
Number from Urban Industries	737	251	988
Number of Women Harvesters	498	29	527
Number of Harvesters dispatched	5,462	1,022	6,484

The grain harvest in Western Canada has been hampered quite considerably by rain and in some cases by snow. This bad weather tended to delay harvesting and threshing but it is believed that sufficient workers are on hand to take care of the western harvest.

To assist in harvesting Canada's big 1944 crop the lumbering and pulp industry also co-operated to the fullest possible extent in allowing many of their employees leave of absence during harvesting operations.

Logging and Lumbering.—More and more lumber will be required in the next five years, to rebuild homes in Britain and Europe and for Canada's own post-war building and construction programs.

Preparations have been made after interviews with Provincial Committees across Canada, for the recruitment of thousands of bush, saw-mill and pulp-wood workers, in order that production in the lumbering industry may be increased. Since 1938, production has increased nearly 100 per cent and the demand for lumber is still increasing.

Mining.—In the mining industry the production of nickel and copper is down for the first seven months of 1944, as compared to the corresponding period of last year. In 1943, the production of the above metals reached a new all-time record. The production of nickel and copper has been maintained at the expense of development work. A program has been initiated for the recruitment of off-seasonal workers for these essential operations.

The production of base-metals other than nickel and copper is being maintained and is able to supply amply the demands of our war industries.

The labour requirements of the metal industries will be furnished, as far as possible, from the ranks of the off-seasonal workers who are mainly farmers.

Several gold mines have stopped milling operations, due mainly to lack of sufficient labour and are using available manpower for development work.

The production of coal to date this year is down, as compared to the corresponding period of 1943. In the Maritimes, lack of sufficient workers is one reason and in Alberta the shortage of railway cars has caused a decrease in production.

Manufacturing.—In the field of aircraft production the manpower situation has been eased considerably as a result of cut-backs in production programs and also by a number of important lay-offs which are in progress, and scheduled to continue progressively until early spring of 1945.

Readjustments in production programs have permitted the Aluminum Company of Canada to take care of satisfactorily their normal requirements for potmen from within their organization, with the result that the usual acute emergency due to the seasonal heavy demand for potmen has not been experienced this year.

The continued shortage of heavy labour in the rubber industry is holding up to some extent in the production of tires urgently required for war vehicles and essential civilian transportation. Men and women are also required for the production of rubber footwear.

Some improvement in this industry is anticipated, however, now that labour is being made available from agricultural areas where harvesting operations have been completed.

In base metal manufacturing the demand for labour in the steel plants remains in excess of supply. After harvest-time some

relief may be obtained through the release of farm labour and the curtailment of different programs in the shipyards which may make some of that type of worker available.

In the foundries the need is for heavy labour. It is hoped that release of men from the farms after harvest will help to meet the necessary requirements.

In the manufacturing of munitions small calibre shell programs have been and are still being curtailed. The heavy demand is for the larger and special calibre shell and for shell filling plants. At the present time this labour demand is being met chiefly by transfer from one munition plant to another.

A steady demand for certain types of shipbuilding labour such as electricians, engine fitters, etc., still exists. This demand is mostly from the Halifax area where operations were considerably retarded by the recent strike in the Halifax shipyards. The cut-back in the number of building berths in other shipyards would not materially affect the employment situation. The men who were engaged on the discontinued berths were placed elsewhere in the respective shipbuilding yards which had the effect of relieving the demand for labour which had existed in these particular areas.

There exists an urgent demand for labour in the brick and tile industry. This has been partly met, in some instances, by the employment of prisoners of war by some of the firms and the possibilities of other firms in this industry using this type of labour is being explored, particularly by firms who operate on a year-round basis.

Construction.—There continues a very tight labour situation in the construction industry. This is particularly noticeable in the trowel trades, such as bricklayers, plasterers, etc. The damage caused by the recent earthquake at Cornwall intensified the demand for this type of labour and indications at present are that the work of repairing the damage caused by the earthquake is well in hand. Steady progress is being made on the construction of hospitals for the Department of Pensions and National Health, as well as on the conversion of a number of buildings for use as military hospitals for the Department of National Defence. The supply of construction labour was particularly serious in the Toronto area and was causing some concern, but the situation is showing signs of steady improvement.

Transportation.—A brisk demand still exists for various types of labour in the transportation industry. The freezing of lake seamen to the respective companies operating on the Great Lakes appears to be working very satisfactorily. There is still an urgent demand for men for railway track maintenance. This demand is particularly acute in the Province of Ontario and steps are being taken to relieve this situation by the employment of farmers who have completed their operations on the land. The grain elevator situation at the head of the Great Lakes has improved considerably since the appointment of a Controller of Grain Handling.

Employment of Women

In regard to the employment of women, the harvest season brought increased demands for women workers. Students and teachers who left their summer employment in industry or agriculture must be replaced and in addition more women are needed for processing the crops of fruits and vegetables.

The heavy ammunition program is still of the greatest importance and every available source of woman power in Canada is being explored in order to meet the requirements of the companies engaged in this work. In addition to intensive local recruiting, as many women as were available from the prairie region were brought into Ontario and Quebec for employment in war industries.

Intensive recruiting of women in the Maritime provinces for the food processing plants in the Annapolis valley has resulted in an adequate supply of workers.

In the latter part of August approximately 350 women from industry, farms and the Civil Service took part in the harvest excursion to the Prairies. This was the first time that women had been included in the harvest excursions and the experiment proved very successful.

Women workers are also being called upon to work in the textile plants to supply clothing for the armed services and essential civilian needs.

The hospital situation is causing general concern. Shortages in the provincial and non-provincial staffs of mental hospitals and tuberculosis sanatoria are particularly acute and careful consideration is being given to various plans designed to meet these needs.

Seasonal Transference of Farm Labour to Other Essential Industry

NATIONAL Selective Service has opened a campaign to secure over 100,000 men from the farms for work in other essential industries during the fall and winter months, it was announced recently by the Honourable Humphrey Mitchell, Minister of Labour.

While care will be taken not to encourage men to leave dairy or live-stock farms where they are needed during the winter, the effort will be to secure men for vacancies in other industries just as soon as the fall work is completed. The largest single group of the farm workers will be asked to take work in the woods on cutting sawlogs, pulpwood cutting and other forest operations. It is estimated that at least 60,000 men will be required in the woods for the fall and winter.

Meat packing plants, base metal mines, foundries, coal mines, heavy ammunition and shell filling, railway track maintenance work, construction and feed and flour milling, are all included in the industries requiring men from the farms during the winter time, in addition to woods work.

Meetings have been held across Canada by Officers of National Selective Service with Provincial Officers, to lay plans for locating the men needed and transferring them to the jobs. The Dominion-Provincial Farm Labour Agreements under which several thousands of men were secured for the farming industry for seeding and harvesting operations, also provide for the transfer of men from the farms during the slack months for employment in other essential industries.

Recruiting of the men for woods operations started about October 1 in Quebec and Ontario, while in the Western Provinces the campaign will not be pushed until threshing is nearing completion. In the Maritime Provinces as soon as the potato and apple crops have been harvested, efforts will be made to secure the men from the farms.

In commenting upon the campaign, the Minister of Labour said: "Last year and the year before the labour supply situation was eased very substantially by the help we got from farm workers during the fall and winter. Last winter we secured over 100,000 men from the farms, and this year we will need even more".

Pointing out that young farmers on postponement of military training would be given a continuance of their postponement while in other essential work during their slack season, the Minister continued: "Men will, of course, be free to return to the land whenever their services are again needed there. Actually, the work which awaits the farmers in other industries during the off-season is of vital importance to the farmers themselves. In part, it involves the processing of their own products, as in meat packing and feed and flour milling. In part, also, it ensures supplies that the farmers themselves must have. Generally, the work for which the farmers are now needed is vital to Canada's welfare and our war effort at this time".

The Minister further predicted that whatever the course of the war in Europe, the quota of workers from the farms will still be urgently necessary for Canadian industries.

Employment and Earnings in Canadian Sugar Industry

A report recently issued by the Dominion Bureau of Statistics on the sugar industry in Canada provides the following figures with respect to employment and earnings during the years since the outbreak of the war:

	Male Employees	Female Employees	Salaries and Wages
1939..	2,234	165	$3,467,367
1940..	2,349	189	3,623,661
1941..	2,421	221	3,834,639
1942..	2,054	272	3,772,431
1943..	1,842	432	4,068,473

In 1942, the average work-week for men in the industry was 56·0 hours and for women 46·1. In 1943, it was 50·3 hours and 44·6 hours respectively. The average weekly earnings for men in 1942 were $31.67, which declined to $30.27 in 1943. On the other hand, the average paid women increased from $16.90 to $20.10 in the same period. The monthly average of employment remained fairly constant, with a slight rise during the closing quarter in each year.

Although there was a slight falling off in total employment in 1943 as compared with the earlier war years, the output of the sugar refining industry increased by nearly $69,500,000 pounds. The expansion in the cane sugar industry overcame a decline of nearly 60,000,000 pounds in the production of beet sugar.

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month give the following information concerning employment and unemployment across Canada.

The employment situation at the beginning of August as reported by employers.—Industrial activity showed a further upward movement at August 1 as reported to the Dominion Bureau of Statistics by employers. The employment index rose slightly from that of the previous month, but was slightly below that of August, 1943.

The index number of employment (based on the 1926 average as 100) was 184·6 as compared with 183·5 at July 1, 1944 and 185·9 at August 1, 1943.

The average weekly wage per employee was $31.62, nine cents lower than at the beginning of July, but 56 cents higher than at August 1, 1943.

The Bureau's reports come from firms employing fifteen or more employees, representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. Reports for August were received from 14,725 establishments with staffs aggregating 1,864,925 men and women.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased slightly. During August, 3,241 claims were filed as compared with 3,106 during July. These figures are well above the total of 1,370 claims filed during August last year, but considerably below last February's maximum of 12,284.

Applications for employment; vacancies, and placements, August, 1944.—Reports received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the five-week period July 28, to August 31, 1944, showed declines both when compared with the previous four weeks and with the five weeks July 30, to September 2, 1943, this computation being based on the average number of placements recorded daily. Under the first comparison agriculture showed an appreciable gain but all other industrial groups recorded losses, the greatest being in manufacturing and services. When compared with the five week period a year ago, except for gains in agriculture and forestry and logging, all industrial divisions registered losses, the most noteworthy being in manufacturing though a fairly substantial reduction was noted in construction. During the period under review there were 265,146 vacancies reported, 226,032 applications for employment and 159,117 placements effected in regular and casual employment.

Unemployment in trade unions.—The percentage of unemployment in trade unions, as reported to the Department of Labour by local unions across Canada, remained negligible. At the beginning of July the percentage was 0·3, as compared with 0·9 in April (the last previous quarterly date for which returns were submitted) and 0·6 in July, 1943. The July figure was based on returns received from 2,206 labour organizations with a total membership of 415,707 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution at June 1, 1944, has been made by the Research and Statistics Branch of the Department of Labour. At that date it is estimated that 4,232,000 persons, 14 years of age and over, were gainfully occupied, of whom 3,232,000 were in non-agricultural industry, including 975,000 in war industry. In addition, there were 784,000 persons in the Armed Forces.

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The Employment Situation at the Beginning of August, 1944, as Reported by Employers

INDUSTRIAL activity showed a further upward movement at August 1, when the number of persons added to the payrolls was rather above-normal according to pre-war experience, although it was smaller than at the beginning of August in any of the last five years; the latest percentage increase was also less than the average in the years since 1920. The Dominion Bureau of Statistics received information from 14,725 establishments employing 1,864,925 men and women; this number exceeded by 10,537 persons, or 0·6 per cent, the total reported at the beginning of July. The amounts disbursed in weekly payrolls were greater by 0·3 per cent.

Based on the 1926 average as 100, the index of employment, at 184·6, was a little higher than that of 183·5 in the last report, but was slightly below the August 1, 1943, index of 185·9, the maximum for midsummer. Since the increase in the index between the first of July and the first of August was below-normal, the seasonally-adjusted index showed a decline, falling from 180·0 at the former date to 179·6 at August 1.

The increase in recorded employment at the date under review took place among the non-manufacturing industries, which ordinarily are responsible for most but not all of the expansion at midsummer; however, there was contra-seasonal curtailment in manufacturing at August 1, 1944. This largely resulted from curtailment in iron and steel, from which some 6,500 persons were released. Textiles and non-ferrous metal plants also showed reduced activity, the loss in the former being seasonal

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.

* Based on the 1926 average as 100 per cent.



in character. On the other hand, food, lumber, pulp and paper, beverage and chemical factories afforded more employment. In some cases, the gains were seasonal; those in animal food, lumber and pulp and paper were above the average, while the expansion in vegetable foods was less than usual at midsummer.

With the exception of logging, the trend in the non-manufacturing industries was favourable. The seasonal decline in bush work was somewhat below-average in extent. The increases in services were slight; those in trade, communications, transportation and mining were also moderate. Construction reported the largest gain, that of 17,295 persons. This increase of 12·4 per cent, which exceeded that reported at August 1 in any preceding year since 1931, took place largely in highway construction and maintenance in Quebec.

Payrolls

The amounts expended by the co-operating employers in salaries and wages at August 1 were given as $58,969,610, an average of $31.62 per employee. At July 1, these firms had reported the disbursement of $58,808,956, a per capita figure of $31.72. The mean at August 1, 1943, had been $31.06, and that at August 1, 1942, $28.62. It is probable that under normal circumstances, there is a falling-off in the general average per employee at midsummer, partly because of vacations, and partly because the considerable increase in the number in recorded employment ordinarily takes place in the industries in which the earnings tend to be less-than-average. Loss of working time as a result of vacations affected the latest payrolls to a greater extent than at

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941	100·0	100·0	$25·25	100·0	100·0	$25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	108·4	112·1	$26·13	111·4	114·3	$26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
April 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1943	120·1	131·7	$27·92	130·7	142·5	$28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·7	143·0	30·72	133·0	162·1	31·49
April 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1944	121·5	140·4	$29·69	134·8	156·5	$30·18
Feb. 1	119·8	148·1	31·76	135·3	170·6	32·76
Mar. 1	118·8	149·1	32·27	134·8	172·2	33·23
April 1	118·1	148·6	32·37	134·2	171·7	33·28
May 1	116·5	146·2	32·26	132·9	168·1	32·92
June 1	118·1	146·0	31·80	132·8	166·7	32·64
July 1	120·0	148·1	31·72	134·4	167·7	32·44
Aug. 1	120·7	148·4	31·62	133·9	166·8	32·38

August 1 in any other year for which the payroll statistics are available, i.e., since the spring of 1941.

As compared with August 1, 1943, there was a rise of 0·6 per cent in the index of payrolls, while the general index of employment was lower by 0·3 per cent. The weekly average earnings of those in recorded employment have increased by 1·8 per cent in the 12 months.

If the statistics of employment and payrolls for financial institutions are added to those given above for the eight leading industries, the latest survey depicts the situation reported by firms employing a total personnel of 1,930,-

TABLE II—EMPLOYMENT AND EARNINGS

Number of persons employed at August 1, 1944, by the Co-operating Establishments and Aggregate Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at August 1 and July 1, 1944, with Comparative Figures for Aug. 1, 1943, where available, based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Employees Reported at Aug. 1, 1944	Aggregate Weekly Payrolls at Aug. 1, 1944	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Aug. 1 1944	July 1 1944	Aug. 1 1943	Aug. 1 1944	July 1 1944	Aug. 1 1943	Aug. 1 1944	July 1 1944	Aug. 1 1943
		$	$	$	$						
(a) Provinces											
Maritime Provinces	**141,349**	**4,251,574**	**30·08**	**30·12**	**28·23**	**121·9**	**123·2**	**127·7**	**168·2**	**170·3**	**166·1**
Prince Edward Island	2,844	74,191	26·09	26·40	24·93	128·9	127·6	112·9	159·3	159·8	132·5
Nova Scotia	83,216	2,612,021	31.39	32·01	28·67	119·5	122·4	133·8	167·0	174·5	171·9
New Brunswick	55,289	1,565,362	28·31	27·37	27·62	125·9	124·9	119·1	170·7	163·7	158·0
Quebec	**585,003**	**17,414,177**	**29·77**	**29·91**	**29·58**	**125·7**	**124·2**	**127·7**	**156·4**	**155·2**	**158·7**
Ontario	**757,596**	**24,773,924**	**32·70**	**32·68**	**31·92**	**114·6**	**114·3**	**114·2**	**138·3**	**137·9**	**134·9**
Prairie Provinces	**207,691**	**6,539,555**	**31·49**	**31·55**	**30·30**	**118·2**	**115·7**	**113·1**	**141·8**	**139·1**	**131·1**
Manitoba	95,656	2,955,229	30·89	30·94	29·97	116·7	115·5	112·6	136·0	134·8	127·6
Saskatchewan	41,797	1,260,884	30·17	30·46	29·10	116·2	112·4	108·9	139·3	136·0	126·9
Alberta	70,238	2,323,442	33·08	33·06	31·47	121·4	117·8	116·3	151·4	146·9	138·7
British Columbia	**173,286**	**5,990,380**	**34·57**	**34·97**	**35·45**	**137·7**	**139·1**	**145·1**	**169·1**	**172·7**	**184·1**
CANADA	**1,864,925**	**58,969,610**	**31·62**	**31·72**	**31·06**	**120·7**	**120·0**	**121·6**	**148·4**	**148·1**	**147·5**
(b) Cities											
Montreal	287,225	8,890,180	30·95	31·06	31·04	132·0	133·3	133·8	160·3	162·3	164·6
Quebec City	39,020	1,167,187	29·91	29·33	27·63	164·5	165·0	169·1	237·6	233·7	227·3
Toronto	255,054	8,224,482	32·25	32·42	31·97	128·7	130·3	125·2	154·4	157·2	149·8
Ottawa	22,485	630,483	28·04	27·94	27·05	113·2	111·6	112·6	137·2	134·8	132·4
Hamilton	59,557	1,964,984	32·99	32·60	32·60	112·2	113·5	112·6	134·6	134·7	133·6
Windsor	39,522	1,724,384	43·63	43·55	40·44	126·0	125·6	133·7	144·5	143·6	142·1
Winnipeg	61,289	1,743,820	28·45	28·70	27·94	119·1	118·5	115·5	133·6	134·1	127·8
Vancouver	85,064	2,897,637	34·06	33·88	34·60	167·4	174·1	175·5	216·9	224·3	234·3
Halifax	21,358	610,965	28·61	30·92	.....	136·6	156·2	.....	168·7	208·6	.....
Saint John	12,969	375,427	28·95	27·68	.....	128·2	126·5	.....	177·1	167·1	.....
Sherbrooke	8,856	220,198	24·86	24·46	.....	108·0	105·4	.....	125·0	122·0	.....
Trois Rivieres	9,367	259,359	27·69	27·45	.....	138·2	112·5	.....	143·2	133·1	.....
Kitchener-Waterloo	14,642	425,120	29·03	28·61	.....	108·0	107·1	.....	138·8	135·0	.....
London	20,347	606,170	29·79	29·80	.....	121·4	123·3	.....	145·1	146·1	.....
Fort William-Port Arthur	15,958	603,634	37·83	37·31	.....	117·5	115·3	.....	164·4	158·8	.....
Regina	10,065	268,836	26·71	26·97	.....	115·4	113·6	.....	131·2	130·1	.....
Saskatoon	5,690	149,125	26·21	26·05	.....	126·2	124·6	.....	145·1	142·3	.....
Calgary	16,887	518,805	30·72	30·43	.....	119·2	117·2	.....	142·9	138·8	.....
Edmonton	17,252	505,441	29·30	29·52	.....	137·6	134·0	.....	165·9	162·7	.....
Victoria	13,987	463,399	33·13	33·37	.....	171·9	168·8	.....	228·1	225·3	.....
(c) Industries											
Manufacturing	1,178,509	38,161,506	32·38	32·44	31·77	133·9	134·4	135·5	166·8	167·7	166·2
Durable Goods[1]	644,805	22,754,964	35·33	35·50	34·78	151·0	152·5	158·3	190·6	193·4	197·0
Non-durable Goods	515,425	14,702,793	28·53	28·39	27·50	118·7	118·1	114·4	142·4	141·3	133·4
Electric Light and Power	18,999	703,749	37·04	37·15	35·82	99·5	97·2	99·1	114·4	112·0	110·1
Logging	46,529	1,245,955	26·78	26·75	26·81	98·3	110·8	86·0	134·3	151·2	118·2
Mining	72,808	2,769,700	38·04	37·68	35·94	87·5	86·4	89·8	105·6	103·3	102·3
Communications	30,252	929,656	30·73	30·41	28·99	116·2	113·2	110·2	131·8	127·2	117·9
Transportation	158,316	5,808,080	36·69	36·56	35·63	126·2	125·4	120·7	145·0	143·8	135·2
Construction and Maintenance	157,089	4,533,550	28·86	29·77	29·58	89·2	79·4	103·4	112·8	103·6	134·3
Service	47,547	907,354	19·08	19·28	18·54	121·7	121·5	114·8	142·5	143·9	133·2
Trade	173,875	4,613,809	26·54	26·59	25·77	103·1	102·8	96·8	117·3	117·2	108·4
Eight Leading Industries	1,864,925	58,969,610	31·62	31·72	31·06	120·7	120·0	121·6	148·4	148·1	147·5
Finance	65,170	2,127,544	32·65	32·73	31·58	108·6	108·3	107·5	123·2	123·1	117·9
Total—Nine Leading Industries	**1,930,095**	**61,097,154**	**31·65**	**31·75**	**31·08**	**120·2**	**119·5**	**121·0**	**147·4**	**147·0**	**146·3**

[1] This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

095, as compared with 1,919,350 at the beginning of July. The aggregate weekly payroll in the nine leading industries (viz., manufacturing, logging, mining, communications, transportation, construction and maintenance, services, trade and finance), was $61,097,154, as compared with $60,935,473 at July 1. The per capita average in the nine industries was $31.65, a figure somewhat lower than that of $31.75 at July 1. The average at the beginning of August, 1943, was $31.08.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at July 1, 1944, and August 1, 1943, where these are available.

Table I indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 20·7 per cent, while the aggregate weekly payrolls of those workers are higher by 48·4 per cent. Including finance, the gain in employment from June 1, 1941, to August 1, 1944, amounted to 20·2 per cent, and that in payrolls, to 47·4 per cent. The explanation previously given for the much greater rise in the salaries and wages than in the numbers employed may again be stated: (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944, and (3) the progressive up-grading of employees as they gain experience in their work. In a great many cases, higher wage-rates have also been granted.

It may again be pointed out that the influence of the war has resulted in particularly marked expansion in employment and payrolls in factories, in which the rate of acceleration in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 33·9 per cent from June 1, 1941, to August 1, 1944, and that of payrolls

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(Average Calendar Year 1926=100)

The latest figures are subject to revision

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Aug. 1, 1928.....	119·3	117·0	.....	.....	.....	114·1	118·9	132·5	.....	.....	.....	116·4
Aug. 1, 1929.....	127·8	127·5	.....	.....	.....	121·3	128·0	144·8	.....	.....	.....	122·7
Aug. 1, 1930.....	118·8	140·9	.....	.....	.....	114·7	115·7	126·2	.....	.....	.....	115·8
Aug. 1, 1931.....	105·2	106·8	.....	.....	.....	102·4	100·7	129·1	.....	.....	.....	98·0
Aug. 1, 1932.....	86·3	90·1	.....	.....	.....	84·4	86·9	90·1	.....	.....	.....	81·4
Aug. 1, 1933.....	87·1	93·0	.....	.....	.....	84·8	86·6	90·5	.....	.....	.....	87·3
Aug. 1, 1934.....	99·9	101·3	.....	.....	.....	94·9	106·0	93·0	.....	.....	.....	97·6
Aug. 1, 1935.....	101·1	106·7	.....	.....	.....	97·2	102·4	98·7	.....	.....	.....	106·8
Aug. 1, 1936.....	105·6	113·9	.....	.....	.....	101·3	107·1	103·9	.....	.....	.....	107·9
Aug. 1, 1937.....	120·0	134·3	82·5	131·5	140·8	120·8	122·2	105·6	99·0	118·8	107·1	116·9
Aug. 1, 1938.....	112·1	112·6	99·2	118·3	106·6	117·8	111·2	104·9	97·3	116·1	109·2	107·1
Aug. 1, 1939.....	117·5	115·6	111·0	124·2	105·4	126·4	114·2	109·4	99·4	123·5	115·6	117·0
Aug. 1, 1940.....	127·9	124·5	110·6	135·5	111·9	130·6	132·8	114·9	106·9	119·7	123·9	119·0
Aug. 1, 1941.....	160·6	164·2	134·6	184·5	140·7	167·6	166·3	135·6	130·9	134·2	143·8	146·6
Aug. 1, 1942.....	177·8	170·4	111·8	193·3	145·6	191·4	181·5	143·5	138·0	137·5	156·0	175·3
Aug. 1, 1943.....	185·9	194·6	120·9	224·9	160·7	200·9	184·9	145·1	140·4	138·8	156·4	195·8
Jan. 1, 1944.....	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1.....	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Mar. 1.....	181·7	175·1	132·7	190·6	157·9	197·1	183·9	142·3	136·9	129·0	159·4	186·3
April 1.....	180·5	177·3	140·5	190·7	162·4	194·2	182·9	142·6	139·2	130·3	156·0	184·7
May 1.....	178·2	176·6	123·1	200·3	149·5	190·4	180·8	141·0	138·2	130·6	152·2	183·3
June 1.....	180·5	178·2	133·6	197·4	156·4	194·3	182·1	145·2	141·6	138·3	155·3	183·6
July 1.....	183·5	187·8	136·7	205·5	168·5	195·3	185·1	148·4	144·0	143·2	158·5	187·5
Aug. 1.....	184·6	185·8	138·0	200·7	169·8	197·7	185·6	151·6	145·5	148·1	163·3	185·7
Relative weight of Employment by Provinces and Economic Areas as at Aug. 1, 1944.	100·0	7·6	·2	4·5	2·9	31·4	40·6	11·1	5·1	2·2	3·8	9·3

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Aug. 1 1944	July 1 1944	Aug. 1 1943	Aug. 1 1939
Manufacturing	**63·2**	**225·0**	**225·8**	**227·7**	**112·8**
Animal Products—edible	2·6	239·1	235·3	196·1	162·0
Fur and products	·2	123·6	126·8	124·7	106·8
Leather and products	1·5	136·4	137·5	138·2	114·0
Boots and shoes	·9	126·3	126·3	125·2	116·7
Lumber and products	3·8	131·3	128·0	125·8	93·8
Rough and dressed lumber	2·1	110·0	107·4	106·1	89·6
Furniture	·6	129·3	129·6	107·6	81·5
Other lumber products	1·1	213·2	203·4	217·1	117·4
Musical instruments	·04	28·4	30·1	51·8	57·2
Plant products—edible	3·0	170·1	163·1	153·7	126·6
Pulp and paper products	4·7	138·9	137·2	135·2	110·5
Pulp and paper	2·1	128·0	125·2	126·7	100·7
Paper products	·9	206·7	208·6	200·4	129·8
Printing and publishing	1·7	130·3	128·9	124·0	116·5
Rubber products	1·1	163·6	164·2	124·8	107·6
Textile products	7·1	153·2	156·5	156·6	115·8
Thread, yarn and cloth	2·6	157·3	156·6	158·4	125·7
Cotton yarn and cloth	1·2	110·5	110·7	115·3	98·0
Woollen yarn and cloth	·7	167·9	167·5	171·8	132·8
Artificial silk and silk goods	·6	602·4	591·1	553·7	400·5
Hosiery and knit goods	1·2	143·2	146·6	142·3	121·2
Garments and personal furnishings	2·5	150·4	157·8	157·3	106·3
Other textile products	·8	165·1	167·4	170·9	106·2
Tobacco	·5	123·4	123·6	119·5	98·0
Beverages	·8	258·8	246·7	230·3	181·5
Chemicals and allied products	4·2	608·6	607·9	636·3	159·0
Clay, glass and stone products	·9	136·9	139·0	134·1	99·9
Electric light and power	1·0	149·2	145·7	148·5	138·6
Electrical apparatus	2·6	332·8	332·1	310·2	130·8
Irons and steel products	23·9	326·8	331·6	346·0	92·1
Crude, rolled and forged products	1·8	250·1	252·7	267·3	124·4
Machinery (other than vehicles)	1·3	222·9	223·0	243·9	111·6
Agricultural implements	·6	128·8	126·9	136·0	51·5
Land vehicles and aircraft	10·3	302·1	303·0	288·3	80·3
Automobiles and parts	2·4	294·7	292·9	306·6	94·7
Steel shipbuilding and repairing	3·6	1,537·1	1,643·0	1,667·8	64·7
Heating appliances	·3	168·0	167·2	169·8	131·2
Iron and steel fabrication (n.e.s.)	1·2	325·4	328·4	316·6	110·7
Foundry and machine shop products	·5	230·7	232·9	261·4	104·9
Other iron and steel products	4·3	374·3	377·9	431·7	103·0
Non-ferrous metal products	3·3	435·7	446·1	493·9	156·9
Non-metallic mineral products	·9	221·2	220·6	214·9	162·3
Miscellaneous	1·1	373·6	376·3	364·2	146·7
Logging	**2·5**	**255·6**	**175·4**	**136·1**	**73·5**
Mining	**3·9**	**155·1**	**153·1**	**159·1**	**165·6**
Coal	1·4	96·0	95·9	92·9	83·5
Metallic ores	1·8	268·6	269·9	300·8	352·9
Non-metallic minerals (except coal)	·7	181·3	165·4	166·1	152·1
Communications	**1·6**	**112·9**	**110·0**	**107·1**	**87·5**
Telegraphs	·4	133·0	131·3	137·3	101·1
Telephones	1·2	107·4	104·2	98·9	83·7
Transportation	**8·5**	**125·2**	**124·4**	**119·7**	**87·5**
Street railway and cartage	2·5	188·7	186·8	171·0	127·8
Steam railways	4·6	107·7	106·7	105·4	74·9
Shipping and stevedoring	1·4	117·3	119·2	114·9	91·5
Construction and Maintenance	**8·4**	**124·5**	**110·8**	**144·3**	**146·3**
Building	2·2	94·3	90·7	159·5	76·1
Highway	3·9	185·6	151·3	179·8	297·1
Railway	2·3	98·9	93·9	96·2	76·4
Services	**2·6**	**207·9**	**207·7**	**196·2**	**149·8**
Hotels and restaurants	1·7	209·9	206·6	192·9	150·5
Personal (chiefly laundries)	·9	204·5	209·6	202·0	148·7
Trade	**9·3**	**161·7**	**161·2**	**151·8**	**135·5**
Retail	6·9	167·4	167·5	157·9	140·3
Wholesale	2·4	147·3	145·3	136·2	122·8
Eight Leading Industries	**100·0**	**184·6**	**183·5**	**185·9**	**117·5**
Finance	.....	**126·1**	**125·7**	**124·8**	**109·8**
Banks and Trust Companies	.....	130·3	130·0	130·2	104·1
Brokerage and Stock Market operations	.....	146·1	139·8	120·4	209·9
Insurance	.....	119·4	119·1	117·8	113·2
Nine Leading Industries	.....	181·7	180·7	183·0	117·2

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

had advanced by 66·8 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

Employment and payrolls in the production of durable goods in the period of observation have shown especially marked growth, there being an increase of 51 per cent in the index of employment, and of 90·6 per cent in the salaries and wages distributed by the co-operating employers from June 1, 1941, to August 1, 1944. In the non-durable goods industries, the index number of employment at the date under review was higher by 18·7 per cent than at June 1, 1941, since when there has been an increase of 42·4 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Report on Employment Conditions for September, 1944

THE following summary of employment conditions for the month of September has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selective Service offices across Canada.

Maritime Region

Agriculture—Grain harvesting in the maritime provinces is almost over, except on Prince Edward Island, where heavy rains have retarded operations. Farm workers are still in demand on "The Island", where Charlottetown and Summerside both report that a considerable quantity of grain remains to be harvested, and early potatoes are ready for digging. The Charlottetown area is profiting by the arrival of an additional 73 soldiers, and Summerside reports that 125 members of the Armed Forces on farm duty are being placed through the Provincial Farm Labour Board.

The Kentville office reports that harvesting in that area is in full swing, and the peak need for apple pickers is expected by the beginning of October. Campbellton, anticipating no shortage of potato pickers, has transferred out some 20 workers to alleviate the situation in other parts of the region. Fredericton as yet has very few orders on file for this harvest, and a canvass of the larger growers is being made to ascertain what their needs will be.

Logging—Plans are now being completed for the necessary winter supply of bushworkers, and operations will be in full swing in a few weeks' time. The Truro office has one order on hand for 50 loggers, and operators in the Liverpool area are hoping to obtain some returned soldiers. Saint John reports a consistent demand for first class loggers, with very few suitable men available. Some operators in the Minto neighbourhood have already placed crews in the woods, on yarding work, and it is indicated that there will be a 30 per cent increase in logging activity in the area over last year, due largely to the necessity of salvaging timber from lands destroyed by fire during the past summer.

Coal Mining—The maritime coal mines continue on a full-time production schedule, and the shortage of skilled miners also persists. Present vacancies in the New Glasgow area total 95 miners and 35 workers, while farther north, production in the vicinity of Minto has been considerably increased as a result of the use of more stripping machines. The new shafts to replace those destroyed by fire in August are almost completed and a good season is anticipated.

Manufacturing—Textiles, candy and shoe factories and kindred industries throughout the region continue to call for additional workers and potato dehydration and fertilizer plants, pulp mills and sawmills are similarly exigent. For the most part, however, the story of manufacturing plants is one of lessening labour requirements.

One shipyard at Bridgewater is approaching the completion of its current contract and another is already laying off some of its workers. The Pictou shipyards are also curtailing operations, as are a number of other war industries in the New Glasgow area.

Construction—Construction labour is still scarce throughout the region. Orders for all types of building labour for the Debert Camp are still unfilled. Saint John is still in the market for good carpenters, painters and general building tradesmen, and Fredericton is continuingly short of labourers.

Transportation—No alleviation of the manpower shortage in the transportation industry is apparent, and everywhere in the maritime provinces the railways are in need of maintenance gang workers.

Quebec Region

Agriculture—As the harvest draws to a close, there is an ever-increasing tendency on the part of farm workers to leave the land for off-season employment, bush work for the most part, but railway maintenance labour also. Fine weather has resulted in a bountiful harvest throughout the region. There has been a good response from every section to the call for western harvest help, and altogether some 900 men left Quebec for the prairie provinces.

Logging—Many logging operators are still carrying out improvements on rivers, roads, camps, etc., preparatory to the heavy cutting program planned for the winter months. On the lower Saint Lawrence sawmill operations have been completed at Matane, and part of the 350 men released have reverted already to bush operations in the vicinity, while some are enjoying a well-earned holiday and still others have left for northern logging camps. All the contractors in the area are calling for men, and their representatives are already on the lookout for labour. The Chicoutimi office reports that in addition to some 1,300 presently engaged in the bush, another 1,550 are required to fill winter pulp-cutting requirements. Roberval, too, anticipates difficulty in filling the local logging manpower demands, with one operator alone asking for some 1,200 to 1,500 workers.

Mining—No appreciable change is recorded in the consistently undermanned position of the region's mines. The general shortage in the gold mines persists, and more than 150 are required to fill the quota of the district under the temporary "B" rating.

Manufacturing—A downward trend in production is evident in Quebec's manufacturing establishments, insofar as war plants are concerned. The Montreal office reports that while it is as difficult as ever to meet the demands for heavy labour for foundries, flour warehouses, etc., light and medium labour becomes more plentiful daily. All aircraft plants in the area are reducing staff and openings for male employment are chiefly for unskilled workmen, with only skilled mechanics now seriously short of the demand.

Lay-offs are proceeding at the Fairchild and Noorduyn aircraft plants. The Fairchild Company has notified the Montreal office of a lay-off of 1,300 women employees. While openings are plentiful for female labour in shell filling and textile plants, tobacco factories, laundries and hospitals, it is reported that a large number of those laid off are taking a vacation before going to other employment.

In Quebec City skilled men and women for the shoe factories are hard to find, and the garment industry requires tailors, pressers and labourers. With shipbuilding contracts approaching completion, no new employees are being engaged by the local shipyards.

At Three Rivers an annex to the local steel works is now completed and some 250 to 300 workers have been engaged. More machinists are needed and a corresponding number of labourers will be taken on as the work progresses. The Levis local office reports 155 new vacancies during the past fortnight, mostly for skilled workers, and these are being filled by men released from the local shipyards.

Garment factories and kindred industries throughout the region continue to call for labour and these are benefitting to some extent from the labour freed by decreasing war production.

Construction—The construction industry is still active in all parts of the province, and this activity will continue until late in the fall. The lack of bricklayers is delaying military hospital building in Montreal, and all carpenters in that area are being utilized for most essential high priority construction, with the result that none are available for private housing and repairs.

Transportation—The manpower needs of the transportation industry remain unsatisfied in the province, and little relief is anticipated until the agricultural season ends. Some 250 maintenance workers are required by the Canadian National Railway in the vicinity of Levis, and another 200 track gang labourers and freight men for the Canadian Pacific Railway in the Megantic area. Some 30 or 40 men are needed to man the grain boats at Three Rivers, and there is also a scarcity of workers for the boats in the vicinity of

Matane. All these requirements have been placed in clearance, as they cannot be met locally.

Ontario Region

Agriculture.—Except for the year-round demand for dairy workers, the farm labour requirements of the region have steadily decreased during the past month. Some 5,200 volunteers from Ontario went West to assist in the harvest there. While not many farmers have as yet left home to enter other essential industry, permits are being issued for their employment in factories and on railway maintenance gangs, and many will shortly be going to the lumber camps for the winter months.

Local offices in general were successful in meeting the demand for helpers for the peach and tomato harvest, except in the St. Catharines district, where the reopening of the secondary schools created a temporarily serious situation. Some loss of crop was unavoidable, but local citizens worked day and night to make up for the loss of the services of the girls of the Farm Service Force camps. The need of Trenton orchardists for 120 apple pickers and packers was met by pressing every available part-time worker into service.

Inclement weather delayed the tobacco harvesting in western Ontario, and 2,700 acres were totally destroyed and another 2,300 acres damaged by hail in the Simcoe area. The greater part of the crop has now been picked, although St. Thomas is still short of workers. Hawkesbury is calling for potato pickers, and students are helping out after school and at the weekends.

Canning.—Throughout the province, canneries worked to full capacity during the earlier part of September, although handicapped by the loss from their staffs of hundreds of students. While the peak of operations has been passed, the industry continues to make fairly heavy demands on the province's labour force. The rapid ripening of an exceptionally large crop of peaches in the St. Catharines neighbourhood was responsible for a shortage of 500 women throughout Lincoln County canning establishments, and a similar maturing of tomatoes has renewed the need for peelers in Essex County. Collingwood has called for additional aid in tomato processing and Brantford requires another 60 women for peach, pear and tomato canning.

Logging.—Orders for loggers are pouring into every local office in the lumbering areas, but few bushworkers are available as yet. Pembroke, with orders on hand for 600 men, reports that placements are slow, and in the Kirkland Lake area 300 bushworkers are needed. The lack of woods labour in the camps near Timmins, North Bay and Sault Ste. Marie has not been alleviated, and Peterborough, too, is far short of the necessary manpower.

Kapuskasing reports that a general movement of men from Quebec during the past month has lightened logging labour problems. Men are also coming into the district from "The Sault" and Port Arthur. An order has been received from a Spruce Falls Company for 150 dam builders and river cleaners. The lack of such workers now would handicap operations next spring. A shortage of bilingual tallymen is most pressing, and the Kapuskasing office is trying to fill this through clearance.

Mining.—The manpower situation in the mines shows little improvement. Timmins reports a continuing shortage for all mines in the district, and Kirkland Lake is still calling for first-class miners. North Bay continues to transfer men to International Nickel, but is itself short of workers for the local mica operations.

Manufacturing.—Skilled and unskilled workers are in constant demand in the manufacturing plants all over the province, but there is no prospect of filling these orders for some time to come. Toronto alone reports overall vacancies of 11,116 males, of whom 7,355 are in the "A", "AE" and "B" categories, and other manufacturing centres are correspondingly handicapped. Packing houses, ironworks and textile mills are the most needy industries, and all alike are looking for partial relief when farmers return to the factories for the winter months.

At Midland, skilled workmen of all sorts are required for the steel shipbuilding trade, but these are not available locally.

Calls for women workers are mounting along with those for men. The Welland local office reports that it is unable to meet the requirements of a textile factory and the British Supply Board. One Welland Company is filling its needs by the employment of 100 Midland housewives, on a 24-hour week basis. Other local industries are also adopting this policy, with good results.

In Hamilton, the increase in the net labour demand is largely due to the exodus of students from the city's factories. One large glass manufacturing plant is losing one-third of its staff in this way, and in consequence is closing down two furnaces. However, to balance the rise in vacancies, the Hamilton office states that the number of women seeking

employment is on the increase. About 300 are still required for shell production work, but until 200 male labourers can be obtained for machine work, women cannot be hired for inspection.

Construction.—The keen demand for building tradesmen and labourers continues, and in most cases any satisfactory number is unobtainable. Little change in the outlook throughout the region is noticeable during the past month, and construction in general is being slowed down by the lack of adequate workers. Special efforts are being made to find the labour necessary for the erection of military hospitals, and this endeavour is meeting with a fair measure of success.

Transportation.—Men for the transportation industry are still scarce and freight handlers and extra gang labourers present the most pressing need.

Prairie Region

Agriculture—In spite of the rain which delayed agricultural work in the western provinces, the threshing is almost 75 per cent completed in most southern portions of the territory, and will be finished entirely in another week or ten days if the weather is fine. The movement of eastern harvesters from southern to northern prairie areas has relieved what earlier threatened to be a serious shortage of workers. Medicine Hat reports that approximately 200 farmers from that area were sent to help with the harvest in Saskatchewan, and orders now on file are for short-time jobs on the root crops and late haying operations. In the vicinity of Edmonton, too, the situation is fairly well in hand, although temporary shortages may yet occur in some districts.

Throughout the region there has been a concerted effort to render assistance to the hardpressed farmers during the harvesting activities. Some 63 natives of Fort Frances, and 100 from The Pas, were despatched to the harvest fields, and Medicine Hat, with local needs handled by prisoners of war in the irrigated districts, sent between 100 and 150 to other sections. Farmers in the vicinity of Yorkton received aid from the local airport. Prince Albert, which experienced the most pressing need, reported that carloads of townspeople were going out from the city every afternoon to stook grain on the surrounding farms. City workers and students also lent a helping hand in the Regina neighbourhood, and eastern harvesters and Air Force personnel solved Estevan's manpower problem.

Logging—As yet, few orders for logging labour have been placed, and few, if any, applicants for such work are available. Concern is felt in the Kenora area over this scarcity, and farther north the orders of Fort Frances contractors for some 350 bushworkers of all types have been placed in clearance. One operator is preparing to fly men into the territory within several weeks.

Mining—There is little change in the manpower situation of the region's coal mines. The shortage of miners and the consequent scarcity of fuel in the mining areas is causing concern to the managers of these operating properties: in general, the placing of coal mining orders is being delayed until the close of the agricultural season. The Lethbridge office reports a large number of unfilled orders: an effort is being made to bring about the return of ex-miners, but these will not be sufficient to fill the vacancies. Edson operations are short 150, and Edmonton, with all its local mines running full time, can use all the certificated miners procurable, as well as trucks and drivers for delivery.

The already undermanned base metal mines have suffered considerably through the exodus of students and school teachers engaged during the summer months, and there is a general need of surface and underground workers throughout the mining areas.

The gold mining companies in the Port Arthur district are again appealing for underground workers. To maintain production and increase development, a minimum of 259 underground workers is needed for the group of mines in this area.

Manufacturing—No relief from labour shortages in the manufacturing industry can be expected until after the harvest season is over. The region's steel mills in particular are feeling the shortage, as many of their workers are recruited from among the prairie farmers, but the number of orders for heavy labour in all lines of manufacture exceeds the supply. Many of the packing plants have been unable to take care of increased orders because of the lack of men, which prevents them from absorbing any more women workers into their organizations. Winnipeg packing houses are especially exigent, and Calgary and Edmonton plants are also suffering. Calgary reports that 600 students will leave essential industries within the next week.

The completion of several vessels in the Port Arthur shipyards is being hastened as the close of navigation approaches and orders for some 38 craftsmen have been placed in clearance. The local aircraft plant has a large

number of women employees, as well as a considerable group of handicapped persons. The majority of male placements in the aircraft shop are men unable to assume heavier duties.

Some manufacturing establishments in the region are benefitting by the occasional lay-offs taking place. So far about 250 employees (half of them men) have been released in a lay-off in progress at the M. and C. Aviation plant in Prince Albert, and the men affected have been readily placed. About 70 workers have also been laid off by the Mid-West Aircraft factory in Winnipeg, and these are being absorbed elsewhere.

Construction.—One of the chief requirements of the construction industry at present is for expert workers capable of hard labour. Carpenters are in demand and some of those being laid off by aircraft plants are being absorbed, particularly for military hospital construction. Bricklayers are still needed for high priority projects, and with the advance of this work, orders for plasterers are being placed.

Transportation.—As winter approaches, transportation's labour demands include an increased need for truck drivers for the fuel companies, but the supply of suitable applicants for this work is limited. No alleviation of the shortage of railway maintenance labour is noticeable as yet, but it is hoped that the conclusion of the harvest will improve the situation. The higher priority ("A-E") granted on September 14 should also help matters. Some of the work must be done before the freeze-up. The Pas is urgent in its call for workers for both Canadian National and Hudson Bay railways, Regina has orders for another 100, and the Edmonton office states that an additional 300 bridge, building and section men could be utilized, but few of this number are available.

Grain Elevators—The grain elevators, also with an "A-E" priority rating, are in better labour position than earlier in the season. The congestion in the Port Arthur railway yards has been relieved during the past week, and little grain is arriving at the Lakehead for the time being. At present, another 69 shovellers would fill existing vacancies.

Pacific Region

Agriculture.—Throughout British Columbia the general agricultural labour situation is satisfactory. Fruit picking is proceeding with a sufficient number of pickers provided by the Emergency Farm Labour Service to handle the exceptionally heavy crops. In the fruit belt surrounding Kelowna some 3,000 people have been engaged in hop picking, and hundreds of others in the gathering of fruit and beans. Kelowna is still calling for 60 workers, and Prince George, with its harvest well on the way to completion, is sending female labour to the Okanagan.

The demand for dairy and general farm helpers continues in many parts of the province, and from the Victoria office comes the report that quite a number of auction sales are listed for the coming month by farmers wishing to dispose of their dairy herds on account of the lack of labour.

Logging.—The dearth of skilled and heavy labour is still a serious drawback to the logging industry. All districts have many unfilled orders for every type of bushworker, and are unanimous in stating that there are few men available for these vacancies. Kamloops and Prince George are especially exigent in their demands, and Vancouver reports that the lack of chokermen and riggers in particular is curtailing the placing of loggers of lesser skill.

On Vancouver Island rains have eased the fire hazard, and most firms are now operating to full capacity, with no men available to fill their demands for semi-skilled and heavy labour.

Sawmills.—The low production prevailing in the lumber camps is reflected in the output of the region's sawmills, which have also been forced to slacken their operations. New Westminster, as the foremost milling centre of the province, is the greatest sufferer: the temporary relief afforded by student labour has now been cut off and the mills are in serious difficulty owing to the lack of labourers and skilled workmen alike. The lack of adequate labour is hampering operations in all other sawmills and box factories throughout the region, in corresponding degree.

Mining.—While miners and underground workers are needed everywhere in the coal mines of British Columbia, the situation is not as serious as on the prairies. In general, surface work has been reduced owing to the lack of underground labour. The Crow's Nest Pass operations are affected by these conditions, and the mines in the Telkwa field of the Prince Rupert area are unable to take on more surface workers until reinforcements of miners and underground labour can be obtained. The local office at Courtenay reports 100 unfilled vacancies, for which no referrals are being made from outside the district. In the Princeton area the coal mines have lessened their demands for the time being.

British Columbia's base metal mines have had little success in reducing their labour needs. One mine at Kimberley is calling for at least 170 underground men, and many employed on back filling operations will be moved underground when winter comes. Nelson

projects are short of muckers, as well as experienced miners and timbermen. Princeton operations are still short of workers, and as a result only 99 men are at present employed underground.

Smelting operations at Prince George are completely shut down, and the staff have all gone to Kimberley and Trail. Other local mines have many unfilled vacancies and orders are also on hand for one operation at Burns Lake.

Manufacturing.—There has been no major development to change the labour picture in the manufacturing field. Packing houses and canneries are well supplied with workers, and the aircraft factory at Chilliwack is operating efficiently with two full crews.

Riveters, passers and markers are in demand at the Prince Rupert shipyard, and few carpenters are available to fill the needs of the wooden shipbuilding operations at Nanaimo. The Victoria shipbuilding yards, too, are calling for helpers, and no riveters are obtainable to complete the crews. In some of the Victoria shipyards, the completion of contracts on certain types of ships has necessitated the release of a number of men and women, mostly helpers and improvers. Practically all those who have been released will be absorbed by other industries in the area.

Construction.—The construction industry throughout the province is being maintained at a steady level, with demand and supply for the most part well balanced and few large contracts under way. All offices are watching their labour supply carefully and providing workers for high priority jobs before making any attempt to utilize available men on private or low priority construction. Prince George is the only part of the region which records any pressing need for construction labourers at the present time.

Transportation.—Transportation continues to make heavy demands on the British Columbia labour force. The call for railway track maintenance labourers has been swelled by an order from Whitehorse for 50 men to replace U.S. Army personnel. Boats are operating to schedule but with reduced crews since students returned to school or university, and some of the bus companies have met their manpower deficiency by the employment of female drivers.

Applications for Employment; Vacancies, and Placements; August, 1944.

DURING the five-week period July 28, to August 31, 1944, reports received from Employment and Selective Service Offices of the Unemployment Insurance Commission showed a decrease of 13 per cent in the average daily placements effected when compared with the period June 30, to July 27, 1944, and a loss of 15·9 per cent in comparison with the five weeks July 30, to September 2, 1943. Under the first comparison, except for a substantial increase in agriculture, all industrial groups registered declines, the greatest being in manufacturing and services. In comparison with the five-week period ending September 2, 1943, apart from an appreciable gain in agriculture and a minor expansion in forestry and logging, all industrial divisions registered losses, the most outstanding being in manufacturing though a fairly large reduction was noted in construction.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curve of vacancies in relation to applications took a decidedly upward course while the curve of placements in relation to applications showed a moderate decline. The ratio of vacancies to each 100 applications was 117·3 during the five weeks ending August 31, in contrast with 107·1 during the previous four weeks and 126·2 during the five-week period July 30, to September 2, last year. The ratio of placements to each 100 applications, during the period under review, was 70·3 compared with 72·8 during the four weeks June 30, to July 27, 1944, and 73·4 during the five-week period a year ago.

The average number of vacancies reported daily by employers to the Employment Offices throughout Canada during the five weeks July 28, to August 31, 1944, was 8,838 in comparison with 8,984 in the preceding four weeks and 10,841 during the five weeks July 30, to September 2, 1943. The average number of applications for employment received daily during the period under review was 7,534 compared with 8,385 in the previous period and 8,588 during the five weeks ending September 2, a year ago. The average number of placements made daily by the offices during

the five weeks ending August 31, 1944, was 5,304 of which 5,174 were in regular employment and 130 in work of one week's duration or less, in comparison with a daily average of 6,109 during the previous four weeks. Placements during the five-week period ending September 2, 1943, averaged 6,307 daily, consisting of 6,174 in regular employment and 133 in casual work.

During the five weeks July 28, to August 31, 1944, the offices referred 217,137 persons to vacancies and effected a total of 159,117 placements. Of these, the placements in regular employment were 155,212 of which 96,240 were of males and 58,972 of females, while placements in casual work totalled 3,905. The number of vacancies reported by employers was 168,115 for males and 97,031 for females, a total of 265,146, while applications for work numbered 226,032, of which 138,257 were from males and 87,775 from females. Reports for the four weeks June 30, to July 27, 1944, showed 206,635 positions available, 192,847 applications made and 140,507 placements effected, while in the five weeks July 30, to September 2, 1943, there were recorded 325,233 vacancies, 257,661 applicatons for work and 189,214 placements in regular and casual employment.

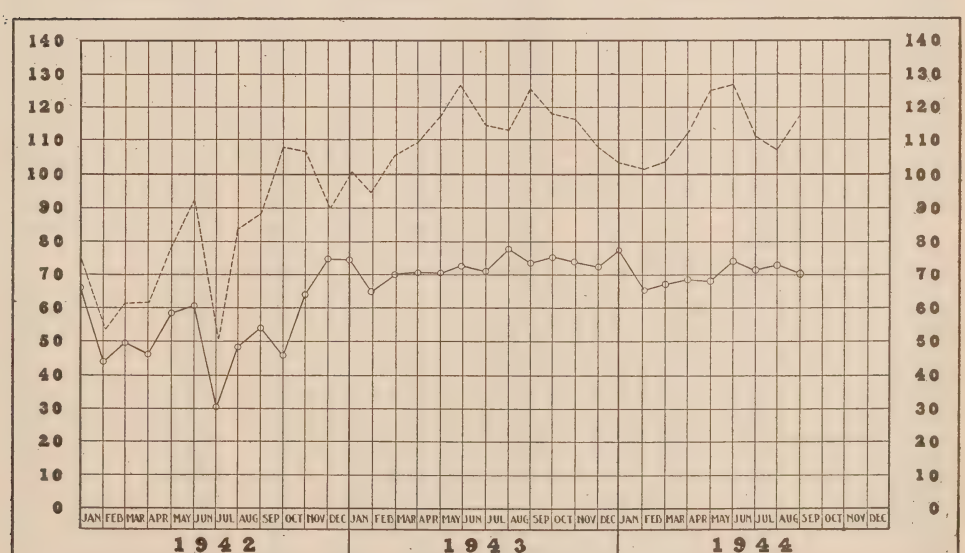
The following table gives placements effected by the offices, each year, from January, 1934 to date:—

Year	Placements Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (35 weeks).	1,123,149	31,913	1,155,062

Nova Scotia and Prince Edward Island

Employment opportunities, as indicated by orders received at Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the five weeks ending August 31, 1944, showed a daily average of 280, in comparison with 319 in the preceding period, and 424 during the five weeks ending September 2, last year. The average number of placements registered daily was 196 during the period under review, in contrast with 254 in the previous four weeks and 253 during the period ending September 2, 1943. A fairly large decrease in manufacturing and moderate losses in construction and mining accounted for the reduction in placements when compared with the five weeks ending September 2, last year. Of the changes in all other groups, a moderate gain in agriculture was the most important. Industrial divisions in which

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS JULY 28 TO AUGUST 31, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**723**	**208**	**912**	**873**	**668**	**2**	**160**
Charlottetown	484	154	647	644	443	2	137
Summerside	239	54	265	229	225	.....	23
Nova Scotia	**7,691**	**6,877**	**7,816**	**7,528**	**5,135**	**63**	**1,820**
Amherst	157	98	195	174	121	.....	37
Bridgewater	214	215	130	128	176	.....	24
Dartmouth	245	160	227	229	216	.....	36
Digby	177	175	213	202	196	.....	57
Glace Bay	124	166	291	221	169	.....	63
Halifax	2,566	3,346	3,252	3,139	1,724	1	690
Inverness	26	6	35	24	20	.....	7
Kentville	1,151	1,058	213	121	112	2	121
Liverpool	123	128	148	144	114	.....	31
New Glasgow	873	365	926	990	723	31	204
New Waterford	230	197	38	39	38	.....	9
Pictou	230	52	230	212	187	.....	23
Springhill	39	150	57	48	41	2	12
Sydney	864	364	1,028	1,045	668	21	341
Sydney Mines	149	44	221	171	138	6	38
Truro	335	144	369	413	288	.....	68
Yarmouth	188	209	243	228	204	.....	59
New Brunswick	**7,108**	**5,640**	**6,676**	**6,171**	**4,458**	**51**	**1,929**
Bathurst	66	197	255	198	147	.....	45
Campbellton	767	501	445	358	248	12	270
Edmundston	463	877	210	195	187	.....	72
Fredericton	378	226	422	411	312	.....	83
Minto	260	110	555	313	287	.....	274
Moncton	1,719	1,828	1,663	1,689	1,130	38	628
Newcastle	81	116	196	175	130	.....	44
Saint John	2,812	1,239	2,489	2,509	1,750	.....	414
St. Stephen	137	213	171	137	101	.....	35
Sussex	111	65	147	109	90	1	46
Woodstock	314	268	123	77	76	.....	18
Quebec	**73,597**	**61,450**	**61,122**	**58,057**	**41,202**	**123**	**20,712**
Acton Vale	77	66	93	92	84	.....	31
Asbestos	153	69	167	144	120	.....	49
Baie St. Paul	201	366	177	117	99	.....	39
Beauharnois	233	149	376	306	273	.....	45
Buckingham	271	50	401	284	267	1	106
Campbell's Bay	333	319	83	73	77	.....	116
Causapscal	958	843	541	522	486	.....	147
Chandler	666	779	715	677	526	.....	193
Chicoutimi	1,180	809	1,343	1,058	770	.....	374
Coaticook	232	75	164	178	133	.....	10
Cowansville	225	92	152	139	139	.....	14
Dolbeau	229	87	219	184	183	.....	49
Drummondville	746	285	769	737	590	.....	292
East Angus	93	16	116	112	84	.....	17
Farnham	135	111	143	135	129	.....	28
Granby	396	319	454	287	211	.....	117
Hull	787	665	949	580	474	40	293
Joliette	348	174	643	551	213	1	44
Jonquière	765	209	927	848	544	.....	206
Lachine	1,199	1,063	757	733	566	1	175
Lachute	386	228	591	556	343	.....	91
La Malbaie	72	41	101	63	63	.....	36
La Tuque	495	179	271	290	248	3	32
Lévis	1,345	648	1,218	865	783	.....	217
Longueuil	443	441	443	369	329	.....	118
Louiseville	172	79	220	144	116	.....	59
Magog	219	40	335	397	209	1	106
Matane	1,279	1,604	1,018	898	886	.....	143
Megantic	360	123	401	328	309	.....	33
Mont Laurier	250	185	236	236	171	.....	27
Montmagny	170	61	303	199	174	.....	46
Montmorency	181	28	291	356	190	.....	62
Montreal	36,142	33,684	24,671	26,902	17,089	50	10,936
Nicolet	46	27	38	31	19	.....	17
Plessisville	121	57	196	227	104	.....	36
Pointe aux Trembles	546	402	370	408	347	.....	60
Port Alfred	256	120	294	287	210	.....	78
Québec	5,046	6,214	4,660	3,760	2,573	.....	2,879
Richmond	86	99	129	77	77	.....	18
Rimouski	780	457	671	867	614	.....	36
Rivière du Loup	597	611	272	225	203	.....	74
Roberval	162	92	174	162	136	.....	72
Rouyn	1,098	1,165	1,136	1,327	856	.....	178

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
JULY 28 TO AUGUST 31, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Agathe	599	341	431	387	334	.....	39
Ste. Anne de Bellevue	195	61	209	191	197	.....	14
Ste. Thérèse	1,817	1,342	643	642	613	.....	177
St. Hyacinthe	575	552	509	404	354	3	114
St. Jean	553	495	649	713	491	.....	26
St. Jerome	581	481	502	450	399	.....	94
St. Joseph d'Alma	222	175	295	234	213	.....	99
St. Paul l'Ermite	737	183	595	552	634	.....	111
Shawinigan Falls	1,225	158	1,460	1,297	1,131	.....	386
Sherbrooke	1,369	551	1,430	1,485	1,019	23	309
Sorel	509	136	848	476	400	.....	70
Thetford Mines	393	261	993	572	422	.....	211
Three Rivers	1,222	442	2,185	1,317	1,120	.....	554
Val d'Or	752	433	466	426	345	.....	109
Valleyfield	547	513	625	258	172	.....	136
Verdun	2,342	1,927	1,560	1,537	1,002	.....	466
Victoriaville	480	268	494	385	339	.....	98
Ontario	**114,886**	**81,470**	**88,322**	**89,967**	**66,526**	**1,075**	**16,527**
Arnprior	199	67	306	289	162	.....	27
Barrie	290	213	406	297	212	.....	100
Belleville	1,032	599	807	787	635	.....	165
Bracebridge	321	142	407	311	432	.....	42
Brampton	261	662	268	263	173	.....	56
Brantford	1,641	1,601	1,273	1,215	1,066	8	156
Brockville	352	174	543	375	241	.....	150
Carleton Place	86	100	160	84	75	.....	9
Chatham	647	373	665	697	480	8	202
Cobourg	175	49	277	182	157	.....	23
Collingwood	149	214	222	184	171	.....	21
Cornwall	895	132	1,570	1,653	757	15	182
Dunnville	280	148	123	83	66	.....	23
Fergus	86	81	171	104	60	.....	48
Fort Erie	266	243	218	134	121	.....	25
Fort Francis	177	399	421	246	136	.....	114
Fort William	2,524	3,779	1,050	1,154	1,216	.....	211
Galt	659	862	593	561	421	6	84
Gananoque	87	38	92	83	73	.....	12
Goderich	200	119	206	207	183	.....	36
Guelph	1,058	536	751	587	440	.....	134
Hamilton	5,890	6,478	5,467	5,882	3,667	86	862
Hawkesbury	95	51	351	258	94	.....	35
Ingersoll	54	143	165	147	85	.....	22
Kapuskasing	2,226	1,642	702	702	724	1	29
Kenora	176	431	145	163	149	.....	42
Kingston	917	720	1,113	1,236	733	.....	238
Kirkland Lake	767	628	1,050	825	613	16	196
Kitchener-Waterloo	1,489	1,376	1,159	1,211	1,067	.....	133
Leamington	727	265	606	611	561	.....	55
Lindsay	161	55	235	197	184	.....	14
Listowel	151	86	166	166	114	.....	30
London	2,915	1,672	2,413	2,852	1,610	142	675
Midland	485	368	492	451	406	.....	124
Napanee	124	76	128	106	90	.....	10
Newmarket	156	153	186	136	117	.....	34
New Toronto	2,544	2,496	1,845	1,537	1,405	.....	195
Niagara Falls	856	482	798	865	567	4	202
North Bay	846	642	1,020	919	832	23	155
Orangeville	65	108	81	61	30	.....	18
Orillia	314	486	420	452	324	.....	89
Oshawa	1,637	1,211	1,422	1,271	1,051	13	600
Ottawa	5,500	2,575	5,432	5,667	3,720	21	506
Owen Sound	337	150	412	408	279	5	77
Paris	36	111	43	48	32	.....	8
Parry Sound	349	730	584	550	537	.....	46
Pembroke	577	448	403	350	272	.....	76
Perth	193	127	484	457	168	3	33
Peterborough	826	741	1,027	1,127	794	.....	244
Picton	819	299	540	493	554	4	26
Port Arthur	2,038	4,803	1,352	1,388	1,019	.....	228
Port Colborne	233	237	369	220	199	1	128
Port Hope	189	119	215	194	142	.....	41
Prescott	165	135	188	158	145	.....	26
Renfrew	167	125	198	243	148	2	75
St. Catharines	1,674	1,082	1,245	1,531	1,101	.....	364
St. Thomas	2,690	512	1,758	1,838	1,623	17	158
Sarnia	1,142	510	892	780	682	.....	229
Sault Ste. Marie	2,091	1,912	1,122	954	899	1	130
Simcoe	7,464	254	5,065	5,065	5,035	6	25
Smiths Falls	159	56	188	192	140	.....	37

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS JULY 28 TO AUGUST 31, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Stratford	601	324	662	612	280	165	99
Sturgeon Falls	57	75	96	96	42	.....	25
Sudbury	2,400	2,859	1,870	1,739	1,707	55	282
Tillsonburg	1,046	79	746	746	744	.....	16
Timmins	2,330	1,676	1,953	1,710	1,276	19	702
Toronto	34,348	21,497	21,236	24,394	15,384	289	5,850
Toronto Junction	4,036	2,468	2,515	2,670	1,777	.....	353
Trenton	410	276	399	441	367	.....	28
Walkerton	250	149	206	168	137	.....	34
Wallaceburg	110	181	284	225	160	.....	51
Welland	1,753	1,758	883	762	596	.....	84
Weston	1,799	1,999	746	694	1,392	.....	119
Windsor	4,069	2,380	3,953	3,862	2,679	136	797
Woodstock	1,048	723	763	641	796	29	52
Manitoba	**11,875**	**6,515**	**11,255**	**10,696**	**6,194**	**1,100**	**3,117**
Brandon	665	523	528	514	414	.....	150
Dauphin	316	301	361	273	192	.....	87
Flin Flon	200	428	129	157	111	9	16
Portage la Prairie	237	131	219	202	196	8	18
Selkirk	87	60	56	40	38	.....	11
The Pas	52	115	189	99	88	.....	34
Winnipeg	10,318	4,957	9,773	9,411	5,155	1,083	2,801
Saskatchewan	**7,308**	**4,494**	**7,960**	**7,223**	**4,422**	**364**	**1,745**
Estevan	608	407	341	223	200	.....	176
Moose Jaw	693	518	846	857	514	9	249
North Battleford	284	161	267	203	156	17	61
Prince Albert	635	544	634	638	443	10	163
Regina	2,381	1,441	2,623	2,928	1,411	246	525
Saskatoon	1,541	879	2,202	1,493	916	82	447
Swift Current	390	182	279	270	265	.....	14
Weyburn	471	86	453	425	413	.....	25
Yorkton	305	276	315	186	104	.....	85
Alberta	**11,580**	**6,647**	**12,051**	**10,987**	**7,422**	**449**	**2,801**
Blairmore	163	192	132	112	108	.....	15
Calgary	3,757	1,532	4,709	4,081	2,588	242	1,120
Drumheller	431	609	265	281	167	.....	56
Edmonton	5,799	3,028	5,640	5,167	3,485	192	1,298
Edson	254	255	45	45	90	.....	11
Lethbridge	512	525	561	667	422	15	160
Medicine Hat	376	271	424	410	312	.....	103
Red Deer	183	197	141	123	125	.....	22
Turner Valley	105	38	134	101	125	.....	16
British Columbia	**30,378**	**16,253**	**29,918**	**25,635**	**19,185**	**678**	**8,390**
Chilliwack	403	182	404	389	292	.....	105
Courtenay	296	325	255	224	229	.....	130
Cranbrook	253	352	220	220	222	1	34
Dawson Creek	341	125	234	224	232	.....	39
Duncan	496	303	348	344	317	12	39
Fernie	156	169	70	70	57	.....	31
Kamloops	734	605	579	498	497	.....	88
Kelowna	550	207	594	626	519	1	138
Nanaimo	390	104	513	410	307	.....	185
Nelson	428	401	553	437	320	.....	240
New Westminster	1,662	653	1,850	1,624	1,248	26	660
North Vancouver	304	155	405	251	149	.....	219
Penticton	587	237	465	548	444	.....	49
Port Alberni	414	152	262	264	253	.....	65
Prince George	620	316	676	621	600	11	41
Prince Rupert	570	342	325	263	227	.....	67
Princeton	115	86	99	96	117	9	11
Trail	413	399	476	349	240	23	190
Vancouver	18,275	9,115	18,657	15,446	10,593	533	5,370
Vernon	684	326	737	610	617	31	97
Victoria	2,231	1,319	2,002	1,890	1,407	31	554
Whitehorse	456	380	194	231	298	.....	38
Canada	**265,146**	**189,554**	**226,032**	**217,137**	**155,212**	**3,905**	**57,201**
Males	168,115	126,794	138,257	128,906	96,240	1,155	31,502
Females	97,031	62,760	87,775	88,231	58,972	2,750	25,699

the majority of placements were effected were: manufacturing 1,625; services 1,390; trade 989; construction 813; public utilities operation 617 and agriculture 211. There were 3,615 men and 2,188 women placed in regular employment.

New Brunswick

The demand for workers on a daily average as indicated by orders listed at Employment Offices in New Brunswick during the period under review, was 237 as compared with 214 in the previous four weeks and 270 during the period ending September 2, 1943. There was a daily average of 150 placements in comparison with 188 in the preceding period and 158 during the five weeks ending September 2, last year. When comparing placements by industrial groups with the period ending September 2, 1943, none of the changes was large, the most significant being moderate declines in public utilities operation and manufacturing and increases of small proportions in construction, services and trade. Placements by industrial divisions numbered: manufacturing 1,340; services 918; trade 649; construction 575; public utilities operation 503; forestry and logging 200, and mining 194. Regular placements numbered 2,841 of men and 1,617 of women.

Quebec

There was a decrease in the average number of positions available daily at Employment Offices in the Province of Quebec during the five weeks ending August 31, 1944, there being 2,453, in contrast with 2,577 in the preceding period and 3,208 during the five weeks ending September 2, last year. Placements, likewise, showed declines under both comparisons, the daily average being 1,378 during the period under review, 1,676 in the previous four weeks and 1,837 during the period ending September 2, 1943. The pronounced loss in placements from the five weeks ending September 2, 1943, was due to a marked decrease in manufacturing, with losses of more moderate proportions reported in construction, public utilities operation, services and mining. There was a moderate gain in forestry and logging. Industrial groups in which most of the placements were effected included: manufacturing 19,661; services 6,201; construction 4,875; public utilities operation 3,594; trade 3,188; forestry and logging 2,419, and mining 726. Placements in regular employment numbered 27,765 of men and 13,437 of women.

Ontario

Opportunities for employment at Employment Offices in Ontario during the period ending August 31, 1944, showed an increase when compared with the four weeks ending July 27, but a decrease in comparison with the period ending September 2, last year. The daily average being 3,830 during the five weeks under review, 3,603 in the preceding period and 4,324 during the five weeks ending September 2, 1943. Placements showed a daily average of 2,253 in contrast with 2,423 in the previous four weeks and 2,373 during the five weeks ending September 2, last year. When comparing placements by industrial divisions with the period ending September 2, 1943, a substantial increase in agriculture and a moderate gain in forestry and logging were largely offset by a loss in manufacturing. A fairly large decline in construction and moderate losses in public utilities operation, trade, mining, finance and insurance, and services were reported. Industries in which employment was found for more than 1,000 workers included: manufacturing 28,965; services 11,108; agriculture 8,582; trade 6,788; public utilities operation 5,043; construction 3,558, and forestry and logging 1,802. There were 40,233 men and 26,293 women placed in regular employment.

Manitoba

Orders received at Employment Offices in Manitoba during the five weeks under review, called for an average of 396 workers daily in comparison with 440 in the previous period and 479 during the five weeks ending September 2, last year. There was a daily average of 243 placements compared with 277 in the preceding four weeks and 345 during the period ending September 2, 1943. With the exception of a moderate gain in agriculture, all industrial divisions recorded decreases in placements from the five weeks ending September 2, last year, the greatest reduction being in manufacturing followed by smaller losses in public utilities operation, services, construction and trade. Placements by industrial groups included: manufacturing 1,942; services 1,918; trade 1,453; public utilities operation 747; agriculture 672 and construction 316. Regular placements numbered 2,979 of men and 3,215 of women.

Saskatchewan

Positions offered through Employment Offices in Saskatchewan during the period ending August 31, averaged 244 daily compared with 242 in the preceding four weeks and 336 during the period ending September 2, 1943. The average number of placements effected daily was 160 during the five weeks under review, in contrast with 170 in the previous period and 201 during the five weeks ending September 2, last year. All industrial groups showed declines in placements when compared with the period

ending September 2, 1943, the largest reductions being in agriculture, services, manufacturing, construction and public utilities operation. Placements by industries numbered: services 1,303; agriculture 1,086; trade 1,061; manufacturing 599; public utilities operation 410 and construction 222. There were 2,551 men and 1,871 women placed in regular employment.

Alberta

Orders listed at Employment Offices in Alberta during the five weeks ending August 31, called for a daily average of 386 workers, in comparison with 519 in the preceding period and 502 during the five weeks ending September 2, last year. Placements showed a daily average of 262 compared with 353 in the previous four weeks and 362 during the period ending September 2, 1943. Placements in construction were considerably fewer than during the five weeks ending September 2, last year, while more moderate losses were reported in manufacturing, public utilities operation, services, trade and mining. Placements by industrial divisions included: services 2,298; trade 1,312; manufacturing 1,308; construction 868; public utilities operation 826; mining 553 and agriculture 536. Regular placements numbered 4,324 of men and 3,098 of women.

British Columbia

During the period ending August 31, 1944, the daily average of positions offered through Employment Offices in British Columbia was 1,013, compared with 1,069 in the previous four weeks and 1,298 during the period ending September 2, 1943. Placements decreased under both comparisons, the daily average being 662 during the five weeks under review, in contrast with 768 in the preceding period and 778 during the five weeks ending September 2, last year. A large reduction in placements in manufacturing augmented by a smaller decrease in construction accounted for the decline from the period ending September 2, 1943. In addition, a moderate loss in mining and gains in services, forestry and logging, and trade were reported. Industrial groups in which the largest number of placements were effected included: manufacturing 5,848; services 4,443; trade 2,965; forestry and logging 2,368; public utilities operation 1,844; construction 1,596 and mining 364. Placements in regular employment numbered 11,932 of men and 7,253 of women.

Employment in Lode Gold Mines in Canada

There was a steady overall decline in employment in the lode gold mines of Canada throughout the greater portion of 1943, according to a report issued recently by the Mining, Metallurgical and Chemical Branch of the Dominion Bureau of Statistics. The highest total was reached in January when the recorded employment reached 21,310, and from then until November there was a progressive decline to a minimum of 16,042. A slight upturn occurred in December, which was continued until March, 1944, when the total reached was 17,266, the high point for the current year up to the end of August.

The comparative figures of the first eight months of 1943 and 1944, as given by the Dominion Bureau of Statistics, follow:

	1943	1944*
January	21,310	16,444
February	20,838	17,116
March	20,587	17,266
April	19,908	16,969
May	19,401	16,708
June	18,979	16,494
July	18,272	16,164
August	17,573	15,916

Of the three provinces of Quebec, Ontario and British Columbia, in which the major portion of Canadian lode gold mining is carried on, the decline was most marked in Ontario. Thus the figures for Ontario showed employment of 13,766 in January, 1943, which had fallen to 11,086 in January, 1944, or a drop of 2,680. For the month of August the corresponding figures were 11,828 and 10,720, a decrease of 1,108.

The companion figures for Quebec are: January, 1943, 5,268; and January, 1944, 4,071, or a difference of 1,197; August, 1943, 4,162 and August, 1944, 4,054, a decline of only 108.

In British Columbia the parallel figures were: January, 1943, 1,448 and January, 1944, 1,062, a drop of 386; August, 1943, 1,019 and August, 1944, 919, a difference of 100.

For the remaining gold producing districts and provinces the figures given are: January, 1943, 828; January, 1944, 225; August, 1943, 564 and August, 1944, 223. Employment in these mines has remained practically constant throughout the first eight months of 1944.

Employment in active but non-producing lode gold mines in Canada showed considerable fluctuation during the first six months of 1943. Thus, in January of that year recorded employment was 191, which increased to 417 in February and then declined progressively to 147 in May, a low for the year. From May, 1943, to January, 1944,* employment in these mines rose steadily to 880 in the latter month. The figures for February, 1944, were down to 513* and for August, they stood at 517.*

* Subject to revision.

Labour Law

Labour Legislation in Manitoba in 1944

THE Manitoba Legislature, which was in session from February 8 to April 6, 1944, enacted new statutes to establish a system of apprenticeship and to make the Dominion Wartime Labour Relations Regulations (P.C. 1003, February 17, 1944) applicable to employer-employee relations which are ordinarily within the exclusive jurisdiction of the Province. Laws relating to mothers' allowances and old age pensions were amended.

Collective Bargaining

The Manitoba Wartime Labour Relations Regulations Act applies the Dominion Wartime Labour Relations Regulations (P.C. 1003) to employers and employees whose relations with each other in matters covered by the regulations are ordinarily within the exclusive legislative jurisdiction of the Province, and to organizations of such employers and employees. The regulations require employers to bargain with organizations of employees and provide for compulsory arbitration of disputes arising out of a collective agreement and for conciliation machinery to settle disputes where there is no agreement (L.G., 1944, p. 135). The Act authorizes the Lieutenant-Governor in Council to declare any amendments to the Dominion Regulations to have the force of law in the Province. Thus these changes will apply also to those employers and employees and their respective organizations whose relations in such matters are within provincial jurisdiction. Any person given any power or charged with any duty under the Dominion Regulations may exercise such power and perform such duty with reference to the employers and employees and their organizations mentioned above.

The Minister of Labour for Manitoba, or any other member of the Executive Council designated by the Lieutenant-Governor in Council, may enter into an agreement with the Dominion Minister of Labour for the administration of the regulations in Manitoba. This agreement may provide for the appointment of officers or the constitution of administrative agencies and the delegation to them of such of the Dominion Minister's powers as may be necessary to carry out the regulations in Manitoba. In addition, the agreement may provide for the transfer to the Provincial Government, or to some person specified by it, of all or part of the powers conferred on the Wartime Labour Relations Board by the regulations with respect to matters within the Province; for procedure for taking an appeal to the Dominion Board from a decision of the provincial authority so established; and for reimbursement of the Province for expenses incurred in carrying out the agreement.

The Act suspends the Strikes and Lockouts Prevention Act until such suspension is terminated by Order in Council and repeals the Industrial Disputes Investigation Act (Manitoba), which made effective within the Province the provisions of the Dominion statute of that title.

The Lieutenant-Governor in Council is authorized to suspend the Manitoba Wartime Labour Relations Regulations Act at any time by Proclamation issued pursuant to an Order in Council.

Apprenticeship

The Apprenticeship Act, which came into force on Proclamation on June 26, 1944, authorizes the Minister of Labour for Manitoba with the approval of the Lieutenant-Governor in Council to enter into an agreement with the Dominion Minister of Labour with respect to the extension and operation of apprentice training in the Province. The Act is generally similar to laws which have been in force for some years in Ontario, British Columbia and Nova Scotia and to those enacted this year in New Brunswick, Prince Edward Island, Alberta and Saskatchewan.

The Act prohibits any person entering into a contract of apprenticeship in a designated trade except in accordance with the provisions of the Act and regulations made under it. The Lieutenant-Governor in Council may, by Proclamation, name as a designated trade any of the seventy-one trades listed in the Schedule to the Act, or any subdivision of any such trade. The trades listed in the Schedule include the building trades, metal worker, electrician, printing, engraving and bookbinding,

ship and boat building, lithographing, moulder, aero engine fitter, automobile repair mechanic, air conditioning engineer, refrigeration engineer, glass moulder and blower, goldsmith and silversmith, machinist, radio repairman, telephone and telegraph installation repairman, type founder, welder and woodworker (factory).

Every apprenticeship contract must be in prescribed form, approved by the Provincial Apprenticeship Board and registered with the Director of Apprenticeship. A contract must provide for an agreed scale of wages, with increases in accordance with the regulations; for a period of apprenticeship of at least 4,000 hours, with time credits, approved by the Board on recommendation of the appropriate trade advisory committee, for previous experience in the trade or trade training in vocational schools or in the armed services; for a probationary period of at least three months; for transfer of the apprentice to another employer or cancellation of the agreement for cause.

The contract must be signed by the apprentice, who must be at least 16 years of age, by the employer and by the parent or guardian or the Director of Public Welfare. It may be terminated by consent of all parties or may be cancelled by the Director for good cause. In addition to apprenticeship under individual contracts, the Act applies to apprenticeship entered into under a collective agreement between an employer and a trade union or under an approved private plan carried on by an industry. An apprentice who is a party to such an agreement is deemed to be employed in a designated trade and where rates of wages for apprentices have been determined by such an agreement these rates are to apply, if they are not less than the rates established under this or any other Act in force in the Province.

The Lieutenant-Governor in Council is authorized to appoint a Director of Apprenticeship to administer the Act. No contract and no termination, transfer or cancellation of a contract is of any effect until it is registered by the Director but such registration is not proof of the contract's validity. The Director may refuse to register any contract, termination or transfer which he considers is not for the benefit of the apprentice, but an appeal to the Board from such decision may be taken by any of the parties. The Director's duties include collaborating with the appropriate authorities with regard to training, assisting in establishing a permanent system of training apprentices in any designated trade, ensuring that the provisions of the Act are observed and promoting interest in apprenticeship.

Provision is also made for appointment of an Apprenticeship Board consisting of a Government official as Chairman, an officer of the Department of Labour, and an officer of the Department of Education, together with two representatives each of employers and employees. The Board, with the approval of the Lieutenant-Governor in Council, may appoint an advisory committee of not less than five members for each designated trade or group of trades. The Chairman of the Committee is to be the Director or a person nominated by him and the other members must include an equal number of representatives of employers and employees, an officer of the Department of Labour and one from the Department of Education. Each committee may make rules for its trade relating to matters on which the Board may make regulations, but not inconsistent with such regulations. The rules may deal *inter alia* with age and qualifications of apprentices, the apprenticeship period, and the ratio of apprentices to other employees. Such ratio is to be fixed after consultation with employers and employees and in accordance with estimated future requirements of the trade.

Except under permit from the Board, issued on the recommendation of the appropriate advisory committee, no person who is eligible to be an apprentice in a designated trade and has not completed his apprenticeship may be employed in that trade for more than three months unless he enters into a contract under the Act. Contracts of apprenticeship in a designated trade existing before the date of designation must be registered with the Director within three months but are to remain unaffected by the Act in other respects. Where there is no formal contract the Act is to apply after three months from the date of designation of the trade.

Subject to the approval of the Lieutenant-Governor in Council, the Board may make regulations prescribing qualifications, courses of training, hours of labour, rates of and times of paying wages, fees, forms to be used, and the constitution powers and duties of trade advisory committees. The regulations may also provide for registration and transfer of agreements; inspection of training; examinations and certificates; registration of employees in a designated trade; procedure at meetings of trade advisory committees; periodic trade tests and a trade examination before granting of final certificate; and generally for carrying out the Act.

A penalty of not less than $10 or more than $100 may be imposed upon any person who enters into a contract of apprenticeship in a designated trade except in accordance

with the provisions of the Act or who contravenes the Act or the regulations or rules.

In case of conflict between this Act or the regulations or rules and any provision with respect to apprentices in any other Act or in any order or schedule made under such other Act, this Act and the regulations and rules made under it are to govern.

Employment of Children

A section added to the Winnipeg Charter enables the Council of that city, by by-law, to make such regulations preventing or controlling the employment of children under 18 years of age as it may consider necessary in the interests of the health or education of the children; to empower public school principals, physicians, the inspector of licences, or other persons designated in the by-law, to issue permits authorizing the employment of children, the decision as to granting or withholding such permit to be made in each case according to the health or school record of the applicant; to provide that no person shall employ a child in any work unless the child holds a permit; and to define the terms "employment" and "work" as used in the new section.

Mothers' Allowances

Part III of the Child Welfare Act, which relates to mothers' allowances, was amended to provide that where the mother of a child shows reasonable ground for presuming the death of the child's father she may obtain an Order of the Court presuming the death of the father for purposes of Part III. Proof that the father has deserted his family for seven years and that there is no reason to believe that he has been living during that time is to be evidence of death until the contrary is proved. Where such Order of the Court is obtained, the mother would be treated as a widow and the children would be entitled to an allowance, if otherwise eligible.

Liability of Employer's Medical Aid Fund For Employee's Hospital Expenses

An amendment was made in the sections of the Hospital Aid Act which deal with liability for hospital care and maintenance. A municipality is liable under these sections to pay hospital and burial expenses of public ward patients who are residents of the municipality and the Province is liable where the patient is not a resident of any municipality. Where the patient was employed by any person who deducts a fee for medical care or burial expenses from the wages of his employees, the amount owing the employee or his estate may be claimed by the hospital or municipality paying for medical care, to the extent of the cost of such care. These provisions do not apply to any employee who comes under the Workmen's Compensation Act or to wards of the Dominion Government. The amendment now enacted provides that neither shall they apply to any person who has made a contract with a physician for medical and hospital care or a contract of health insurance or any other arrangement involving a plan for prepaying hospital expenses.

Old Age Pensions

The Old Age and Blind Persons' Pensions Agreement Ratification Act, 1944, which is retroactive to September 1, 1943, validates a supplementary agreement made with the Dominion Government pursuant to the Dominion Order in Council P.C. 6367, August 10, 1943. The Order enables payments to be made to the provinces, out of the War Appropriation, of additional amounts based on a maximum pension of $300 a year.

Housing

A section added to the Winnipeg Charter enables the City to appoint a Commission to deal with housing matters.

Bills Not Passed

Two Bills of labour interest were introduced but failed to pass. A Bill to amend the Minimum Wage Act would have repealed the provision authorizing the Board to fix varying rates of wages or hours or conditions of labour for employees of different sexes or different ages and also the provision allowing exceptions to the general minimum rate of 25c per hour.

A Bill to amend the Trade Schools Act would have altered the definition of "trade," to include skill and knowledge that might be useful in an industrial or commercial occupation even if it were also intended for use in a household or in other non-industrial or non-commercial occupation.

Resolutions

A Resolution adopted on March 23 recommended that the Government reconstitute the Workmen's Compensation Act Committee to consider several phases of the Act, including the advisability of an amendment providing that if disability lasts more than three days compensation is to be payable from the first day.

A further Resolution of the same date urged the Government to continue its efforts to secure support of the other provincial governments and of the Dominion Government for an increase in the maximum income allowed to pensioners under the Old Age and Blind Persons Pensions Act by $60 a year. It was also recommended that, upon such increase becoming effective, the Government should consider the possibility of a further increase of $5 per month in the amount of the pension and in the maximum income allowed to pensioners, by joint action with the Dominion and the other provinces, as part of the present national scheme of old age and blind persons' pensions.

On April 6, a Resolution was adopted recommending that all members of the Legislative Assembly be constituted a Special Select Committee for the purpose of reviewing, criticising and formulating plans for post-war reconstruction and advising the Government as to its post-war program.

Recent Regulations under Dominion and Provincial Legislation

RECENT Dominion Orders in Council deal with the exemption of certain subsidiary employments from unemployment insurance contributions. Other recent changes under the Act include: the exemption of employees in certain cemeteries from contributions; the extension of coverage of the Act to include certain employees in Newfoundland and Labrador, and a reciprocal agreement between Canada and the United States regarding the exchange of claims.

Among provincial Orders: British Columbia has issued a proclamation under the Factories Act stating that October 9 is to be a public Thanksgiving holiday. Order 4 governing Quebec minimum wage rates has been amended to increase the rate for certain employees. Order 30 concerning the manufacture of wooden boxes in Quebec has been renewed. Saskatchewan has extended the provisions of the Minimum Wage Act to include certain other towns and certain classes of employees.

Dominion

Unemployment Insurance

Special Orders exempting certain employees from unemployment insurance contributions were made July 1, 1944 and August 22. These employments are added to the list of exemptions published in the LABOUR GAZETTE in January, 1944, which included all special exemption Orders up to November, 1943. The Unemployment Insurance Commission has power to issue special Orders for exemption under section (*p*) of Part II of the First Schedule to the Act on the grounds that such an occupation is ordinarily adopted as subsidiary employment only, and is not a principal means of livelihood.

The two new Orders exempt the following employments: (1) A full-time enrolled student of a day school, college or university during any week, from Sunday to Saturday, in which his earnings from any one employer do not exceed $5.40. (2) Any person employed in an occupation which he could ordinarily follow in addition to his usual employment and outside the working hours of that employment, if the remuneration or profit received does not exceed one dollar in respect of any day, or where the occupation is followed for a period longer than a day, the remuneration does not exceed a daily average of one dollar in any one week.

An Order in Council (P.C. 2457) made on April 4, 1944, and gazetted April 22, amends the Unemployment Insurance Contribution Regulations (P.C. 6952) of Sept. 3, 1943. The new Order exempts from Unemployment Insurance contributions employees in certain cemeteries which are required by their Letters Patent, Charter or other evidence of incorporation to furnish graves to the poor without charge.

By Resolution dated April 4, 1944, a further change deals with an extension of the coverage of the Act to include employees sent by an employer resident in Canada to perform some particular work in Newfoundland or Labrador as a result of wartime conditions. If such employees were insured immediately before leaving Canada they are to be insured as though they were still employed in the country, regardless of the duration of their employment in Newfoundland or Labrador. Under the general provisions of the Act and Contribution Regulations an employee who goes outside Canada for such a purpose is insurable for only eight months. However, under Section 6 (*b*) of the Contribution Regulations, the Commission is empowered to extend this period in special cases.

On April 12, 1942, a reciprocal agreement was made between Canada and the United

States regarding the exchange of claims. The terms of the agreement made it optional for any State to participate and empowered Canada to suspend the operation of the agreement with any of the States if they fail to subscribe to the terms laid out.

To date the Commission has been notified that thirty-two of the fifty-one United States Agencies (comprising the forty-eight States, the District of Columbia and the Territories of Alaska and Hawaii) have indicated their willingness to subscribe to the terms of the Agreement.

Provincial

British Columbia Factories Act

A Proclamation of September 14, 1944, gazetted September 21, stipulates that Monday, October 9, 1944, is to be a public holiday for the purpose of general thanksgiving. Section 62 of the British Columbia Factories Act, 1936, provides for the appointment of a public holiday by Proclamation, in addition to the following: Christmas Day, New Year's Day, Victoria Day, Dominion Day, Labour Day and Remembrance Day.

British Columbia Wartime Labour Relations Regulations Act

An Order in Council dated September 4, 1944, under the British Columbia Wartime Labour Relations Regulations Act, makes effective within the Province the provisions of the amendment in the Dominion Regulations made by Dominion Order in Council, P.C. 6893, September 1, 1944. The provisions of P.C. 6893 were given in the LABOUR GAZETTE, September, 1944, p. 1105.

Quebec Minimum Wage Act

Order No. 4 (L.G. 1938, p.512) concerning minimum wages for industries to which special orders do not apply, was amended by Order-in-Council 3282 on August 29, 1944 and gazetted September 2.

Wage rates have been increased to $250 a year for employees working at home for municipal corporations of from 1,500 to 3,000 persons. In local municipalities of less than 1,500, the minimum wage per year is one tenth of one per cent (1/10 of 1%) of the total value of the taxable property of the municipality, but the wage must not be less than $125 a year and is imperative only up to $250. The wages of these employees who work at home are to be payable monthly. Employees engaged in homework who become employed in other works are entitled to the wage established for these works.

A new section has replaced that on "School Boards and other Public Corporations." Employees of any public corporation who work at an office must come under the category entitled "Office Employees." Employees on school boards and other public Corporations usually working at home are to be governed by the following:

Corporations whose population is	*Per Year*
over 10,000 souls	$450
from 6,000 to 10,000	375
from 3,000 to 6,000	300
from 1,500 to 3,000	200
from 500 to 1,500	100
less than 500	75

These wages are to be paid monthly. Employees of any public corporation usually working at home who work at other occupations are entitled to the wage established for this work.

RENEWAL: Order No. 30 (L.G. 1939, p. 1112) governing the manufacture of wooden boxes and other wooden objects has been renewed until October 1, 1945 by an Order gazetted September 2.

Saskatchewan Labour Relations Act

A Proclamation of the Saskatchewan Gazette declares the amendments in the Dominion Wartime Labour Relations Regulations (P.C. 1003) made by Dominion Order in Council P.C. 6893, September 1, 1944, to be in force in Saskatchewan. The provisions of P.C. 6893 were given in the LABOUR GAZETTE, September, 1944, p. 1105.

Saskatchewan Minimum Wage Act

By Order in Council (1073/44) made September 19, 1944 and gazetted September 30, the provisions of the Act are to be extended to include the following towns: Assiniboia, Biggar, Gravelbourg, Indian Head, Maple Creek, Melfort, Moosomin, Nipawin, Rosetown, Rosthern, Tisdale, Watrous and Wilkie. Provision for extending the power of the Act to other districts was made under the Act (Revised Statutes of Saskatchewan, 1940, Chapter 310). The Order comes into effect October 16, 1944.

By Order in Council (1074/44) made and gazetted on the same dates, the provisions of the Act are extended to apply to all classes of employees except those employed by the Government of Saskatchewan or by one of its departments, or by a Board or Commission created by an Act of the legislature, or by a municipal corporation, or those engaged in the agricultural industry. The Order comes into effect October 16.

Prices

Prices, Retail and Wholesale, in Canada, September, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics official cost-of-living index declined a further 0·1 to 118·8 between August 1 and September 1, 1944. This marked the lowest point reached by the index since July 2, 1943. Foods declined 0·3 to 131·2, reflecting seasonal decreases in potatoes, carrots, onions, cabbage and turnips. These overbalanced higher prices for eggs and butter. Home furnishings and services, the only other group to record a change, moved 0·1 lower to 118·4 following price recessions in the hardware and furniture sections. September 1 index levels for other groups were 111·9 for rentals; 108·7 for fuel and light; 121·5 for clothing and 109 for miscellaneous items.

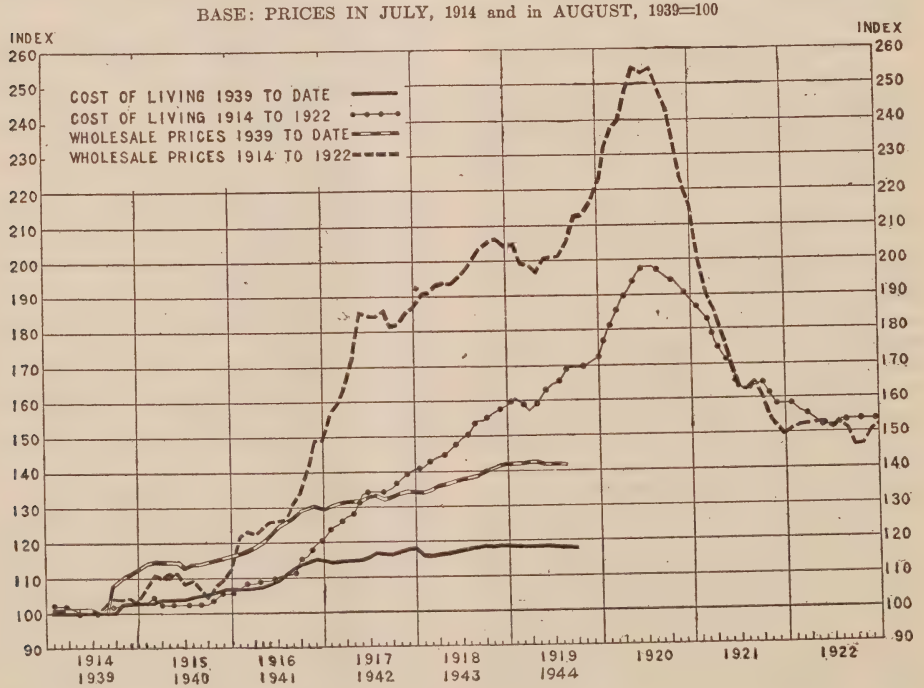
Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by in-

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1944

BASE: PRICES IN JULY, 1914 and in AUGUST, 1939=100



dependent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Activities of the Wartime Prices and Trade Board.*

Wholesale Prices, September, 1944

The general index of wholesale prices remained unchanged in September at 102·3. Group changes were small. Vegetable products declined 0·2 to 94·4 between August and September, with lower prices for potatoes, rye, lemons and onions outweighing increases for hay and oats. A reduction for arsenious oxide was responsible for a decrease of 0·2 to 100·1 in the chemical product group, while the wood, wood product and paper series rose 0·1 to 118·1 following an increase in oak lumber prices. Other groups were unchanged, animal products at 106·0; textile products at 91·7; iron and its products at 117·0; non-ferrous metals at 79·7 and non-metallic minerals at 102·3.

A further small decline was recorded for Canadian farm product prices in September, the composite index being 0·2 lower at 101·0. Field products fell the same amount to 91·0 as reductions in grains, potatoes and onions outweighed upturns in hay. In the animal products group lower livestock prices counteracted upturns in eggs and fowl to reduce the index 0·1 to 117·8.

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·1	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	103·9	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	114·9	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	114·5	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	115·0	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	117·0	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	116·9	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	116·2	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
April 1	116·7	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
July 2	117·9	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
October 1	118·4	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
Year	.....	118·4	130·7	111·5	112·9	120·5	118·0	108·0	124·5
1944									
January 3	118·1	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	118·0	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	118·1	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1	118·2	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4
May 1	118·3	119·2	131·7	111·9	112·5	121·5	118·5	109·0	125·4
June 1	118·1	119·0	131·1	111·9	112·5	121·5	118·4	109·0	125·1
July 3	118·1	119·0	132·0	111·9	108·9	121·5	118·3	109·0	125·6
August 1	118·0	118·9	131·5	111·9	108·7	121·5	118·5	109·0	125·3
September 1	117·9	118·8	131·2	111·9	108·7	121·5	118·4	109·0	125·2

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
‡ Commodities in the cost-of-living index excluding rents and services.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-SEPTEMBER, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR SEPTEMBER, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	Feb. 1943	May 1943	Aug. 1943	Nov. 1943	Feb. 1944	May 1944	July 1944	Aug. 1944	Sept. 1944	Price Sept. 1944
Beef, sirloin steak	lb.	100·0	120·7	137·3	143·0	145·5	144·1	143·0	143·0	153·8	154·1	154·1	43·0
Beef, round steak	lb.	100·0	125·7	147·3	154·9	158·2	155·7	154·4	154·4	166·2	166·7	167·1	39·6
Beef, rib roast	lb.	100·0	125·5	145·7	155·7	164·3	173·9	173·9	173·5	172·2	173·0	172·6	39·7
Beef, shoulder	lb.	100·0	132·7	161·0	172·3	178·6	181·1	180·5	179·9	162·9	161·6	161·6	25·7
Beef, stewing	lb.	100·0	136·7	169·8	180·2	184·1	181·7	180·2	180·2	169·0	168·3	169·0	21·3
Veal, forequarter	lb.	100·0	139·3	164·5	176·3	179·9	182·8	177·5	173·4	174·6	174·0	173·4	29·3
Lamb, leg roast	lb.	100·0	109·9	132·7	137·7	157·4	126·4	141·2	143·3	162·3	155·3	152·5	43·3
Pork, fresh loins	lb.	100·0	125·3	131·9	135·4	138·5	139·6	138·8	138·8	138·8	139·2	138·8	36·1
Pork, fresh shoulder	lb.	100·0	127·0	137·8	144·4	145·4	148·5	146·9	146·4	146·4	146·4	146·4	28·7
Bacon, side, med. sliced	lb.	100·0	132·3	138·5	139·1	140·0	140·6	140·6	140·3	140·3	140·0	140·0	45·5
Lard, pure	lb.	100·0	151·3	157·9	162·3	162·3	162·3	162·3	153·5	151·8	150·9	150·9	17·2
Shortening, vegetable	lb.	100·0	134·7	136·1	137·5	137·5	137·5	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, Grade "A" fresh	doz.	100·0	156·4	146·7	134·2	162·5	181·6	140·5	135·5	136·2	141·4	152·3	46·3
Milk	qt.	100·0	111·0	94·5	95·4	95·4	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery prints	lb.	100·0	140·5	146·2	145·8	141·8	144·0	146·2	145·8	143·2	143·2	144·3	39·4
Cheese, Canadian, mild	lb.	100·0	174·6	162·5	164·4	166·3	166·3	166·8	164·9	163·9	163·5	163·5	34·0
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	101·1	100·0	100·0	100·0	9·2
Tomatoes, canned, 2½'s	tin	100·0	129·9	131·1	132·1	132·1	132·1	136·8	138·7	138·7	138·7	138·7	14·7
Peas, canned, 2's	tin	100·0	117·5	120·0	120·0	120·8	121·7	124·2	124·2	124·2	124·2	123·3	14·8
Corn, canned, 2's	tin	100·0	128·3	131·9	131·9	133·6	133·6	135·4	135·4	134·5	134·5	134·5	15·2
Beans, dry	lb.	100·0	129·4	127·5	127·5	129·4	129·4	131·4	131·4	133·3	133·3	133·3	6·8
Onions	lb.	100·0	108·2	110·2	132·7	159·2	146·9	149·0	177·6	159·2	146·9	134·7	6·6
Potatoes	15 lb.	100·0	89·9	131·1	154·3	169·2	136·3	140·5	147·9	153·0	155·2	137·5	45·1
Prunes, medium	lb.	100·0	115·8	124·6	123·7	125·4	126·3	130·7	122·8	122·8	122·8	123·7	14·1
Raisins, seedless, bulk	lb.	100·0	104·0	98·0	103·3	111·3	102·0	101·3	109·3	114·6	115·2	115·9	17·5
Oranges, medium size	doz.	100·0	132·5	129·7	141·3	143·7	147·8	138·2	140·3	141·0	141·3	141·6	41·5
Lemons, medium size	doz.	100·0	111·3	129·5	133·8	144·9	141·8	138·2	135·7	139·7	143·4	144·6	47·0
Jam, strawberry, 16 oz.	jar	100·0	111·3	114·5	115·1	†115·1	†115·1	115·1	114·5	114·5	114·5	114·5	18·8
Peaches, 20 oz.	tin	100·0	101·5	104·1	105·6	†109·6	†109·6	108·1	108·1	†108·1	†108·1	†108·1	†21·3
Marmalade, orange, 16 oz.	jar	100·0	118·3	125·8	129·5	131·8	131·1	131·8	130·3	130·3	130·3	130·3	17·7
Corn syrup, 3½ lb.	jar	100·0	138·0	142·7	154·7	154·7	154·4	154·7	155·0	155·7	156·0	155·7	46·7
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	133·3	133·3	133·3	134·9	134·9	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	130·5	130·5	130·8	131·1	131·1	131·1	131·1	131·1	131·1	44·3
Tea black, ¼ lb.	pkg.	100·0	145·2	131·3	131·6	131·6	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to September, 1944, prices.
† Nominal price.

Price Movements in Canada and Other Countries

Wholesale price index numbers available for the third quarter of 1944 indicated little net change from levels obtaining in the first half of the year. The Canadian wholesale price series recorded a fractional decline of 0·2 points to 102·3 (1926=100) between June and September, while the net change for the year to date also amounted to 0·2 points. The Bureau of Labour Statistics index of wholesale prices for the United States stood at 103·9 in August, 0·4 points below June but 0·7 points above December, 1943. Led by higher prices for cotton and coal, the United Kingdom series continued to move progressively higher, reaching 167·1 in July for a gain of 3·7 points since December, 1943, and 1·0 points since June, 1944. Among indexes for other countries, the Argentine series at 213·2 (1926=100) in July was 9·4 points over December, 1943, and 0·5 points above June. The South African index dropped back from a peak of 1773 (1910=1000) in April, to 1757 in July, which was also the December, 1943 level.

As for wholesale prices, fluctuations in cost-of-living indexes in the third quarter of 1944 were relatively small. Due mainly to lower food quotations, the Canadian index recorded a decline of 0·2 points to 118·8 (1935-39=100) between June and September, while a comparison with the December, 1943 figure revealed a drop of 0·5 points. On the other hand, the United States cost-of-living index (also on the 1935-39 base) continued upward in the third-quarter to reach 126·3 in August against 125·4 in June and 124·4 in December, 1943. Movement of the United Kingdom index was intermittently upward, the September level of 202 (1914=100) being 2 points over the June figure, and 3 points over December, 1943. An index of South African living costs stood at 1285 (1938=1000) in July which was 11 points under the June figure, but 23 points above the final month of 1943.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

	Beef							Pork													
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—																					
1—Charlottetown	45·1	41·0	38·9	28·0	21·7	....	45·7	36·0	....	44·9	19·1	20·2	43·5	9·0	40·7	34·8	7·3	4·6	6·0	10·0
Nova Scotia—																					
2—Halifax	44·1	41·0	38·2	26·9	22·8	21·3	46·3	36·2	28·9	44·1	18·9	19·9	53·6	11·0	44·4	34·5	8·0	4·6	6·1	9·9
3—New Glasgow	45·7	42·9	41·4	26·6	22·6	....	47·0	39·3	32·5	47·3	17·9	20·0	50·0	10·0	44·2	35·7	7·3	4·9	6·1	10·0
4—Sydney	45·6	40·8	34·5	30·0	23·7	....	44·3	38·8	34·0	46·6	18·3	19·9	53·1	12·0	43·8	34·4	7·3	4·5	5·9	9·8
5—Truro	45·5	41·7	36·3	28·5	18·3	....	45·8	37·0	30·1	45·0	18·2	20·4	55·1	10·0	43·0	33·6	6·7	4·9	6·0	10·2
New Brunswick—																					
6—Fredericton	44·7	39·5	45·8	27·4	20·3	29·7	44·0	36·8	31·3	46·6	18·1	19·7	47·0	10·0	42·3	35·1	7·3	4·8	6·3	9·5
7—Moncton	45·5	41·6	41·2	27·1	21·2	....	46·9	36·3	30·3	47·4	17·7	20·1	54·3	10·0	42·2	34·8	8·0	4·6	5·8	10·0
8—Saint John	45·3	43·1	38·5	26·7	22·8	29·5	46·5	39·1	30·7	44·8	18·2	19·7	52·9	11·0	42·5	35·6	7·3	4·3	5·9	9·7
Quebec—																					
9—Chicoutimi	39·4	36·2	36·6	28·7	22·2	....	46·3	30·0	29·4	49·0	19·0	20·8	49·9	10·0	39·2	33·3	6·7	4·3	....	9·9
10—Hull	41·0	38·9	37·7	26·5	19·0	30·8	....	32·3	28·2	46·2	16·4	19·1	48·3	10·0	38·1	32·0	5·3	3·8	5·5	9·5
11—Montreal	42·6	39·5	43·6	24·7	20·3	25·0	43·3	33·0	26·7	45·8	16·5	19·1	51·3	10·5	38·9	34·0	6·0	3·8	5·4	9·3
12—Quebec	40·6	37·2	35·3	23·9	18·5	29·8	40·0	32·0	27·4	42·0	16·7	19·3	48·4	10·0	39·0	34·5	5·5	3·6	5·8	9·7
13—St. Hyacinthe	36·5	34·9	34·6	24·3	19·9	31·0	34·2	28·4	25·1	47·0	17·6	19·5	45·5	9·0	38·2	31·6	5·3	4·1	6·0	9·8
14—St. Johns	42·2	39·7	39·5	27·0	18·0	32·7	44·7	....	28·0	45·8	17·8	19·7	46·9	9·0	38·0	31·9	5·3	4·1	5·5	9·8
15—Sherbrooke	44·0	41·1	41·0	27·1	18·9	33·0	42·2	32·6	26·4	38·6	17·8	19·7	48·5	9·0	38·0	35·2	5·3	4·2	6·0	9·8
16—Sorel	39·3	36·9	36·0	24·6	19·5	....	36·7	31·7	24·9	45·6	17·9	19·4	46·6	9·0	38·4	32·3	5·3	4·0	....	10·0
17—Thetford Mines	33·3	35·4	27·7	24·5	17·5	....	....	25·0	23·7	37·0	17·1	19·5	42·5	8·0	38·1	32·0	5·3	4·0	5·3	9·6
18—Three Rivers	40·0	36·0	35·8	24·9	20·3	24·0	....	29·0	25·9	45·9	17·8	19·5	47·5	9·0	37·9	34·7	6·0	4·0	5·5	9·7
Ontario—																					
19—Belleville	41·4	38·5	40·2	25·3	21·6	28·0	44·8	36·2	29·0	45·8	16·9	19·2	44·1	10·0	39·3	30·9	6·7	4·2	5·3	8·8
20—Brantford	44·4	40·7	41·0	26·2	18·9	30·0	43·7	37·9	28·9	46·1	16·1	19·5	45·9	10·0	39·0	34·9	6·7	4·2	5·3	9·1
21—Brockville	46·0	42·5	42·7	25·9	19·9	....	45·3	34·8	29·0	45·1	17·2	19·4	45·9	10·0	38·3	29·8	6·3	4·1	5·5	9·0
22—Chatham	43·3	40·0	41·2	25·9	19·6	31·3	42·8	37·9	32·5	46·4	16·8	19·3	43·8	10·0	38·0	35·3	5·3	4·1	5·1	8·7
23—Cornwall	43·9	40·4	40·5	26·0	17·7	....	43·7	35·9	27·1	45·3	16·5	19·5	44·4	10·0	39·3	30·0	6·0	4·1	5·8	9·2
24—Fort William	43·2	39·4	37·7	25·5	21·8	....	43·0	36·7	30·1	45·9	17·3	19·0	49·2	11·0	39·2	33·9	6·0	4·0	5·1	8·8
25—Galt	43·7	41·0	39·3	25·5	23·0	30·7	....	37·4	28·4	46·2	16·6	19·2	44·3	10·0	39·0	37·0	6·7	4·1	5·8	8·8
26—Guelph	43·9	41·0	39·5	26·5	24·6	31·2	44·6	39·0	28·7	46·4	16·8	19·1	44·5	10·0	39·2	35·2	6·0	4·1	5·7	9·0
27—Hamilton	44·2	41·1	41·0	25·6	22·9	29·8	45·0	39·2	30·4	46·4	16·8	19·1	48·8	11·0	40·0	37·1	6·0	4·2	5·6	8·8
28—Kingston	43·3	38·8	38·3	26·0	18·5	....	44·0	37·2	27·6	45·9	16·7	19·2	46·7	10·0	39·2	31·2	6·0	4·3	5·2	9·1
29—Kitchener	43·4	40·5	40·6	25·2	22·5	30·6	45·8	38·3	28·6	45·9	17·0	19·5	41·8	10·0	38·9	33·9	6·3	4·0	6·1	8·8
30—London	43·7	40·3	40·8	25·5	22·0	30·2	44·1	37·2	28·1	44·9	17·6	19·3	45·1	10·0	38·9	33·2	6·0	4·0	5·6	8·9
31—Niagara Falls	43·2	39·5	41·3	25·2	19·4	29·9	44·7	38·1	28·6	44·0	16·8	19·5	49·6	10·5	39·3	33·9	6·0	4·2	5·7	8·9
32—North Bay	44·8	41·1	43·0	25·8	18·7	29·5	44·3	38·0	30·1	45·9	17·2	19·5	51·7	11·0	38·4	33·7	6·7	4·2	6·3	9·6
33—Oshawa	43·7	40·6	43·0	25·6	21·9	31·3	46·0	38·1	27·8	46·1	17·1	19·5	48·4	10·0	39·3	32·7	6·0	4·1	5·6	8·8
34—Ottawa	43·8	40·8	43·0	26·1	22·2	29·1	44·6	36·0	29·5	48·6	16·9	19·1	49·9	10·0	38·6	31·3	6·7	3·9	5·7	8·9

COAL AND RENTALS IN CANADA, SEPTEMBER, 1944

Canned Vegetables													Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2½ lb. jar	Granulated, per lb	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·9	15·6	15·4	6·6	7·7	40·2	14·3	18·4	45·5	63·4	39·3	....	36·8	51·1	8·6	8·1	54·1	38·0	.....	11·57	24·00–28·00 (c)	1
14·8	14·7	15·2	7·3	7·1	45·9	15·1	18·1	46·2	51·2	38·1	....	36·8	51·0	8·5	8·2	49·5	38·0	.....	12·29	27·50–31·50	2
15·1	15·2	16·0	6·5	6·0	55·1	15·0	19·0	46·8	51·0	....	....	38·9	50·7	8·2	8·2	51·9	38·0	.....	8·42	16·00–20·00	3
14·7	15·1	15·8	6·7	7·2	49·1	13·6	18·4	48·1	60·1	39·0	....	36·6	50·3	8·6	8·3	49·7	37·8	.....	6·75	18·00–22·00 (c)	4
15·2	15·3	15·0	7·0	6·8	48·3	14·3	19·0	47·7	48·3	39·5	21·3	37·4	51·8	8·7	8·5	51·1	38·0	.....	11·41	26·50–30·50	5
14·9	15·3	15·5	6·6	7·4	46·5	14·3	18·7	42·7	53·5	39·5	....	38·7	50·7	8·5	8·3	49·7	38·0	.....	12·09	21·00–25·00 (c)	6
15·6	15·3	.....	6·7	7·1	40·9	13·5	16·6	44·4	52·5	40·0	....	38·7	50·1	9·0	8·8	53·0	38·0	.....	11·57	26·00–30·00 (c)	7
15·1	15·2	15·2	6·8	6·6	43·6	14·0	16·9	47·0	48·7	39·4	20·0	36·3	50·9	8·4	8·3	48·0	38·0	.....	12·70	20·50–24·50 (c)	8
.....	14·9	.....	6·9	9·6	39·9	16·6	20·0	43·4	55·5	39·8	....	40·1	47·9	8·5	8·2	50·9	39·6	18·00	.....	.....	9
14·1	15·1	15·6	7·1	7·7	44·9	13·6	16·7	38·8	43·5	37·6	....	36·4	47·0	8·3	8·0	45·2	38·9	16·75	.....	15·50–19·50	10
13·3	14·1	15·0	6·6	6·6	34·0	14·6	17·8	41·0	44·0	37·6	....	35·0	47·3	8·0	7·9	46·6	39·6	16·65	.....	23·00–27·00 (c)	11
13·9	14·3	14·7	6·8	7·8	34·0	14·5	18·0	42·2	50·3	37·2	....	35·6	47·7	8·1	7·9	42·8	39·8	16·32	.....	26·00–30·00 (c)	12
13·3	14·7	15·5	6·8	8·1	41·6	14·1	17·0	40·6	48·1	38·9	....	36·4	43·8	8·0	7·8	42·3	40·6	15·75	.....	16·00–20·00 (c)	13
14·1	14·7	15·0	6·6	8·6	36·6	14·6	18·0	41·8	51·3	39·1	....	37·3	47·2	8·0	7·9	40·7	40·0	15·50	.....	.....	14
14·5	15·6	17·0	6·4	7·8	36·2	14·7	18·7	41·8	45·6	39·6	....	39·3	49·9	8·0	8·0	39·8	39·4	17·50	.....	20·00–24·00 (c)	15
15·0	14·6	17·3	7·1	8·6	38·7	15·0	....	43·3	53·3	39·9	....	37·3	48·9	7·9	7·7	45·9	39·6	16·25	.....	.....	16
13·7	14·3	.....	5·9	7·9	33·4	15·0	16·7	38·7	47·0	39·0	....	37·4	49·7	8·0	7·5	48·3	39·4	19·00	.....	14·00–18·00 (c)	17
14·7	14·8	14·9	6·3	7·9	36·3	15·0	20·0	40·4	48·5	39·0	....	37·7	48·3	8·5	8·0	47·2	40·6	16·00	.....	20·00–24·00 (c)	18
13·1	14·1	15·0	6·3	7·1	47·9	13·7	16·9	41·0	48·0	37·3	....	33·7	46·1	8·5	8·4	43·7	38·9	16·00	.....	22·00–26·00	19
14·4	14·4	14·8	6·2	6·4	47·7	14·7	18·1	44·1	46·7	35·9	....	33·3	47·6	8·4	8·3	46·7	39·4	16·00	.....	22·00–26·00	20
14·0	13·9	14·7	6·5	6·4	46·4	13·1	18·3	40·8	48·1	35·6	....	34·7	49·3	8·3	8·1	42·3	38·4	16·00	.....	20·00–24·00	21
14·5	15·2	.....	5·6	5·7	47·5	16·0	17·9	33·9	43·8	36·7	....	33·6	46·7	8·7	8·5	41·3	38·4	16·00	.....	21·50–25·50	22
.....	15·0	.....	7·1	7·5	47·9	15·5	18·0	38·0	40·4	....	....	35·7	45·8	8·2	8·2	45·8	38·6	16·50	.....	23·00–27·00 (c)	23
14·5	14·5	15·0	6·7	6·1	51·3	14·1	18·5	42·6	45·7	38·2	....	36·5	44·5	8·6	8·5	42·2	38·1	16·80	.....	25·50–29·50	24
13·9	14·5	14·6	6·3	6·5	47·6	14·4	17·5	42·3	48·4	35·5	....	33·6	46·7	8·5	8·3	44·6	39·4	16·00	.....	22·00–26·00	25
14·1	14·7	14·6	6·2	6·3	44·5	13·4	17·0	40·8	45·3	35·9	....	32·5	45·3	8·6	8·5	42·9	38·5	16·00	.....	22·00–26·00	26
14·0	14·4	14·7	6·0	7·2	49·8	14·2	17·2	44·0	47·2	35·5	....	33·5	46·2	8·2	8·1	41·7	39·3	15·50	.....	26·00–30·00	27
13·7	14·2	14·4	6·6	6·9	49·0	14·1	17·1	41·0	47·3	37·5	....	35·2	45·8	8·1	7·9	43·4	38·8	16·00	.....	29·00.33·50	28
14·3	14·7	15·0	6·5	6·6	47·0	13·5	16·5	41·2	48·7	36·4	....	32·9	45·8	8·7	8·5	39·7	39·4	16·00	.....	26·00–30·50	29
14·4	15·0	15·1	6·2	6·5	48·6	13·3	18·0	39·2	43·7	36·4	20·7	33·4	44·5	8·6	8·4	44·1	39·2	16·50	.....	26·50–30·50	30
13·2	13·6	15·2	7·1	6·3	50·2	14·0	18·0	43·0	45·5	36·7	....	34·5	44·0	8·7	8·7	44·4	39·6	14·63	.....	25·00–29·00	31
14·6	14·5	14·8	6·3	6·3	53·5	14·2	18·3	41·4	49·0	38·4	....	36·3	46·8	9·0	8·9	51·4	39·3	17·25	.....	23·00–27·00	32
14·1	14·5	14·6	7·1	6·7	44·9	14·1	....	38·9	47·7	36·0	....	34·4	45·1	8·6	8·4	46·8	39·3	16·00	.....	23·00–27·00	33
14·4	14·9	14·9	6·8	6·9	49·0	14·0	17·7	40·2	48·6	37·2	....	35·8	49·6	8·3	8·1	43·7	39·0	16·75	.....	31·00–35·00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound	42·0	39·5	39·4	24·9	22·9	....	46·3	36·7	27·7	45·4	17·2	19·3	44·5	10·0	39·6	31·3	6·0	3·9	5·3	9·4
36—Peterborough	44·8	41·3	42·3	25·9	21·7	32·0	45·8	38·7	30·4	46·4	17·1	19·1	43·7	10·0	38·9	34·3	6·0	4·2	5·4	8·7
37—Port Arthur	43·4	39·4	38·8	24·8	21·7	28·0	38·6	35·8	29·0	48·4	17·5	18·8	51·1	11·0	39·3	34·4	6·3	4·2	5·6	9·3
38—St. Catharines	44·6	40·8	42·1	25·3	20·8	30·7	43·2	40·0	28·7	46·3	17·1	19·1	47·8	10·5	39·5	36·5	6·0	4·2	5·5	9·0
39—St. Thomas	43·9	40·5	41·7	25·2	23·2	30·3	46·5	38·7	31·2	46·1	17·2	19·6	44·0	10·0	39·6	33·2	6·0	4·2	5·9	9·5
40—Sarnia	42·2	39·6	41·3	26·1	21·2	32·7	44·1	37·4	29·9	45·7	18·2	19·6	47·1	10·0	40·0	34·2	6·0	3·9	6·0	9·4
41—Sault Ste. Marie	43·2	39·9	39·0	26·4	22·1	....	42·3	36·6	28·7	44·1	17·8	19·1	49·6	11·0	38·8	32·1	6·7	4·0	6·0	9·2
42—Stratford	41·4	38·8	40·2	26·0	23·2	....	....	36·6	28·8	45·6	17·6	20·1	42·9	10·0	38·8	33·4	5·3	3·9	5·9	9·1
43—Sudbury	43·7	40·6	41·4	25·7	23·1	28·8	40·4	37·4	30·2	43·7	17·3	19·4	50·1	11·0	38·5	32·6	6·7	4·2	6·3	9·2
44—Timmins	44·1	41·1	42·0	26·0	21·9	29·7	44·7	38·0	29·9	44·5	18·2	19·5	52·0	12·0	38·3	33·9	6·7	4·4	5·4	9·5
45—Toronto	44·0	40·3	41·5	25·5	22·6	30·5	44·7	37·5	26·4	48·7	17·2	19·1	50·4	11·0	39·5	37·2	6·7	4·2	5·3	8·7
46—Welland	41·8	38·8	41·1	25·5	22·1	31·3	....	37·0	28·4	43·4	16·5	19·3	43·5	11·0	39·3	36·0	6·7	4·2	5·3	8·9
47—Windsor	43·6	40·1	41·0	25·0	23·1	31·0	44·7	38·1	29·9	45·4	17·3	19·2	48·6	11·0	38·8	35·6	6·0	4·2	5·4	8·8
48—Woodstock	42·7	39·5	39·5	25·5	19·2	....	....	36·8	27·0	44·8	16·6	19·1	43·9	10·0	38·7	31·3	6·0	3·8	5·9	8·8
Manitoba—																				
49—Brandon	42·8	38·2	40·3	25·2	20·4	....	41·5	35·2	27·0	45·9	16·7	21·1	41·9	10·0	37·2	33·5	7·1	3·8	5·7	9·1
50—Winnipeg	42·1	37·8	33·8	24·6	22·0	27·6	41·0	36·0	29·5	46·6	16·8	19·5	46·1	9·0	37·2	34·2	8·0	3·7	5·2	8·8
Saskatchewan—																				
51—Moose Jaw	42·7	38·7	38·6	24·0	18·6	....	40·6	34·6	27·1	45·5	15·0	20·7	38·0	11·0	37·3	34·5	7·2	3·8	5·6	8·7
52—Prince Albert	36·2	33·8	....	22·8	17·4	....	....	34·3	27·7	35·8	15·8	20·1	....	10·0	38·6	33·1	6·0	4·4	6·0	8·8
53—Regina	41·5	38·0	36·3	24·5	21·7	25·8	38·7	33·8	24·9	42·9	15·7	21·6	41·4	10·0	37·3	34·6	6·8	4·0	6·1	8·8
54—Saskatoon	42·2	37·6	36·1	25·1	19·9	27·3	39·6	34·3	27·6	44·9	15·4	20·0	40·1	10·0	37·1	34·1	7·2	3·7	5·3	8·9
Alberta—																				
55—Calgary	44·1	39·4	39·3	25·4	22·7	27·4	40·5	35·1	30·3	48·2	15·6	19·9	43·6	10·0	37·2	35·7	7·2	3·9	5·4	8·8
56—Drumheller	41·0	37·0	38·7	24·0	20·0	25·3	....	35·0	26·7	44·7	16·7	21·7	40·5	10·0	38·9	38·2	8·0	4·4	5·7	9·2
57—Edmonton	40·2	35·1	36·7	22·2	21·5	27·0	36·7	34·2	26·9	46·2	15·2	20·1	40·0	10·0	37·3	34·7	7·2	3·9	5·3	8·7
58—Lethbridge	42·0	37·2	36·6	23·7	19·6	25·3	40·0	34·4	26·7	44·7	16·2	21·0	42·2	10·0	37·3	....	8·0	4·0	....	8·7
British Columbia—																				
59—Nanaimo	46·7	42·7	44·0	27·2	26·0	....	44·0	39·2	31·4	48·6	18·1	20·7	41·9	12·0	43·0	36·7	9·0	4·3	6·0	9·2
60—New Westminster	45·4	40·3	42·4	25·8	24·1	29·7	43·1	38·1	29·5	46·4	17·2	20·1	41·2	10·0	40·8	34·4	8·0	4·2	6·0	9·3
61—Prince Rupert	45·3	43·3	42·3	25·3	24·5	29·3	44·3	41·0	30·0	48·8	19·0	20·9	46·7	15·0	41·7	37·7	10·0	5·0	....	9·6
62—Trail	44·8	40·6	44·0	26·0	25·0	29·8	45·0	38·7	30·2	46·9	17·2	22·6	41·8	13·0	39·6	34·1	9·0	4·2	5·9	9·3
63—Vancouver	46·9	41·7	42·4	26·5	24·5	29·7	42·8	36·9	29·4	47·7	16·5	19·2	42·0	10·0	40·8	34·3	9·6	4·2	5·7	9·0
64—Victoria	45·1	41·5	43·4	26·7	24·3	31·7	44·3	38·1	29·6	47·1	17·2	20·3	43·7	11·0	41·8	34·9	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, SEPTEMBER, 1944

Canned Vegetables													Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
13·8	15·0	15·3	6·3	6·8	46·1	14·3	16·2	42·0	49·0	36·5	....	34·7	43·7	8·6	8·4	48·2	39·0	16·50	.....	16·00–20·00	35
13·7	14·1	14·5	6·1	7·5	41·1	13·7	17·5	40·2	48·6	36·8	....	34·0	46·3	8·5	8·5	44·3	38·9	16·75	.....	24·00–28·00	36
14·2	14·9	14·6	6·5	5·9	50·8	13·4	17·7	41·8	50·0	38·2	....	35·3	43·8	8·5	8·4	42·0	38·1	16·50	.....	23·00–27·00	37
14·0	14·8	15·0	6·9	6·9	49·4	13·3	18·6	43·3	46·5	34·1	....	33·0	47·2	8·5	8·2	43·6	39·0	15·75	.....	27·00–31·00	38
14·4	15·0	15·1	6·2	6·6	48·1	14·0	17·5	44·6	44·9	34·7	....	33·8	46·6	8·7	8·6	44·4	39·5	16·00	.....	21·00–25·00	39
14·8	14·7	14·7	7·0	6·1	47·8	.....	16·5	42·9	47·9	....	....	34·6	46·6	8·8	8·8	44·6	39·4	16·50	.....	23·00–27·50	40
14·4	14·9	14·7	6·6	6·5	53·6	13·4	....	36·4	46·3	37·0	....	34·6	45·7	8·4	8·4	41·7	39·1	17·00	.....	23·00–27·00	41
14·9	14·7	15·0	6·2	6·5	48·1	14·3	17·3	42·2	45·1	35·6	....	33·9	46·8	8·8	8·6	43·7	38·7	16·00	.....	21·00–25·00	42
14·4	14·8	14·9	6·1	6·7	47·9	14·1	17·7	38·0	49·8	38·7	....	34·9	48·5	8·8	8·5	45·0	38·5	17·75	.....	27·00–31·00	43
15·2	14·9	15·1	6·3	6·4	53·8	13·4	18·4	41·4	55·1	40·3	....	35·2	49·0	8·9	8·8	39·6	38·9	19·50	.....	23·50–27·00	44
13·5	13·8	14·2	6·2	6·1	47·9	13·9	16·1	41·2	45·4	35·3	....	32·4	45·8	8·2	8·0	44·6	38·7	15·50	.....	32·50–36·50	45
13·9	14·1	15·0	9·7	6·7	50·7	14·2	18·0	43·7	44·5	36·0	....	33·7	45·5	8·3	8·3	41·4	39·2	15·50	.....	.....	46
14·0	15·1	14·8	6·0	5·8	47·6	13·4	17·9	37·8	40·2	34·9	....	34·1	46·4	8·2	8·2	39·2	38·5	16·00	.....	25·00–29·00	47
14·6	14·6	14·5	6·3	5·0	47·9	.....	17·8	42·7	47·0	35·3	....	34·0	46·3	8·6	8·6	45·5	39·0	16·00	.....	22·00–26·00	48
15·7	15·0	15·2	7·2	4·7	36·2	14·2	15·8	40·6	43·5	....	....	39·1	43·3	9·1	9·0	43·9	38·2	.....	8·37	21·00–25·00	49
15·7	15·5	15·8	7·0	4·6	36·6	13·9	16·5	39·6	41·1	39·5	....	36·2	43·3	9·0	8·9	37·6	37·9	.....	12·95	26·00–30·00	50
16·8	15·3	15·6	6·4	6·0	44·4	13·8	17·7	38·3	44·8	39·0	22·6	37·4	42·5	9·3	9·4	42·7	38·6	.....	10·30	21·00–25·50	51
16·1	16·7	16·7	7·5	7·1	39·5	15·3	16·2	38·0	42·1	39·3	....	38·8	47·5	9·9	9·6	39·6	37·8	.....	10·50	19·50–23·50	52
16 7	15·5	15·6	6·6	5·2	39·4	13·8	16·8	38·5	41·2	40·1	21·7	36·6	46·9	9·2	9·6	42·0	38·0	.....	11·50	27·50–31·50	53
17·4	16·3	16·7	7·3	5·6	39·1	15·3	17·9	41·6	47·2	39·6	22·7	38·5	45·5	9·5	9·6	43·7	37·8	.....	10·10	22·00–26·00	54
15·0	14·6	15·0	7·5	5·5	46·6	14·8	16·7	39·9	47·7	37·0	21·0	34·2	45·3	9·0	9·2	41·5	37·4	.....	8·25	26·00–30·00	55
17·3	15·7	16·6	7·7	6·6	48·5	13·3	17·7	41·9	46·6	39·8	23·3	36·0	45·2	9·5	9·7	42·5	38·0	.....	.....	20·00–24·00	56
15·4	14·9	15·6	7·3	6·4	38·7	14·5	17·5	42·7	41·6	38·5	21·8	35·1	44·1	9·2	9·4	42·8	37·6	.....	5·40	24·50–28·50	57
15·7	14·1	14·7	7·1	5·7	38·1	12·6	17·4	40·3	43·3	37·5	20·8	32·5	45·1	9·3	9·4	45·0	37·5	.....	4·90	22·00–26·00	58
15·4	15·1	15·2	8·2	6·2	50·1	13·5	16·9	42·0	39·7	37·7	20·3	31·9	45·1	8·9	8·8	41·2	38·4	.....	.....	17·00–21·00	59
14·8	14·2	15·0	7·2	5·2	41·5	11·7	16·6	39·3	37·9	36·0	20·8	33·7	43·2	7·9	7·8	36·4	38·2	.....	13·00	20·50–24·50	60
16·1	15·4	16·3	8·3	6·3	50·7	12·6	16·7	47·7	46·0	39·3	22·4	33·7	44·8	8·8	8·6	44·3	39·0	.....	13·65	20·00–24·00	61
15 0	15·7	16·5	8·6	5·7	45·5	12·3	16·3	37·6	47·2	35·5	23·3	36·0	49·5	9·0	8·9	39·2	37·7	.....	10·75	23·00–27·00	62
4·9	14·5	14·6	7·1	4·9	42·7	12·2	16·7	39·1	38·5	36·0	21·2	30·3	43·0	8·0	8·0	39·0	37·9	.....	13·00	23·50–27·50	63
15·2	15·1	15·6	7·4	6·0	47·2	14·3	15·5	38·5	37·5	36·9	20·7	32·7	43·1	8·9	8·4	42·5	38·3	.....	13·25	21·00–25·00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(Average Prices in 1926=100)

Commodities	Commodities 1944	1913	1918	1920	1922	Sept. 1926	Sept. 1929	Sept. 1933	Sept. 1939	Sept. 1941	Sept. 1942	Sept. 1943	Aug. 1944	Sept. 1944
All commodities	510	64·0	127·4	155·9	97·3	98·5	97·8	68·9	78·4	93·3	95·8	101·1	102·3	102·3
Classified according to chief component materials														
I. Vegetable products	113	58·1	127·9	167·0	86·2	96·2	98·9	62·5	68·7	79·1	85·2	92·6	94·6	94·4
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	98·9	108·9	60·6	77·6	100·1	100·5	108·4	106·0	106·0
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	99·5	91·2	71·7	72·9	96·9	91·9	91·9	91·7	91·7
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	100·2	93·7	63·8	82·4	98·8	101·7	113·4	118·0	118·1
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	99·4	93·8	85·5	99·4	112·6	115·8	115·7	117·0	117·0
VI. Non-Ferrous Metals and their products	17	98·4	141·9	135·7	97·3	99·8	98·2	67·5	74·6	77·5	79·7	79·7	79·7	79·7
VII. Non-Metallic Minerals and their Products	81	56·8	82·3	112·2	107·0	99·2	93·2	85·0	84·6	97·2	99·2	100·5	102·3	102·3
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	100·3	95·5	81·5	81·5	102·3	102·2	100·3	100·3	100·1
Classified according to purpose—														
I. Consumers' Goods	207	62·0	102·7	136·1	96·9	98·5	96·0	72·7	77·5	95·4	95·4	97·0	97·2	97·2
Foods, Beverages and Tobacco	114	61·8	119·0	150·8	90·2	97·2	103·7	65·7	77·1	94·7	97·8	102·4	100·8	100·7
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	99·4	90·8	77·3	77·7	95·8	93·8	93·4	94·8	94·8
II. Producers' Goods	366	67·7	133·3	164·8	98·8	99·4	98·9	65·6	74·5	85·5	89·1	97·0	99·7	99·6
Producers' Equipment	24	55·1	81·9	108·6	104·1	97·1	94·7	85·6	95·7	107·5	110·0	114·3	118·5	118·5
Producers' materials	342	69·1	139·0	171·0	98·2	98·7	99·4	63·4	72·1	83·1	86·8	95·1	97·6	97·5
Building and Construction Materials	111	67·0	100·7	144·0	108·7	100·0	99·6	80·8	91·3	112·2	114·8	123·0	127·2	127·4
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	98·4	99·3	60·4	68·8	78·2	82·0	90·4	92·6	92·4
Classified according to origin:														
I. Farm—														
A. Field	154	59·2	134·7	176·4	91·2	96·5	96·1	62·7	66·4	78·6	82·0	88·6	90·2	90·1
B. Animal	88	70·1	129·0	146·0	95·9	98·2	105·2	62·7	77·9	97·8	97·7	101·6	100·2	100·3
Farm (Canadian)	63	64·1	132·6	160·6	88·0	96·7	107·7	54·6	64·3	73·3	84·3	97·9	101·2	101·0
II. Marine	16	65·9	111·6	114·1	91·7	100·7	105·5	66·5	76·3	98·3	115·0	135·3	129·8	129·8
III. Forest	58	60·1	89·7	151·3	106·8	100·1	93·5	64·0	81·9	98·5	101·2	112·7	117·2	117·3
IV. Mineral	194	67·9	115·2	134·6	106·4	99·7	92·7	81·6	85·6	97·0	98·7	99·3	100·4	100·5
All raw (or partly manufactured)	213	63·8	120·8	154·1	94·7	97·3	101·8	59·9	70·9	84·6	90·6	101·2	103·6	103·4
All manufactured (fully or chiefly)	297	64·8	127·7	156·5	100·4	98·6	94·1	71·5	77·8	92·5	92·0	93·6	93·5	93·6

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa	Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	1931 = 100	July 1914	June 1914	1910 = 1000	1938 = 1000	1923-1927 = 1600	1936-1939 = 1000	1926-1930 = 1000	1926-1930 = 1000
		(a)		(b)				(c)						(b)
1913	64·0	79·1	69·8	70·7					1125					
1914	65·5	79·7	68·1	71·8		(g) 100	(g) 100	(h) 100	1090	814			748	628
1915	70·4	80·7	69·5	72·5		123			1204	855			805	676
1916	84·3	87·0	85·5	77·9		146			1379	908			882	724
1917	114·3	102·4	117·5	91·6		176			1583	996			1024	786
1918	127·4	115·6	131·3	107·5		203		204	1723	1064			1225	850
1919	134·0	126·5	138·6	123·8		215		222	1854	1177			1282	912
1920	155·9	145·4	154·4	143·0		249		224	2512	1458			1536	1019
1921	110·0	129·9	97·6	127·7		226	191·2	200	1805	1320			1428	1034
1926	97·3	120·4	96·7	119·7		183	167·5	164	1445	1101			1194	952
1928	100·0	121·8	100·0	126·4		172	144·5	162	1387	1063			1053	1010
1929	96·4	120·5	96·7	122·6		166	144·6	161	1358	1069	(f)	(f)	994	1006
1930	95·6	121·7	95·3	122·5		164	141·2	161	1305	1066	1103	1150	988	1004
1933	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041			963	981
1937	67·1	94·4	65·9	92·4	85·7	140	91·0	151	1047	932			904	795
1938	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1939	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1940	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1941	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1942	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1943	95·7	117·0	98·8	116·5	159·4	209	208·6	193	1569	1173	1242	1176	1416	1109
August	100·0	118·4	103·1	123·5	162·8	199	218·2	203	1706	1244	1372	1267	1513	(e) 1002
September	100·4	119·2	103·1	123·4	162·2	199	217·7	204	1725	1253	(i) 1398	(d)	1522	(e)
October	101·1	119·4	103·1	123·9	162·9	198	219·5	204	1725	1259	(i) 1402	1278	1520	996
November	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	(i) 1396		1532	
December	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1742	1256	(i) 1389		1559	
1944—January	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	1266	1565	1001
February	102·5	119·0	103·3	124·2	164·6	199	220·6	206	1767	1264	(i) 1392		1566	
March	102·7	118·9	103·6	123·8	164·6	200	221·3	206	1768	1272	(i) 1386		1567	
April	103·0	119·0	103·8	123·8	164·9	200	222·9	206	1765	1283	1387	1268	1559	1005
May	102·9	119·1	103·9	124·6	165·5	200	223·1	207	1773	1291	(i) 1397		1558	
June	102·5	119·2	104·0	125·1	166·1	200	223·4	207	1773	1292	(i) 1398		1565	
July	102·5	119·0	104·3	125·4	166·1	200			1757	1296	1407	1269	1565	1001
August	102·5	119·0	104·1	126·1	167·1	201			1757	1285	1413			
September	102·3	118·9	103·9	126·3		202					1419			
	102·3	118·8				202								

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Achievements of Tripartite Labour Organization in India

THE establishment of a permanent tripartite organization to deal with labour matters was decided on at a Conference in New Delhi in 1942. The conference was attended by representatives of Governments, employers and workers. "The constitution by statute of an organization by which representatives of employers, of labour and of Governments would meet regularly in conference" had been recommended by the Royal Commission on Labour in India in 1931. Two features were to distinguish the new organization from previous Conferences: the permanency achieved by means of a standing committee, and representation of employers and workers as well as of Governments.

Three main objects of the organization were outlined to the Conference by the Government: the promotion of uniformity in labour legislation, an important matter in India with its many administrative and provincial jurisdictions; determination of procedure for settling industrial disputes, since the existing adjudication of disputes under the Defence of India Rules is only a wartime measure; and thirdly, the "discussion of matters of all-India importance as between employers and workers." This latter aim was framed in comprehensive terms to include questions of labour welfare and other problems of insufficient importance to lead to industrial disputes.

In the general discussion which followed, the workers' representatives stressed that uniform labour legislation should not be regarded as an end in itself but merely as a means for improving labour conditions, and also that the avoidance of disputes rather than their settlement should be emphasized. The employers hoped that the organization would cover the whole field of co-operation in industry and not restrict itself to legislative proposals. They understood that the purpose was not to hasten legislation necessarily but to provide a means for its careful consideration.

The constitution of the organization, it was proposed, should be similar to that of the International Labour Organization. There should be a Plenary Conference meeting at least once a year, to advise the Government of India on any matters referred to it, taking into account suggestions made by the representatives, and a Standing Advisory Committee of the Conference, meeting whenever called by the Central Government to advise or report on questions referred to it by the Central Government or the Plenary Conference.

The Constitution, as adopted, makes provision for 23 Government representatives to the Plenary Conference: the Member for Labour of the Viceroy's Executive Council as Chairman, three representatives of the Government of India, 11 from the British Indian Provinces, six from the industrially important Indian States, and two from the Chamber of Princes to represent other Indian States. Eleven Conference delegates are to represent the workers, four nominated by Government in agreement with the All-Indian Trades Union Congress, four in agreement with the Indian Federation of Labour, and three by Government as representatives of other workers, including municipal workers. Four employers' representatives will be nominated by Government in agreement with the Employers' Federation of India, four in agreement with the All-India Organization of Industrial Employers, and three nominated by Government to represent other classes of employers. The term of appointment of the delegates is limited to the Conference for which they are selected.

The Standing Advisory Committee has eleven Government representatives: the Member for Labour of the Viceroy's Executive Council as Chairman, one Central Government representative, six provincial Government delegates, three of whom will represent single Provinces and be selected by the Governments of these Provinces, with the other three each representing several provinces and selected by agreement betweeen them, two Indian States' representatives chosen by their Governments and one representative of the Chamber of Princes, selected in the usual manner. Four of the five employer representatives on the Standing Advisory Committee will be nominated by the Labour Member of the Government in agreement with the two principal associations of employers and the fifth will be chosen solely by the Labour Member. The five workers' delegates are to be chosen in the same manner. It was agreed that as far as possible members of the Standing Committee should also be members of the Conference in order to provide a link between the two.

It was suggested by the workers' representatives that the Conference should have power to frame its own agenda, that the procedure

of the I.L.O. should be applied more fully to the proposed organization, and that the system of voting should be the same as that of the International Labour Conference. The President replied that, in framing the agenda, all suggestions made by the Government and other organizations represented would be taken into account, but that it was too early to establish a permanent secretariat. The system of voting was left to the decision of the Conference.

Between November 1942 and May 1943 three meetings of the Standing Advisory Committee were held. The items on the agenda included a review of wartime labour legislation, production problems, workers' earnings, labour welfare, industrial statistics, the supply of essential articles of food to workers, an amendment of the Defence of India Rule 81 (A) relating to the adjudication of trade disputes, deferment of payment of bonuses to workers until after the war, the inclusion of a fair-wage clause in Government contracts, the establishment of joint production committees, the appointment of labour welfare officers in industrial undertakings, and the institution of employment offices for skilled and semi-skilled workers. Following these meetings the Government took action to give effect to certain resolutions which had been unanimously approved. The War Injuries (Compensation Insurance) Act, which requires industrial employers to pay compensation for war injuries, and the National Service (Technical Personnel) Amendment Ordinance were enacted. Measures were taken to compile certain labour information under the Industrial Statistics Act and employment service was established.

The first session of the Plenary Conference was held in Delhi in September 1943. The President noted that the greatest achievement of the new organization was the fundamental change brought about in the attitude of the three parties to labour problems. The Conference agreed that provision should be made for the relief of wartime temporary unemployment due to such factors as a shortage of raw materials, and that there should not be, in the case of lower paid workers at any rate, any waiting period preparatory to drawing benefits. It was resolved that wages, employment, housing and other social conditions should be investigated and the findings made available to a representative committee to be appointed by the Central Government to formulate social security plans. The Conference authorized the President to appoint a small committee to recommend principles for the determination of the cost-of-living bonus. Agreement was reached that working conditions should be uniform as between different mills and should be contained in standing orders approved by the Commissioner of Labour and put in effect by all mill-owners. The employers' delegates agreed to equal representation of the workers whenever "industry", as distinct from "commerce", was specially represented in legislatures or on statutory committees and local bodies.

British Study on Variations in Output

THE Industrial Health Research Board of Great Britain has recently published the results of a study on variations in output (Emergency Report No. 5). Undertaken primarily to determine whether a reduction of weekly hours would lead to an equal or increased rate of output, the study demonstrated that "variations of output are rarely, if ever, due to a single outstanding cause". Other factors, besides hours, which must be considered include changes in the type or design of the product, mechanical difficulties and breakdowns, variations in the quantity and quality of materials, improvements in the methods or conditions of work, changes in the type or lay-out of machines and a variety of personal factors. Further investigation was recommended to rank these factors in order of importance.

The study covered 21 groups of workers in seven factories engaged in war work. Their weekly hours ranged from 45 to 65 and were reduced by amounts varying from one to eight hours. A record of their output was kept for a four-week period before the reduction in hours and for a 12-week period after.

The results showed an average increase of 4·1 per cent in output for all groups, with the greatest improvement in the last four weeks. However, in only three of the 15 groups registering increases was it possible to attribute the increase to the change in hours. In the other cases factors such as improvements in the conditions and methods of work and reorganization were considered more significant. It was concluded tentatively that in the type of work studied a shortened workweek will usually be followed "by a tendency to increasing output", but "at present, sweeping statements connecting reduction of working hours with either marked increase or decrease of output are not warranted".

The reduction in hours caused a slight decrease in absences from work. It was observed

that the absence rate for women on the three-shift system was higher than that for those on the two-shift system. A recommendation was made that hours of work should be adjusted to the needs of married women so that absences for domestic reasons would be controlled rather than haphazard.

It was found that workers who alternated fortnightly between the day and the night shift worked with almost equal effectiveness on both shifts. Where the three-shift system was in effect, hourly output was greatest on the afternoon shift and lowest on the morning shift, even when the morning shift was shorter. The difference was not very great, however. A study of daily variations in one plant showed that output was highest on the first working day of the week and on pay day.

Attention was drawn to the fact that dissatisfaction with methods and rates of pay, friction between foremen and workers and the relations of management and labour are reflected in output rates. It was noted that

> . . . conditions had greatly improved since the formation of Joint Production Committees, but the degree of improvement varied considerably in different factories. The most successful results have been obtained in factories where both the management and the shop stewards have been able and willing to understand and respect each other's rights and difficulties."

Labour and Industry in British Columbia, 1943

Apprenticeship—Factory Inspection—Women and Children in Industry—Labour Disputes and Conciliation—Board of Industrial Relations

INDUSTRIAL payrolls in British Columbia have shown impressive annual increases since the outbreak of the war, according to the twenty-sixth annual report of the provincial Department of Labour. They amounted to $165,683,460 in 1939 and had risen progressively until, in 1943, they had reached a total of $381,196,427, an increase in the five years of slightly more than 130 per cent. The most noteworthy increase was in the shipbuilding industry which was $18,000,000 over the figures shown for that industry in 1942. The construction industry registered an increase of $13,000,000; followed by miscellaneous trades and industries, up over $10,000,000; metal trades with an increase of almost $7,500,000; and lumber industries advanced over $3,000,000. Only three of the twenty-five industrial classifications registered relatively small declines, namely, metal mining, $490,503; smelting, $414,817; and pulp and paper mills, $97,415.

It is emphasized that the greatest employment increases were evident in those industries most essential to the war effort. An overall increase in the number of female employees added to the payrolls released many male workers for the armed services or for more essential occupations. The month of August, 1943, showed a total of 152,694 as against a high of 143,760 in November, 1942.

Increases in the average weekly wage for adult male workers were general in twenty-one of the twenty-five classes, the decreases in the remainder being mostly of a fractional nature. The averages given were based on the week of employment of the greatest number. It is pointed out that considerable difficulty was experienced in arriving at the averages in certain industries because of broken time, but efforts were made to base the calculations on a full working-week. The average weekly wage for adult male wage earners rose to $37.19 in 1943 representing an increase of $1.95 over the previous year and "the highest recorded since the formation of the Department."

Working hours decreased slightly in 1943, the average for all employees being 47·19 hours as compared with 48·12 hours in 1942.

Industrial Statistics, Payrolls, etc.—Statistics were compiled by the Department from reports received from 4,727 firms, a decrease of 118 from 1942. These returns covered some 151,420 male and female employees for 1943. A segregation showed that 89·10 per cent worked 48 hours or less per week; 4·57 per cent worked from 48 to 54 hours per week; and 6·3 per cent worked in excess of 54 hours per week. To find the total payroll of the province the sum reported by these industrial firms was augmented by the returns received too late in to be included in the industrial summary, $70,134; estimated payroll of employers in occupations included in the Department's inquiry not sending in returns $1,350,000; transcontinental railways $19,424,973; and payrolls of additional services not included in the industrial survey, such as governmental workers, wholesale and retail firms, etc., $48,945,000. Payrolls in the shipbuilding industry increased from $47,203,906 in 1942 to $65,494,519 in 1943. The corresponding figures for the other classifications are given as follows: Construction, from $30,101,754 to $43,356,556; miscellaneous trades and industries, $16,012,831 to

$26,160,573; metal trades, $17,223,536 to $24,637,007; lumber, $43,935,333 to $47,078,896; breweries (including mineral waters), $1,584,038 to $1,758,828; builders' materials, $2,000,579 to $2,306,658; cigar and tobacco manufacturing, $4,441 to $6,971; coal mining, $4,491,833 to $4,890,314; coast shipping, $8,660,344 to $10,019,897; explosives and chemicals, $3,501,356 to $4,014,989; food products, $16,276,059 to $18,192,018; garment making, $1,264,303 to $1,403,599; house furnishings, $1,778,909 to $1,822,614; jewellery manufacturing, $343,552 to $347,097; laundries, etc., $2,018,329 to $2,433,302; leather and furs manufacturing, $866,701 to $926,231; oil refining, $3,039,683 to $3,229,243; paint manufacturing, $429,195 to $457,182; printing and publishing, $4,143,521 to $4,337,734; street railways, etc., $12,734,102 to $13,613,489; wood manufacturing, $5,917,196 to $7,406,450. Industries reporting decreased payrolls in 1943 from 1942 were as follows: Pulp and paper mills, $8,824,524 to $8,727,109; smelting, $7,881,503 to $7,466,686; metal mining, $11,808,861 to $11,318,358.

Apprenticeship.—The Director of Apprenticeship in his report stated that there were 1,603 apprenticeship contracts in force at the close of 1943. This was an increase of 181 over 1942. It is indicated that the Federal government has made certain proposals to the provinces with a view to setting up a uniform system of apprenticeship throughout the Dominion along lines similar to those in force in British Columbia.* This would make apprenticeship facilities available for the rehabilitation of ex-service men and women.

Factory Inspection.—During 1943, 2,240 inspections and re-inspections were made. The Inspector of factories expressed concern with respect to the number and the seriousness of industrial accidents. In some measure these may be attributed to the higher percentage of inexperienced workers now employed in industry and it was urged that new employees be carefully instructed and supervised so that accidents may be reduced. He also suggested that an industrial hygienist be employed for research work in connection with poisonous fumes and dust, especially in plants making use of new industrial processes or manufacturing new chemicals and poisonous substances.

Women and Children in Industry.—While the employment of women in industry as a whole increased during the year, it was found that a number of industries had discontinued their employment entirely and others were operating with decreased staffs. However, this was attributed largely to a slow-down in these particular plants and the discontinuance of extra shifts. Some uneasiness was expressed as to the number of head accidents suffered by women owing to carelessness in the wearing of protective head-dress while at work.

It was ascertained during the year that many children were falsifying their ages to obtain employment, chiefly in the shipyards. This was revealed following a fatal accident to a 14-year old shipyard employee, following which all boys who could not produce satisfactory proof that they had reached their fifteenth birthday were removed from the shipyards. With but very few exceptions the issuance of permits was confined to children for the duration of the summer holidays only.

Labour Disputes and Conciliation.—Of the 43 strikes recorded during the year, six were in the jurisdiction of the province. A total of 21,704 employees were affected by these disputes and of that number 463 were within the authority of British Columbia. Of the total of 78,129 man-days lost, 1,299 were attributable to the six strikes under provincial jurisdiction. It is stated that although there had been a larger number of disputes in past years, the number of employees affected and the time loss in man-days in 1943 were amongst the highest recorded by the Department.

Complaints brought to the attention of the Industrial Conciliation and Arbitration Branch numbered 70 in 1943, while nineteen disputes were referred to the Conciliation Commissioners. Boards of Arbitration begun in 1943 numbered eleven. Of the nine awards made, six were unanimous.

New Legislation.—An Act entitled "Control of Employment of Children Act" was passed at the 1944 session of the legislature. It prohibits the employment of children under 15 years of age, unless permission has been granted by the Minister of Labour, or any person appointed by him for the purpose. Eight industries or trades are specified in the Schedule of the Act in which employment is prohibited unless under permit. (L.G., June, 1944, p. 784).

Other legislation passed provided amendments to the minimum wage laws respecting both men and women and the "Wartime Labour Relations Regulations Act".

Report of Board of Industrial Relations

The tenth annual report of the Board of Industrial Relations provides summaries of the orders made by the Board during 1943 with respect to a wide range of industries and trades.

* L.G., Feb., 1944, p. 206.

Women and Girl Employees.—Returns were received from some 6,894 employers of women and girls. These showed a total of 54,905 female workers for 1943, an increase of 10,444 over 1942. The average weekly wages for female employees over 18 years of age (or experienced), was $18.51 in 1943 and for females under 18 years of age (or inexperienced), $11.09 as compared with $17.54 and $10.52 respectively in 1942. The percentage of female workers receiving actual minimum wages set for experienced workers was 7·47 in 1943 and 9·09 in 1942. The percentage receiving more than the minimum wage was 72·63 in 1943 and 68·78 in 1942. Total salaries and wages for one week amounted to $989,392.74, an increase of $233,706.35 over the figure for 1942. The average weekly working hours for the 54,905 female employees decreased from 41·96 to 41·03 for 1943.

Inspections and Collections.—During the year the inspection staff made 8,642 personal inspections throughout the province, as compared with 10,727 in 1942. The reduction was due to a decrease in the number of inspectors, brought about mainly by the loan of staff members to the Federal government and to branches of the armed services. Under the Female Minimum Wage Act 128 employers made adjustments for 213 women and girls in the amount of $3,901.06. In addition to the above settlements, which were made without recourse to the Courts, Court proceedings were instituted in 17 cases, resulting in 14 convictions, two dismissals and one withdrawal.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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VOLUME XLIV] NOVEMBER, 1944 [NUMBER 11

Notes of Current Interest

Wage increases authorized by War Labour Boards

Speaking recently before the annual convention of the Canadian Congress of Labour in Quebec City, the Honourable Humphrey Mitchell, Minister of Labour, made reference to the operation of the wage stabilization policy.

Decisions of National and Regional War Labour Boards since the stabilization policy was instituted in November, 1941, have resulted in increasing the remuneration of workers by more than $175,000,000 a year, the Minister announced, declaring: "This has been accomplished without adverse effect on the cost of living."

He stated that the Boards had dealt with 57,000 cases affecting over four million workers. Vacations with pay had been awarded in cases affecting 849,000 workers, not including those affected by the Report of the O'Connor Commission on Western Coal Mines.

Further reference to the Minister's speech will be found in the article dealing with the Congress convention, elsewhere in this issue.

Royal Commission to inquire into coal industry

A Royal Commission has been appointed to inquire into the Canadian coal industry, it was announced recently by the Prime Minister, Rt. Hon. W. L. Mackenzie King.

Mr. Justice W. F. Carroll, Halifax, is Chairman of the Commission, the other members of which are Mr. Angus J. Morrison, United Mine Workers of America, Calgary, and Mr. Justice C. C. McLaurin, Calgary.

The Commission will report to the newly-established Department of Reconstruction.

Slight decline in index of cost of living

The Dominion Bureau of Statistics cost-of-living index declined further from 118·8 for September 1 to 118·6 for October 2, 1944. Continued autumn decreases in fresh vegetables were mainly responsible for this change. The food index dropped from 131·2 for September to 130·8 for October, with price reductions in fresh vegetables, citrus fruits and lamb partially offset by small increases for butter and eggs. Other group changes were fractional. Rents advanced from 111·9 to 112, and clothing from 121·5 to 121·6. Lower gasoline prices in some areas reduced the miscellaneous index from 109 to 108·9. Two group indexes remained unchanged, fuel and light at 108·7 and homefurnishings and services at 118·4. After adjustment to the base August, 1930 as 100 the index was 117·7 at October 2, 1944.

Payment of grants under Post-Discharge Re-establishment Order

The Department of Veterans' Affairs announced recently that, during the month of September, 1,810 ex-service personnel of this war received benefits and grants under the Post-Discharge Re-establishment Order. The grants are on the basis of $60 monthly for a single person and $80 monthly for a man and his

20696—1½

wife, with allowances for dependents if the veteran is receiving training or continuing education; or $50 and $70 respectively if out of work, temporarily incapacitated or awaiting returns from a business venture or farm.

During the same period 9,741 veterans of this war were placed in employment through National Selective Service in co-operation with the Department of Veterans' Affairs. In addition, jobs were found for 3,143 veterans of the first Great War. A total to date of 257,004 veterans of both wars have been placed in this manner, according to the announcement.

Indicative of employment conditions among veterans of this war is the fact that in the total of 1,731 in receipt of grants under the Post-Discharge Re-establishment Order at the end of September, only 158 were receiving maintenance benefits, while fit and available for work but for whom no work was available. During the whole month 274 received benefits under this clause. The big majority of the grants, a total of 1,146, were paid to ex-service personnel taking courses of vocational training. An additional 94 were attending universities, and with the opening of more universities this figure has increased to more than 350. Payments were made to 84 veterans temporarily incapacitated and to 328 while they were awaiting returns from farms or businesses. A total of $88,246.51 was expended in grants during the month of September.

Service personnel not included in union representation vote

A group of mining employers in Northern Ontario recently appealed an order of the Ontario Labour Relations Board that votes be taken of their employees to elect collective bargaining representatives. The appeal was on the grounds that the order did not provide an opportunity of voting to those members of His Majesty's forces who were employees and who are either on leave of absence or entitled to be reinstated as employees on the completion of their military service.

The National Board, in issuing its judgment, declared: "The real issue in this appeal is whether a unit of employees is appropriate for collective bargaining as provided by Section 7 of the Regulations if it includes employees who are now on military service". The Board was of the opinion that the employees properly included in a collective bargaining unit are those who require a collective agreement. Employees now on military service, the Board asserted, "do not presently require a collective agreement containing provisions with reference to rates of pay, hours of work, or other working conditions. If, when they are discharged from military service, they return to their employment they may desire such an agreement but it is impossible to say how many of these will return to their former employment."

The National Board agreed with the Ontario Board's ruling that the rights of members of the forces could not be detrimentally affected by any collective agreement that might be negotiated between the parties. The Ontario Board had pointed out that even a closed shop provision in such a collective agreement could not bar the re-employment of persons who come within the Reinstatement in Civil Employment Act, 1942, Canada, and the Rights of Labour Act, 1944, Ontario; also that under the Wartime Labour Relations Regulations employees may avail themselves of the right to change their bargaining representatives at fairly frequent intervals so that any alteration in the views of the working force of an enterprise will soon be reflected in application for the certification of new bargaining representatives.

The appeal was dismissed.

Report on Japanese administration

An illustrated Report has recently been issued by the Department of Labour on "The Administration of Japanese Affairs in Canada 1942-44." This is supplementary to the Report issued in November, 1942, on "The Removal of Japanese from Protected Areas."

In December, 1941, there were 22,837 persons of Japanese racial origin in Canada, of whom approximately 75 per cent were Canadian citizens, mostly born in Canada. Almost 21,000 resided along the British Columbia coastal area which was declared a Protected Area after Pearl Harbour, and the evacuation of this large group by the British Columbia Security Commission during 1942 is summarized from the earlier Report.

In the two years since evacuation, up to August 4, 1944, relocation has been proceeding gradually and voluntarily to the point where 80 per cent of the Japanese are again self-supporting and 35 per cent of them are relocated east of the Rocky Mountains.

The policy of the Department in this work has been threefold—to get all employable Japanese into self-supporting employment helpful to the Canadian war effort across Canada, to maintain the unemployable minority when they were financially unable to keep themselves, and to see that the children received a thoroughly Canadian education. The Report

proceeds to describe in some detail how these aims were put into practice over the period.

By a series of placement offices working with National Selective Service between British Columbia and Quebec, Japanese have been recruited and placed in industries which have felt most acutely the wartime scarcity of labour —farms and market gardens, lumbering operations, manufacturers of fertilizers and leather, canneries, hospitals and restaurants, and many other diversified types of employment, at prevailing rates of pay. This relocation program, which has been materially assisted by local citizens' committees, is also part of a long-range policy of resettlement for loyal Japanese-Canadians.

Just as the Japanese in Canada before evacuation were seldom on relief lists, so now they are in large measure self-supporting, except for some invalids, elderly persons, and families of internees, being maintained by the Department in the Interior Housing Projects in British Columbia. The number requiring assistance has steadily declined, until in the summer of 1944 less than 2,000 require full maintenance and the same number require partial temporary maintenance. A Royal Commission in January, 1944, found that welfare provisions for these people were reasonably adequate as a wartime measure.

The Department of Labour has established a complete Public School system for 3,000 children of elementary school age in the Project towns, based on the provincial school curriculum. These schools have been found by leading educationalists to be efficiently operated on a consistently high level. Various church mission schools look after the high school students, and those outside the Projects either go to local schools or take correspondence courses. Two thousand five hundred children who have relocated with their families east of the Rockies have since 1942 attended the regular provincial schools and colleges without discrimination.

There are also sections in the Report on Work Projects, Japanese Property, Internment and Repatriation, International Red Cross and Protecting Power, Security, Control, and Travel, and other special phases of the Administration of the "Japanese Problem."

The Report concludes with the Prime Minister's Statement of Policy on Japanese, in the House of Commons on August 4, 1944. In this speech, the Prime Minister announced that a Commission was to be established to decide the loyalty or disloyalty of individual Japanese, the loyal to be relocated and dispersed across Canada, the disloyal to be repatriated to Japan as soon as possible, and a barrier erected against any further Japanese immigration.

Enrolment of veterans in Canadian universities

The Hon. Ian Mackenzie, Minister of Veterans' Affairs announced recently that more than 350 ex-service men and women entered the various universities across Canada this autumn. In addition, seven are attending classes at universities in the United States.

"By far the greater percentage of these men and women are from the ranks with only about ninety of the three hundred and fifty being former officers," the Minister stated. "Twelve are ex-service women, four of them former nursing sisters." Of the officers one was a Lieut.-Colonel and two were Majors.

Approximately one hundred ex-service men are studying engineering in its various branches; about fifty are enrolled in arts courses to qualify for such professions as teaching, the ministry, journalism and law, and an equal number are science students. More than forty are studying commerce and finance and over forty others are potential doctors, dentists and public health nurses. Twenty are studying agriculture and there are eighteen prospective lawyers. A former army lieutenant is becoming an organist, and a former W.D. is continuing her studies towards an L.T.C.M. degree on the violin.

There are twenty-two service men and women taking post-graduate courses of almost as many varieties. Some of these courses are of the refresher type calculated to bring back proficiency partially lost during service in the Armed Forces.

"The Department is anxious," concluded the Minister, "to assist suitable men and women to obtain higher education. Aside from solving their individual rehabilitation problems we are training now a large number of the future leaders of Canada."

Additional day nurseries approved

Approval of two additional wartime day nurseries in the city of Toronto, to be completed as soon as possible, will bring to 30 the total number of such units now in operation in Ontario, it was announced recently by the Dominion Department of Labour. These nurseries are operated under agreement between the Government of Ontario and the Dominion Department of Labour (L.G., Oct., 1944, p. 1200).

Mrs. Rex Eaton, Associate Director of National Selective Service, stated that the nursery units were approved by the Minister of Labour because of the upswing in employment of women workers for heavy ammunition plants in the area.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

For the fourth successive month the index of the Dominion Bureau of Statistics showed an increase in industrial employment to 185·5 at September 1. The average of the indexes for these four months is below the average for the same period in 1943, but higher than for the similar periods in the other years of the war. In comparison, the index was 184·3 at August 1, 1944, 186·2 at September 1, 1943, and 119·6 at September 1, 1939. The 14,837 establishments reporting to the Bureau showed a total working force of 1,882,790 at September 1 which was 0·6 per cent greater than at August 1. The total

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1944			1943		
	October	September	August	October	September	August
Employment Index (1)		**185·5**	**184·3**	**187·6**	**186·2**	**185·9**
Unemployment percentage (trade union members) (2)		0·3		0·3	0·4	0·4
Index numbers, aggregate weekly payrolls (3)		149·6	148·4	150·8	148·7	147·7
Per capita weekly earnings $		31·69	31·63	31·53	31·30	31·06
Prices, Wholesale Index (1)	**102·4**	**102·3**	**102·3**	**101·9**	**101·2**	**100·4**
Cost of Living Index (4)	**118·6**	**118·8**	**118·9**	**119·3**	**119·4**	**119·2**
Retail sales unadjusted index (4)		180·0	157·2	173·4	157·9	142·3
Retail sales adjusted index (5) (4)		172·2	174·4	157·5	158·4	161·9
Wholesale sales (4)		204·8	199·4	176·5	186·2	173·4
Common stocks index (4)	†85·6	85·0	86·8	86·4	89·3	88·9
Preferred stocks index (4)	126·7	126·3	125·9	118·2	118·0	117·8
Bond yields, Dominion index (4)	97·0	97·0	97·0	97·3	97·3	97·3
Physical Volume of Business Index (5) (4)		**231·0**	**233·1**	**239·5**	**236·7**	**241·0**
Industrial Production (4)		260·4	263·5	283·3	280·9	276·8
Mineral Production (4)		205·5	214·5	310·9	322·4	337·7
Manufacturing (4)		284·5	291·5	304·1	299·2	290·8
Construction (4)		145·7	91·6	82·5	77·5	84·9
Electric power (4)		153·4	156·4	151·3	160·5	163·7
Distribution (4)		170·3	170·1	148·8	154·0	166·9
Carloadings (4)		128·3	145·5	121·6	122·9	138·7
Tons carried, freight (4)		160·6	192·2	134·7	148·4	182·8
Trade, external, excluding gold $		427,051,068	416,510,363	425,795,307	384,639,552	444,240,556
Imports, excluding gold $		159,710,091	157,323,712	162,920,856	137,271,083	149,134,694
Exports, excluding gold $	313,962,000	264,619,150	257,021,233	259,808,158	244,914,478	292,861,098
Bank debits to individual accounts $	4,931,879,000	4,819,000,000	4,531,791,470	4,654,206,673	4,485,003,588	4,020,266,715
Bank notes in circulation (6) $		868,200,000	856,000,000	746,700,000	724,800,000	724,800,000
Bank deposits in savings $		2,464,186,742	2,369,598,078	1,961,160,941	1,988,904,185	1,915,732,321
Bank loans, commercial, etc. $		929,280,117	966,290,258	985,406,648	988,762,167	1,062,942,828
Railway—						
Car loadings, revenue freight cars (7)	305,791	288,325	279,770	290,454	277,081	278,706
Canadian National Railways operating revenues $					33,129,600	35,716,600
operating expenses $					24,419,998	27,459,646
Canadian Pacific Railway traffic earnings $		27,630,612		26,344,166	26,289,433	26,885,759
Canadian Pacific Railway operating expenses, all lines $		23,939,760		20,502,749	22,504,668	23,011,872
Steam railways, freight in ton-miles					5,670,342,000	5,659,033,000
Building permits $	11,122,409	10,767,915	12,113,264	6,880,239	7,713,926	7,539,746
Contracts awarded (8) $	25,925,400	25,287,600	24,151,400	19,238,500	18,570,000	23,865,300
Mineral Production—						
Pig iron tons		145,406	151,452	146,794	147,902	164,906
Steel ingots and castings tons		242,725	246,755	271,976	241,255	246,820
Ferro-alloys tons		14,568	18,808	16,843	17,007	18,429
Gold ounces			236,900	280,062	282,804	293,358
Coal tons		1,396,169	1,377,228	1,547,234	1,441,270	1,441,577
Timber scaled in British Columbia bd. ft.		250,748,883	246,096,741		284,553,926	242,524,636
Flour production bbls.		1,972,621	2,015,866	2,118,409	2,014,409	1,888,030
Footwear production pairs		2,893,705	2,937,490	2,871,268	2,737,055	2,777,758
Output of central electric stations k.w.h.		3,234,778,000	3,274,631,000	3,458,568,000	3,376,775,000	3,436,141,000
Sales of insurance $		42,133,000	41,168,000	52,846,000	48,490,000	44,791,000
Newsprint production tons	258,301	244,209	262,695	259,340	251,830	259,610

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended October 26, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figure for four weeks ended October 28, 1944, and corresponding previous periods. (8) Maclean's Building Review.

weekly wages and salaries paid to these employees increased from the previous month by 0·9 per cent to $59,671,139 for the pay-week ending September 1. Per capita weekly earnings advanced from $31.63 at August 1 to $31.69 at September 1. The figure for September 1, 1941, was $26.04.

Manufacturing establishments reported moderately increased activity at September 1, but the increase is the smallest at the beginning of September in any year since 1936. There was a further reduction in the production of durable manufactured goods, notably of iron and steel products, while non-durable goods showed expansion of a seasonal character. In the non-manufacturing industries, communications, construction and maintenance, and trade showed upward trends, while logging, mining and transportation moved downward. The declines in logging and mining were contra-seasonal.

The index of the physical volume of business receded from 233·1 in August to 231 in September, the lowest point reached in more than a year. This compares with 236·7 for September, 1943. Mineral production, manufacturing, and electric power production averaged lower in September. The indexes for construction and for the distribution of goods experienced increases.

The index of the physical volume of business for the first nine months of 1944 averaged 2·5 per cent higher than for the similar period in 1943. In the same comparison, the index of industrial production and also the index of employment averaged 0·1 per cent higher; mineral production was 2·8 per cent lower while employment in mining was 2·2 per cent lower; manufacturing production was 1·8 per cent higher while manufacturing employment was 0·8 per cent higher; the value of construction contracts awarded and building permits issued were 45·8 and 58·3 per cent higher, respectively, while construction employment was 20·7 per cent lower. Again in the same comparison, export trade increased 20·6 per cent and import trade 4·2 per cent, carloadings 7·2 per cent, wholesale prices 3·4 per cent, and cost of living 0·8 per cent. Bank debits expanded 14·7 per cent and the circulating media 21·1 per cent.

Prosecutions under N.S.S. Civilian Regulations

Failure to comply with National Selective Service Civilian Regulations resulted in the prosecution of 141 persons during the month of October, according to a statement issued on November 6 by A. MacNamara, Director of National Selective Service.

A total of 122 of the accused were convicted, as compared with 94 convictions in September. Twenty more charges were laid in October than in the previous month.

Employers were convicted in 7 cases, most of them being charged with engaging workers without permits. Of 78 employees convicted, a majority were charged with quitting "designated" employment without Selective Service permission or failing to accept high priority work when referred by a Selective Service officer.

Thirty-seven conscientious objectors—all of them convicted—were charged with failure to follow a direction to report to an alternative service work camp.

At November 1, a total of 342 cases were still pending—23 being charges against employers, 186 against employees, and 133 against conscientious objectors.

Topics before convention of British Trades Union Congress

The 76th British Trades Union Congress was convened at Blackpool, England on October 16. Advance notices of the meeting stated that "seventy-six resolutions and also nominations for the General Council, the General Purposes Committee, had been received for inclusion in the agenda. Among the subjects dealt with in the resolutions were: amendments to the Workmen's Compensation law; the organization of a National Health Service and the nationalization of hospitals; post-war problems; the establishment of a residential college for trade unionists; the sending of trade union delegations to other countries after the war; urging the recognition of the I.L.O. as an essential part of the machinery for safeguarding world peace; wartime regulations affecting labour; the nationalization of the transport and mining industries; the principle of the 40-hour week and holidays with pay and others.

A summary of the proceedings will appear in an early issue of the LABOUR GAZETTE.

Dr. James appointed to University Advisory Board

Dr. F. Cyril James, Principal and Vice-Chancellor of McGill university, has been appointed to the University Advisory Board to replace Dr. H. J. Cody, President of the University of Toronto, who resigned from the Board recently, it has been announced by Hon. Humphrey Mitchell, Minister of Labour.

The University Advisory Board was created in December, 1943, to advise the Minister of Labour on matters affecting the students and staffs of Canadian universities during wartime,

including mobilization matters (L.G., Jan., 1944, p. 6).

Chairman of the Board is Mr. Arthur MacNamara, Deputy Minister of Labour. Dr. Sidney E. Smith, President of University College, University of Toronto, is vice-chairman, and H. W. Lea, Director of the Wartime Bureau of Technical Personnel, is secretary.

Other Board members include: Dr. F. C. James; Dr. R. C. Wallace, Principal of Queen's University; Mgr. Cyrille Gagnon, Rector of Laval University; Dr. J. S. Thomson, President, University of Saskatchewan, and Dr. N. A. M. MacKenzie, President, University of British Columbia.

S. H. MacLaren and Paul Goulet, Associate Directors of National Selective Service; Paul Béique, consulting engineer, Montreal; and A. E. McMaster, Assistant Coordinator of Controls, Department of Munitions and Supply, complete the Board membership.

U.S. Court rules "wildcat" strikers not protected by N.L.R.A.

In what is described in the *Labour Relations Reporter* of October 23, as "probably the most important strike decision by a federal appellate court since the sit-down strike cases five years ago," the right of an employer to discharge a minority group of strikers in a specific circumstance, was sustained.

In the instance under review, the strikers, a minority of the employees in an important South Carolina industry, had been discharged for engaging in an unauthorized sit-down strike and the National Labour Relations Board had ordered their reinstatement with back pay, contending that the company had been guilty of unfair labour practices. The Court, in refusing to agree to enforcement of the order, held that the employees had forfeited their rights under the Wagner Act by themselves, violating the Act. The law, the Court held, requires a minority employee group "to acquiesce in the action of the majority and the bargaining agent they have chosen . . ." and reasoned that "a wildcat strike is necessarily destructive of that collective bargaining which it is the purpose of the Act to promote." Further, "even though individuals and groups are assured of the right to present grievances to the employer, they do not have the right to call strikes for the purpose of influencing the bargaining being carried on by the chosen representatives of all the employees."

The Court explained, however, that the ruling was not intended to imply that a strike could be called only by a bargaining union, or that less than a majority of employees will not be protected when they go on strike in protection of their rights. But minorities who engage in "wildcat" strikes in violation of rights established by the collective bargaining statute, can find nothing in that statute that protects them from discharge.

The article suggests that, if the ruling should be upheld by the Supreme Court, union leaders might welcome the co-operation of employers in discharging recalcitrant minorities which provoke local strikes. Inter-union disputes and minority protests against an elected collective bargaining agent could, it was asserted, be dealt with effectively in the same way.

"Wildcat" strikers penalized by C.I.O.

It was reported in the *New York Times* of October 30, that two affiliates of the Congress of Industrial Organizations have levied fines ranging from $5 to $25 on certain of their members in addition to threats of expulsion and loss of jobs for participating in unauthorized strikes.

The national president of the United Rubber Workers has, according to the press report, imposed fines of $12.50 each on union workers who, as a result of an unauthorized strike in an important industrial plant, held up production for three days. In another large industry the same union official expelled workers for a like offence. This in turn resulted in the offending workers losing their jobs, as a maintenance-of-membership clause was included in the collective agreement covering the plant in question.

Fifty-one workers were fined from $5 to $25 by the Executive Board of the Papermakers Organizing Committee for their activities in a recent unauthorized walkout in the plant of an important paper-making company.

University scholarships for employees' children

It is reported in *Business Week*, for October 14, that "a unique plan for the improvement of worker morale" has been adopted by a leading transportation corporation in Chicago. The company has incorporated in its program a university scholarship project for deserving children of its employees.

An employee must have been on the company's payroll for at least three years before applying for a scholarship. While the company may ask for an interview with the applicant, the final selection of candidates rests with the University and is made on the basis of previous training, personal qualifications and actual need of financial assistance. The scholarships, on the basis of one year at the

University of Chicago, provide $500 to non-resident students and $1,200 to resident students. The company makes no commitment about renewing scholarships, but, it is stated, apparently plans to furnish some help through the entire course if necessary, and the student shows a satisfactory record. The plan will not apply to children of officers and directors of the company.

U.S. Department of Labour issues brochure on labour relations

In response to what it declares to be "a widespread management demand for training materials," the Division of Labour Standards at Washington has issued a brochure entitled "The Foreman's Guide to Labour Relations."

It covers three major fields: (1) management, supervision and labour relations; (2) the foreman and collective bargaining; (3) the foreman and the individual worker.

The brochure stresses that unless foremen and shop stewards understand the collective agreement and how to apply it in daily practice, the best efforts of union leaders and managements may prove fruitless. It urges the importance of the human element in getting out production, the advantages of foremen working with shop stewards in solving departmental problems and the foreman's responsibility as a direct representative of management.

While admitting that "there are no final answers in human relations," it takes it for granted that there is value in a discussion of the development of labour policies and personnel procedures to meet the better "basic needs of workers for security, reasonably good wages, a chance to advance the desire for fair treatment and for self-expression."

United States consumers co-operatives increase volume of business

It is stated in the October issue of the U.S. *Monthly Labour Review,* that the co-operative associations providing consumer goods and services in the United States, made "a general advance in both membership and volume of business" in 1943. In that year retail distributive business done by these associations reached an estimated total of $468,000,000. In addition, the service business, which included meals, housing, medical care, printing, recreation, etc., accounted for about $12,500,000. The wholesale associations, which supplied these local organizations, had a combined wholesale distributive business of over $148,250,000 and a service business in excess of $3,250,000. Net savings on the wholesales' operations for the year were over $8,500,000 of which over $6,000,000 was returned to member associations in patronage funds. Service federations had a combined business of nearly $2,000,000.

The nine thousand active credit unions in the United States made more than one and one-half million loans to their three million members in 1943, amounting to considerably over $211,000,000. The total assets of these co-operative credit associations amounted to nearly $362,000,000. It is pointed out however, that the increased earnings of workers and the consequent lessened need for credit, coupled with control of instalment buying and the dearth of consumer goods, has led to a reduction in the volume of business transacted by the credit unions during the war years.

However, it is claimed that increased production and acquisition of productive plant by the federations as well as diversification of activities by the local associations "have been the outstanding developments in the consumers' co-operative movement in the United States in 1943."

Holiday pay in United States

In its sixteenth report the National War Labour Board at Washington presented an interpretation of Executive Order No. 9240 with respect to the holiday pay of workers in the United States.

The Order provides that time and one-half shall be paid for work performed on New Year's Day, Fourth of July, Labour Day, Thanksgiving Day, Christmas Day and either Memorial Day, or some other holiday of greater local significance. No premium wage or extra compensation is to be paid for work performed on any other holiday. However, there is no provision for payment when no work is performed on holidays.

It is pointed out that when operations are continued on holidays companies have claimed that if the worker is given a choice between working at the rate of time and one-half, and not working and receiving straight-time pay, he will frequently choose the latter and thus absenteeism will be increased. Unions, on the other hand, have contended that absenteeism on holidays has been very low, and also that one result of a provision for paid unworked holidays will be increased production, since an employer will be unwilling to shut down his plant if he has to pay straight time rates to employees. It is stated that in ordering payment for unworked holidays the Board has at times stipulated "that employees absent without justification are not to be paid."

Ratification of International Labour Conventions by Venezuela

The Venezuelan National Congress recently authorized the ratification of fourteen International Labour Conventions. Dealing with unemployment, hours of work, women in industry and various matters affecting working conditions, the Conventions set forth standards agreed upon as desirable for international adoption by representatives of labour, management and government from the Member States of the International Labour Organization during the Conferences held between 1919 and 1939.

As a Member State of the International Labour Organization, Venezuela undertakes in ratifying the Conventions to take measures to implement their provisions and to report annually to the I.L.O. on these measures.

The fourteen Conventions follow: Hours of Work (Industry), 1919; Unemployment, 1919; Childbirth, 1919; Night Work (Women), 1919; Minimum Age (Industry), 1919; Minimum Age (Sea), 1920; Right of Association (Agriculture), 1921; Weekly Rest (Industry), 1921; Equality of Treatment (Accident Compensation), 1925; Inspection of Immigrants, 1926; Seamen's Articles of Agreement, 1926; Minimum Wage Fixing Machinery, 1928; Forced Labour, 1930; Underground Work (Women), 1935.

When the Venezuelan ratifications become effective, it will bring to 901 the total number of ratifications of the 67 Conventions adopted by the International Labour Conference since 1919. Fifty-one countries have ratified one or more Conventions.

Unity among Dutch Labour Unions

The Netherlands Government Information Bureau, Montreal, reports that the three leading Dutch trade union federations have resolved to maintain the "closest possible co-operation" during the days of reconstruction which will follow the war. These organizations are the Netherlands Federation of Trade Unions, the Roman Catholic Worker's Federation and the Christian Trade Union Federation.

A publication called *Resurrection* has made its appearance, edited by a board representing the three organizations.

In the first issue the report states, "labour leaders forecast the formation of joint unions acting for special trade branches, as well as councils of consultation among the local organizations." Dutch workers were called upon to work hard and long to help restore devastated country. The three federations praised the Netherlands government for restoring to the liberated areas of the country the social insurance regulations that had been abolished by the Germans, the report adds.

Company Plans for Reinstatement of Returned Men

THE LABOUR GAZETTE has received word of plans at present being carried out by a number of Canadian firms for reinstatement of former employees now in the Armed Forces after their discharge. These companies have adopted the policy of writing to their former employees, assuring them of the intention to place them, and asking for information that would aid the firm in making the necessary arrangements.

Such letters are reported to be beneficial to the morale of the men in the Forces. Moreover they provide assistance to employers in meeting the problems of reinstatement, which are said to be heightened in same cases where the proportion of enlisted men to plant payrolls runs over 50 per cent.

One large firm (as reported in *Canadian Business*, November, 1944) which has 2,200 former employees on active service, sent out a questionnaire to which over 1,400 replies were received. Inquiries were made as to whether the man intended to return to his old employment, and if so whether he wanted his old job back or would prefer to work in another department, and whether he had received any technical training that he would like to use in peacetime.

Replies indicated that over 97 per cent of those answering planned to return to the company. Of these, 63 per cent would be satisfied to return to their old jobs. On the other hand 29 per cent wanted a change; for instance 56 men were hoping to drive trucks on their return, although only two of these had driven for the company before the war. Although less than 15 per cent of those replying had received technical training, it was indicated that there would be two prospective machinists for every machinist who enlisted, and three electricians for each man who had formerly been in the electric shops. Information of this sort is considered valuable by the company in planning the adjustments necessary to carry on its reinstatement program.

Under the Reinstatement in Civil Employment Act (1942) employers are required to reinstate a war veteran in his original job, or to re-employ him under conditions "not less favourable than those which would have been applicable to him had he remained in the employment of the employer." (L.G., July, 1944, p. 815; 1942, p. 920.)

Manpower

Canada's Manpower Distribution at June 1, 1944

THE accompanying table shows the distribution of Canadian manpower 14 years of age and over as at the beginning of June, 1939, 1941, 1943 and 1944. A comparison of the numbers of men and women employed in the various categories enumerated in the table indicates the changes that have taken place in the overall employment pattern since the outbreak of war in 1939.

During the five-year interval from June 1, 1939 to June 1, 1944, there was a natural increase of 606,000 in the population aged 14 years and over. At June 1, 1944, out of the total of 8,865,000 persons in this age group, 5,016,000 or 56·5 per cent were "gainfully occupied" or in the armed forces. As compared with employment at the pre-war date, June 1, 1939, this represented an increase of 1,323,000 in the total number of men and women thus employed; increases during this period were 30 per cent in male workers, 64 per cent in female workers, with an overall increase of 36 per cent.

Armed Forces

The strength of the armed forces has been augmented by 774,000 since the outbreak of war, with an increase of 56,000 during the year ended June 1, 1944. Of the total service personnel at that date, 36,000 were women volunteers. The number of women in the three services showed a 33 per cent increase during the year ended June 1, 1944. The number of men in the armed forces rose from 701,000 to 748,000 during the year—a 7 per cent increase.

Male Workers

It is estimated that there were 3,930,000 men in the armed forces or "gainfully occupied" at June 1, 1944, including 780,000 engaged in war industry, 1,082,000 in civilian industry and another million men in agriculture. The estimates of male employment in agriculture and civilian industry were lower than those at the pre-war date June 1, 1939, by 17 and 25 per cent, respectively. The number of male students 14 years and over also declined by 33 per cent during the five-year period.

Women Workers

There has been a remarkably rapid rise in the number of women working for wages or salary during the five years of war. Out of 5,016,000 persons in the armed services or "gainfully occupied" as it June 1, 1944, more than one million or 22 per cent were women. This does not take into account an estimated 775,000 farm women between the ages of 14 and 64, mostly farmers' wives and daughters whose work extends beyond the ordinary household tasks and has supplemented the male labour required to maintain record farm production during the past three years. There are, in addition, many part-time women workers and some 230,000 women students aged 14 years and over, many of whom have taken temporary jobs during the holidays.

Much of the expansion in the employment of women has been in war industry. At June 2, 1941, there were only 40,000 women thus employed. Two years later the number had increased to 230,000 and although reduced to 195,000 during the next twelve months, female employment still accounted for 20 per cent of the total employment in war industry at June 1, 1944. The influx of women workers into civilian industry has been even more pronounced. At June 1, 1939, there were 543,000 women workers, which was 27 per cent of the total employment in civilian industry at that date. Five years later the number of women workers had increased to 745,000 which was 41 per cent of a total of 1,827,000 persons employed in civilian industry at June 1, 1944. At the same time there has been a decline of 27 per cent since June 1, 1939, in the number of women students aged 14 and over.

20696—2½

ESTIMATED MANPOWER DISTRIBUTION IN CANADA

14 Years and Over

(In Thousands)

Population Class	June 1, 1939				June 2, 1941				June 1, 1943				June 1, 1944			
	Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total	
				%				%				%				%
TOTAL POPULATION, 14 YEARS OF AGE AND OVER	4,259	4,000	8,259	100·0	4,385	4,130	8,515	100·0	4,503	4,258	8,761	100·0	4,540	4,325	8,865	100·0
I. Total in Armed Forces or Gainfully Occupied	3,030	663	3,693	44·7	3,570	746	4,316	50·7	3,887	1,029	4,916	56·1	3,930	1,086	5,016	56·5
A. Armed Forces (i)	10	.....	10	0·1	305	1	306	3·6	701	27	728	8·3	748	36	784	8·8
B. Gainfully Occupied—Total (ii)	3,020	663	3,683	44·6	3,265	745	4,010	47·1	3,186	1,002	4,188	47·8	3,182	1,050	4,232	47·7
1. Non-agricultural industry—Total	1,810	663	2,473	29·9	2,209	745	2,954	34·7	2,236	1,002	3,238	36·9	2,182	1,050	3,232	36·4
(a) Wage and salary workers in war industry (iii)	.....	.....	.....	.....	420	40	460	5·4	870	230	1,100	12·6	780	195	975	11·0
(b) Wage and salary workers in civilian industry	1,440	543	1,983	24·0	1,429	589	2,018	23·7	1,066	662	1,728	19·7	1,082	745	1,827	20·6
(c) Employers, own accounts and no pays (iv)	370	120	490	5·9	360	116	476	5·6	300	110	410	4·6	320	110	430	4·8
2. Agriculture—males only	1,210	.....	1,210	14·7	1,056	.....	1,056	12·4	950	.....	950	10·9	1,000	.....	1,000	11·3
II. Farm Women, 14-64 years of age (v)	.....	800	800	9·7	.....	788	788	9·2	.....	760	760	8·7	.....	775	775	8·8
III. Students	318	316	634	7·7	293	304	597	7·0	230	246	476	5·4	212	230	442	5·0
IV. Unemployed (vi)	911	2,221	3,132	37·9	169	111	280	3·3	46	29	75	·9	38	24	62	·7
V. All Others—includes homemakers not on farms					353	2,181	2,534	29·8	340	2,194	2,534	28·9	360	2,210	2,570	29·0

NOTE.—The above estimates were prepared by the Research and Statistics Branch, Department of Labour, and are based on the most recent information obtainable from the Dominion Bureau of Statistics and other official sources. In some cases, (such as domestic servants, agricultural males, farm women, and employers, own accounts and no pays), they are subject to a possibility of considerable error, as little statistical information is available except at the census date of the decennial Census, June 2, 1941.

(i) Includes prisoners of war and persons missing but still on strength. Excludes persons enlisted but on leave and engaged in civilian occupations.

(ii) Does not include women gainfully occupied on farms or in farm homes, who are included in Item II. Does not include wage and salary workers who are temporarily unemployed owing to "No job" or "Lay-off."

(iii) Includes employment on direct and indirect war production and construction, and the war content of employment in ancillary industries.

(iv) "Own accounts" are persons who carry on their business without assistance of employees. "No pays" are mainly family workers receiving no fixed money payment.

(v) Since it is impossible to measure statistically the amount of farm work done by women, all women residing on farms are here included except students, women 65 years of age and over and those gainfully occupied outside the farm.

(vi) In 1943 and 1944 the number of unemployed was accounted for almost entirely by persons temporarily out of work while moving from one job to another.

Employment of Members of Canadian Army

AN Order in Council was passed on October 3 authorizing the employment of members of the Canadian Army, including persons called up under the National Resources Mobilization Act, on projects deemed to be in the national interest.

The text of the Order is as follows:—

P.C. 7429

Whereas the Minister of National Defence reports that, —

(*a*) It is desirable to have authority to make available members of the Canadian Army on active service as might be spared from their military duties for the carrying out of projects which are in the national interest or have for their object the benefit or welfare of members or ex-members of the Armed Forces of Canada or which are in the opinion of the Minister of National Defence and the Minister of Labour essential to the efficient prosecution of the war.

(*b*) It is deemed necessary to provide that

(i) military personnel when employed in work of this character should be deemed to be performing a military duty;

(ii) in respect of such work the provisions of the Pensions Act, Chapter 157, Revised Statutes of Canada, 1927, as amended, should apply in respect of such personnel and their dependents in like manner and to the same extent as if death or injury arose out of or was directly connected with military service as defined in the said Act;

(iii) each member of the military forces of Canada while performing such service shall continue to receive his military pay and allowances, including dependents allowance.

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of National Defence, concurred in by the Minister of Labour, and pursuant to the provisions of the War Measures Act, and the National Resources Mobilization Act, 1940, is pleased to make and doth hereby make the following Order:

ORDER

1. All members of active units and formations of the Canadian Army, including persons called up for training, service or duty pursuant to the provisions of the National Resources Mobilization Act, may on the authority of the Minister of National Defence be required to perform any service or duty upon or in connection with any project or undertaking in Canada which the Minister of National Defence and the Minister of Labour deem to be in the national interest.

2. All orders given or issued by the appropriate military authorities pursuant to the provisions of this Order shall be deemed to be lawful orders given by a superior officer, disobedience of which shall constitute an offence under Section 9 of the Army Act, and the said section shall, as a part of the law of Canada, be construed accordingly.

3. The Minister of National Defence and the Minister of Labour are hereby authorized to make all necessary financial and other arrangements with any person relating to such employment and to make such provisions as are necessary for the collection and disposal of remuneration payable to the Crown by employers in respect of service or duty performed by members of the Canadian Army as aforesaid.

4. All members of the Canadian Army performing services or duties specified in paragraph 1 hereof, pursuant to the lawful orders of their superior officers, shall, for the purpose of the Pensions Act, the National Resources Mobilization Act, the Militia Act, the War Measures Act, the War Service Grants Act and all regulations and orders made thereunder, be deemed to be performing military training, service and duty as prescribed therein.

5. The Minister of National Defence is hereby authorized to do all such acts and things and to issue such orders and make such regulations as he may deem necessary or advisable in connection with the employment of members of the Canadian Army as aforesaid.

6. The Minister of Labour is authorized to reimburse the Department of National Defence for such expenditures incurred by that Department pursuant to this Order as may be mutually agreed by the Minister of National Defence and the Minister of Labour.

7. Expenditures made by the Department of Labour and amounts collected by the said Department pursuant to this Order shall be paid out of or into, as the case may be, the revolving fund known as the Army Labour Account established under the provisions of Order in Council P.C. 6434 of August 13, 1943.

Report on Conference of Women Officers

A CONFERENCE was held in Ottawa, October 12 to 17 inclusive, of Women Employment Advisers and Supervisors from the Unemployment Insurance Commission and National Selective Service Offices across Canada.

The main purpose of the conference, which was under the chairmanship of Mrs. Rex Eaton, Associate Director, National Selective Service, was to discuss matters affecting the transfer and placement of women during the transition period between war and peace, and the new angles of approach to problems which will emerge with the return to peacetime.

The Women Employment Officers who were in attendance listened to speeches from government officials, and adopted recommendations relating to the Employment Service.

In an opening speech of welcome, the Honourable Humphrey Mitchell, Minister of Labour, voiced his appreciation of women's work during the war and expressed the opinion

that the Women's Division of the U.I.C. had done an excellent job in recruiting women for essential work during one of the most critical periods in Canadian history.

Mr. Arthur MacNamara, Deputy Minister of Labour and Director of National Selective Service, said there was need of intensive preparation for the important work of placement and employment research during the transition period. To this end he urged the fullest discussion on all topics affecting the work of N.S.S. and said that the findings of this conference could prove of great assistance in the formulation of policies during the coming months.

Mr. MacNamara presided during a session devoted to the future program of the Employment Service.

Mr. Allan Mitchell, Director, Employment Service and U.I.C., urged continued improvement of the quality of service given through the Employment Service and the expansion of its function to meet the greater needs and problems attendant on the change-over from war to peacetime employment.

Mr. W. K. Rutherford, Assistant Director, Employment, U.I.C., outlined the original plans made by the Commission to carry out the provisions of the Unemployment Insurance Act and the subsequent rapid expansion due to war demands. Dealing with plans now being developed he considered that many responsibilities might be assigned to the Employment Service in connection with employment problems in the transition and post-war periods.

As an important factor affecting employment prospects, the future pattern of production during the transition period was dealt with by Mr. A. E. McMaster, Assistant Co-Ordinator of Controls, Department of Munitions and Supply and Mr. G. E. Raley, Assistant Chief, Industrial Division, Wartime Prices and Trade Board.

General statements were given by several supervisors, which, supported by figures from the Research and Statistics Branch, showed that the Pacific Region already had a small surplus of women, particularly in the clerical occupation. The Prairie Region, except possibly Edmonton, had overtaken the demand. The Maritime Region had no shortage of women workers. The Province of Quebec could meet the requirements except in Montreal, where the local situation would be relieved shortly by impending lay-offs. In Ontario, Toronto and Hamilton continued to be short of women. (It was pointed out that in every area there are certain occupations and industries in short supply of workers, particularly where conditions of work are unfavourable.)

The conclusion drawn from these addresses and statements was that the problems which will mark the transition period will not be spread evenly over the whole of Canada but will crop up from time to time in certain localities or areas.

On the basis that employment opportunities for women during the transition period will not be less than those in 1941 (when approximately 630,000 were employed as wage earners), the conference studied the possibilities for increases in employment of women in various occupations and industries. Working toward this objective the conference recommended that research in employment opportunities for women be instituted.

Further recommendations dealt with the training projects, staff requirements as related to numbers and quality of personnel, staff training and the establishment of special sections for vocational guidance and placement of youth and the general improvement of the Service.

The relationship of the Employment Service to community and social agencies was also considered.

Mrs. G. D. Finlayson, representing, the National Council of Women, gave the view of organized women regarding certain phases of employment for women after the war and urged a study of wages, hours and conditions in domestic service.

The discussions were assisted also by the following speakers and consultants:—

Mr. Louis J. Trottier, Chief Commissioner, U.I.C., who spoke on the place of the Unemployment Insurance Act in a National Social Security Program.

Mr. R. J. Tallon, Commissioner, U.I.C.: The work of the Advisory Committees.

Mr. R. G. Barclay, Assistant Director (Insurance) U.I.C.: The working requirements of the U.I.C. in peacetime as compared to conditions during the war.

Mr. Harry Hereford, M.B.E., Director of Planning, National Selective Service, Special Assistant to Deputy Minister of Labour, gave a resume of the objectives and anticipated results of the Government post-war employment survey, undertaken all over Canada to check on possibilities for employment in the transition period.

Mr. H. C. Hudson, Supervisor of Special Placements, Employment Service: Placing handicapped persons; training and vocational guidance and placement for youth.

Mr. V. C. Phelan, Director of Information and Publicity, Department of Labour: Publicity.

Mr. Gordon Anderson, Information Officer (Radio): Radio Publicity.

Brigadier-General G. E. Lyon, Veterans' Placement Officer, Employment Service: The Rehabilitation of Women from the Armed Forces.

During the last two days of the conference a training institute was held under the direction of Mr. Ted Parkinson, Supervisor, Staff Training, U.I.C., Mr. E. P. Laberge, Ph.D., Chief, Operations Division, U.I.C., Mr. Rene de Cotret, Supervisor of Planning, U.I.C., and Mr. S. E. MacLean, representing the Chief Enforcement Officer, U.I.C.

Re-Allocation of Manpower in Great Britain

Arrangements for Interim Period Between Defeat of Germany and Defeat of Japan

A WHITE Paper issued by the Ministry of Labour and National Service in September describes the plan to be followed by the Government of Great Britain in the re-allocation of manpower between the Armed Forces and civilian employment during any interim period between the defeat of Germany and the defeat of Japan.

The Paper points out that "general demobilization, either of the Armed Forces or of war industry, cannot take place until the end of the war against the Axis Powers and their total defeat throughout the world." There is to be no break in the war effort before the final overthrow of both the Axis partners. However, during the interim period before the defeat of Japan it is considered that re-allocation of manpower between the Armed Forces and industry will be possible on a substantial scale.

It is considered essential in the first place to continue the compulsory recruitment of men for the Forces in order to bring relief to the men who had served for long periods and to enable them to return to their homes.

The Government adheres to the view that a fair and reasonable scheme can best be secured on the basis of release according to age and length of service, the Paper states. However, it is considered necessary to make a limited provision for certain urgent work of reconstruction on which a beginning must be made in the interim period. Accordingly, the plan provides for two separate methods of selecting men for return from the Forces. Those selected according to age and length of service will form one class (Class A) and those selected on account of their qualifications for urgent reconstruction work will form a second class (Class B). In any case, no man will be released or transferred from the Forces if his retention should be considered necessary on military grounds and men released or transferred will be given an opportunity to volunteer for a further period of service. Men of 50 years of age and over will be treated as a priority class to be released, if they so desire, before other men.

Releases in Class A will begin as soon as possible after the defeat of Germany. The combination of age and length of war service will be "on the basis that two months of service is equivalent to one additional year of age."

The men in Class B will be "those identified as belonging to particular occupational classes, specified by the Minister of Labour and National Service as required for urgent reconstruction employments". They will be selected mainly "to suplement the labour force available for building houses against the time when sailors, soldiers and airmen will be returning in large numbers to civil life". In addition, Class B "will include a number of individual specialists for whose transfer application may be made through government departments in accordance with existing arrangements". With a view to increasing the transfers in Class A, and also to compensate for the transfers in Class B, younger men at present deferred will be called to the Armed Services.

Men in Class A will, on release, be given eight weeks' leave with full pay, ration allowance and, where applicable, family allowance, dependent's allowance and war-service grant, to assist in re-settlement. Additional leave and allowances will be granted for foreign service of six months or more. At the expiration of leave, Class A men will be placed in a special reserve from which they will be recalled only in case of extreme emergency. They will be permitted to return to their pre-war employment, or the Employment Exchanges will give them every assistance in finding employment, without any restrictions other than those generally operative.

Men in Class B will be given three weeks' leave on transfer, with full pay, ration allowance, and, where applicable, family allowance, dependent's allowance and war service grant and will then be placed in the Reserve. Payments due on account of foreign service to men in Class B will be held in suspense until after the end of the war. They will be directed to reconstruction employments and will be liable to be recalled individually to the Forces if they discontinue their reconstruction employment. Men selected for transfer to Class B will, in the first instance, be given the option of awaiting their normal return for release in Class A.

Compassionate release may be given in accordance with arrangements already in force. Men to be discharged on medical grounds will receive the same benefits as men released to Class A. In addition to the service leave payments, it is the Government's intention to introduce a system of war gratuities by way of reward for service. Men released or transferred may, if they so desire, claim pension for disablement due to war service by applying to the Ministry of Pensions. They will also be given civilian clothes if they have at least six months' service to their credit.

The arrangements for the release and transfer of men from the Forces will also apply to women, with the addition that married women will have priority over all others, if they so desire. A cash grant and clothing coupons will be given to women in lieu of civilian clothing as provided for men.

Employment of Workers for Christmas Rush

The hiring of extra workers by retail stores and the Post Office Department for the Christmas rush season has been simplified by a special Order signed by Hon. Humphrey Mitchell, Minister of Labour, under National Selective Service Civilian Regulations, it was announced recently by Mr. Arthur MacNamara, Director of National Selective Service.

From December 4 to January 5, 1945, retail businesses may engage—without first securing National Selective Service permission—students and teachers on Christmas vacation, any woman, and any man who has passed his fifty-ninth birthday.

The Post Office Department may employ persons in the same categories without permit from December 1, 1944, to January 10, 1945.

If the employer—either a retail business or the Post Office Department—wishes to retain a temporary employee beyond the permit exemption period, it will be necessary to secure a Selective Service permit.

Mr. MacNamara pointed out that in relaxing the regulations to ease the Christmas rush, it is still necessary to maintain employment controls in general for the protection of essential industries.

Canada's Wartime Industrial Achievements

The latest issue of *The Industrial Front*, a 400-page volume, has been recently released for distribution by the Department of Munitions and Supply. It "tells the story of the industrial war effort of Canada up to the end of 1943, the year in which the production of arms reached its peak". In a foreword to the volume Hon. C. D. Howe, Minister of Munitions and Supply, states that "those who read this record will learn little of the toil and problems involved, but they will learn the industrial achievements of Canada in 1,500 days of war, and . . . they may glimpse something of what Canada can and will become when the war clouds pass away."

The subject matter is treated under the following chapter headings: (1) Aircraft; (2) Ammunition; (3) Automotive Vehicles; (4) Chemicals and Explosives; (5) Construction (6) General Purchases; (7) Guns and Small Arms; (8) Ships; (9) Signals and Communications; (10) Solid Fuels and Gas; (11) Machine Tools; (12) Metals (non-ferrous); (13) Oil; (14) Power; (15) Rubber; (16) Steel; (17) Supplies; (18) Timber; (19) Transit Services; (20) Transport Services; (21) Crown Properties and Crown Companies; (22) Administration and Operation; (23) Genesis and Growth.

A statistical analysis covering some of the operations of the Department and of its two predecessor Boards is given in an appendix. The value of the book for reference purposes is enhanced by the inclusion of an index. Copies of the volume may be procured from the King's Printer, Ottawa, at a price of 50 cents per copy.

Social Security

Social Insurance in Great Britain

Proposals Announced by Government for Implementation After War

PROPOSALS for a new scheme of social insurance are contained in a White Paper recently published by the Government of Great Britain. The plan is based upon and is largely similar to that which was recommended in the Beveridge Report[1] two years ago. It seeks to provide protection for the entire population against the extremes of poverty, whether caused by unemployment, ill health, old age, bereavement, or inability to provide for children.

The official announcement of the British Government's intention to proceed with such a plan follows by a few months a statement of policy on a closely related matter, the maintenance of employment. In an earlier White Paper, *Employment Policy*,[2] the Government undertook to accept responsibility for the maintenance of a "high and stable level of employment" after the war.

The plan set forward in the present paper, *Social Insurance*, constitutes a supplement to the employment program in that it is intended to take care of the "hazards of personal fortune over which individuals have little or no control", and which may arise even under conditions of high employment and national prosperity.

The Paper is in two parts, the first of which is on social insurance in general, and the second of which outlines the Government's proposals for a new scheme of workmen's compensation. The second part is summarized separately at the conclusion of this article.

The basis of the social insurance scheme is that persons will pay weekly a single contribution into a social insurance fund, and will thus entitle themselves to receive a variety of benefits if needed. The entire population is to be covered, and the scheme will be compulsory for everybody.

The types of benefits to be provided include the following, some of which are already provided in Great Britain in a modified form: family allowances, orphans' allowance, sickness and unemployment benefit, training allowances, retirement pensions, invalidity benefit, maternity grants, provision for widows, and death grants. In addition there will be a comprehensive health service, including medical care, hospitalization and public health measures for the prevention of disease; this program has already been outlined in a White Paper.[3] Finally there will be a national assistance program to provide for specially necessitous cases upon proof of need.

The social insurance scheme will be financed partially by weekly contributions from the insured population, but the greater part of the fund will be raised by direct taxation. For the first year the total expenditure is estimated at £650,000,000, of which £352,000,000 will be met out of the national revenue. The costs of family allowances and national assistance are to be met directly from taxation; the insurance sections of the scheme will be financed jointly by employers, employees, other insured persons, and the Government.

Benefit Provisions

The insurance benefits under the scheme are conditional on a prescribed minimum number of insurance contributions having been paid.

A summary of the major benefit provisions of the plan follows:—

Family Allowances

A weekly cash allowance of five shillings, derived from taxation, will be introduced, and will be supplemented by services in kind, including meals and milk at schools. As it is considered "reasonable to assume that one child at any rate can be maintained from family earnings", the cash allowance will not be paid in respect of the first child in the family, except during such time as the head of the family may himself be in receipt of unemployment or other benefit. Children will be eligible to receive allowances as long as they are below the upper age-limit for compulsory school attendance; those above that age-limit who remain at school or are apprentices will be eligible up to the July 31 following their sixteenth birthday.

[1] *Social Insurance and Allied Services:* Report by Sir William Beveridge—(L.G., Jan., 1943, p. 46.)

[2] L.G., Aug., 1944, p. 942.

[3] L.G., April, 1944, p. 443.

The order for payment of the allowance will normally be made out in favour of the father, but will be drawn in such a way as to enable the mother to cash it also, the Paper states.

Orphan's Allowance

For every child both of whose parents are dead there will be a weekly allowance of 12 shillings, of which 5 shillings will come from taxation and 7 from insurance funds.

Sickness and Unemployment Benefit

Cash benefits will be payable to those unable to work either through unemployment or sickness. The rate will be the same in both cases, 40 shillings a week for a married couple and 24 shillings for a single person.

There will be a waiting period of three days before benefit becomes payable; however if sickness or unemployment lasts for at least four weeks, benefit for the first three days will then become payable.

The Beveridge Report had recommended that unemployment and sickness benefit be of unlimited duration. The Government, however, has considered it "reasonable and prudent" that limitations be imposed. Accordingly sickness benefit will be paid only for the first three years of any continuous illness; and if at the end of this period the contributor is still incapable of work he will become eligible instead for invalidity benefit at the standard retirement pension rate. Unemployment benefit is limited to thirty weeks in any continuous period "together with additional days where the contributor has a good record of employment in recent years". If still unemployed at the end of this period

TABLE I—CLASSIFICATION OF POPULATION

Class	Numbers in thousands		
	Men	Women	Total
I Employed persons	13,350	4,750	18,100
II Others gainfully occupied	2,150	450	2,600
III Housewives, including those gainfully occupied	.....	9,650	9,650
IV Other persons of working age	1,000	1,250	2,250
V Children under 15, or 15-16 at school	5,150	4,950	10,100
VI Persons above working age who have retired	1,200	3,600	4,800
	22,850	24,650	47,500

TABLE II—RATES OF CONTRIBUTION REQUIRED FOR SOCIAL INSURANCE BENEFITS (INCLUDING HEALTH SERVICES AND WORKMEN'S COMPENSATION)
(per week)

—	Class I			Class II	Class IV
	Insured person	Employer	Total		
	s. d.	s. d.	s. d.	s. d.	s. d.
Men—					
Aged 18 and over	3 10	3 1	6 11	4 2	3 4
Aged 16-18	2 5	2 1	4 6	2 9	2 2
Women—					
Aged 18 and over	3 0	2 5	5 5	3 6	2 8
Aged 16-18	2 0	1 7	3 7	2 5	1 10

TABLE III—SUMMARY OF MAIN BENEFIT RATES

—	Sickness Benefit	Invalidity Benefit	Unemployment Benefit	Retirement Pension
	s. d.	s. d.	s. d.	s. d.
Single man or woman	24 0	20 0	24 0	20 0
Married man with gainfully occupied wife	40 0	35 0	40 0	35 0
Married man with wife not gainfully occupied	16 0	16 0	20 0	20 0
Married woman gainfully occupied	16 0	15 0	16 0	—
Dependant's allowance where payable				

the contributor becomes eligible for national assistance, which will, however, be subject to proof of need and examination of means.

The cost of unemployment benefit and assistance has been estimated by the Government on the assumption that an average of 8½ per cent of insured persons will be out of work at any time.

Training Allowances

The Government considers that training schemes are "of the utmost importance in preventing unemployment and in securing fluidity of labour, and that claimants unreasonably refusing to undergo a course of training should be disqualified from receiving unemployment benefit". When an unemployed person takes a course of approved training or industrial rehabilitation, he will receive a training allowance at a higher rate than unemployment benefit, the cost of which will be met by taxation instead of insurance. This training allowance will not reduce the total number of days of unemployment benefit due him. People who, after training, are transferred to jobs away from home will receive a settling-in allowance for the first few weeks.

Retirement Pensions

The minimum age of retirement will be 65 for men and 60 for women. The standard rate will be 35 shillings for a married couple and 20 shillings for a single person. The joint pension will become payable when the husband qualifies, whatever the age of the wife, provided that if she is under 60 she is not gainfully occupied.

Pensions will be paid only to those who have retired, and will be reduced if more than 20 shillings weekly is earned during retirement. Those who postpone retirement beyond the age of 65 (or 60 for women) will, when they do retire, get pensions increased by 2 shillings a week (joint) and 1 shilling (single) for each year of work after pensionable age.

Although pensions will eventually be dependent on contributions, those who are already of pensionable age or approaching it

TABLE IV—ESTIMATED EXPENDITURE AND INCOME, 1945-1975 (EXCLUDING WORKMEN'S COMPENSATION)
(in £ millions)

—	1945	1955	1965	1975
Estimated Expenditure—				
Social Insurance Benefits—				
Retirement pensions	169	203	272	324
Widows' and guardians' benefits	34	41	40	36
Unemployment benefit	87	87	85	80
Sickness and invalidity benefits	55	66	68	65
Maternity grant and benefits	9	8	8	7
Death grant	4	7	11	14
Cost of administration	16	16	16	16
Total	374	428	500	542
National Assistance—				
Assistance pensions	37	41	39	37
Unemployment assistance	22	22	21	20
Other assistance	6	6	6	6
Cost of administration	4	4	4	4
Total	69	73	70	67
Family Allowances—				
Allowances	57	58	54	50
Cost of administration	2	2	2	2
Total	59	60	56	52
Health Service	148	170	170	170
Total Expenditure	650	731	796	831
Estimated Income—				
Receipts from contributions of insured persons and employers	283	280	275	259
Interest on existing funds	15	15	15	15
Balance of expenditure, to be met from Exchequer (or local rates)	352	436	506	557
Total Income	650	731	796	831

when the scheme is instituted will receive the full rate even though they cannot make full contributions.

The Government estimates that owing to the decline in the birthrate there will be a rise in the proportion of elderly people in the community. It is expected that the number of pensioners will increase from 3,400,000 to 6,100,000 between 1945 and 1975, while the contributing population will fall from 21,000,000 to less than 20,000,000. The result of these changes is that, whereas in 1945 it is estimated that there will be 16 pensioners to every 100 contributors, there will, by 1975, be about 31 pensioners to every 100 contributors. This will increase the cost of the plan.

Maternity Grant

For childbirth, a maternity grant of £4 will be available. In the case of gainfully occupied women there will also be maternity benefit at the rate of 36 shillings a week for 13 weeks, provided that the woman is absent from her employment for that length of time. Women not eligible for maternity benefit will receive an attendant's allowance of £1 a week for 4 weeks. These benefits are dependent on contributions. They are available to unmarried mothers as well as to wives.

Widow's Benefit

Widows will receive 36 shillings a week for the first 13 weeks of bereavement. A guardian's benefit of 24 shillings will be paid as long as the widow has in her family a child within the qualifying age for family allowances. Those who are over 50 when widowed will receive a pension of 20 shillings a week following the expiration of the higher benefit rate of the first 13 weeks. Benefits will terminate on remarriage.

Death Grant

A death grant will be paid varying in rate between £6 and £20 according as the age of the deceased varies between 3 and 18.

National Assistance

The administration of the National Assistance program will be separate from that of the insurance scheme. Its purpose is to protect those who are ineligible for benefits and who are in need. (For instance the Government estimates that of those who are unemployed at any time, 20 per cent will have exhausted their right to benefit and will require assistance.) Claimants for National Assistance will be subject to a means test.

Other Benefit Provisions

Apart from maternity and widow's benefit the insurance needs of married women are to be met substantially through the husband's position in insurance. Special arrangements have been devised, however, for married women who are employed. A grant payable to women on marriage, which was recommended in the Beveridge Report, was considered by the Government; but it was felt that the increase to contributions that would be necessary would not be justified.

Special arrangements are to be made for sickness benefits to the self-employed; increase in benefits in the case of those who have an adult dependent; the treatment of the blind; the reduction of benefits during maintenance in hospital; and provision to avoid possible duplication of benefits.

Contributions

Although the scheme is universal, its benefit and contribution regulations will not apply uniformly to all sections of the community, but will take into account differences in ways of life and requirements. Thus the population will be divided into six classifications, as follows:—

Class I: Employees.

Class II: Other gainfully occupied (includes employers and the self-employed).

Class III: Housewives.

Class IV: Other persons of working age not gainfully occupied (the smallest class; includes students above compulsory school-leaving age, unmarried women engaged in domestic duties not for pay, persons of private means, and persons who were disabled before the scheme came into operation and thus not eligible for insurance benefits).

Class V: Children below working age.

Class VI: Persons retired and above working age.

The contributing Classes will be Classes I, II and IV. Housewives, children and retired persons will not be required to make insurance contributions.

Members of the contributing Classes will pay rates related to the benefits provided for their particular Class and for Classes III and VI. Unemployment benefit will be restricted to persons in Class I (employees), and sickness benefit and invalidity benefit to persons in Classes I and II (others gainfully occupied). For persons in Class II sickness benefit will be payable only after the first four weeks of incapacity for work. Provision will be made for Class V (children below working age) by

family allowances, and for Class VI (persons retired and above working age) by retirement pensions.

Men in Class I will pay 3 shillings and 10 pence a week as their contribution, with employers adding a slightly smaller amount on their behalf to bring the total to 6s. 11d. Women and youths in this Class make a smaller contribution, with the employer's share in proportion. In Class II the contribution rate for men is 4 shillings and 2 pence weekly, and in Class IV, 3 shillings 4 pence. These rates include the contributions to workmen's compensation and the health service program. Persons in Classes II and IV with an income below £75 a year may elect not to become contributors, in which case they would be eligible for National Assistance upon proof of need.

The Level of Benefit

The Government had under consideration the possibility of basing the rates of benefit on a subsistence level, and varying them with changes in the cost of living. It was decided to reject this plan, because of the difficulties involved. The Government adopted the principle that "the right objective is a rate of benefit which provides a reasonable insurance against want and at the same time takes account of the maximum contribution which the great body of contributors can properly be asked to bear." The Paper points out that "there still remains the individual's opportunity to achieve for himself in sickness, old age and other conditions of difficulty a standard of comfort and amenity which it is no part of a compulsory scheme of social insurance to provide".

Administration

The social insurance scheme will be brought into operation under a Minister of Social Insurance, who will be responsible for the legislative and other preliminary work. On October 8 the appointment was announced of Sir William Jowitt as Minister of Social Insurance. Introduction of a bill dealing with family allowances and another to implement the scheme of social insurance is forecast in the paper at an early date.

The accompanying tables are taken from the White Paper.

Workmen's Compensation in Great Britain

Proposals for a Scheme of Industrial Injury Insurance

THE British Government's proposals for replacing the existing system of workmen's compensation by a scheme of industrial injury insurance are contained in a White Paper which constitutes Part II of the Paper on *Social Insurance* summarized above. The Paper on *Workmen's Compensation* outlines the present system, summarizes the plan put forward by Sir William Beveridge and presents the Government's scheme.

Present System

The White Paper states that the present system was first established in 1897 and is based on the liability of the individual employer under legislation which, where necessary, is interpreted and enforced by the Courts. Compensation is related to average earnings and does not take account of family responsibilities.

The Act has been amended from time to time and at the outbreak of war provided for benefit in cases of total disablement of 50 per cent of earnings, except for workmen earning less than 50s. a week who received from 50 to 75 per cent of earnings. Maximum compensation was 30s. a week. For partial incapacity compensation was a proportion of the difference between pre-accident average earnings and what the workmen was able to earn after the accident. During the war, weekly compensation has been increased by flat rate allowances based on family responsibilities. In fatal cases a lump sum is paid to dependents, the aggregate maximum being £700.

The Beveridge Plan

The White Paper also summarizes the proposals relating to workmen's compensation contained in Sir William Beveridge's Report, *Social Insurance and Allied Services*. The Report recommends that the existing system should be superseded and that provision for industrial disability should be made as part of a unified scheme of social insurance administered by the Ministry of Social Security. Benefit would be paid at a flat rate from a central fund made up of contributions from employers and workers, also paid at a flat rate, and a grant from the Exchequer. Further recommendations include pooling of risks; imposition of a levy, by merit rating or otherwise, on industries scheduled as specially hazardous; payment of benefit for industrial acci-

dents as for all other disability for the first thirteen weeks, to be replaced, if disability continues, by an industrial pension related to the earnings of the individual; compensation for partial disability to be proportionate to loss of earning power; and a single payment to dependants in fatal cases.

The Government's Plan

The White Paper states that the Government agrees that the present system should be replaced by a scheme based on the accepted principles of social insurance and comprehensive in scope; that its cost should be borne by a central fund maintained by contributions from employers, workmen and the Exchequer; that claims should be dealt with by administrative rather than legal procedure; that the scheme be administered and supervised by the authority responsible for the general scheme of social insurance; and that benefit should not be conditional on payment of a minimum number of contributions.

It is declared, however, that the Government is unable to accept some of the main proposals of the Report. These are, the limitation of special rates of benefit for industrial disability to cases of more than thirteen weeks' duration; the proposal to relate industrial pensions to earnings in cases of long term disability; the provision for dependants in fatal cases by a single industrial grant; and the imposition of a special levy on employers in certain industries scheduled as hazardous.

Dealing with these rejected proposals, the White Paper declares that the Government, while agreeing that there should be an initial period during which a temporary allowance should be payable, considers that this allowance should be at a higher rate than that proposed for non-industrial disability. Moreover, the Government does not favour determining the date of transfer from temporary allowance to pension without reference to the condition of the workman. It considers that a more flexible system is required under which the pension can be awarded at a date appropriate to the circumstances of the individual case.

As to the proposal to relate pensions to earnings, the White Paper points out that this contravenes a principle to which the Government attaches importance and which is otherwise adopted generally in the Report, namely, that benefits should vary only with family responsibilities and that, subject to provision for these, there should be uniform flat rates of benefit in return for uniform flat rates of contribution. A further objection noted is that average weekly earnings calculated over a period before the accident do not necessarily represent the normal earning capacity of the workman. "It is urged that it is hard on a workman who meets with an accident when his earnings are relatively low that he should be penalized by receiving correspondingly low compensation, and that the sense of hardship is accentuated if he sees that another workman in the same employment, who has suffered an injury similar to his own, but at a time of good trade, is receiving compensation at a higher rate."

Assessment of compensation in cases of partial disability on the basis of a proportion of the difference between pre-accident and post-accident earnings was also found by the Government to be unsatisfactory. In some cases the workman felt that the work offered to him was unsuitable and would retard his recovery; in others he was reluctant to take employment for fear that his compensation would be reduced and that he would find it difficult to have it restored to the previous level if he failed to make good. For similar reasons it was found that a workman is often reluctant to submit to rehabilitation treatment. On this point the White Paper refers to the Reports of the Interdepartmental Committees on Rehabilitation, issued in 1939 and in 1943 (L.G. 1943, p. 425). The latter report is quoted as strongly deprecating "a system under which the provision of light employment is treated not as part of the rehabilitation process but merely as a factor in determining the quantum of compensation."

As to the proposal for a lump sum payment in fatal cases the Government does not regard lump sum payments as a satisfactory means of assuring an income and considers that the proposed sum (averaging £300 to a total dependant) might often fall short of what is necessary and appropriate.

With regard to the proposal for a special levy on employers in hazardous industries, the White Paper points out that this involves a departure from the principle of all "standing-in" with complete pooling of risks. Furthermore, hazardous industries are hazardous because of the nature of the employment and not because the employers in them are less active in accident prevention or the workmen less careful than in other industries. The Government is not satisfied that merit rating of

employers, based on the risks in particular industries or in individual undertakings, would give employers an incentive to take measures to prevent accidents. It points out that merit rating on this basis is the practice on which insurance against workmen's compensation risks is conducted and from reports of Departmental Committees which inquired into the operation of the Acts and from other information in possession of the Government the practice has not made any marked contribution to safety. If a special levy were made on employers in hazardous industries it is difficult to see why it ought not to be extended to workmen, as the prevention of accidents depended so much on the care exercised by them.

Summary of Government Proposals

The following is a summary of the Government proposals:—

Workmen's compensation will be treated as a social service but, in view of the special benefits to be provided, the scheme cannot be a part of the general system but will be a separate scheme.

The scheme will cover, broadly, all persons working under a contract of service or apprenticeship and non-manual workers without income limit and will apply to accidents arising out of and in the course of employment and to specified industrial diseases.

Benefit and administrative costs will be paid from an Industrial Injury Fund maintained by contributions from employers and workmen, with a contribution from the Exchequer. The weekly contribution will be 6d. from adult men and 4d. from women, shared equally between the employer and the workman, with half the amount for juveniles under 18. Employers and workmen are each to contribute five-twelfths of the cost and the Exchequer one-sixth. Benefits will not depend on a contribution qualification.

The scheme will be administered by the Minister of Social Insurance assisted by an Advisory Committee or Council. Claims will be dealt with by a Pensions Officer subject to right of appeal to local tribunals and to an Industrial Injury Insurance Commissioner whose decision is to be final. Employers and workmen are to be equally represented on the advisory committee and on the local tribunals.

Benefit will not be payable for the first three days of disability if disability lasts less than four weeks. Benefit will be paid at a uniform flat rate and will consist of an industrial injury allowance of 35s. a week, with 8s. 9d. for an adult dependant and 5s. for the first child under 15, the plan being based on the assumption that children's allowances under the general scheme will be paid to the other children. This injury allowance will be payable for an initial period, while the workman is incapacitated for work, and will be replaced, where the disablement is likely to be permanent or prolonged, by an industrial pension, which will not be based on loss of earnings but on the degree of disablement assessed by a medical board, subject to certain rights of appeal to a special tribunal. This allowance will be 40s. a week for 100 per cent disability with proportionate amounts for other degrees. A special allowance of 10s. a week will be payable if the pensioner is unemployable. Allowances will be given for family responsibilities, amounting to 10s. for an adult dependant and 7s. 6d. for a child under 15, in cases of total disability of the workman. Allowances for treatment and for constant attendance will be provided where necessary. The pension will not be affected by subsequent earnings and no provision will be made for cummutation by a lump sum.

For minor disabilities provision will be made for final settlement by an award of a gratuity or a temporary allowance at a special rate, with or without a final gratuity.

In fatal cases a weekly pension of 20s. will be payable to the widow, or 30s. if she is over 50 years of age or is incapable of self-support or has the care of a child. An allowance of 7s. 6d. will be paid for the first child, or 12s. a week if the child is an orphan.

Pensions to parents and other dependants are also provided for in certain cases. A pension of 20s. a week will be payable, whether or not a widow's pension is payable, to a parent incapable of self-support, or 30s. if both parents qualify. Where no pension is payable to a widow or parent, one other adult member of the workman's family residing with him at the time of the injury will be eligible for a pension of not more than 20s. a week if incapable of self-support. A foster-mother will be eligible for a pension not exceeding 20s. a week as long as one child is within the age for allowance under the scheme. An adult member of the workman's family who is not eligible for pension may be paid a temporary allowance of 36s. a week for 13 weeks.

Trends in Medical Care Under Health Insurance

THE Institute of Public Affairs, Dalhousie, has made a study of medical care in two Nova Scotia communities, one of which, Glace Bay, has had a health insurance scheme for 80 years, and the other of which, Yarmouth, obtains medical attention on the usual fee-for-service basis.

The purpose of the survey was to determine what increase and changes in demand for medical attention might be expected under a compulsory system of health insurance. The two areas were studied for twelve consecutive months. All illnesses and ailments which received medical attention were tabulated, as well as the types of care given. The results are described in an article by L. Richter in the *Canadian Journal of Economics and Political Science* for May, 1944, entitled "The Effect of Health Insurance on the Demand for Health Services."

At Glace Bay workers and their dependents are entitled to medical care irrespective of age, sex, occupation, and income; no medical examination is required. The system provides for treatment by general practitioners as long as illness lasts and for hospital care, operations, drugs, and dressings. Cash benefits are paid wage earners in case of disabling illness. Workers, single or married, pay 40 cents a week for the doctor, 40 cents for the hospital, and 30 cents for the relief society; they finance the entire cost of medical and hospital care and a large part of the cash benefit fund. In Yarmouth, medical care services are rendered under the usual present-day system, with fees of $2 for an office call and $3 for a home call. Families of small means pay less, and medical charity is common, since hospitalization is the only provision for health care of the indigent sick.

In the year, out of every 100 persons, 34 in Yarmouth received medical care, and 48 in Glace Bay. The article points out that this does not necessarily mean that illness was less frequent in Yarmouth, but rather that it was less frequently treated.

The article indicates that for all causes except two—diseases of the eye and of the circulatory system (heart)—rates of treatment are higher in Glace Bay than in Yarmouth. Accidents, skin diseases, and colds head the list and bring the insured person to the doctor twice as often as the uninsured. Evidently, under insurance, common colds and minor surgery cases are no longer treated with home remedies, the article comments. Tonsilitis and laryngitis are attended in Glace Bay three times as often as in Yarmouth, and digestive upsets twice as often. Light illnesses and minor accidents seem to be fairly frequent in Glace Bay, more so than in Yarmouth. Professor Richter states that the same observation has been made in the European systems, and it has been found that such cases, when promptly treated, not only do not become serious but also facilitate preventive medicine. The low rate of eye cases (11 per 1,000 persons) in Glace Bay is probably due to the absence of specialist service, according to the article.

The two systems vary widely in the amount of medical services rendered, the article states. A person in Glace Bay had on the average 2.4 medical calls per year; a person in Yarmouth, 1.4 calls. The Glace Bay doctor sees his patient on the average 3.0 times during an illness; the Yarmouth doctor, 2.8 times. Home visits per 1,000 persons are twice as frequent in Glace Bay as in Yarmouth—1,437 as compared to 686. The difference is less pronounced in the rate of office calls—972 to 687. Glace Bay doctors, however, have also dispensed or prescribed medicines and dressings or have given advice in 16,185 cases on the basis of "complaints" reported to them by a member of the patient's family. Glace Bay children under 5 have 2½ times—children 5-14 years, 3 times—the number of calls that Yarmouth children do.

Some of the main findings of the survey as reported in the article, are briefly summarized as follows:

(1) Health insurance is likely to bring about a considerable rise in the demand for health services, with the rate of increase depending to some extent on the previous level of demand. "An increase of 55 per cent" (as found in the survey) "may be considered indicative of the general trend in Eastern Canada if the two communities are deemed to be representative."

(2) A demand level as indicated by the survey seems to be a permanent feature of health insurance, as the Glace Bay System had been operating for about 80 years.

(3) Health insurance appears to be most beneficial for large families and for children.

(4) Health insurance should provide not only care by the general practitioner but also specialists' services. Only illnesses which required specialist treatment were found in the survey to have received more medical attention under the present-day system than under insurance.

(5) Health insurance seems to bring about an excessive demand for drugs if they are obtainable without cost to the patient. An annual rate of more than 3 drugs per person in the survey group was found to exist under insurance.

Reconstruction

Appointment of Ministers of New Departments

APPOINTMENT of Ministers to head the three new government departments for which legislation was enacted at the recent session of Parliament was announced on October 13 by the Prime Minister of Canada, Rt. Hon. W. L. Mackenzie King.

The Hon. C. D. Howe was named Minister of Reconstruction, in addition to his present position as Minister of Munitions and Supply; the Hon. Ian Mackenzie, formerly Minister of Pensions and National Health, assumed the new portfolio of Minister of Veterans' Affairs; and Brooke Claxton, M.P., Parliamentary Assistant to the Prime Minister as President of the Privy Council, was named Minister of National Health and Welfare.

The Minister of Reconstruction will be responsible for preparing and co-ordinating plans and projects for post war reconstruction. He will concern himself with the needs for new employment of the men and women in the armed forces and in industry, and with the job opportunities that will be available; with industrial reconversion and development; and with public works, housing and development of natural resources (L.G., Sept., 1944, p. 1172).

Measures relating to the care, hospitalization, rehabilitation, re-establishment in civil life, and pensions of members of the forces, formerly administered by the Department of Pensions and National Health, will now come under the Department of Veterans' Affairs, which will also administer the recently authorized veterans' insurance, war service gratuities, and re-establishment credits.

The functions of the Department of National Health and Welfare will extend to all matters relating to health, social security and social welfare over which the Parliament of Canada has jurisdiction, including the program for family allowances.

Cabinet Committee on Reconstruction

A Cabinet Committee on Reconstruction has been established, composed of the Minister of Reconstruction, Hon. C. D. Howe, as chairman; Hon. J. L. Ilsley, Minister of Finance; Hon. L. S. St. Laurent, Minister of Justice; and Hon. J. A. MacKinnon, Minister of Trade and Commerce.

The Committee is to formulate and review plans and projects regarding reconstruction, particularly proposals by various departments and agencies requiring financial assistance by the Minister of Reconstruction. The Minister of a department concerned with any reconstruction project will confer with the Committee when the project is under consideration.

British Printing Industry in the Post-War Period

A BULLETIN entitled *Report on Post-War Reconstruction,* issued in May by authority of the Annual Conference of the Administrative Council of the Printing and Kindred Trades Federation in Great Britain deals with post-war planning in the industry under the following headings: Employment after the War, Rehabilitation of the Disabled, Joint Industrial Council Powers and Control of Industry, Functions of the Federation, Wages and Working Conditions, Relations between Unions, and Health and Welfare.

Post-war employment will largely depend upon the supply of materials and plant and the amount of manpower available, the Report states, and recommends that firms whose premises and plant have been destroyed should have priority in rebuilding and acquisition of machinery. Confidence is expressed that the industry will do everything possible to reinstate those who have been engaged in war service and it is recommended that local joint committees be set up to deal with difficult cases. The Report approves the proposal for Government grants for apprentices whose training has been interrupted and recommends that these should be sufficient to make up the difference between the pay received and the adult rate. It was also recommended that journeymen and women be given an opportunity to take "refresher" courses.

The Report considers that disabled veterans should have first claim on the industry, and that a special register should be established

for them. Persons able to return to the industry but unable to continue in their former capacity ought to be provided with suitable training and the industry should supplement the State allowance for that purpose. Transfers from one union to another, the Report continues, should be made easy, and the member's rights preserved as far as possible. Proposals for uniform procedure in accepting transferred members are also being considered.

The section entitled "Joint Industrial Council Powers and Control of Industry" was dealt with in the August issue of the LABOUR GAZETTE (p. 937).

As to the functions of the Federation, the Report suggests the establishment of a Reference and Research Department which would be a centre of specialist knowledge on all matters of print, particularly as affecting the members of unions, and would be available to the unions as a service of the Federation. The Report further proposes that a Reference Department of legal opinions and advice should be instituted which would bring the benefits of such opinions within the reach of all. This department would make contact with the unions only and not with the members themselves. As to education facilities the Report finds that there are already excellent facilities for trade unionists to undertake correspondence and other courses in order to fit themselves for executive positions in the trade union and labour movement and it is recommended that the Federation should help to extend them, providing if possible for a "specialist" line for trade union printing trade workers. Organization of local Federations under a National Federation is also urged.

The Report suggests a system of profit-sharing for the industry under which a central fund would be established under control of the employers' national organization and the Federation or, if desired, through the Joint Industrial Council. Each employer would undertake to reserve a proportion of his profit, which would be calculated according to an agreed formula and forwarded to the fund. At the end of the year the Joint Committee would determine the amount payable to each worker and this amount would be sent to the union for distribution.

In a memorandum on wages submitted by the Secretary, a "minimum wages pact" amongst all the unions in the industry is suggested, since it is "unhealthy for all concerned that wide disparities of rates for the same job should prevail." The Report recommends "that the request for a 40-hour week (with the universal adoption of the 8-hour day and the 5-day week) should be renewed, and that—together with a request for a minimum of two weeks' annual holiday—should be one of the first post-war aims." The reabsorption of men and increase in supply of materials will be gradual, it further states, and should therefore produce no problem for the unions. The introduction of shifts is favoured in preference to regular overtime.

A further section of the Report suggests that a general amalgamation of unions in the Federation would offer few advantages at present, since the Federation itself now performs many of the functions which a centralized executive would be required to fulfil. However, it continues, "the conviction was firmly held that the principle of amalgamation ought to be explored in our (i.e., printing) industry, in the first instance on a sectional basis." Methods must be provided, regardless of the success of sectional amalgamation, for closer working amongst unions. Machinery whereby difficulties between unions could be settled within the industry itself has also been suggested, to be organized as some form of "internal conciliation committee" to which inter-union matters could be referred.

The Report deals briefly with the prevention of industrial disease and accidents and suggests wide distribution of a Federation Handbook, containing information on health and accident precautions, remedies and Government legislation. Health and Safety Committees are recommended to enforce healthful conditions. The Report also lays down practical suggestions to: offset dermatitis by the use of "barrier creams," ensure adequate heating and ventilation, guard against tuberculosis, and provide canteens. Increased attention is being paid to provision of first-aid facilities. An adequate State sickness benefit scheme is considered preferable to a sick benefit in the industry itself.

United Nations Agreement on International Monetary and Financial Problems

MEETING at Bretton Woods, New Hampshire, U.S.A., between July 1 and July 22, 1944, the United Nations Monetary and Financial Conference came to agreement on matters of international money and finance. The importance of the agreements in their effect upon the future peace and prosperity of the peoples of the world, the stimulation of employment, and the improvement of standards of living everywhere, is stressed in the Final Act of the Conference, which has recently been published by the King's Printer, Ottawa.

Representative of forty-four nations, the Conference formulated proposals for an *International Monetary Fund* and for an *International Bank for Reconstruction and Development.*

The *International Monetary Fund,* according to the agreement, will function as a permanent institution, whose members will include the forty-four nations represented at the Conference and such others as may later be entitled to join.

Its primary purpose will be to "facilitate the expansion and balanced growth of international trade", and by this means to contribute to "the promotion and maintenance of high levels of employment" in each of the member nations.

The Conference agreed that broad international action is necessary to maintain an international monetary system which will promote foreign trade. "The nations should consult and agree on international monetary changes which affect each other. They should outlaw practices which are agreed to be harmful to world prosperity, and they should assist each other to overcome short-term exchange difficulties."

Each nation will contribute a quota to the Fund, partly in gold, and partly in its own currency (Canada's quota being fixed at 300 million dollars, out of a total of approximately nine billion). The Fund's resources will be available to the member nations, "thus providing them with opportunity to correct maladjustments in their balance of payments without resorting to measures destructive of national or international prosperity".

In formulating its proposals for an *International Bank for Reconstruction and Development,* the Conference agreed that: "It is in the interest of all nations that post-war reconstruction should be rapid. Likewise, the development of the resources of particular regions is in the general economic interest. Programs of reconstruction and development will speed economic progress everywhere, will aid political stability and foster peace".

The Bank will "assist in providing capital through normal channels at reasonable rates of interest and for long periods for projects which will raise the productivity of the borrowing country". It is agreed also that the Bank should guarantee loans made by others. The Conference decided on the powers and resources which the Bank must have and on the obligations which the member countries must assume.

In carrying out the policies proposed, special consideration is to be given to the needs of countries which have suffered from enemy occupation and hostilities.

Decisions of National War Labour Board

DURING the month of October, the National War Labour Board issued decisions in the following cases:—

Calgary General Contractors Association and United Brotherhood of Carpenters and Joiners of America, Local 1779.

Defence Industries Limited (Verdun Works and Westmount Tool Works), Dominion Wire Rope and Cable Company Limited, and Anglo-Canadian Wire Rope Company Limited, and International Association of Machinists, District Lodge No. 82.

Alberta Nitrogen Products Limited (Calgary) and International Union of Mine, Mill and Smelter Workers, Local 690.

M. Kohen Boxes (Oshawa, Ont.), and United Automobile Workers of America, Local 222.

Oshawa Box and Lumber Co. Limited (Oshawa, Ont.), and United Automobile Workers of America, Local 222.

Le Syndicat d'Oeuvres Sociales Limitée (Le Droit, Ottawa), and Le Syndicat des Imprimeurs-Relieurs Inc.

Metal Stampings Limited (Toronto) and Aluminum Workers of America, Local 35.

Burns and Company, Limited (Calgary, Alta.).

Canada Bread Company, Limited, Weston's Bread and Cake (Canada) Limited, Bryce Bakeries, Limited, and Picardy, Limited, all of Winnipeg, Man., and Canadian Bakery Workers' Union, Local No. 1.

Canadian Car and Foundry Company, Limited (Fort William, Ont.), and Office Employees' Union, No. 23302.

Sun Oil Company, Limited (Toronto, Ont.).

Toronto Asphalt Roofing Manufacturing Company, Limited.

Messrs. E. and A. Gunther Company, Limited (Brantford, Ont.).

Terminal Warehouses Limited (Toronto, Ont.), and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Chrysler Corporation of Canada, Limited, and United Automobile Workers of America, Local 127.

Kent Grill, Limited (Chatham, Ont.).

Canadian International Paper Company.

Toronto Hydro-Electric System and Canadian Electrical Trades Union, Branch No. 1.

Canadian International Paper Company.

Reliance Industries, Limited (Belleville, Ont.), and United Automobile Workers of America, Local 426.

Old Sydney Collieries, Limited (Sydney Mines, N.S.), and Acadia Coal Company, Limited (Stellarton, N.S.), and United Mine Workers of America, District 26.

Dominion Coal Company, Limited (Sydney, N.S.), and United Mine Workers of America, District 26.

B.C. Shipbuilders' Federation and Dock and Shipyard Workers' Union of Vancouver and District, Local No. 2.

Western Canada Flour Mills Company, Limited (Goderich, Ont.), and International Union of Operating Engineers.

The Ontario-Minnesota Pulp and Paper Company, Limited (Fort Frances Division), and International Association of Machinists, Lodge 760.

Calgary Hotel Licensees and Hotel and Restaurant Employees Local 262, Calgary.

Canadian Manufacturers' Association and Brotherhood of Carpenters and Joiners of America.

Re: Calgary General Contractors Association *and* United Brotherhood of Carpenters and Joiners of America, Local 1779

Reasons for Decision

This is an appeal by the Union from a decision of the Alberta Regional Board dated June 26, 1944 under P.C. 9384 refusing an application for an increase in rates from $1.01 to $1.10 per hour.

The Regional Board found that the increase requested was not "necessary to rectify a gross inequality or gross injustice" (Section 20 (1) (*a*)). We find no basis upon which to say that the Regional Board's decision was wrong and consequently the appeal is dismissed. October 2, 1944.

Re: Defence Industries Limited (Verdun Works and Westmount Tool Works), Dominion Wire Rope & Cable Company Limited and Anglo-Canadian Wire Rope Company Limited *and* International Association of Machinists, District Lodge No. 82

Reasons for Decision

This is an appeal by the Union from a decision dated June 4, 1944 of the Quebec Regional Board. The question submitted to the said Regional Board was the proper method which should be adopted in the merging of the cost-of-living bonus with the basic rate, as required by Section 15 and Schedule A of P.C. 9384. The Union had contended that the bonus should be applied to a 48-hour week. The Regional Board in an order dated May 12, 1944 decided that the contention of the Union was correct. Subsequently it revoked its ruling.

The Company appearing on the hearing urges that inasmuch as the agreement in effect on February 15, 1944 provided that:

> "The normal work week varies from one of 48 hours to one of 60 hours and the normal working day varies from one of 8 hours to one of 10 hours. The basis of payment for overtime shall be time and one-half for all hours worked by any employee covered by this agreement in excess of 10 hours in any one day or in excess of 48 hours in any one week",

the established rate under P.C. 9384 should be determined by applying the amount of weekly bonus to the number of hours normally worked by the respective groups of employees, namely, 48 hours, 54 hours and 60 hours. Substantially the same argument is advanced by the other companies in their written submissions. By Schedule A the rates are to be established by adding to the previous basic hourly rate the amount arrived at by dividing the amount of bonus by the number of normal working hours in each week. The Order provides a definition of what is meant by "normal working hours" (Section 13 (1) (*g*)), as follows:

> "normal working hours" means the hours normally worked by an employee on a full time basis in the standard work week established by practice or collective agreement *and not considered to be overtime,* and where an employer has established a standard work week in accordance with instructions of the National Board for the purpose of computing cost-of-living bonus payable under the War-time Wages Control Order, means the hours comprised in such standard work week."

It seems to us, having regard to the clause in the contracts providing for payment of overtime after 48 hours, that for the purpose of Schedule A the "normal working hours" are 48.

The Regional Board in its later decision referred to section 37 of the previous Order, P.C. 5963, and to the definitions therein contained. However, we are of opinion that the terms of P.C. 9384 govern the determination of this question and must prevail over an interpretation based upon definitions contained in the Order in Council now repealed.

We shall therefore allow the appeal and restore the Regional Board's initial decision dated May 12, 1944. The effective date will be February 15, 1944.

October 4, 1944.

Re: Alberta Nitrogen Products Limited (Calgary), *and* International Union of Mine, Mill and Smelter Workers, Local 690

Reasons for Decision

By leave granted below, the Company appeals from decisions of the Alberta Regional Board dated May 1, 1944 and May 8, 1944 authorizing two weeks' holidays with pay after 5 years' service for hourly-rated employees and directing payment of double time after the first four hours of overtime have been worked.

The appellant, as a practical matter, takes the authorization on vacations with pay as a direction and we shall treat it as a direction. This is another case illustrating the uselessness of issuing authorizations in *contested* cases.

On the matter of holidays with pay, we have in some cases, at the request of the *employer,* allowed 2 weeks' vacation with pay after 5 years' of service or a graduated scale on the basis of one additional day (i.e. additional to the one week under D.B. 17) for each year of service after the first year. But we have never "legislated" an employer into a vacation plan which went beyond the general terms of D. B. 17. It will be noted that in the case of Consolidated Mining and Smelting Company (L.G., August, 1944, p. 950 at 952), the Company had already established conditions more favourable than those of D.B. 17 for its employees of long service. There being a D.B. 17 plan in operation in

this plant, we shall not order the Company to go beyond it.

With respect to the overtime feature, our policy has been against the rule applied for (Canadian Car & Foundry Company Limited, L.G., April, 1944, p. 474; Victory Aircraft Limited, L.G., June, 1944, p. 727), and we find no reason to depart in this case from the policy followed in these previous decisions.

The result is that the appeal is allowed.

We would like to express our appreciation of the care given to the preparation of the material filed by the appellant.

October 2, 1944.

Re: M. Kohen Boxes (Oshawa, Ontario), *and* United Automobile Workers of America, Local 222

Reasons for Decision

An appeal by the Union from that part of a decision of the Ontario Regional Board dated May 26, 1944, directing an hourly rate of 62 cents (cost-of-living bonus included) for "lumber unloaders and pilers". The rate requested was 75 cents.

The Regional Board have directed a schedule of rates for the box-making industry in Oshawa and have set the rate for this classification in this and other similar establishments upon the basis that the work involved was unskilled. There are no circumstances to justify an interference on the part of this Board. The decision of the Regional Board is sustained and the appeal is dismissed.

October 4, 1944

Re: Oshawa Box & Lumber Co., Limited (Oshawa, Ontario), *and* United Automobile Workers of America, Local 222

Reasons for Decision

An appeal by the Union from that part of a decision of the Ontario Regional Board dated May 26, 1944, directing an hourly rate of 62 cents (cost-of-living bonus included) for "lumber unloaders and pilers". The rate requested was 75 cents.

The Regional Board have directed a schedule of rates for the box-making industry in Oshawa and have set the rate for this classification in this and other similar establishments upon the basis that the work involved was unskilled. There are no circumstances to justify an interference on the part of this Board. The decision of the Regional Board is sustained and the appeal is dismissed.

October 4, 1944

Re: Le Syndicat d'Oeuvres Sociales Limitée (Le Droit, Ottawa), *and* Le Syndicat des Imprimeurs-Relieurs Inc.

Reasons for Decision

This is an appeal by the employees' syndicate from a decision of the Ontario Regional Board dated April 19, 1944. The only point in the appeal is that of the effective date. The history of the case briefly is as follows:

In November, 1943, the employees affected notified the Company that when their agreement would be considered on January 1, 1944, that they would require increases in wages amounting in some instances to 20 cents per hour. The Company intimated that it was willing to increase all wages by 8 per cent, effective from January 1, 1944, but that the necessary approval would have to be given by the Regional War Labour Board. Application was made to the Regional War Labour Board on January 10, 1944. The application was heard on March 30, 1944, and decision was given on April 19, 1944, which in effect directed increases in wage rates of approximately 9 per cent, effective from the 1st day of April, 1944. It should also be pointed out that at the hearing the Company had submitted its inability to pay the increases sought and the financial position of the Company was discussed before the Board and was considered by the Board, as is apparent from the material filed by the Regional Board for the purpose of this appeal.

It would, therefore, appear that the Regional War Labour Board had, in exercising its discretion as to the proper effective date under Section 30, Sub-Section 2, of P.C. 9384, taken into consideration all the relevant facts in the matter and that as a result its decision should not be disturbed.

October 4, 1944

Re: Metal Stampings Limited (Toronto) *and* Aluminum Workers of America, Local 35

Reasons for Decision

This is an appeal by the Company from a decision of the Regional Board for Ontario dated January 20, 1944, directing under P.C. 5963 the discontinuance of an incentive bonus system, the establishment of occupational classifications and payment of a schedule of basic hourly rates. The Regional Board gave leave to appeal.

Prior to November 15, 1941, the Company paid individual incentive bonuses in addition to basic rates. Sometime in November, 1942, the Company introduced a plant-wide system of production bonus to solve the difficulties which it alleges had arisen under the individual system.

The Regional Board found that the conversion of the incentive plan from an individual to a collective basis was done illegally, i.e. without proper authorization of the Regional Board, and it proceeded to reclassify the employees and ordered payment of a new set of basic rates.

The evidence of the Company before this Board was quite definite in asserting that the Regional Board had made no proper investigation of the job classifications and plant bonus before introducing the new job and rate schedule.

To require at this time that the provisions of the Finding and Direction of the Regional Board should be made effective would undoubtedly cause disturbance of operations and of employee-employer relationships in the plant. There might be justification for adjustment of some occupational classifications and ranges of wage rates therefor as well as some revision of the details, if not of the principle of the Company's production bonus plan. The National Board is not in a position to give approval to the plan as it stands.

To determine definitely what should be the occupational classifications, the ranges of wage rates therefor and the terms of the production bonus plan, would require additional information regarding plant operations. Any adjustment of these conditions for the future could only properly and satisfactorily be determined in joint consultation between representatives of the Company and of its employees, possibly together with representatives of the Board.

There is also a question as to the existing authorized bargaining agency representative of the Company's employees.

We have, therefore, come to the conclusion that the appeal should be allowed subject to the understanding that representatives of the Company and of the employees should confer with officers of the National Board to determine the classes of work actually performed in the plant operations, the schedule of occupational classifications and ranges of wage rates which might reasonably and fairly be adopted for them under P.C. 5963, as well as the details of the production bonus plan to be applied in connection with such classifications and wage rates.

When this has been accomplished, the determination of the date from which the revised conditions shall be made effective will be a matter for decision.

Finding and Direction will issue accordingly. October 4, 1944

Re: Burns and Company, Limited (Calgary, Alta.)

Reasons for Decision

An appeal from a decision of the Alberta Regional Board dated June 22, 1944 approving in part only an application for an increase of basic rate for occupational classification termed "general supervisor of standards".

The Regional Board have considered the application in the light of all relevant circumstances and we are of opinion that their decision cannot be disturbed and that the appeal must be dismissed.

We wish to note that the salary rate exceeds $250 per month and the employee concerned, by Section 15 (1) of P.C. 9384, is presumed to be above the rank of foreman or comparable rank. It appears to this Board on the evidence submitted that the case might be governed by the Wartime Salaries Order, P.C. 1549. October 5, 1944

Re: Canada Bread Company, Limited, Weston's Bread and Cake (Canada) Limited, Bryce Bakeries, Limited and Picardy, Limited, all of Winnipeg, Man. *and* Canadian Bakery Workers' Union, Local No. 1

Reasons for Decision

This is an appeal by the Union from a direction dated May 31, 1944 of the Manitoba Regional Board standardizing wage rates in the four larger Winnipeg bakeries, with some exceptions in the case of Picardy Limited, ordering payment of a night-shift premium and establishing a standard 48-hour week with

overtime paid at time and one-half. Leave to appeal was granted by the Regional Board.

Applications for wage adjustments had been previously made in these establishments under P.C. 5963, and the Regional Board had on those occasions made a careful study of the rates. Again on this application, a careful and thorough analysis of rates and working conditions was undertaken by the Board and we have reached the conclusion, after full consideration of the Union's submissions, that it is impossible for us to disturb in any particular the Regional Board's finding and direction.

However, it may be useful to express our views with respect to the Union's main ground of appeal, namely, that the Regional Board did not give full effect to the provisions of Section 20 (1) (*b*) of P.C. 9384, by the terms of which a Board may, when it considers it fair and reasonable to do so, authorize or direct employers to increase single rates or rates within a range if such increases do not increase the rates paid in August, 1939, by more than the amount of the appropriate maximum cost-of-living bonus ($4.60 per week or 18·4 per cent of the weekly rate as the case may be).

The evidence indicates that the adjustments made by the Regional Board, prior to this application, when added to the bonus being paid on February 15, 1944 ($1.95 and $1.55 per week), exceed $4.60 in some cases and in other cases are less; the situation varies as between plants. The effect of the section should not be that $4.60 be added to the 1939 rates of the highest paying bakery and then require all others to come up to the same level. We do not think we can properly interfere with the exercise made of its discretion by the Regional Board.

The Companies made reference to this Board's decision in Milne & Middleton, Limited (L.G., April, 1944, p. 471), and to the statement there made that "the cost-of-linving bonus has seen its day". It must be noted that that decision was written under P.C. 9384 as it stood before the enactment of P.C. 1727 and was not governed by the present provision contained in Section 20 (1) (*b*). The cost-of-living bonus, in a sense, was revived for a limited purpose by the amending order and the epitaph inscribed for it in the Milne & Middleton decision became somewhat inaccurate.

October 11, 1944.

Re: Canadian Car & Foundry Company, Limited (Fort William, Ont.) *and* Office Employees' Union No. 23302

Reasons for Decision

By leave granted below, the Company and the Union appeal jointly from a decision of the Ontario Regional Board dated June 26, 1944 refusing approval of the following paragraph in their agreement for 1944-45:—

> In the event of more than the normal day shift being necessary, employees on the second shift will be paid a bonus of $1 per week and for the third shift $1.75 per week. People normally employed at night are excluded from this provision.

Payment of a night work premium to office workers is not a common practice, but no reason appears to us for withholding the premium from office workers when it is being paid to production workers. In line, however, with our recent decisions in the John Inglis & Company Ltd. case (L.G., August, 1944, p. 960), and in the Dominion Bridge Company Limited case (L.G., August, 1944, p. 964), we shall approve the clause only in so far as it affects employees on the third shift. To that extent, the appeal is allowed. Approval will be retroactive to the effective date of the current agreement.

October 11, 1944.

Re: Sun Oil Company, Limited (Toronto, Ont.)

Reasons for Decision

An application for leave to appeal from a decision of the Ontario Regional Board dated June 24, 1944 refusing permission to grant 3 weeks' vacation with pay to employees with 15 years' service or more. Leave to appeal was refused by the Ontario Board.

From the material it appears that the Regional Board in this case held to the view taken in the Northern Electric Company case (L.G., July, 1944, p. 842). We do not think we should interfere and the application is dismissed.

October 11, 1944.

Re: Toronto Asphalt Roofing Manufacturing Company, Limited

Reasons for Decision

An appeal by the Company from a decision of the Ontario Regional Board dated June 10, 1944 declaring the company's "supervisor of production" to be of the rank of foreman and subject to the provisions of the Wages Control Order. As a consequence he would have been entitled to cost-of-living bonus. Leave to appeal was granted by the Regional Board.

The employee's salary was less than $250 per month, and the presumption mentioned in Section 15 (1) of P.C. 9384 does not operate in this case. The question for determination was whether his duties involved "direct supervision" of employees (Section 13 (2) (*b*)). It is admitted that he exercises direct supervision of the employees in the boiler room, paint shop and those unloading raw materials, but on the production machine there are machine runners who exercise constant supervision. In a situation of this kind in a small plant, it is difficult to give the employee concerned a rank above that of a foreman and we are unable to say that the Regional Board made a wrong decision.

The appeal is dismissed.

October 11, 1944.

Re: Messrs. E. & A. Gunther Company, Limited (Brantford, Ont.)

Reasons for Decision

An appeal from a decision of the Ontario Regional Board dated May 18, 1944 declining an application for salary increases to the following classifications: department manager, factory production manager and salesmen. Leave to appeal was granted by the Regional Board.

All of the employees involved are in receipt of a rate exceeding $250 per month and, because of the proviso to Section 15 (1) of the Wages Control Order, P.C. 9384, they are presumed to fall under the Wartime Salaries Order, P.C. 1549. We find on the evidence that the department manager and factory production manager are above the rank of foreman and that the application in respect of them should have been made under the Salaries Order. As to the salesmen we consider that they are not above the rank of foreman and under the circumstances disclosed in the company's brief, particularly to keep the salaried salesmen in line with the salesmen paid on a commission basis, an increase to $80 per week (cost-of-living bonus included) should be authorized from the date of the Regional Board's decision.

October 12, 1944.

Re: Terminal Warehouses, Limited (Toronto, Ont.), *and* Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

Reasons for Decision

The Company appeals from a decision of the Regional War Labour Board for Ontario dated May 11, 1944 increasing under P.C. 5963 basic wage rates for certain classifications employed in both dry and cold storage operations.

The question for determination is whether the Regional Board proceeded upon the proper comparative basis in applying Section 25. The Company contends that it did not and that its rates should be compared with those paid by certain competing warehousing firms in the area and not with those of the railways. The Regional Board established the dry storage rates on the basis of the railway rates then prevailing and the cold storage rates on the basis of comparison with certain other firms perhaps less competitive but paying higher rates than those referred to by the appellant.

Our conclusion is that the Regional Board having considered all of the factors involved in a proper application of the comparative formula, we can find no basis upon which we can disturb the decision.

The appeal will, therefore, be dismissed.

October 13, 1944.

Re: Chrysler Corporation of Canada, Limited, *and* United Automobile Workers of America, Local 127

Reasons for Decision

This is an appeal by the Union and a cross-appeal by the Company from a direction of the Regional War Labour Board for Ontario dated April 25, 1944 made under P.C. 5963. The facts are the following:—

In October, 1943 the Union applied for a general increase in basic wage rates for the hourly-rated employees in the Company's warehouse located in Chatham. On March 3, 1944 the Regional Board authorized an increase of 5 cents per hour for all the classifications except millwrights and common labour, effective from November 1, 1943. The authorization, as usual in disputed cases, did not settle the matter and the controversy came back to the Regional Board. Then, in accordance with the provisions of Section 25 of the Order, an investigation was made of comparative rates and the Board issued the direction now under appeal granting increases ranging from 2 cents to 7 cents, effective from

January 1, 1944. There is no common labour classification in the schedule attached to the direction.

The Union requests that the general 5-cent increase authorized on March 3, 1944 become mandatory with retroactivity to November 1, 1943. The Company cross-appeals in respect of two classifications which it says should not have been increased, namely, female packers and stockmen. It also submits that the effective date should not be earlier than the date of the Regional Board's decision.

The authorization of March 3 appears to this Board to have been in the nature of a rather rough attempt to dispose of the case; while the subsequent direction of April 25 proceeded from a comparative basis which, having in mind the latitude given by the section, cannot be seriously challenged.

With respect to the Company's cross-appeal, we do not think that the record discloses a reason for upsetting the rates set for the two classifications mentioned therein. The submission that the rate for stockmen should not exceed the common labour rate, which it is said they were getting and remains unchanged, can hardly prevail in the face of the Company's own schedule of classifications and wage rates attached to its original brief to the Regional Board; this schedule makes no mention of there being a common labour classification in the establishment.

As to the effective date, we find that although there is much to be said for the Company's view, we do not think that we should interfere with the exercise which the Regional Board made of its discretion.

The result is that both the appeal and the cross-appeal are dismissed.

October 13, 1944.

Re: Kent Grill, Limited (Chatham, Ont.)

Reasons for Decision

An appeal from a decision of the Ontario Regional Board dated May 29, 1944, by leave granted by the said Board. The application was for approval of a wage schedule which had been established without the authorization of the Regional Board. The appeal is concerned with the following classifications only: head chef, cook and hostess, for which the rates approved were less than those applied for. The Regional Board based its decision upon a comparative survey and had special knowledge of all the circumstances, and we do not propose to interfere with its disposal of the case.

The brief in support of the appeal contains a request for the establishment of a wage rate for two classifications (assistant chef and cashier) which do not appear to have been before the Regional Board. We recommend to the appellant to place the matter before the Ontario Board.

October 12, 1944.

Re: Canadian International Paper Company

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Quebec dated August 14, 1944 determining that the company's assistant resident managers (Noranda and Maniwaki woodlands divisions) were above the rank of foreman or comparable rank, and revoking its decision of November 23, 1943 by which the resident manager of the Clova division had been ruled to be not above that rank. Leave to appeal was granted by the Regional Board.

The submission is that the duties involved are supervisory rather than executive in character.

We conclude, from the material filed in this case and in the case of the Gaspé division, that the employees concerned in this appeal do not exercise the "direct supervision" contemplated by Section 13 (2) of the Wartime Wages Control Order, 1943, P.C. 9384. It is to be noted also that the proviso to Section 15 (1) creates the presumption that these salaries are controlled by P.C. 1549, the Wartime Salaries Order.

As a consequence we agree with both branches of the Regional Board's decision and the appeal will be dismissed.

October 25, 1944.

Re: Toronto Hydro-Electric System *and* Canadian Electrical Trades Union, Branch No. 1

Reasons for Decision

The Union appeals from a decision of the Ontario Regional Board dated August 29, 1944 refusing to allow an amendment to the agreement between the parties which would give 3 weeks' vacation with pay to certain hourly-rated employees after 15 years of continuous service, and a day off in lieu of statutory holidays for shift employees. Leave to appeal was granted by the Regional Board. The Commissioners did not oppose the application in the first instance nor do they oppose this appeal.

On vacations, the Regional Board followed its accustomed policy of refusing to approve at the present time extensions of vacation plans to 3 weeks. We shall do as we did in the Northern Electric Company (L.G., July, 1944, p. 842), and Sun Oil Company (October 11, 1944) cases and refrain from interfering.

With respect to the other matter mentioned in the application, there does not appear to have been any decision taken by the Regional Board and rather than express an opinion on the subject of time off to compensate for work performed on statutory holidays, we think we should suggest that that aspect of the case be placed before the Regional Board again.

As to the vacations feature, the appeal is dismissed.

October 25, 1944.

Re: Canadian International Paper Company

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Quebec dated July 28, 1944 determining that the company's acting resident manager, Gaspé Woodlands Division, was above the rank of foreman or comparable rank. Leave to appeal was granted by the Regional Board.

The submission is that on a previous occasion the Regional Board has ruled that a resident woodlands manager was not above the rank and that the duties involved are supervisory rather than executive in character.

We conclude from the material filed that resident managers in the company's woodlands division do not exercise the "direct supervision" contemplated by Section 13 (2) of the Wartime Wages Control Order, 1943, P.C. 9384. It is to be noted also that this is a case where the proviso to Section 15 (1) creates the presumption that the salary is controlled by P.C. 1549, the Wartime Salaries Order.

As a consequence we agree with the Regional Board in finding that its decision of November 23, 1943, was erroneous, and with its conclusion in this case.

The appeal is dismissed.

October 25, 1944.

Re: Reliance Industries, Limited (Belleville, Ont.), *and* United Automobile Workers of America, Local 426

Reasons for Decision

This is an appeal by the Union from a finding and direction of the Regional War Labour Board for Ontario dated April 5, 1944 made under P.C. 5963 and establishing a schedule of ranges of basic rates. Leave to appeal was obtained from the Regional Board.

The appeal in its final form requests a 5-cent hourly increase in the maximum of the range for toolmakers, storesmen and male inspectors, a 70-cent rate for female inspectors and that all storesmen be paid the increased maximum of the range for that classification, namely 75 cents. The Company in its reply brief agrees to a 5-cent increase in the maximum rate for storesmen, but there is no agreement that all should receive the maximum rate.

The Regional Board having based its decision upon a comprehensive and carefully prepared comparative survey of rates both in the industry and in the area, we are unable to give effect to the appeal with regard to maximum rates for toolmakers and male inspectors; nor is the Board prepared to eliminate the range for storesmen. Also we are of opinion that the evidence does not warrant an intervention in the matter of rates for female inspectors.

With regard to the increased maximum for stores employees, we believe the new maximum rate agreed upon should be submitted as part of the new case presently under development before the Regional Board.

The appeal is, therefore, dismissed.

October 26, 1944.

Re: Old Sydney Collieries, Limited (Sydney Mines, N.S.) and Acadia Coal Company, Limited (Stellarton, N.S.), *and* United Mine Workers of America, District 26

Reasons for Decision

This is an application by the Union to bring the datal rate of the electricians employed by these Companies up to the rate paid in the main machine shop and in the electrical department operated by Dominion Coal Company Limited at Glace Bay.

By a previous decision of this Board (L.G., April, 1944, p. 468) the rates in the Dominion Coal electrical department and main shop were made the same, because from its investigator's report the Board had concluded that the work and skill required was such as to warrant equalization, but the Board also

found that the rates paid at Glace Bay should not apply to colliery electricians of Dominion Coal. On this application, the Board does not find that the Glace Bay rates should be extended to the electricians employed by the companies above-noted. These employees perform maintenance work of a more restricted nature than that done at Glace Bay. There is also the added feature that there are agreements in effect which were negotiated in 1944.

The application must be denied.

October 27, 1944.

Re: Dominion Coal Company, Limited (Sydney, N.S.) *and* United Mine Workers of America, District 26

Reasons for Decision

The application is made by the Union for an increase in the contract rate for rock brushing in No. 16 colliery at New Waterford. The request is for payment of $1 for each hole over 5 holes drilled in a brushing face and compensation at 64·7 cents per cubic yard for loose rock stowed at a distance of more than 17 feet from the high side of the roadways. The present contract provides that brushing includes the stowing of broken rock at a distance not greater than 17 feet from either side of the roadways.

The Union bases its claim upon the necessity for special rates to meet abnormal conditions. The Company asserts that present brushing conditions in the colliery do not justify the alterations demanded and that when particularly difficult roof conditions did occur, added compensation was paid to the brushers.

We have come to the conclusion that we should not assume the function of writing into the agreement between the parties special rates to compensate for abnormal working conditions which are not shown to be prevalent, especially when the agreement was signed shortly before this application was made and terminates on January 31, 1945. We must, therefore, deny the application.

October 27, 1944.

Re: B.C. Shipbuilders' Federation *and* Dock and Shipyard Workers' Union of Vancouver and District, Local No. 2

Reasons for Decision

This is an application by the Union for equalization of wage rates paid in each class of sub-foremen and charge hands employed by the four Vancouver shipyards, namely: North Van Ship Repairs Limited, Burrard Dry Dock Company Limited, Burrard (Vancouver) Dry Dock Company Limited and West Coast Shipbuilding Limited.

The request is that the highest rate presently established in the four yards for each of the eight classes of sub-foremen and charge hands be made the uniform single rate for the class, and that where a differential exists as between male and female charge hands, the female rate shall be brought up to the male rate.

The prevailing single rates and ranges of rates are those which were approved by this Board in Findings and Directions issued in January, March and July, 1943, after a study of all the related circumstances.

It has not been shown that any change in conditions has taken place since that time which would now justify the equalization asked for. Certainly it has not been shown that a gross injustice or gross inequality now exists.

We must have in mind that the general purpose of the Wartime Wages Control Order, 1943, P.C. 9384, is the stabilization of wages as established on February 15, 1944. That purpose cannot be achieved by equalization or by recourse to the process which was contemplated by Section 25 of the former Order.

The application must be refused.

October 27, 1944.

Re: Western Canada Flour Mills Company, Limited (Goderich, Ont.) *and* International Union of Operating Engineers

Reasons for Decision

An appeal by the Company from a decision of the Ontario Regional Board dated June 19, 1944 under P.C. 9384 ordering increased hourly rates for power plant employees as follows:—

Shift Engineers from	70 to 95 cents
3rd Class Engineers from	66 to 80 cents
4th Class Engineers from	63 to 70 cents
Coal Passers from	53 to 60 cents

The main argument in support of the appeal is that the wage rates paid to this group of employees were fair and reasonable when compared to rates paid both to similar occupational classifications in the Goderich area and to the other employees in the plant. This kind of submission was pertinent under Section 25 of the previous order in council, but under the present order the comparative situation is not a determining element. The

Boards are now given the power to authorize or direct only such increases as are "necessary to rectify a gross inequality or gross injustice". Evidently Boards have a wide discretion under a formula of this kind.

In this case the Regional Board found that the rates were low and that this condition created the kind of inequality or injustice which the Order contemplates. To rectify the condition it ordered hourly increases of 7 cents for coal passers and 4th class engineers, 14 cents for 3rd class engineers and 25 cents for shift engineers. Evidently the 95-cent rate for shift engineers is a target or ceiling rate which the Regional Board have set in consultation with the provincial authorities dealing with stationary engineers and it proposes to raise rates up to that level. This is a step in a process which would achieve the main purpose of wage control, namely stabilization of the wage structure, but at the level fixed by the Regional Board itself; while what the Order contemplates is that stabilization shall take place at the level established on February 15, 1944 (section 14). Consequently we are unable to accept the amount of increases for shift and 3rd class engineers.

We think that the Regional Board's decision should be varied and that the new rates effective from April 19, 1944 will be:—

Shift engineers (2nd and 3rd class certificates)	80 cents
Firemen (3rd class engineer's certificate)	73 cents
Firemen (4th class engineer's certificate)	70 cents
Coal passers	60 cents

Finding and Direction accordingly.

October 30, 1944.

Re: The Ontario-Minnesota Pulp and Paper Company, Limited (Fort Frances Division) *and* International Association of Machinists, Lodge 760

Reasons for Decision

This is an appeal by the Company from a ruling of the Regional War Labour Board dated June 19, 1944, determining in effect the hourly rate required to be established in accordance with Section 15 and Schedule A of P.C. 9384 for the classification covered by a collective agreement with the respondent Union. The rate to be established under the ruling was the previous basic rate plus 9 cents per hour. The authorized weekly bonus previously paid was $3.57½. Leave to appeal was granted by the Regional Board.

The problem is to apply the definition of the expression "normal working hours" contained in Section 13 (1) (*g*) of the order for the purpose of establishing the new time rate pursuant to Section 2 (1) of the schedule. The definition is the following:—

> "Normal working hours" means the hours normally worked by an employee on a full time basis in the standard work week established by practice or collective agreement *and not considered to be overtime*, and where an employer has established a standard work week in accordance with instructions of the National Board for the purpose of computing cost-of living bonus payable under the Wartime Wages Control Order, means the hours comprised in such standard work week."

There was no standard work week established "in accordance with instructions of the National Board for the purpose of computing cost-of-living bonus payable under the Wartime Wages Control Order".

The relevant clause of the collective agreement reads as follows:—

> "For Fort Frances, the regular hours of employment for day workers shall be 8 A.M. to 5 P.M., Mondays and 8 A.M. to 4 P.M., Tuesdays to Fridays, inclusive, with one hour lunch period beginning at 12 Noon; and 8 A.M. to 12 Noon Saturdays.
>
> "Regular hours of employment for tour workers shall be eight (8) hours per day with tours starting at 8 A.M., 4 P.M. and 12 Midnight.
>
> "All work performed at other than the regular hours of employment shall be considered as overtime and paid for as such at one and one-half times the scheduled hourly rate. An exception to this rule applies in the case of tour workers when waiting for their regular relief in which case straight time is to be paid."

The Union admits that for the tour workers the "normal working hours" are 48 and the amount to be added to the basic hourly rate is 7½ cents, but it insists that for the other employees covered by the agreement the hours are 40 and the resultant hourly addition 9 cents.

It must be noted that rule 5 of Schedule A of the Order referred to in the Company's brief deals with incentive rates, while the rates involved in this appeal are time rates.

The Company submits that for all classifications employed in its mills at Fort Frances and Kenora the normal week is taken as 48 hours and makes it clear that by in effect increasing the rate of the relatively small number of employees concerned in this appeal by 1½ cents long established differentials are disrupted and its wage structure is thrown out of line. That is of course true, but it is a consequence not of the terms of the de-

finition but rather of the introduction of a 40-hour week into this particular agreement. We are of opinion that the Regional Board's ruling was the only one it could make under the Order.

The appellant requests that we give relief from the inexorable effect of the Order, under Section 15 (2). It must be observed that the power referred to is a limited one: we may make rules additional to and not inconsistent with the rules set out in Schedule A, but that is not to say that we can change the meaning given by the Order itself to the expression "normal working hours".

The appeal is dismissed.

October 31, 1944.

Re: Calgary Hotel Licensees and Hotel and Restaurant Employees, Local 282, Calgary

Reasons for Decision

(Oral Decision)

I do not think it is necessary for the Board to delay the decision in this appeal.

The suggestion now made by the Association as to its inability to pay need not be considered. The Association in its submission to the Board having agreed to pay a certain scale of rates on a forty-eight hour week which when properly converted to a fifty-four hour week would mean substantially the same over-all cost as that directed by the Regional Board in the order appealed from, the plea of inability to pay cannot be considered a very serious one.

On the submissions made to the Board to-day we are of the opinion that the appeal should be dismissed. We wish to add this observation: that the basis of comparability used by the Regional Board, namely, that of a comparison of the rates under consideration with the rates in the city of Edmonton, does not appear to the Board to be correct.

The appeal is disallowed.

October 31, 1944.

Re: Canadian Manufacturers' Association *and* Brotherhood of Carpenters and Joiners of America

Reasons for Decision

(Oral Decision)

This Board, having considered the written application on behalf of the companies for leave to appeal, and having heard the representations on behalf of the Union presented by Mr. Christopherson, refuses to grant leave to appeal; and the Board wishes to go on record as strongly disapproving the delaying procedure which is evident in this case. This application should have been brought on for hearing months ago.

October 31, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Wartime Labour Relations Regulations.—Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation Work of the Industrial Relations Branch.—Conciliation proceedings are carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Correction

On page 1236 of the October issue of the Labour Gazette, paragraph 4 of the Report of Board in Dispute between Sitka Spruce Lumber Co. Ltd., Vancouver, B.C., and Employees, the number "54" appears. The chairman of the Board has reported that the figure should be "131."

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for four days during the month of October. During this period the Board received 15 applications, held 6 public hearings, issued 12 certificates designating bargaining representatives, rejected one application for certification, ordered 3 representation votes and gave decisions in two appeal cases.

Certificates Issued

(1) *International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 932 and McArthur & Son Limited and McArthur Transportation Company Ltd., Brandon, Man.* (L.G., August 1944, p. 968).—Following an investigation by an officer of the Board, the local Union and Messrs. E. Houle, S. Strawn, J. Bjarnason, R. Hart, and J. O. Rennick were certified as bargaining representatives for the employees of both companies, except executives, stenographers, clerks, cashiers, despatchers, accountants, and superintendents (foremen).

(2) *National Union of Machinists, Fitters, Blacksmiths, Moulders and Helpers, Local No. 1 and Grand Trunk Pacific Development*

Company Ltd., Prince Rupert, B.C. (L.G., September, 1944, p. 1109).—The Union and Messrs. Malcolm McLeod, G. S. Culhane, L. Duey, J. B. Smith, J. Wide, G. Cowie and D. McPhee were certified as bargaining representatives for all the blacksmiths, hammermen, machinists, machine fitters, moulders, coremakers, ships grinders, furnace men, cupola tenders, brass mixers, crane operators, chargehands, journeymen, improvers, specialists and helpers in the machine shop, blacksmith shop and foundry of the Prince-Rupert Dry Dock and Ship Yard, Prince Rupert, B.C., except foremen, assistant foremen and other supervisory officials. Certification followed an investigation of the application by an officer of the Board.

(3) *Boilermakers and Iron Shipbuilders Union of Canada, Local No. 4 and Grand Trunk Pacific Development Company, Ltd., Prince Rupert, B.C.* (L.G., September, 1944, p. 1109).—Following an investigation of the application by an officer of the Board, the Union and Messrs. G. Stanton, M. MacLeod, A. MacPhee, J. Nicoll and W. White were certified as the bargaining representatives for all the anglesmiths, punchers, shearmen, press operators, bumper men, countersinkers, roll operators, labourers, handymen, chippers, cementers, cementer seams, boiler cleaners and scalers, dockmen, tackle riggers, ships riggers, signalmen (locomotive crane), tower crane signalmen, stockkeepers, issuers, receivers, tractor drivers, bolters-up, truck drivers, steel checkers, tower crane operators, platers-marker boys, platers' boys, boilermakers, burners, welders (electric and acetylene), riveters, holders-on, heaters, passers, reamers, drillers, tappers, steel caulkers, steel chippers, loftsmen, hoister operators (non-swinging booms), bolting-up machine operators, slab mechanics, slabmen, winchmen, steel rackers, linermen, erectors, furnacemen (slab) and chargehands, journeymen, improvers, specialists and helpers of the Grand Trunk Pacific Development Company Ltd. at the Prince Rupert Dry Dock and Ship Yard, Prince Rupert, B.C.

(4) *The Brotherhood of Painters, Decorators and Paper Hangers of America, Local No. 1442 and the Grand Trunk Pacific Development Company Ltd., Prince Rupert, B.C.* (L.G., September, 1944, p. 1109).—Following an investigation of the application by an officer of the Board, the Union and Messrs. T. J. Evans, A. C. W. Piggin, A. C. Lawrence, Joe Bayzand, A. C. Cartwright and Robert Stephenson were certified as the bargaining representatives for all the painter finishers, brush painters, spray painters and journeymen's helpers and chargehands employed by the Grand Trunk Pacific Development Company Ltd. at the Prince Rupert Dry Dock and Ship Yard, Prince Rupert, B.C.

(5) *The International Union of Operating Engineers, Local No. 510, and the Grand Trunk Pacific Development Company Ltd., Prince Rupert, B.C.*—(L.G., September, 1944, p. 1109).—The local Union and Mr. John Mulroney were certified as bargaining representatives for all the engineers and firemen engaged in the powerhouse of the Prince Rupert Dry Dock and Ship Yard except the chief engineer, assistant chief engineer and helper. Certification followed an investigation of the application by an officer of the Board.

(6) *The International Brotherhood of Electrical Workers, Local B344 and the Grand Trunk Pacific Development Company Ltd., Prince Rupert, B.C.*—(L.G., October, 1944, p. 1221).—Following an investigation of the application by an officer of the Board the local Union and Messrs. C. W. Wardale, T. H. Wilford, J. W. Forman, F. M. Kempton and A. J. Chappell, were certified as the bargaining representatives for all the electrical department chargehands, journeymen, specialists, helpers, improvers and electrical bridge crane operators in the shipfitting shed of the Grand Trunk Pacific Development Company Limited at the Prince Rupert Dry Dock and Ship Yard, Prince Rupert, B.C.

(7) *The International Union of Operating Engineers, Local No. 510, and the Grand Trunk Pacific Development Company Ltd., Prince Rupert, B.C.*—(L.G., October, 1944, p. 1221). Following an investigation of the application by an officer of the Board, the local Union and Mr. John Mulroney were certified as bargaining representatives for all the locomotive crane engineers and compressor operators and the locomotive crane engineer chargehand, gas and diesel crane operators (live boom) and engineers and firemen employed at the staff houses, dining halls and recreation building operated by the Grand Trunk Pacific Development Company Limited at the Prince Rupert Dry Dock and Ship Yard, Prince Rupert, B.C.

(8) *The United Brotherhood of Carpenters and Joiners of America, Local No. 1735 and the Grand Trunk Pacific Development Company Ltd., Prince Rupert, B.C.*—(L.G., September 1944, p. 1109). The Local Union and Messrs. Jack Fisher, J. S. Black and William Page were certified as bargaining representatives for all the carpenters, joiners, shipwrights, wood caulkers, sawyers, patternmakers, stagers and woodworkers' helpers and the chargehands, journeymen and improvers of the Grand Trunk Pacific Development Company Limited at the Prince Rupert Dry Dock and

Ship Yard, Prince Rupert, B.C. Certification followed an investigation of the application by an officer of the Board.

(9) *The Canadian Seamen's Union and the Park Steamship Company (Tankers), Montreal, P.Q.*—(L.G., September, 1944, p. 1109). Following an investigation of the application by an officer of the Board, the union and Messrs. J. A. Sullivan, D. Ferguson and C. E. Lenton were certified as bargaining representatives for the unlicenced personnel of the Tankers operated by the Park Steamship Company.

(10) *The United Association of Journeymen Plumbers and Steamfitters, Marine Fitters, General Pipefitters and Helpers, Local Union 180 and the Grand Trunk Pacific Development Company, Limited, Prince Rupert, B.C.*—(L.G., September 1944, p. 1109). The union and Messrs. Nicholas Bird, J. D. Cameron, William Sterland, John W. Bruce and Frank Carlisle were certified as bargaining representatives for the Pipefitter Chargehands, Pipefitters, Steamfitters, Improvers and Helpers employed by the Grand Trunk Pacific Development Company, Limited, Prince Rupert, B.C. Certification followed an investigation of the application by an officer of the Board.

(11) *The Canadian Brotherhood of Railway Employees and Other Transport Workers and the Canadian National Railways (Fort Garry Hotel), Winnipeg, Man.*—(L.G., October, 1944, p. 1221). Following an investigation of the application by an officer of the Board, the union and Messsrs. T. McGregor and J. S. McNabb were certified as bargaining representatives for employees of the Engineers' Department, Fort Garry Hotel, Canadian National Railways, Winnipeg, Man.

(12) *Sheet Metal Workers International Association, Local 280 and Grand Trunk Pacific Development Company, Prince Rupert, B.C.*—The union and Messrs. Carl Launer, James Walker and A. J. Crawford were certified as bargaining representatives for the Sheet Metal Workers, Chargehands, Improvers and Helpers in that classification employed by the Grand Trunk Pacific Development Company, Limited, Prince Rupert, B.C. Certification followed an investigation of the application by an officer of the Board.

Application for Certification Rejected

Shipwrights, Joiners and Caulkers Industrial Union No. 2 (C.C.L.) and Grand Trunk Pacific Development Company Limited, Prince Rupert, B.C.—(L.G., September, 1944, p. 1109). Following an investigation of the application by an officer of the Board, the Board rejected the application for the reason that the applicant union in choosing bargaining representatives did not act with the authority of the majority of the employees affected.

Representation Votes Ordered

Representation votes were ordered by the Board on the following applications:—

1. *International Union of Mine, Mill and Smelter Workers and Dominion Bridge Company and Riverside Iron Works, Ltd., Calgary, Alta.*—(L.G., Aug., 1944, p. 968). A representative of the applicant union appeared before the Board while a written submission was presented by the Companies. It was decided by the Board that votes should be taken separately for the following occupational classifications:

(*a*) all journeymen moulders, including coremakers, giving them a choice between the two unions involved, namely, the International Union of Mine, Mill and Smelter Workers, and the International Moulders and Foundry Workers' Union of North America, Local No. 360.

(*b*) all other classifications of employees involved to ascertain whether they authorized the applicant union to elect or appoint bargaining representatives on their behalf. Foremen and all others having the right to hire and discharge, and office workers, were excluded.

2. *Canadian Seamen's Union and Foote Transit Company, Limited, Toronto, Ont.*—(L.G., Oct., 1944, p. 1221). Representatives of the applicant union, the Company and the National Seamen's Association as Intervener appeared before the Board following a preliminary investigation of the application by an officer of the Board. The bargaining unit was the unlicensed personnel of the S.S. *F. V. Massey*.

Applications for Certification under Investigation

(1) The Canadian Seamen's Union on behalf of unlicensed personnel employed on ships owned and/or operated by the Colonial Steamship Company and Subsidiary, Sarnia Steamship Company, Port Colborne, Ont.

(2) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of the Plant Unit (all employees below the rank of superintendent) of the Grain Elevator of the Canadian Pacific Railway, Port McNicol, Ontario.

(3) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of certain elevator

employees of the Aberdeen Elevator Company, Midland, Ontario.

(4) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of certain elevator employees of the Midland Simcoe Elevator Company Ltd., Midland, Ontario.

(5) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of certain elevator employees of the Midland Grain Elevator Company Ltd., Midland, Ontario.

(6) Sheet Metal Workers International Association, Local No. 280 on behalf of sheet metal chargehands, sheet metal workers, sheet metal improvers, and sheet metal helpers of the Grand Trunk Pacific Development Company at the Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C.

(7) International Moulders and Foundry Workers of North America on behalf of all maintenance and production workers, excluding executives, foremen, office employees and all others having the right to hire and discharge, of the Northwestern Brass Limited, Calgary, Alta.

(8) Rolling Mill Employees Union, Local 23180 (A.F. of L.) on behalf of all roughers, stranners, catchers, finishers, edgers, hotbed men, billet boys, heaters, spell heaters, rundownstockers, cinder men, yard stockers, pitmen, shearmen, melters, furnace helpers, stockers, ladlemen, cranemen and all other labour not having the right to hire or discharge in the plant of the Dominion Bridge Company Ltd., Calgary Rolling Mill Department, Calgary, Alberta.

(9) Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of certain elevator employees of the Sarnia Elevator Company Ltd., Sarnia, Ontario.

(10) Brotherhood of Maintenance of Way Employees, on behalf of employees at coaling stations at intermediate points on the Canadian National Railways (Western Lines).

(11) Brotherhood of Locomotive Firemen and Enginemen on behalf of operators of motor power services in the conveyance of passengers between Kamloops, B.C., and Kamloops Junction, B.C., Canadian National Railways (Western Region).

(12) National Union of Firebosses, Local No. 1 (CCL), on behalf of firebosses in coal mines, Drumheller and district, employed by the Drumheller Coal Operators Limited, Drumheller, Alberta.

(13) The International Longshoremen's Association, Local 38-162, on behalf of certain employees of the Canadian Stevedoring Company Limited, Vancouver, B.C.

(14) The International Longshoremen's Association, Local 38-162, on behalf of certain employees of Victoria and Vancouver Stevedoring Company Limited, Vancouver, B.C.

(15) The International Longshoremen's Association Local 38-162, on behalf of certain employees of the Empire Stevedoring Company Limited, Victoria, B.C.

Decision of Board in Appeal Cases

The following appeals from decisions of the Ontario Labour Relations Board and applications for leave to appeal therefrom were considered by the Wartime Labour Relations Board (National) and judgment given.

(1) The Board denied the appeal of eight intervening craft unions, namely, Brotherhood of Painters, Decorators and Paper Hangers of America, Local 1365; International Brotherhood of Electrical Workers, Local 1023; International Alliance of Hotel and Restaurant Workers, Local 553; United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Local 629; International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Local 461; International Hod Carriers, Building and Common Labourers Union of America, Local 1016; International Union of Operating Engineers, Local 865; United Brotherhood of Carpenters and Joiners of America, Local 850; International Moulders and Foundry Workers' Union of North America, Local 205; International Association of Machinists, and International Brotherhood of Blacksmiths, Drop Forgers and Helpers, Local 607, from the decision of the Ontario Labour Relations Board in directing a vote by craft divisions of employees of the Port Arthur Shipbuilding Limited, Port Arthur, Ontario. In dismissing the appeal the Board stated that the vote ordered by the Ontario Board would proceed.

The appellants contended that the term of a collective agreement made by their former bargaining agency, the Metal Trades Council of Thunder Bay had not expired having been renegotiated in September and October, 1943, and in January, 1944, when new agreements were executed by the employer with three additional craft unions. The National Board supported the opinion of the Ontario Board that the former agreement was not thus renegotiated.

The appellants also contended that the original agreement was made for the duration of the war alleging that a representative of the Minister of Munitions and Supply insisted upon this term and suggested that in view of this, Section 9 of the Wartime Labour Relations Regulations could not have been intended to apply to "duration agreements"

but only to collective agreements for a definite term of years. The Board ruled that the words of the Section are plain and unequivocal and must be interpreted as applying to all collective agreements.

During the hearing of the appeal it was suggested that the Board fix the date of termination of the agreement in effect between the Company and the unions. The Board found that the term of the agreement was not an issue in the appeal, the question at issue being the right to appoint bargaining representatives and that when such representatives were appointed they could deal with the proper method of determining the agreement.

(2) The Wartime Labour Relations Board (National) denied the application of the Packard Electric Company, Limited, St. Catharines, Ont., for leave to appeal from the decision of the Ontario Labour Relations Board directing a vote of the employees of the Company as to whether they desire to be represented by the representatives elected or appointed by the United Electrical, Radio and Machine Workers of America, Local 529.

The following were the contentions of the company and the judgment of the Board with respect thereto.

1. The employer contended that the union had not established that it represented a majority of the employees. There was evidence produced before the Ontario Board to show that the union represented a majority of the employees at the time the bargaining representatives were elected. The Ontario Board accepted this evidence and the National Board was not prepared to disagree with its decision.

2. The employer contended that the bargaining representatives were not elected at a meeting of the employees. The National Board held that according to Subsection (2) of Section 5 of the Wartime Labour Relations Regulations this was not necessary.

3. The employer contended that at the time of the application the union had no charter. The Board decided it should not grant leave to appeal on this ground, in view of the proceedings before the Ontario Board.

4. The employer contended that there was an agreement outstanding between the Company and the Employees' Council which remained in effect because 30 days' notice of termination of it was not given prior to May 1, 1944. Under Section 9 of the Regulations the Board did not find it necessary to decide whether or not this agreement remained outstanding since new bargaining representatives were elected and application for certification made before May 1, 1944, that is, after the expiration of ten months of the term of the collective agreement.

5. The employer also objected to the form of ballot and contended that the name of the Employees' Council should have been included as an alternative choice to the union. It was pointed out that in the Reasons for Judgment of the Ontario Board no notice of intervention was filed on behalf of the Council and none of the employees opposed to the application of the union for certification was sufficiently interested in the matter to take any active part in the proceedings. In view of this the Ontario Board limited the choice to be offered on the ballot to whether or not the employees wished to bargain with the respondent company through the bargaining representatives chosen by the union and the National Board was not of the view that this decision was wrong.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlements of disputes where negotiations for an agreement have been unsuccessfully continued for thirty days following certification of bargaining representatives. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards. A conciliation officer is then appointed to confer with the parties and endeavour to effect an agreement. If the conciliation officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Board Reports Received

During October reports were received from four Boards of Conciliation:

Concerning Fittings Limited, Oshawa, Ontario, and the United Steelworkers of America, Local 1817.

Concerning Canadian Oil Companies Limited, Petrolia, Ont., and the National Union of Petroleum Workers, Local No. 1.

Concerning C. Lloyd & Son, Limited, Wingham, Ont., and the National Union of Woodworkers, Local No. 3.

Concerning Lakeshore Mines, Limited, Kirkland Lake, Ontario, and Local 240, Kirkland Lake Mine and Mill Workers' Union.

Boards Fully Constituted

During October four Boards of Conciliation were fully constituted:

John Inglis Company Limited, Toronto, Ont.—The Board of Conciliation established to deal with a dispute between the John Inglis Company Limited, Toronto, Ontario, and United Steelworkers of America was fully constituted on October 12, with the appointment of the Chairman, His Honour Judge J. J. Coughlin of Sandwich, Ontario. Judge Coughlin was appointed by the Minister in the absence of a joint recommendation of the other two members, Mr. J. S. D. Tory and Mr. Bora Laskin, both of Toronto, appointed on the nomination of the employer and employees respectively.

Steel Company of Canada, Ltd. (Hamilton and Ontario works), Hamilton, Ont.—On October 30, the Board of Conciliation established to deal with a dispute between the Steel Company of Canada, Ltd. (Hamilton and Ontario works) Hamilton, Ont., and the United Steelworkers of America, Local 1005, was fully constituted on October 30 with the appointment as Chairman of Dr. Cecil A. Wright of the Osgoode Hall Law School, Toronto, Ont. Dr. Wright was appointed by the Minister in the absence of a joint recommendation of the other two members, Mr. John J. Robinette, and Mr. Drummond Wren, both of Toronto, the nominees of the employing company and of the employees concerned.

Beardmore and Company Limited, Acton, Ont.—On October 14 the Board of Conciliation established to deal with a dispute between Beardmore and Company Limited, Acton, Ontario, and the National Union of Shoe and Leather Workers, Local No. 26, was fully constituted with the appointment as chairman of Dr. Cecil A. Wright of Toronto, Ont. Dr. Wright was appointed on the nomination of the other two members of the Board, Mr. Norman L. Mathews and Mr. Lewis Duncan, both of Toronto, members of the Board nominated by the company and the employees respectively.

Noranda Mines Limited, Noranda, Quebec.—On October 18, the Board of Conciliation established to deal with a dispute between Noranda Mines Limited, Noranda, P.Q., and Local 688, International Union of Mine Mill and Smelter Workers, was fully constituted with the appointment of the Chairman, His Honour Judge Charles E. Guerin. Judge Guerin was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Mr. Walter A. Merrill and Mr. Guy Desaulniers, both of Montreal, who had been appointed on behalf of the company and the employees respectively.

Boards Established

During the month two Boards of Conciliation were established but not fully constituted.

Senator Rouyn Mines, Limited, Rouyn, Quebec.—On October 5 the Minister of Labour established a Board of Conciliation to deal with a dispute between the Senator Rouyn Mines Limited, Rouyn, Quebec, and Local 688, Rouyn Mine Mill and Smelter Workers' Union. Mr. R. Trepanier of Montreal investigated the case as Conciliation Officer. On October 4, Mr. Trepanier's report was received recommending the establishment of a board.

Appointed to the Board were Major J. M. Eakin of Noranda, P.Q., on the nomination of the employing company, and Mr. Guy Desaulniers on the nomination of the employees concerned. Major Eakin and Mr. Desaulniers have been requested to confer on the nomination of a chairman and third member of the Board.

Steel Company of Canada Limited, Gananoque, Ontario.—On October 28 a Board of Conciliation was established to deal with a dispute between the Steel Company of Canada Limited, Gananoque, Ontario, and Local 3208, United Steelworkers of America. Mr. H. Perkins of Toronto had investigated the case as Conciliation Officer and on October 26 had reported and recommended the establishment of a Board.

The parties concerned were requested to nominate persons for appointment as members of the Board.

Agreements Facilitated by Conciliation

Globe Furniture Limited, Waterloo, Ontario.—On September 29, Mr. H. Perkins, Industrial Relations Officer, Toronto, had been appointed Conciliation officer to confer with the Globe Furniture Company, Limited, Waterloo, Ontario, and Local No. 7, Canadian Aircraft Association, to attempt to effect an agreement between them. (L.G. Oct., 1944, p. 1225).

On October 16 a report was received from Mr. Perkins indicating the successful conclusion of the negotiations and the signing of an agreement on October 7.

Dominion Wire Rope Company, Lachine, Quebec.—On September 14, Mr. Raoul Trepanier, Industrial Relations Officer, Montreal, had been appointed Conciliation Officer to confer with the Dominion Wire Rope Company of Montreal, and Lodge 1288 International Association of Machinists to attempt to effect an agreement between them. (L.G. Oct., 1944, p. 1224).

On October 7 Mr. Trepanier reported that negotiations had been successful and that an agreement had been reached.

Modern Tool Works Limited.—On September 29, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, had been appointed Conciliation Officer to confer with the Modern Tool Works Limited, Toronto, Ontario, and United Steelworkers of America, and attempt to effect an agreement (L.G. Oct., 1944, p. 1225). On October 6, Mr. Ainsborough's report was received indicating that negotiations had been successful and that an agreement had been completed.

Assignments of Conciliation Officers

Union Transfer and Storage Company Limited, Moose Jaw, Sask., Moose Jaw Cartage and Jack's Jiffy Delivery, Moose Jaw, Sask.—On October 2, the Minister of Labour was advised by the Saskatchewan Wartime Labour Relations Board that negotiations between the Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 187, and three companies, viz: Union Transfer and Storage Company Limited, Moose Jaw Cartage Company Limited; and Jack's Jiffy Delivery, Moose Jaw, Saskatchewan, had been continuing for thirty days and there was no indication of the successful completion of an agreement.

Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Peacock Brothers, Limited, Ville LaSalle Quebec.—On October 3, the Minister of Labour was advised by the Quebec Wartime Labour Relations Board that negotiations between Peacock Brothers Limited, Ville La Salle, and Local 651, International Association of Machinists, had been continuing for thirty days with no indication of the successful completion of an agreement.

The Minister, therefore, appointed Mr. Raoul Trepanier, Industrial Relations Officer, Montreal, as Conciliation Officer to confer with the parties and attempt to effect an agreement.

Consumers' Gas Company Ltd., Toronto, Ont.—On October 6, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been proceeding for thirty days between the Consumers' Gas Company, Toronto, Ont., and Local 1616, International Chemical Workers Union, and that there was no indication of a successful completion of an agreement.

On October 10, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was requested to confer with the parties and attempt to effect an agreement.

Dairy Pool Co-operative Association, Prince Albert, Sask.—On October 10, the Minister of Labour was advised by the Saskatchewan Wartime Labour Relations Board that negotiations had been proceeding for thirty days without an agreement between the Dairy Pool Co-operative Association, Prince Albert, Saskatchewan, and Local 241, United Packinghouse Workers of America.

On October 10, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Robin Hood Mills Limited, Moose Jaw, Saskatchewan.—On October 10, the Minister of Labour was advised by the Saskatchewan Wartime Labour Relations Board that negotiations had been proceeding for thirty days between the Robin Hood Mills Limited, Moose Jaw, Saskatchewan, and Local 201, United Packinghouse Workers of America, and that there was no indication of a successful completion of an agreement.

On October 11, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Saguenay Quebec Telephone Company Limited, Chicoutimi, Que.—On October 12, the Minister of Labour was advised by the Quebec Wartime Labour Relations Board that negotiations had been proceeding for thirty days between the Saguenay Quebec Telephone Company, Chicoutimi, Quebec and the National Catholic Syndicate of Telephone Employees of Saguenay, and that there was no indication of a successful completion of an agreement.

On October 20, Mr. L. Pepin, Industrial Relations Officer, Montreal, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Fairchild Aircraft Limited, (Restaurant Division) Longueuil, Quebec.—On October 12, the Minister of Labour was advised by the Quebec Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Fairchild Aircraft Limited (restaurant division), Longueuil, Quebec, and the Hotel and Restaurant Employees Union, Local 382, and that there was no indication

of a successful completion of an agreement. On October 20, Mr. Raoul Trepanier, Industrial Relations Officer, Montreal, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Upper Canada Mines Limited, Dobie, Ontario.—On October 13, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Upper Canada Mines Limited, Dobie, Ontario, and Local 240, Kirkland Lake Mine, Mill and Smelterworkers' Union, and that there was no indication of a successful completion of an agreement.

On October 18, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Ingersoll Machine and Tool Company, Limited, Ingersoll, Ontario.—On October 13, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Ingersoll Machine and Tool Company Limited, Ingersoll, Ontario, and Local 2918, United Steelworkers of America and that there was no indication of a successful completion of an agreement.

On October 18, Mr. James Hutcheon, Industrial Relations Officer, Toronto was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Joseph Stokes Rubber Company Limited, Welland, Ontario.—On October 13, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Joseph Stokes Rubber Company, Limited, Welland, Ontario and Local 253, United Electrical Radio and Machine Workers of America.

On October 18, Mr. Harold Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer, to confer with the parties and attempt to effect an agreement.

The National Grain Company Limited, Reliance Grain Company Limited, Northland Terminals Limited, Superior Elevator Limited: Port Arthur and Fort William, Ontario, and Winnipeg, Manitoba.—On October 19, the Minister of Labour was advised by the Wartime Labour Relations Board (National) that negotiations had been continuing for thirty days between these companies and Local 650, Brotherhood of Railway Clerks, Freight Handlers, Express and Station Employees, and that there was no indication of a successful completion of an agreement.

On October 28, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the parties and attempt an agreement.

Ontario Steel Products Limited, Chatham, Ontario.—On October 23, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Ontario Steel Products Limited, Chatham, Ontario, and the International Union United Automobile, Aircraft and Agricultural Implement Workers of America, U.A.W.—C.I.O., and that there was no indication of a successful completion of an agreement.

On October 24, Mr. James Hutcheon, Industrial Relations Officer, Toronto, was requested to confer with the parties and attempt to effect an agreement.

C. Richardson & Co., St. Mary's, Ontario.—On October 23, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between C. Richardson, and Co., St. Mary's, Ontario, and the Dairy Utensil Workers' Union and that there was no indication of the successful conclusion of an agreement.

On October 24, Mr. H. Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Canadian Industries Limited, Toronto, Ont.—On October 23, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Canadian Industries Limited, Toronto, Ontario, and the Canadian Industrial Workers' Union, Local No. 1 and that there was no indication of the successful completion of an agreement.

On October 24, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Ontario Steel Products Company Limited, Oshawa, Ont.—On October 27, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Ontario Steel Products Company Limited, Oshawa and Local 222, International Union United Automobile, Aircraft, and Agricultural Implement Workers of America, and that there was no indication of the successful completion of an agreement.

On October 31, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Canners Machinery Limited, Simcoe, Ont.—On October 27, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Canners Machinery

Limited and the International Union United Automobile, Aircraft and Agricultural Implement Workers of America, Local 257.

On October 31, Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Steel Company of Canada (Canada Works) Hamilton, Ontario, and Local 3250, United Steelworkers of America.—On October 27, the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Steel Company of Canada (Canada Works) and Local 3250, United Steelworkers of America.

On October 31, Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

Report of Board in Dispute between Fittings, Limited, Oshawa, Ont., and United Steelworkers of America, Local 1817

On October 3, the Minister of Labour received the report of the Board of Conciliation established to deal with a dispute between Fittings, Limited, Oshawa, Ont., and Local 1817, United Steelworkers of America. A minority report was submitted by Mr. J. S. D. Tory.

The Board was under the chairmanship of Dr. Cecil A. Wright, Osgoode Hall, Law School, Toronto, Ont., appointed by the Minister in the absence of a joint recommendation from the other two members, Mr. J. S. D. Tory and Mr. Bora Laskin, both of Toronto, appointed on behalf of the company and the employees respectively.

The text of the Board's report and of the minority report follows:

Report of Board

Re Wartime Labour Relations Regulations, P.C. 1003, and re Dispute Between Fittings, Limited, Oshawa, Ontario, and Employees, Members of Local 1817, United Steelworkers of America.

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you pursuant to s. 13 of P.C. 1003, begs to repc t as follows:

On August 3 and 14 sittings of the Board were held in Oshawa at which representatives of the Company and the Union made written and oral submissions. At these two meetings the Company was represented by A. G. Storey, President; W. G. Bowden, Director and Sales Manager; and J. C. Adams, K.C., Counsel. The Union was represented by W. J. Smith, Chairman of the Negotiating Committee of Local 1817 and M. J. Fenwick, International Representative of United Steel Workers of America. Subsequent meetings were held in Toronto on September 7 and September 20 at which Mr. Fenwick and Mr. Adams attended on behalf of the respective parties.

At the first meeting in Oshawa, which was of a formal nature, the Union filed a written brief as supplementary to the oral argument which had been delivered to the same Board in connection with a dispute concerning Pedlar People Limited of Oshawa. Mr. Adams, for the Company, sought an adjournment for two months on the grounds (1) that time was required to prepare a reply to the Union's submissions and (2) that the Company was a member of an employer's institute which hoped to evolve by that time a policy to guide its membership on such union proposals as the union shop and check-off which were in issue in the present case. In view of the Union's refusal to agree to such an adjournment and having regard to the provisions of section 13(2) which require an earlier report, the Board rejected the application for such an adjournment, but, with the consent of the Union, granted an adjournment until the 14th of August, to enable the Company to prepare a brief in reply. On August 14 the Company brief was filed and oral argument heard on behalf of the parties.

In the course of these hearings it appeared that the parties had not reached an agreement on any point and the Board, in effect, was being asked to negotiate a renewal agreement. In its brief the Union charged the Company with a failure to bargain in good faith and on its part the Company likewise charged the Union with making "no real attempt . . . to bargain in good faith."

The fact that charges of this nature were made before this Board is sufficient in itself to indicate that relations between the Union and the Company are, to use a neutral expression, not completely satisfactory. The Union, whether rightly or wrongly, feels that the Company's attitude towards it has not been particularly co-operative, and the member employees feel that they have been unable, during seven years of collective bargaining, to obtain any concessions from the Company save after prolonged negotiations, and that the Company has never been willing to meet the Union even half-way on various proposals. On the other hand, the Company's brief itself discloses that "our relationship with the Union has been almost at the breaking point on

many occasions" during the last three years, and that the relationship between the Union and the Company is such as to lead the Company to the conclusion that union shop status "is even more remote than it was when we entered into contractual relationship with them." This is probably due to the fact that in the course of lengthy negotiations, the employee members of the Union have become exasperated at what they felt was unnecessary delay, and on more than one occasion have threatened to "walk out" unless some action was taken on matters being discussed.

In light of this unsatisfactory relationship one can perhaps understand, even if one cannot sympathize with, the failure of the parties to present a concluded agreement on any point to this Board. The parties entered their first collective bargaining agreement on May 29, 1937, so that the Union is now well into its eighth year as the collective bargaining agency for what, from the employer's list of hourly paid and piece workers, being the eligible employees, amounted to 469 persons as of June, 1944.

In the course of negotiating the renewal agreement for the present year, the Union put forward the request that the following two clauses be included in that agreement.

It is agreed that all employees now members of Local 1817, United Steelworkers of America, shall, as a condition of employment, remain members in good standing for the duration of this Agreement; that those at present employed who are not already members shall join the Union within four weeks after the date of this Agreement; and that all employees hired during the life of this Agreement shall become members of the Union within one month of the date on which they were hired. Upon presentation of proper authorization from an employee, the Company agrees to deduct $1 each month from his earnings, as Union dues; such money to be remitted monthly to Local 1817, United Steelworkers of America.

The Company having definitely refused this, the Union took advantage of the provisions of P.C. 1003 looking toward the establishment of a Conciliation Board. Prior to a meeting at which a conciliation officer was to confer with the parties, the Company's counsel indicated that if the Union were looking towards a Board to deal with the union shop issue, the Company would only negotiate on the basis of an entirely new draft collective bargaining agreement, a copy of which was presented to the Union. The Union, which had been negotiating on the basis of their existing agreement, felt that this was a method adopted by the Company to discourage it from insisting on the union shop clause, since the Union was told that if it withdrew its request for the union shop, the Company would withdraw its draft and negotiate on the basis of the Union's draft contract. Whether negotiations should have gone further between the parties in order to reach an agreement on at least some terms is not for this Board to say, since under P.C. 1003 a Conciliation Board is only set up after negotiations in good faith have continued for thirty days and if a conciliation officer has reported as required in section 12. This Board feels, however, that P.C. 1003 does not contemplate a Board drafting an entire agreement for the parties, since there must, if negotiations are properly carried on, be many points on which no serious difference of opinion can arise.

In an endeavour to conciliate the present dispute, at the meeting of August 14, the Board suggested that the parties continue their negotiations and attempt to reach an agreement so far as possible, the Board retaining the issue of the union shop clause and voluntary check-off as items on which no agreement at that time was possible. This the parties agreed to do. As the Union felt that the Company draft was only brought forward to resist its demand for a union shop, and as the Company indicated that the attitude of the Union in refusing to negotiate on the new draft was an indication of the Union's unfitness to ask for any form of union security, the Board felt that the result of further negotiations might be helpful in arriving at a solution of the matters in dispute. This was particularly so since the Company had indicated in the course of its strongly pressed request for an adjournment of two months, that, if granted, "it is quite possible that we might then be able to make a counter proposal to the Union which would be accepted by them."

As the Union had advanced as one of its reasons for leaving the entire matter of the new agreement to a Board the fact that it could not understand the necessity of the more elaborate and lengthy draft agreement submitted by the Company, the Company suggested, and the Board agreed, that if one of its members, Mr. Laskin, the nominee of the employees, sat in at negotiations, it might be helpful. This was done, and at a subsequent meeting of the Board in Toronto on September 7, it was apparent that considerable progress had been made by the parties, and that most of the provisions in the Company's draft had been agreeable to the Union, when properly explained to them, and that other matters towards the conclusion of an agreement were still in process of negotiation. In particular, there had been questions in issue between the employees and the Company concerning wage increases, and on August 10, Mr. Fenwick and Mr. Adams had agreed to a survey of wage rates in the district being made by a third party whose report, in the event that the

parties were not able to agree, would be accepted as a final arbitration. This was a particularly hopeful indication of improvement in the relations between employees and Company which had, at various times in the last few years, been strained. As this survey was not completed on September 7, and as negotiations would still be carried on with the Company in this matter; and as a report[1] of a Conciliation Board had been made in a dispute between the Ontario Malleable Iron Company Limited (carrying on business in the same locality as the present company) and its employees, members of the same Local involved in the present dispute; and it was felt that any action taken by the parties to that dispute pursuant to the Report made therein might be helpful to the parties in the present dispute, the Board obtained consent to a further adjournment to September 20, so that negotiations might be continued in the hope of reaching a settlement.

On September 20 the parties indicated that there was no hope of reaching an agreement on the union shop and check-off clauses and the Company repeated its opposition to any form of union shop even if recommended by a Board of Conciliation. The parties therefore requested that this Board should make an Interim Report dealing with that issue alone, leaving any other subsidiary matters on which they had not yet agreed to be worked out by further negotiations between the parties with the right to reconvene the Board in the event of any of those other issues failing to be agreed upon between the parties themselves.

This Report, therefore, is confined to the Union's request for the clauses set forth earlier, dealing with union shop and check-off, the parties having agreed to continue negotiating on the balance of the Agreement, and to notify this Board if they are unable to agree on any other clauses now under consideration.

If nothing further is accomplished by this Board, its efforts at conciliation will not have been wholly without effect, since we believe that the renewal of negotiations, in the main successful, is not only in the proper spirit of collective bargaining, but should materially assist in developing co-operation between the parties and dispelling, in part at least, the feeling of mutual distrust with which both parties came before this Board.

The Company is a manufacturer of malleable and grey iron castings carrying on business in Oshawa, Ontario. As mentioned previously the Union has been the bargaining agency for all hourly paid and piece workers, excepting foremen and clerical employees since May 29, 1937 when the first collective agreement of the Company was signed. There is no doubt that the Union has commanded a large majority of the employees since the inception of its collective bargaining relations with the Company and of the 469 eligible employees on the Company's June 1944 pay roll the Union claims that 384, or some 81·9 per cent were members in good standing of the Union. There has been some slight decrease in membership as of September 15 when the members in good standing were, according to the Union, 369. The Union's explanation of this is that some members left the employ of the Company or entered the army. Of the 85 non-union members as of last June, about 25 were, according to the Union, French Canadians brought in under direction of the Selective service authorities.

On these facts it is apparent that the Union has established itself thoroughly in this plant and has every prospect of normal continuance. The Union's arguments in favour of the union shop clause were the same as those which were set out in a report of a Conciliation Board in the case of Ontario Malleable Iron Company Limited on August 23 of this year. That Report is of particular importance in connection with the present dispute for the following reasons:

(1) The Companies are in the same general business.
(2) Local 1817 of the United Steelworkers of America is the collective bargaining agency in each plant.
(3) Collective bargaining relations with this Local have continued for the same length of time in both plants.

While this Board is strongly of opinion that every dispute before a Conciliation Board should be settled on its own particular facts, it is apparent that in an industrial centre as small as Oshawa, given the same type of industry, the same Union, and the same length of bargaining experience, the facts which would warrant this Board in making a different recommendation from that in the other like industry, should be cogent and capable of clear statement and analysis. The majority of this Board—who were also the majority of the Board, differently constituted, in the Ontario Malleable dispute—do not feel that they could set forth any reasons which would justify a different recommendation in this case than they made previously in the Report concerning the Ontario Malleable Iron Company Limited.

It is true that on the facts as disclosed in the Report concerning the Ontario Malleable Iron Company there was a 100 per cent union membership which had existed prior to the introduction of employees under Selective Service regulations. In the present case the Union has never claimed 100 per cent

[1] L.G., Sept., 1944, p. 1117.

membership. Indeed, the facts as disclosed before this Board show that in 1943 friction caused by the presence of nine non-union employees in the moulding department of Fittings Limited was such as to cause concern to both the Company and the Union as to the possibility of a continuance of peaceful industrial relations unless non-union members joined the Union. The Company apparently realized the seriousness of this situation as well as the Union, because at that time they posted a notice suggesting that "in the interests of harmony" the Company "urges all employees who are not in the Union to join so that dissatisfaction over the matter can be eliminated." It appears that this notice was posted by the Company at the instigation of the Union's representative, after a strike of one and a half days, ostensibly based on a dispute over piece work rates, as a means of getting the employees back to work.

The Company states that there have been constant threats to enforce the request for a union shop, and it objects to threatening attitudes to obtain what it feels should, and could only be the result of "affection" on the part of the Company for the Union. This Board, however, cannot blind itself to the fact that in normal times an issue over union shop might well have developed into something much more serious than a one and a half days' strike. There is no evidence that any strike was fostered or approved by the Union, and indeed the Union representative did everything to get the men back to work. As far as the Board is concerned the incident in question is merely important as showing the strong feeling of the employees with regard to an overwhelming majority carrying the burden and expense of union bargaining activities without participation of the other employees of the plant.

The question remains whether the difference between 82 per cent and 100 per cent—discounting employees introduced by Selective Service—is in itself sufficient to distinguish the situation in the Malleable Iron Company dispute from the present. If the question were one of granting a union shop in the sense of compelling existing non-union employees to join the Union as a condition of continued employment, this difference might be important. This Board refuses to recommend under existing war conditions that present employees who obtained employment at a time when union shop conditions did not apply should be forced either to abandon their employment or join the Union. Whatever merit there may be in the view that a majority in normal times should have freedom to bargain for such a provision among its working conditions, this Board is of opinion that in time of war, as a general rule which may, of course, admit of exceptions, labour should not expect an employer to agree to provisions that might seriously dislocate, even temporarily, maximum production. In the public interest, to say nothing of the possibility of prejudicing through adverse public opinion whatever merits there may be in the strict union shop by pressing such claims at the present time, we believe that labour would be well advised to leave the development of this next step—if it is to develop at all—until after the war. But if labour is willing to do this it should have a right to expect that its position to assert those claims which it might otherwise have done during war will not be prejudiced by a change of conditions after the war. Further, it is surely good policy to eliminate so far as possible for the future those causes of friction which have irritated in the past and which the generally observed policy against strikes has prevented from leading to more serious dislocation of business. Such, among other things, were the underlying principles behind the recommendations of the majority in the Ontario Malleable Iron dispute for maintenance of membership and membership in the Union as a condition of employment of future employees so far as compatible with Selective Service regulations.

The question of maintenance of membership of existing employees does not seem to be at all affected by the difference between 82 per cent and 100 per cent union membership and the majority of this Board repeat what they said in the Ontario Malleable Board, that they can see no reason why existing members of a bargaining agency should not be compelled to continue to support the agency of their choice in order to insure not only the proper functioning of collective bargaining relations, but to insure and emphasize as well the individual responsibility of employees in electing a bargaining agency. So far as making membership of the Union a condition of future employment, the fact that friction exists in the plant to the degree evidenced by the incident of 1943, should in itself indicate that other things being equal it is desirable to obviate this friction which is bound to exist between an overwhelming majority and a small minority of non-union members. It was the unanimous opinion of all three Board members in this dispute that in the matter of numbers alone, there was nothing to justify different recommendations in this dispute to those made in the Ontario Malleable Iron Company.

A much more serious question, giving rise to a difference of opinion in this Board, concerns the nature of the relations which have existed between the parties in the past and its effect on the recommendations this Board should

make. This Board is unanimously of opinion that a collective bargaining agency should not lightly demand provisions for union security. Generally speaking, unless the union has had some considerable experience in the plant, and unless the particular union has demonstrated its ability to attract an overwhelming majority of members in that plant, this Board does not feel it should request the co-operation of an employer in maintaining its strength and membership. Likewise, if a union's actions can be considered as irresponsible this Board would have no hesitation in refusing to recommend any cooperation by the employer to maintain its strength. On the other hand, a majority of this Board feel that a trade union which has been a collective bargaining agency for a majority of employees over a period of seven to eight years cannot possibly be treated indifferently by an employer without prejudicing successful collective bargaining. During that period the collective bargaining agency has had a sufficient length of time in which to demonstrate its suitability and qualifications. Underlying the report of the Board in the Ontario Malleable dispute was the idea that during the seven to eight year period there, this same Union had "deserved and enjoyed the confidence of employees and employer alike". While in that dispute it was evident that relations between the parties were good, and the employer had confidence in his bargaining agency, it is unfortunately the fact that in the present case, involving the same Union, the present employer through his counsel has stated that the Union has not the confidence of the employer. As put in the Company's brief "they (the bargaining agency) cannot establish themselves in our affections in any other way than by convincing us by their conduct that they are a necessary and desirable part of our industrial enterprise. They have not done so to date." If collective bargaining itself had depended on a trade union gaining the "affection" of employers, collective bargaining would not have attained its present recognized status, and it is unfortunate that in the present case a company should state that it feels that a bargaining agency with which it has been negotiating for some seven to eight years, and which during that time has enjoyed the full confidence and support of a majority of its employees, is neither a "necessary" nor "desirable" part of its industrial enterprise. This could be interpreted as the Union employees have done, as meaning that the Company would be pleased to have an unnecessary and undesirable part of their business removed. That is one reason why a claim for union security is made in this case.

We do not believe that the Company really means to take this extreme position. It has demonstrated by its past collective bargaining with this Union, even before such collective bargaining was made mandatory, that it recognized the claim of the employees to a choice of bargaining representative. It does say that it has not confidence in the present Union, and this Board has no reason to doubt the sincerity of that statement. To refuse progress in collective bargaining relationships, however, *merely* because an employer states he has no confidence in the Union would be, in effect, to lend countenance to the belief that employers embrace only agencies which they can control or which, for any other reason, agree entirely with their views of industrial relations. So far as a Board of Conciliation is concerned, and in the absence of any policy laid down to govern recommendations of a Board on matters of this kind, this Board can only recommend what it feels in the circumstances would be reasonable. Of prime importance in determining the reasonableness of a request for some form of union security is, as expressed in the report of the Malleable Company dispute, the confidence which an employer has in the Union. As confidence existed in that case it was uncessary to go further, but it would seem self-evident that in any determination of reasonableness the Board must be concerned with the question whether a union should reasonably be entitled to the confidence of an employer. This must be so, otherwise the whole purpose of collective bargaining could be frustrated by an employer taking a position of lack of confidence on nothing more substantial than unreasoning prejudice to collective bargaining generally and a specific union in particular.

The present dispute is particularly in point on this issue, since the majority of this Board have found in the Ontario Malleable Report that this Union had obtained the confidence of its employer. The issue in the present case would therefore seem to be not one of the confidence of the employer in the Union, because at the outset of the proceedings before this Board and throughout, it has been made apparent that the employer had none, but rather whether that lack of confidence was justified by any facts produced before this Board.

The Company was asked to specify any particulars which indicated a lack of responsibility on the part of this Union. Two or three instances were put forward by the Company as showing why, in their opinion, the Union did not merit confidence. One of these was the failure of the Union to consider the terms of the new form of collective agreement brought out in response to the Union's demand for a union shop during the present negotiations. This incident has already been

referred to and the Company's argument, shortly put, is that as this agreement was in its nature a reasonable one, the refusal of the Union to deal with it could only be treated as a sign of irresponsibility. It is sufficient to say that this argument has little weight with the Board, because if the Company were willing to bargain on the terms of the old agreement if the Union dropped the union shop clause, as the Company indicated, the introduction of the new draft was more or less bound to create suspicion of the Company's motive. The fact that when the agreement was adequately explained to the Union, negotiations proceeded satisfactorily on the basis of the new agreement, seems sufficient to deprive the incident of any weight, particularly when one bears in mind the background of dealings between the Union and the Company, which will be referred to below.

Another incident put forward by the Company was the fact that in January of the present year, with the existing collective agreement expiring in May, the Union asked for an increase in wages which the Company felt should be postponed until the termination of the collective bargaining agreement. Notwithstanding this objection on the part of the Company the Union made application to the Regional War Labour Board which the Company considered as a refusal to bargain. The Regional War Labour Board ruled against the application and an appeal to the National War Labour Board was lodged by the Union. As all this transpired at the time negotiations for the present agreement were pending, the Company suggests that this attitude on the part of the Union was ill-advised and is evidence, if not of irresponsibility, then at least of unsuitability to merit the further confidence of the Company. In addition, members of the moulding department went out on strike on August 2nd over the decision of the Regional Board and the Company feels that this could only be interpreted as a club to obtain the wage increases refused by the Regional Board.

It is sufficient to say with regard to this strike which lasted for one and a half days only, that it was not carried out with the approval of the present Local and we are satisfied that the international representative was instrumental in persuading the men to go back to work and continue negotiations. While from one point of view the Union may be considered as ill-advised to have made an application to the Regional War Labour Board and to have taken steps to prosecute an appeal, we do not see how this Board can consider that a Union which avails itself of legal procedure can be deemed irresponsible. With the policy of that procedure this Board is in no way concerned. Similarly, the Board fails to appreciate why the Company should consider the Union's setting in motion proceedings which eventually resulted in the present Conciliation Board can be considered as evidence of the Union's unsuitability to be given any further recognition by the Company. It has become quite evident in the course of the prolonged conciliation attempts made by this Board that agreement on any form of union security was impossible. In that event it is not for the Company to object to a union availing itself of an invitation held out by Order in Council. Whether the parties should have agreed on other issues has been dealt with before and this Board is not prepared to say that the blame for failure to reach agreement on preliminary points should lie anywhere than on both parties equally.

Had there been any evidence of strikes which the Union had called or failed to handle in a responsible manner, this would have been particularly relevant to the issue of union irresponsibility. There was one strike in 1940 which was concerned with wage raises and which lasted from two to three weeks. This same strike involved the employees of the same Local at the Ontario Malleable Iron Company Limited. Before the Board dealing with the dispute in the latter Company no reference was made to that strike and the Company, indicated its full confidence in the Union. In the present case the Company did not rely on the 1940 strike as indicating any particular unsuitability of the Union. There was another strike in the present plant in July, 1943, which lasted for one and a half days and which the Union claimed arose from the refusal of the Company to observe piece work rates. The Company suggested that this strike was really concerned with a demand for a union shop. As we have previously indicated, whatever the true cause was, one of the effective means used by the international representative to get the employees to return to work was the request by the Company, publicly posted, suggesting that all employees join the Union. The fact that the employees were persuaded to return in as short time as they did does not seem to us to afford any evidence of lack of suitability, but on the contrary is evidence, even on the Company's interpretation of the strike, that the union shop demand was serious enough at that time to result in the short flare-up which took place. As mentioned before, members of the moulding department went out on strike over the decision of the Regional War Labour Board for one and a half days just previous to the first sitting of this Board in Oshawa. Again the Union was in no way responsible and was

instrumental, in part at least, in procuring men to return to work.

This record of itself does not warrant a finding of irresponsibility but when placed against the general background of collective bargaining in this plant does afford evidence of a state of unrest among the employees which, we believe, has perhaps been fostered by what the employees feel is a non-cooperative attitude on the part of the Company and which the Union Officials, in view of that attitude, seem to have handled fairly well and in accordance with the no-strike policy generally observed during the present war. It is idle for this Board to speculate, but one cannot help feeling that had it not been for the war the general lack of harmony in this plant might well have resulted in much more serious disturbance than has been the case.

The Board feels that inasmuch as relations between this Union and another similar company in the same community have been amicable, and as the Company in the present case after invitation to do so has been able to produce only incidents of the nature outlined above, there is no reason why this Board should find that the present employers had reasonable grounds for failing to have that confidence in the Union which eight years of bargaining experience should merit and which it has merited in a similar industry. This is in no way to place any blame on the part of the Company; nor did the present Union seek to do so. The Union in the present case made no specific charges against the Company or its management. Rather its feeling was that the Company had adopted an attitude amounting almost to indifference with regard to the Union's activity and a feeling that the Union had been able to obtain benefits for the employees and concessions from the Company only after unnecessary and prolonged negotiations and after the Company had delayed as long as they felt able to do so.

One specific instance which indicates the basis for the Union's belief and shows the attitude of the Company is furnished by the long drawn-out negotiations leading to a group insurance plan. In April, 1943, the Union asked for a plan of group insurance. When the contract was signed two months later it contained no provision regarding group insurance. The Union was assured shortly thereafter that the Company was still considering the matter. The same thing was said some six months later. As a result of this the Union circulated a petition asking for group insurance which was signed by some 339 employees. The Union was again assured by Mr. A. G. Storey that the Company would go along with the plan. In January, 1944, while wage increases were being discussed the Company said there would be no group insurance plan put into effect. Mr. Fenwick, who appeared before us, stated that at that time feeling in the Union was so high that he had to persuade the men not to strike over the insurance issue. Negotiations continued until May and a delegation of the employees again attended on Mr. Fenwick and indicated that they would walk out on May 15 unless the insurance plan was put into effect. Mr. Fenwick wrote the Company advising them of the employees' attitude and asking for a decision. On June 24 the group insurance plan was finally adopted. Such delay the Union cites as typical of the Company's attitude on union requests, an attitude which has fostered a feeling amongst the employees that they have a grievance against the employer, particularly since fellow workmen in the Malleable plant are, apparently, not subjected to what they describe as the delaying tactics of the present Company.

It is unfortunate that this Board should have to make comparisons or distinctions between different employers. In view of the small community and the common purpose served by the one local this seems to be unavoidable in the present case. Certainly the members of this Union do so in their everyday contacts. The Board wishes to make clear that there is not the slightest evidence of bad faith on the part of the present Company. It can only say that the management of the present Company has perhaps been slower to meet or recognize reasonable requests made by a bargaining agency in its plant than other employers in the same district. It is inevitable that these differences in human nature should exist, but so far as this Board is concerned it can see no reason why, in making recommendations on the failure of the parties to agree it should consider the difference in temperament and outlook of an employer as the sole distinguishing feature on which to make a different recommendation on conditions essentially similar in other respects. In the minority report of the Board in the Ontario Malleable case, it was stated that it is conceivable that in some cases "where a company refuses to co-operate and where by that want of co-operation a lip service recognition of the Union renders real recognition nugatory, a modified form of union shop might be recommended in order to protect the union." Without going so far as to say that the present Company gave only lip service recognition to the Union, the present Board feels that there are no valid reasons why, granting substantially the same conditions in two similar industries, under the circumstances under which they find themselves in this community, different recommendations should be made in the case of a less co-operative employer than in the case of one who has expressed his confidence and willingness to co-operate to the full.

For these reasons the present Board cannot distinguish on any substantial ground the present case from that before the Board in Ontario Malleable Iron Company Limited dispute, and therefore this Board considers it should make the same recommendations as were made in that case.

It may be urged that the present Report pays undue regard to the findings of another Board in a different dispute, and that the present dispute should be treated as though it stood alone and without reference to what might have been recommended in another business. We do not believe this is either possible or desirable under the facts of the present situation. But even if this dispute could be treated totally apart from what may have been recommended in the case of the Malleable Company, this Board is of opinion that the Union in the present case and under the circumstances as disclosed is entitled to assurances from the Company guaranteeing its future maintenance. In view of the 82 per cent union membership after eight years of collective bargaining, this Board feels that the Company should reasonably be expected to make a concrete and substantial effort to recognize the bargaining agency in their plant as an integral part of its industrial organization. Voluntary check-off, as suggested by a unanimous Board in the Pedlar People Limited dispute[1] and in the Ontario Malleable Iron dispute, is a gesture of co-operation which cannot harm a company and which should assist in promoting good relations. Thus it was unanimously recommended in the Pedlar dispute where the Union's bargaining experience had been confined to a period of less than a year. It seems that something much more than that is required to alleviate the feeling of mere toleration which reflects the Union's view of the employer's position in the present case after eight years of bargaining. Certainly under these circumstances the maintenance of existing membership should be recommended for the period of the next agreement if only as an experiment looking to improvement in relations which both the Company and Union admit have not been of the happiest. We believe, however, that in addition to the reasons given in the decision of the Board in the Ontario Malleable dispute, such a provision should be recommended on the facts of the present case, in order to assure a union that the position which it has earned in times of full employment, (which position, save for the war might have resulted in a Union forcing the issue of union shop) should not be impaired in the unsettled conditions which may occur on the termination of hostilities.

[1] L.G., Oct., 1944, p. 1231.

We do not believe that existing non-union employees should, at this time, be compelled to join the Union as a condition of continued employment, but once admit that a union is entitled to maintenance of membership we can see no valid reason why a union with as strong support as 82 per cent should not ask the employer, subject to Selective Service regulations, to cooperate and reduce for the future friction due to the presence of persons who are willing to accept the benefit of collective bargaining without assuming the burden. If it were possible to compel future employees to contribute something in the nature of a "service charge" for such benefits without being compelled to become a member of the Union itself, we think that much objection that has been raised to the union shop compelling persons to surrender their individual beliefs would be obviated, but only at the expense of another doctrine of "no taxation without representation". In a practical world, if a choice has to be made between what are, after all, theoretical conceptions, we should compel the extreme individualist for whose freedom so much concern has been shown at the expense of the majority's freedom, to contribute his share and voice his individualism to his fellow workers through the union of their choice, even as the individualist in the wider political sphere must operate from within a system with which he may find himself in complete disagreement. Therefore, on grounds quite independent of consistency with recommendations made on what are, for all material purposes the same, we recommend that the collective bargaining agreement between the parties for the next year include a clause which provides for:

(*a*) existing employees who are members of the Union remaining in good standing for the duration of the agreement as a condition of employment;

(*b*) all future employees hired during the life of the agreement shall become members of the Union within one month from the date of hiring and shall remain members in good standing as a condition of employment;

(*c*) voluntary check-off of Union dues on receipt by the Company of proper authorization from employees.

The Board recommends against the necessity of existing employees who are not members of the Union joining the Union as a condition of employment. This may be included as a proviso to (*a*) or omitted altogether as the parties see fit.

One point raised in argument should perhaps be mentioned. The Company drew our attention to the fact that under s. 19 (1) of P.C. 1003 an employer is forbidden to "contribute financial or other support" to a trade

union or employees' organization and suggested that this forbade a company agreeing to a voluntary check-off as a separate item since this would be a contribution of "other support" to a trade union. The Company took the position that if a voluntary check-off were given along with either maintenance of membership or union shop it became part of the "coercion" referred to in s. 20 and was saved by the proviso to s. 20 (1) exempting provisions in a collective agreement. The section in question is far from clear and in the absence of a saving provision regarding a collective bargaining agreement such as is found in s. 20 (1) the Board appreciates that on a strict construction "other support" might conceivably be constructed as covering the expense of a company incurred in making the check-off if the latter could be considered as a direct benefit from company to union. This Board has said on another occasion, however, (Pedlar People Ltd. Report) that voluntary check-off authorizations "stand in no very different position than ordinary assignment of debts in private commercial relations." The mere fact that a trade union receives the benefit of an assignment of wages made by an individual employee is not, in our opinion, sufficient to bring into operation the prohibition in s. 19 (1). The latter would seem to contemplate a direct benefit conferred on an employers' own initiative rather than the incidental benefit which results from obliging an employee. Even if voluntary check-off were recommended alone, the Board is, therefore, of opinion that there is nothing in P.C. 1003 to prevent the Company agreeing to such a provision in a collective agreement, since each individual employee can still determine for himself whether he wishes the company to oblige him concerning the matter. Had the Board been of opinion that a voluntary check-off provision was contrary to s. 19 (1) it might have been necessary to examine more closely the Company's argument that when such check-off was included along with maintenance of membership or union shop it became a form of "coercion" under s. 20 (1) and was protected by the saving proviso of that clause. Under the circumstances, this is unnecessary.

All of which is respectfully submitted.

Dated at Toronto this twenty-seventh day of September 1944.

(*Sgd.*) CECIL A. WRIGHT,
Chairman.

(*Sgd.*) BORA LASKIN,
Member.

Minority Report

Re: Wartime Labour Relations Regulations, P.C. 1003 and re Fittings, Limited, Oshawa, Ontario, and Employees, Members of Local 1817, United Steelworkers of America.

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Canada.

As I find myself unable to concur in all the findings and recommendations of the majority of this Board, I am submitting herewith a separate report.

I have had the advantage of reading the majority report, which sets out in considerable detail their understanding of many of the facts essential to a consideration of the dispute between the parties on the "union shop" and "check-off" issues which, by consent, are the only issues being dealt with by the Board at this time, the parties being still in the course of negotiating all other matters in dispute. Throughout the proceedings the Company representatives endeavoured to avoid recrimination and the raking up of past differences. The Board did not think it necessary or advisable to hear the evidence of individual witnesses as to various statements which were made by both parties and I do not propose to harrow that ground nor to argue over details. In my opinion that would serve no purpose other than to keep old issues alive and add fuel to the fire.

The difference of opinion between the majority of the Board and myself relates, not so much to the facts themselves, but to the inferences to be drawn from those facts and the recommendations which should properly be made in all the circumstances, having regard to the history and state of the relations between the parties. In short, I feel that my conclusions and recommendations are supported by the statement of facts outlined in the majority report without haggling over details.

All members of the Board are unanimous in finding that the relations between the Union and the Company are not, and have not been, completely satisfactory and that the Company, acting sincerely and in good faith, has not confidence in the Union. This lack of confidence and a feeling of mistrust has, unfortunately, been mutual. The majority of the Board feel, however, that such lack of confidence on the part of the Company was not justified by any facts produced before the Board, and make the same recommendation as they made in the case of Ontario Malleable Iron Company Limited on August 23rd, 1944. I was not a member of the Ontario Malleable Board and happily am not in any way em-

barrassed by the report in that case, nor in any way bound by it.

It seems to me important not to confuse the issue of collective bargaining with the issue of the union shop. Under P.C. 1003 the obligation to bargain collectively is imposed by law upon employers and has nothing whatever to do with the state of the employer's mind or the degree of "affection" in which he holds the Union. Collective bargaining can and does exist and flourish without a demand for any form of "union security". Once a Union has been recognized as the collective bargaining agent of the employees in an appropriate bargaining unit, any collective agreement which may be arrived at by the employer and such agent is "binding on every employee in the specified unit of employees" by virtue of Section 8 (1) of the Regulations.

So far as the content of the agreement is concerned, however, and in particular the question of union shop, this does depend upon the state of the relations between the parties. As has been repeatedly pointed out, there is no legal compulsion on an employer against his will to agree to a provision for union shop, maintenance of membership or any other form of so-called "union security"; nor has any Government policy been laid down with a view to encouraging, much less obliging, an employer to compel any employee to relinquish his freedom of choice as to whether or not he will join a Union. P.C. 2685, which has not been revoked, purports to ensure freedom of action in this respect; and the most that P.C. 1003 can be said to do is to make legal any provision for union shop or maintenance of membership if mutually agreed to by the parties to a collective bargain—something which would otherwise be illegal coercive action.

Leaving out of account altogether the provisions of the National Selective Service Regulations and the legal rights of discharged members of the Armed Forces, I would have difficulty in any event in recommending that an unwilling or reluctant employer, who is acting in good faith and sincerely lacked confidence in the Union which represented his employees, should be asked or expected to agree to a provision for a union shop or maintenance of membership. Holding the view I do of the relations and conduct of the parties in this case, and all the circumstances of the matter, it is unnecessary to discuss that position or to consider what my attitude would be if (as is not the case here) it could clearly be demonstrated that an employer lacked such good faith or sincerity and refused to agree to a provision which was common to the industrial practices of the industry and locality in which he carried on business.

The fact that the Union in this case is the same Union as in the Ontario Malleable case (although with a slightly different bargaining committee) and may, in the opinion of the majority of the Board in that case, have gained the confidence of another employer in the same community, has no necessary bearing on whether this employer should have good relations with or confidence in it. The successful conduct of industrial relations, like the conduct of all other human relations, must take into consideration differences in human nature, as well as differences in temperament, outlook and background of the parties.

As a result, it may very well be that different employers will take different attitudes to various aspects of industrial relations and practices, and that one may take more time than another to "think things over" before hurrying into important decisions. Similarly, the distribution or lack of concentration of authority in one plant may result in action taking different forms than in another. However, when appraising this Company's method of conducting industrial relations with its employees it must not be forgotten that it voluntarily recognized the Union years ago as the exclusive bargaining agent for its employees and, as a result, can hardly be described as "old fashioned" or "indifferent" to the Union.

If reasonableness is to be the test of what should govern the relations of the parties, it seems to me that the Union has been unreasonable in expecting this employer to conduct industrial relations with his employees in exactly the same manner as a competitor with whom the Union has similar relations. To assume, as the Union apparently does, that it is entitled to exactly the same treatment from all other employers as it receives in quarters where it is most favoured, is entirely unwarranted. To expect an employer, whom the Union claims is by nature slow in making concessions demanded by his employees, to march at the head of the collective bargaining procession by granting a union shop or maintenance of membership in a community and in an industry where such provisions are in no way general, if they exist at all, is in my opinion far from reasonable. In any event, it does not yet appear that the Ontario Malleable Company has accepted, or intends to accept and act upon, the recommendation of the majority of the Board in that case.

The Majority of the Board in the Ontario Malleable case and the unanimous Board in the Pedlar People case declared that a high

degree of confidence in the Union should exist on the part of the employer before he could reasonably be asked to agree to Union membership as a condition of employment. Such a condition admittedly does not exist here. It is significant, however, that this Board is unanimous in finding that the relations of the parties have noticeably improved since the establishment of this Board and that mutual feeling of distrust is being eradicated. As mentioned in the majority report, the parties are still negotiating, with every hope of success, on other points which have been in dispute. Surely it is not unreasonable to recommend that the Union should welcome this improvement in relations and not at this time seek to force union security provisions upon an unwilling employer; but rather that it should build on these new foundations and demonstrate to the employer, by a change in its approach, that it deserves his confidence and support.

While it may be that the management has not always been as quick as the Union would like in making decisions on Union demands, I think that the Union's method of conducting its whole programme has had the inevitable effect of putting management on the defensive. Regularly confronting an employer with concessions which are said to have been readily obtained from his competitors may be effective in some cases as a method of collective bargaining, but it cannot be said in the case of this employer to have been conducive to more harmonious relations, or the establishing of confidence. I gained the distinct impression during the proceedings that the management, rightly or wrongly, felt that it was being continually threatened and "badgered" by the Union. And I think the facts recited in the majority report support this view.

I am of opinion, therefore, that apart altogether from the merits or demerits of union shop or maintenance of membership provisions, either in principle or in practice, the employer cannot in the present circumstances reasonably be asked to agree to the acceptance or maintenance of union membership as a condition of employment either in the case of present employees (whether or not members of the Union) or in the case of future employees.

So far as concerns present employees who are members of the Union, it seems to me that requiring them to maintain their membership for the period of the agreement (as the majority have done) will merely aggravate the feeling which is said to exist between present union and non-union employees. If it is true, as the Union alleges, that the real problem in the plant arises from the failure of present employees to join the Union and carry their share of the expense of collective bargaining, surely it cannot help, but only aggravate, the situation to make it impossible for those who now voluntarily support the Union to change their mind at any future date, while leaving the same non-union employees free to remain outside the Union. In addition, there was no evidence before the Board of any defection in Union membership so that, in my opinion, the recommendation of the majority in favour of maintenance of membership solves no real problem.

So far as concerns present employees who are not members of the Union, and whose presence in the plant is said to give rise to the real problem in the plant, even the majority do not suggest that they should be compelled to accept Union membership as a condition of continued employment; and so far as concerns future employees, I have already indicated my view that, apart from all other considerations, this employer cannot reasonably be asked, in the circumstances, to agree to Union membership as a condition of their employment.

As to a provision for voluntary revocable check-off of Union dues on receipt by the Company of proper authorization from the employees, I am in agreement with the majority in their recommendation, provided that the arrangement is made between each employee and the Company, for the convenience of the former, and is not operated in such a way as to be an instrument of pressure for increasing Union membership. Any attempt by the Union to obtain the check-off in any form which could be used as a means of coercing unwilling employees to join the Union or to make it appear that their employment depended upon their acceptance of the check-off arrangement, would, in my opinion, be sufficient justification for the employer to refuse to make any such arrangement.

I agree with the majority that in some circumstances there may be great weight in the Company's contention that where the check-off is claimed as a concession to the Union, and for its convenience and benefit, it may very well be contrary to Section 19 (1) of P.C. 1003. As a private arrangement between employee and employer, for the convenience of the former, I think a provision for the check-off can be made unobjectionable notwithstanding that it may incidentally result in some benefit to the Union itself. It should, however, be pointed out that no evidence was presented in this case to establish any practical difficulty in contacting employees for collection of dues and that the Union's case in support of its claim for such a provision was

based rather on the convenience of the Union and resulting benefits to it than on the convenience and benefits resulting to the individual employees.

I think, however, that an arrangement for check-off in some form which would not be objectionable within the meaning of P.C. 1003 should, in all the special circumstances of this case, be offered to the employees as a gesture of good-will and as evidence that the employer's attitude is one of co-operation and not merely one of "toleration" or "indifference" as suggested by the Union.

I therefore recommend:

(*a*) that the Company arrange for a voluntary revocable check-off of Union dues on receipt by it, direct from any employee, of proper authorization; and

(*b*) that the Union drop its demand for a union shop clause as put forward before this Board.

All of which is respectfully submitted.

Dated at Toronto this 27th day of September, 1944.

(*Sgd.*) J. S. D. Tory.

Report of Board in Dispute between Canadian Oil Companies, Limited, Petrolia, Ontario, and its Employees.

On October 10 the report of the Board of Conciliation established to deal with a dispute between the Canadian Oil Companies Ltd., Petrolia, Ont., and the National Union of Petroleum Workers, Local No. 1, was received by the Minister of Labour.

The personnel of the Board was as follows: Mr. Charles Weir of Sarnia, Ontario, nominated on behalf of the company, Mr. Herbert Orliffe, the nominee of the employees concerned, and His Honour Judge J. J. Coughlin, the Chairman appointed on the nomination of the other two members.

A minority report signed by Mr. Weir was also received.

Following are the texts of the report and of the minority report:

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Canadian Oil Companies, Limited, Petrolia, Ont., Employer, and National Union of Petroleum Workers Local No. 1 (C.C.L.) Employees.

To: The Honourable Humphrey Mitchell, Minister of Labour:

The Board of Conciliation appointed pursuant to the above regulations hereby presents its report as follows:—

The dispute in this matter revolved around the form of what is called a "maintenance of membership" clause.

The Company originally opposed the insertion of any such clause on the grounds it apprehended such a clause might work hardship on old time employees.

The Union originally demanded a clause preventing any defection of members during the duration of the contract on the grounds that having assumed obligations to the Company under the contract its power to enforce obedience to its terms by its members would be impaired if they could withdraw from membership at will.

Both sides offered some concession from the original position but there still remained a gap to be bridged.

We think that the respective dangers anticipated by each side are much less than apprehended. We have, however, arrived at a formula for a proposed amendment which in our opinion should be regarded as a satisfactory compromise substantially guarding against the apprehended dangers.

We therefore recommend the inclusion in the agreement in substitution for paragraph 4 thereof, the following:—

4. "All employees who are members of the Union in good standing in accordance with the constitution and by-laws of the Union, and all employees who hereafter become members, shall, as a condition of employment, remain members of the Union in good standing for the duration of this agreement, subject to the following provisos:—

(*a*) Any employee who is now or shall hereafter become a member of the Union may resign his membership by written notice signed by him and delivered or mailed to the president of the Union between the first and fifteenth days of November inclusive in any year.

(*b*) If any Union employee shall be expelled from the Union for non-payment of dues for a period of three months the grievance chairman shall notify the plant superintendent in writing, whereupon the Company shall within ten days terminate such employee's employment.

(*c*) If any Union employee shall be expelled for any cause other than non-payment

of dues the grievance chairman shall give the like notice but the Company shall in such case not be obliged to terminate the employee's employment until the sufficiency of the grounds of such expulsion is established by an appeal to an impartial umpire. Such appeal may be taken by the grievance chairman at any time after ten days from the giving of the above notice to the plant superintendent and shall be governed in other respects by the provisions of Section 14."

All of which is respectfully submitted.

Dated at Sarnia this 3rd day of October, 1944.

(*Sgd.*) J. J. COUGHLIN,
Chairman

(*Sgd.*) HERBERT ORLIFFE,
Member

Minority Report

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between Canadian Oil Companies, Limited, Petrolia, Ont., Employer, and National Union of Petroleum Workers Local No. 1 (C.C.L.) Employees.

To: The Honourable HUMPHREY MITCHELL, Minister of Labour:

The undermentioned member of the Board of Conciliation appointed pursuant to the above regulations hereby presents his minority report as follows:—

From the outset of the hearing three facts were very clear. The relations between the Union and the Company were good. A collective bargaining agreement had been in existence since May 1, 1943. All amendments affecting the employees as individuals had been agreed to by the Company as requested by the Union. For the Board of Conciliation there was no matter affecting the individual employee, such as wages or conditions of work. The sole point was more academic than practical. The Union wanted the insertion in the agreement of a "maintenance of membership" clause by which an employee, once a union member, would forfeit his employment with the Company if he left the Union. The Company's attitude was that in addition to being free to join the Union of his choice, an employee must be as free to resign at any time he so desired.

Where the interest of individuals is affected the ordinary rules of compromise can effect a settlement, but here no individual is affected. Two principles are in conflict, one of which has to yield. As frankly stated by Mr. Robson, the union representative, the Union preferred an agreement with no "maintenance of membership" clause to one not to the Union's liking. In deciding which principle shall govern, the long view must measure each by the yardstick of democracy.

The Union's argument for the insertion of such a clause was that it had been a responsible Union maintaining good relations with the Company, and that the protection of the Union by the Company was in the Company's own interest—in the Company's interest because compulsorily held Union members can be disciplined by the Union, competing Unions can be kept from pirating the Union's membership and non-Union employees will not be able to agitate the bound union members, all of which would result in union tranquillity with resulting tranquillity of union-company relations.

The Company's argument was that in the democratic way of life an employee must be as free to resign from as to join a Union and that the matter was an internal Union problem.

There is no doubt on the legality of any "maintenance of membership" clause. The provisions of P.C. 1003 aimed at preventing opposition to unions are well known, but P.C. 1003 appears also intended to protect the employee's freedom of choice. Section 19, 2(*b*)—"No employer or employer's organization and no person acting on behalf of same shall impose any condition in the contract of employment seeking to restrain an employee from exercising his rights under these regulations." These rights are defined in Section 4 (1)—"Every employee shall have the right to be a member of a trade union or employee's organization and to participate in the lawful activities thereof." If an employee has the right to be a member of any union, it follows that he has the right to resign from one and join another competing union. So fundamental that it does not require written statement in Canada is his right to resign and join nothing. Section 20 (1) may make it legal for the Union to ask for a "maintenance of membership" clause but it does not make it legal for the Company to make the retention of a particular Union membership a condition of employment.

But whether or not legal, a "maintenance of membership" clause is the continuation of a principle which should cause concern to anyone interested in democracy. A workman frozen to his job, and frozen in the Union as a condition precedent to retention of the job. The final step for the respectable but individualistic employee dismissed for non-concurrence will be a conviction under the vagrancy sections of the Criminal Code. To such a result can the forgetting of fundamental principles lead.

It was interesting to note the admission in the Union's argument that English trade unionism relies on education and not collective agreements. In that country trade unionism is the growth of years. Willingness to conform resulting from educated self interest is democratic. The compulsion of the penalty of loss of employment is fraught with danger at this early stage of Petrolia unionism.

If this Union had a background of protection of the individual employee obtained through reasonable negotiation with the Company over a period of years, some deviation from the principle I have outlined might be considered. But it should be borne in mind that this Union is not the Canadian Congress of Labour, and, we are informed by the labour representative, not bound to follow the policy of the Canadian Congress of Labour. From its number, Local No. 1, it appears to be the first branch of this union in the oil industry. It has been in existence only about eighteen months. The collective agreement has just been revised after its first year. Till the point now in issue arose the Company had acceded to every Union request. Neither by time nor stress has this Union proved it is a responsible union in the oil industry or justifies deviation from a fundamental principle.

In the meantime no right is being infringed. Time will enable the applicant Union to establish its responsibility and gain confidence in the free choice of its members.

I therefore recommend that no change be made as requested by the Union. The majority report violates a fundamental principle whose right to exist must sometime be again decided.

All of which is respectfully submitted.

Dated at Sarnia this 4th day of October, A.D. 1944.

(*Sgd.*) C. WEIR,
Member

Report of Board in Dispute between C. Lloyd and Son, Ltd., Wingham, Ont., and the National Union of Woodworkers, Local No. 3 (C.C.L.)

On October 20, the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with a dispute between C. Lloyd & Son, Ltd., Wingham, Ontario, and the National Union of Woodworkers, Local No. 3 (C.C.L.).

The Board was under the chairmanship of Dr. Alexander Brady of Toronto, Ontario, who was appointed on the joint recommendation of the other two members, Messrs. Norman L. Mathews and Herbert Orliffe, both of Toronto, the nominees of the company and the employees respectively.

The text of the Board's report follows:

Report of Board

Re: *Wartime Labour Relations Regulations P.C. 1003, and re C. Lloyd and Son Limited, Wingham, Ontario, and employees, members of Local No. 3, National Union of Woodworkers (C.C. of L.).*

To the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Ontario.

Sir:

The Board of Conciliation appointed by you has investigated the above dispute and has effected conciliation between the parties. It begs now to submit its report.

Four points were in dispute in the negotiation of an agreement between the Union and the Company. The first pertained to the scope or coverage of the proposed agreement, and here the principal point of disagreement pertained to the status of Mr. S. Bateson, who was claimed by the company to be a foreman and not included in the bargaining unit whereas the Union denied that Bateson was a foreman because his work was not of a truly supervisory nature.

After discussion with the parties the Board was successful in getting them to agree on two points: (1) That Bateson should be regarded as a member of the bargaining unit until such time as the Company recognized him more formally as a foreman than it had done in the past; for example, by writing him a letter specifying his foreman status and recognizing his supervisory power. (2) Workers, in the future, when formally recognized as foreman with the supervisory authority of foremen, should not be included in the bargaining unit.

The second matter in dispute concerned the length of the probation period before employees should be covered by Agreement. The Union asked for a period of thirty days and the Company in rejecting the Union request asked for a six months period. The parties, on the suggestion of the Board, finally agreed to accept the compromise of a four months probation period.

The third cause of dispute centred on the request of the Union for a Union shop clause in the agreement that would require all employees within the scope of the agreement to become members of the Union as a condition of their employment. This request was rejected by the Company. After much discussion the Board persuaded the Union to

drop its request for a union shop in order to demonstrate its will to facilitate an agreement.

The fourth cause of dispute pertained to the request of the Union for a check-off and the refusal of this request by the Company. At the suggestion of the Board a compromise was agreed upon wherein both parties accepted a voluntary check-off. The Board recommends that the following clauses be inserted in the collective agreement:

DEDUCTION OF UNION DUES

The Company will, during the life of this Agreement, if, and to the extent, authorized by each employee in the manner herein set out but not otherwise, deduct from the first pay cheque due to each such employee in each calendar month while such authority is in effect the sum of $1.00 and remit the same prior to the 10th day of the month following the month in which the deduction is made to the Treasurer of the Union. Any such authority to the Company shall be given in writing on the form set out in Schedule A hereto, shall be revocable at any time after six months from the date of such authority by notice to the Company and shall be signed in duplicate and delivered by the employee concerned to the Company's time-keeper. The original shall be left with such time-keeper and the duplicate given to the Union Treasurer. Any such authority shall take effect within ten days following the date of its receipt by the Company. Any such authority shall be irrevocable for a period of six months from its date unless within that time the employee quits the employ of the Company or ceases to be a member of the Union.

The Company will, at the time of making each such payment to the Treasurer of the Union, name the employees from whose pay such payment has been deducted and those who have revoked their authorization to the Company since the last such payment was made.

The revocation of any such authority shall be given in writing on the form set out in Schedule B hereto, shall be signed in duplicate and shall be delivered by the employee concerned to the Company's time-keeper. The original shall be left with such time-keeper and the duplicate given to the Union Treasurer. Any such authority shall take effect within ten days following the date of its receipt by the Company.

SCHEDULE A

Wingham, Ont. .....
(Date)

I hereby request and authorize C. Lloyd and Son Limited to deduct the sum of $..... for my Union dues from my first pay cheque each calendar month and to remit same to the Union Treasurer.

This authority is given voluntarily and without coercion of any kind.

.....
Employee

SCHEDULE B

Wingham, Ont. .....
(Date)

I hereby revoke the authority previously given C. Lloyd and Son Limited to deduct my Union dues and to remit same to the Union Treasurer and request that no further deductions be made for Union dues from my pay cheques.

This revocation is given voluntarily and without coercion of any kind.

.....
Employee

In conclusion the Board would like to express its appreciation that, although at the outset the two parties were strongly opposed on the points at issue, they both accepted with good will the suggestions of the Board in order to insure industrial peace.

All of which is respectfully submitted.

Dated at Toronto this eighteenth day of October, 1944.

(Sgd.) ALEXANDER BRADY
(Sgd.) HERBERT ORLIFFE
(Sgd.) NORMAN L. MATHEWS.

Report of Board in Dispute between Lake Shore Mines, Ltd., Kirkland Lake, Ont., and Local 240, Kirkland Lake Mine and Mill Workers' Union.

On October 28 the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with a dispute between Lake Shore Mines, Ltd., Kirkland Lake, Ontario, and Local 240, Kirkland Lake Mine and Mill Workers' Union. A supplementary report was also submitted by Mr. Bora Laskin.

The Board was under the chairmanship of His Honour Judge John T. Mulcahy, of Pembroke, Ont., who was appointed on the joint recommendation of the other two members, Professor C. G. Williams and Mr. Bora Laskin, both of Toronto, the nominees of the company and the employees respectively.

The text of the Board's report and of the supplementary report follows:—

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and in the matter of Lake Shore Mines Limited, Kirkland Lake, Ontario (Employer), and Kirkland Lake Mine and Mill Workers' Union, Local 240 (Employees).

The Board of Conciliation, established in the above matter by Order of the Minister of Labour, bearing date 31st day of August, 1944, begs to report to the Honourable the Minister of Labour as follows:

1. The Board consisting of Judge John T. Mulcahy, Pembroke, Mr. Bora Laskin, Toronto, and Mr. C. G. Williams, Toronto, has held sittings at Toronto on the 17th, 19th, 20th, 21st and 23rd days of October, 1944.

2. Briefs outlining the positions of the respective parties, upon the points in dispute referred to this Board, were filed with the Board by the Employer and by the Employees, Union Local 240. This Board, at its sittings on 20th October, had the advantage of able assistance in the oral presentation of the views of the respective parties by Messrs. A. G. Slaght, K.C., and Lynn Beman for the Employer, and by Messrs. T. F. McGuire and Dougherty for the Employees.

3. The Employees are a Chartered Union, Local 240 of the International Union of Mine, Mill and Smelter Workers C.I.O., and local Union 240 was certified by the Supreme Court of Ontario as Bargaining Agency under the Ontario Collective Bargaining Act on 8th day of April, 1944. This certification was granted after a vote was taken of the employees of Lake Shore Mines Limited entitled to vote. This vote showed a majority in favour of Union Local 240. The figures regarding the vote, as given to this Board, are that out of 471 eligible to vote, 453 persons cast votes, and of these 453 voters, 236 were in favour of Union Local 240, and 213 were against Local 240 and in favour of Lake Shore Workmen's Council. No evidence was given before us that the situation has altered amongst the employees of the Lake Shore Mines Limited since the taking of this vote.

4. Negotiations between the Employer and Union Local 240 were undertaken on 22nd April last, and were continued through the months of May and June and fore part of July—the result being the agreement, copy of which is attached as Exhibit "A" to the Employees' Brief filed before this Board, and which is dated 15th July, 1944.

5. Out of a total of nineteen points which were in negotiation between the Employer and Union Local 240, all were settled by this Agreement except the three following, namely:

(1) Check-off;
(2) Time and one-half over eight hours in any one day;
(3) Time and one-half for the last one of the following four holidays, if an employee works on that day:—New Year's Day, Dominion Day, Christmas Day, Labour Day.

These three points in dispute are the matters referred by the Order of the Honourable the Minister of Labour to be dealt with by this Board under the terms of P.C. 1003.

6. This Board appreciates that the War Labour Board has final jurisdiction upon the questions arising in the sub-clauses 2 and 3 of paragraph 5 hereof, but in view of the requirements of Section 13 (2) of Order P.C. 1003, this Board has made a serious endeavour to bring the parties to an agreement upon the wage questions involved in the said two sub-clauses (2 and 3), and regrets to report that its effort at conciliation in that regard has been ineffectual.

7. The request of the Union, Local 240, for a "check-off" is contained in the reference to this Board in the words following:

> "The Company agrees on proper authorization from the Union to deduct the amount of one dollar ($1.00) each month from the wages due such employee who so authorizes such deduction and remit all such monies deducted to the Secretary of the Union not later than the 10th day of each month.
>
> Each employee who authorizes such deduction may cancel said authorization for deduction upon fifteen (15) days' written notice to the Union and Company of this desire."

8. After perusal of the Briefs filed by the Employer and by the Employees, and after lengthy and careful consideration of the oral arguments addressed to us by those appearing for the respective parties, this Board agrees, unanimously, that we do not find present here, circumstances which warrant us in recommending the "check-off" requested. The question of the legality of the "check-off" in view of the prohibitions contained in Section 19 (1) of P.C. 1003 was squarely raised before us by Counsel for the Employer, but, inasmuch as this Board has decided against the check-off on the merits, under the circumstances here existing, we make no ruling upon the point of legality.

All of which is respectfully submitted.

Dated at Toronto, this 23rd day of October, 1944.

(*Sgd.*) JOHN T. MULCAHY,
Chairman.

(*Sgd.*) BORA LASKIN,
Member.

(*Sgd.*) C. E. WILLIAMS,
Member.

Supplementary Report

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and in the matter of Lake Shore Mines Limited, Kirkland Lake, Ontario, and Kirkland Lake Mine and Mill Workers' Union, Local 240:

I concur with my colleagues in their refusal to recommend that the Company agree to a voluntary revocable check-off, but I wish to make explicit the considerations which lie back of my conclusion. There is no doubt that the Union's certification on April 8th, 1944, was unwelcome to the Company, for the history of the attempt of the Union to organize the Company's employees admits of no other interpretation. There is equally no doubt that the Company, being faced with the necessity of bargaining with the Union, did not flout the law, but entered into negotiations which culminated in a collective agreement dated July 15th, 1944. Having in mind (and this is a matter of public record) the bitterness which had existed between the parties, the conclusion of the collective agreement represents considerable progress towards the elimination of feelings of mutual distrust.

It is evident to me, however, that the parties are still at arm's length, for in their respective briefs, filed with the Board, and in their supplementary oral submissions, there was little that could be characterized as an approach to reciprocal cordiality. The development of harmonious relations is still before the parties, but so long as the Company remains unreconciled to the Union as the bargaining agency of the Company's employees, progress towards such relations will be halting.

This lack of reconciliation runs almost as a theme throughout the Company's brief. Thus, the brief states (page 3), "We have little reason to believe that the interests of the Union in this case coincide with the interests of the whole body of our employees"; again (page 4), "The Company finds that the check-off does make it difficult for employees to change their bargaining agency should they desire a change"; and again, (pages 5 to 6), "The Company cannot ignore its responsibility towards 212 of its employees now serving in His Majesty's forces (who must be re-employed) . . . (and) . . . since . . . there is strong difference of opinion amongst our present employees as to the collective bargaining agency proper to represent them, and with such a large group of our employees unable, because of active service, to register their preference, the Company is especially adverse to taking any action that might in any way provide or even be construed as preferential treatment for one union". The foregoing excerpts are typical; the brief in effect ignores that the applicant Union is the *certified* bargaining agency of all production employees, a factor which makes it entirely decorous for the Company to unbend in a few co-operative gestures.

I would not be much moved by the Company's unwillingness to give a check-off or by the absence of any custom of check-off in the gold mining industry, were I convinced on the facts adduced before the Board that such a request was, in the circumstances of this case, reasonable or that its implementation would at this stage strengthen the collective bargaining relations between the parties. The evidence presented to the Board suggests to me, however, that the request for a check-off is premature. While I regard the check-off as an aid to union stability, which is important to good collective bargaining, I do not think that it should be made the means of initiating that stability, saving perhaps cases where it appears that an employer's unfair labour practices have prevented a union from establishing itself on a solid footing. To the facts bearing on the union-company relationship already recited, may be added the following observations. No evidence was adduced by the Union as to its membership position, nor did it indicate in any way that the situation as at the time of its certification about six months ago, had undergone substantial change. There was no evidence before the Board of any interference by the Company in the Union's organizing efforts or that the Company was promoting or encouraging the Workmen's Council as against the Union. Nor did the Union represent that it had any difficulty, physical or otherwise, in collecting dues.

The Union is on the threshold of collective bargaining relations with the Company, its legal right to represent the Company's employees newly and narrowly won. Sympathetic reward for its hard struggle in the form of a recommendation for a check-off is not its present need but an opportunity to develop its program and to service employees' grievances under the terms of the agreement of July 15th, 1944. This the law assures it for one year, more or less.

My conclusion on the merits makes it unnecessary to deal with the Company's arguments as to the illegality of a voluntary revocable check-off under Section 19 (1) of the Wartime Labour Relations Regulations but I may perhaps reiterate the opinion on this issue expressed by another Board of Conciliation, of which I was a member, in reporting on a dispute between Fittings Limited, Oshawa,

and Local 1817, United Steelworkers of America.[1] That Board stated that Section 19 (1) "would seem to contemplate a direct benefit conferred on an employer's own initiative rather than the incidental benefit which results from obliging an employee". I may add that the narrow and technical interpretation advanced by counsel for the Company would go a long way, if it prevailed, in stultifying the give and take process which is collective bargaining, and would deprive collective agreements of those evidences of reciprocal courtesies as between employers and unions in which they now abound.

Dated at Toronto this twenty-third day of October, 1944.

(*Sgd.*) BORA LASKIN,
(*Member*).

Conciliation Work of the Industrial Relations Branch During October, 1944

DURING the month of October officers of the Industrial Relations Branch were called upon to handle 17 industrial disputes or controversial situations involving 4,325 workpeople employed in 21 different establishments. Of these 14 were new disputes which originated during the month, while 3 were situations which had been unterminated as of September 30 and received further attention in October. They were dealt with under the provisions of the Conciliation and Labour Act, and, as such, were distinct from and in addition to cases coming under the Wartime Labour Relations Regulations to which reference is made elsewhere in this issue.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:—

MINING AND SMELTING, ETC.:	
Coal Mining	5
MANUFACTURING:	
Animal Foods	2
Metal Products	7
Non-Metallic Minerals, Chemicals, Etc.	1
TRANSPORTATION AND PUBLIC UTILITIES	
Steam Railway and Water	1
TRADE	
Retail Merchandising	1

[1] *See* p. 1343.

NATURE OF DISPUTE OR SITUATION	
Strike	6
Threatened strike	1
Controversies	7
Arbitrations	3
PREDOMINANT CAUSE OR OBJECT	
Increase in wages	2
Other causes affecting wages and working conditions	4
Discharge of workers for union activity or membership	3
Other union questions	4
Discharge of workers for other than union activity	3
Unclassified	1
DISPOSITION	
Strike terminated by mediation	2
Controversy terminated by mediation, etc.	1
Decision rendered in arbitration	3
I.D.I.C. appointed under P.C. 4020	2
Special Commissioner appointed	2
Dispute lapsed; no further action necessary	1
Other disposition	1
Disposition pending	5
RESULTS	
In favour of employees	3
In favour of employer	4
Compromise or partially successful	1
Indefinite or unterminated	8
Not known	1
METHOD OF SETTLEMENT	
Conciliation or mediation	5
Direct Negotiations	1
Arbitration	3
Investigation only	1
Settlement pending	7

Following are summaries of a few of the cases dealt with during the month.

Foundry Workers, Montmagny, P.Q.—As a result of a complaint made during September that an employee of A. Belanger Foundry, Limitée, Montmagny, P.Q. had been dismissed for the reason that he was a member of and active on behalf of the International Moulders' and Foundry Workers' Union of North America, the Department instituted a preliminary investigation by Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q. As the circumstances seemed to warrant a

more formal inquiry, the Minister of Labour on September 21 appointed the Honourable Mr. Justice Alfred Savard, of the Superior Court of the Province of Quebec, as an Industrial Disputes Inquiry Commissioner to conduct an investigation under the provisions of Order in Council P.C. 4020. Following a hearing of the case in the Court House, Montmagny, on October 13, the Commissioner reported to the Minister that the charges of the Union had not been substantiated.

Metal Workers, Hamilton, Ont.—Late in September the Department was asked to appoint a Commissioner to investigate charges that the International Silver Company of Canada, Limited, Hamilton, Ont., had dismissed an employee because of his union membership and activity. The complaint was made by the United Electrical, Radio and Machine Workers of America. Following a preliminary investigation by Mr. H. Perkins, Industrial Relations Officer, of Toronto, the Minister of Labour appointed his Honour Judge W. T. Robb, of Orangeville, Ont., to deal with the case as an Industrial Disputes Inquiry Commissioner under the terms of Order in Council P.C. 4020. At the end of the month the report of the Commissioner had not been received.

Coal Miners, Midlandvale, Alta.—On October 20 the Department was advised that some 200 miners employed by the Midland Coal Mining Co., Ltd., Midlandvale, Alta., had gone on strike in connection with a dispute over a claim by certain employees that they should be paid 35 cents per car for loading "bone" in cars in entries of the mine. The men involved were members of a local union of District No. 18, United Mine Workers of America. About a month earlier, Mr. F. E. Harrison, Western Representative of the Department of Labour, Vancouver, B.C., had been called upon to deal with the same dispute and had held conferences with representatives of the Company and the Union. Both parties agreed to refer the matter to arbitration before an independent chairman under the provisions of the Collective Agreement between them. Later a difference of opinion arose as to whether it should be agreed in advance that all decisions of the independent chairman should have retroactive effect to the date the dispute arose. The Company was willing to have the independent chairman decide upon the retroactivity of his award, but refused to consent to the Union's proposal that any award should automatically have effect from the date the dispute arose. Mr. F. E. Harrison again intervened in the situation in an effort to determine the practice which had been established by custom in the district among members of the Drumheller Coal Operators Association. Finally the parties agreed to a formula under which the independent chairman could set the date on which his award should become effective, but, if a date were not set, the decision would be retroactive to the time the dispute was first taken up with the management. At a meeting convened in Drumheller by Mr. Harrison on November 1 and 2, District Officers of the Union recommended that the men accept the settlement and the miners voted to resume production on November 4.

Metal Workers, Montreal, P.Q.—Under the terms of an Agreement between Cambridge Machine Tools and Aircraft Supplies, Ltd., and the United Electrical, Radio and Machine Workers of America, the Department was asked in Mid-October to appoint the chairman of a Board of Arbitration to deal with a dispute over the dismissal of an employee of the Company. The man in question had been discharged because of absenteeism, which the Union claimed was unjust treatment since his absences had been caused by illness. Mr. Bernard Rose, K.C., of Montreal, was appointed as Chairman of the Arbitration Committee, upon which the Company and Union also had representatives. After the hearing of medical evidence, the Chairman suggested a reconsideration of the case. Following meetings between the Company and Union representatives, the employee was reinstated.

Metal Workers, Belleville, Ont.—By joint consent of the parties, Mr. F. J. Ainsborough, Industrial Relations Officer of Toronto, on October 11 and 12 acted as Chairman of a Board of Arbitration to deal with various disputes between Reliance Industries, Ltd., Belleville, Ont., and its employees, members of Local 426, United Automobile Workers of America. Hearings were held in nine cases involving some 15 workpeople. The claims of the Union were denied in five cases, while decisions favourable to the employees were rendered in four. A few other cases were withdrawn by the Union after partial hearings.

Coal Miners, River Hebert, N.S.—Following a breakdown in mine haulage apparatus, some 122 employees of the Standard Coal Company Ltd., River Hebert, N.S., went on strike on October 24th, alleging that the management had violated a clause in the contract between the Company and the United Mine Workers of America providing for one hour's lost time due to failure of machinery. When the president of the Local Union, No.

7461, requested mediation on the part of Mr. Allan MacDonald, Industrial Relations Officer, Glace Bay, N.S., the latter informed the District Executive of District 26, United Mine Workers of America, that the men should be advised to resume work immediately pending investigations in accordance with established grievance procedure. Such advice was tendered to the local union by the Secretary-Treasurer of District 26, and also by Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., but the miners refused to return to work until the arrival of a representative of the District Executive. Mr. Pettigrove then intervened with the Sub-district Board Member of the Union, who arranged a conference on October 30th with the management of the Mine and Local Union representatives. An agreement was reached the following day whereby employees would be paid for the time that they remained in the mine after the failure of the haulage machinery. The men resumed production on November 1st.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1944, issue in the review of "Strikes and Lockouts in Canada and Other Countries". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in August, 1944, was 167 and ten were still in progress from the previous month, making a total of 177 during the month, in which 33,800 workers were involved and a time loss of 125,000 working days was caused.

Of the 167 work stoppages commencing in August, 16 arose out of demands for increased wages, seven over proposed reductions in wages, 60 over other wage questions, two on questions as to working hours, 27 over questions respecting the employment of particular classes or persons, 49 over other questions respecting working arrangements, four over questions of trade union principle and two were in support of workers involved in other stoppages.

New Zealand

The number of industrial disputes recorded for the first six months ended June 30, 1944, was 93, involving 18,695 workers, with a time loss of 39,471 working days.

United States

Preliminary figures for September, 1944, show 390 strikes beginning in the month, in which 185,000 workers were involved. The time loss for all disputes in progress during the month was 660,000 working days. Corresponding figures for August are 485 strikes, involving 190,000 workers, with a time loss of 935,000 working days.

Strikes and Lockouts in Canada During October, 1944

DURING the month of October strike activity in Canada remained low. There was a slight increase as compared with the previous month, but a very substantial decline was registered as compared with October, 1943. Preliminary figures for October, 1944, show 12 strikes in existence during the month, involving 4,157 workers and causing a time loss of 6,935 man-working days, as compared with 9 strikes in September, with 1,034 workers involved and a time loss of 800 days. In October, 1943, there were 36 strikes with 6,092 workers involved and a time loss of 25,639 days.

Preliminary figures for the first ten months of 1944 show a total of 172 strikes, involving 74,391 workers with a time loss of 485,924 man-working days. Comparative figures for the same period last year show 358 strikes, with 165,866 workers involved and a time loss of 885,282 days.

There were no strikes carried over from September and of the twelve which commenced during October three resulted in favour of the workers, five in favour of the employers and two were indefinite in result work being resumed pending final settlement. At the end of the month two strikes of coal miners, both at Midlandvale, Alta., were unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO OCTOBER, 1943-1944

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
1944					
*January	26†	26	8,140†	8,140	23,408
*February	17	19	8,740	8,785	39,868
*March	11	13	1,635	1,680	3,080
*April	10	10	14,923	14,923	126,609
*May	24	25	12,043	26,043	128,422
*June	22	23	5,840	5,975	9,491
*July	20	21	9,354	9,696	25,968
*August	21	25	8,525	12,771	121,343
*September	9	9	1,034	1,034	800
*October	12	12	4,157	4,157	6,935
Cumulative totals	172		74,391		485,924
1943					
January	33†	33	19,860†	19,860	166,715
February	27	31	2,611	5,239	24,301
March	25	27	16,688	16,993	30,822
April	35	37	32,292	32,496	103,936
May	35	40	7,210	15,306	47,229
June	53	59	21,765	23,321	142,917
July	33	39	14,205	15,679	65,632
August	46	50	35,346	35,645	240,493
September	35	38	9,797	10,305	37,598
October	36	38	6,092	6,361	25,639
Cumulative totals	358		165,866		885,282

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1944*

Industry, occupation and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts Commencing During October, 1944				
MINING—				
Coal miners, Nacmine, Alta.	1	193	193	Commenced October 18; protesting alleged improper cleaning of undercuts; terminated October 18; return of workers; in favour of employer.
Coal miners Midlandvale, Alta.	1	200	2,000	Commenced October 20; interpretation of clause in agreement *re* payment for loading out bone in mine cars; unterminated.
Coal miners, Drumheller, Alta.	1	120	120	Commenced October 23; for payment for travelling time when moving coal cutting machines from one place to another; terminated October 24; return of workers; in favour of employer.
Coal miners, River Hebert, N.S.	1	130	910	Commenced October 24; for payment for time lost following mechanical breakdown; terminated October 31; conciliation, federal; in favour of workers.
Coal miners, Midlandvale, Alta.	1	82	492	Commenced October 25; *re* number of miners from whom drivers to haul coal and for lunch period for surface workers on company time; unterminated.
Coal miners, Bellevue, Alta.	1	*(a)* 300	300	Commenced October 27; protesting delay of man-trip in taking men from mine; terminated October 27; return of workers; in favour of employer.
MANUFACTURING—				
Animal Foods—				
Meat packing plant workers, St. Boniface, Man.	1	120	50	Commenced October 4; against overtime for one worker and to have another worker moved; terminated October 5; conciliation. federal and provincial; in favour of employer.
Meat packing plant workers, Toronto, Ont.	1	*(b)* 800	450	Commenced October 27; against dismissal of a worker for failure to carry out foreman's order; terminated October 27; conciliation, federal; in favour of workers.
Textiles, Clothing, etc.—				
Hosiery factory workers, Drummondville, P.Q.	1	*(c)* 77	77	Commenced October 2; against change in payment for time set for cleaning machines; terminated October 2; conciliation, provincial; in favour or workers.
Metal Products—				
Steel products factory workers, Chatham, Ont.	1	300	525	Commenced October 13; for union shop and check-off in new agreement; terminated October 16; conciliation, federal, and return of workers pending negotiations; indefinite.
Steel mill workers, Sault Ste. Marie, Ont.	1	1,800	1,800	Commenced October 29; to hold a meeting to discuss decision of RWLB‡ *re* wages; terminated October 29; return of workers; in favour of employer.
Automotive parts factory workers, supervisors, Sarnia, Ont.	1	35	18	Commenced October 23; for increased wages; terminated October 23; conciliation, provincial, and return of workers pending decision of RWLB; indefinite.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board.

(a) 40 indirectly affected; *(b)* 855 indirectly affected; *(c)* 46 indirectly affected.

Growth of Joint Production Committees in Great Britain

SPEAKING in the British House of Commons on August 3, the Parliamentary Secretary to the Minister of Production commented on the "great development" of joint production committees in Great Britain that has taken place in the last two or three years. He said that in that time almost 5,000 such committees had been established, and added: "The House will feel that the scale of this movement is a significant feature of our war production effort."

He pointed out that in addition to their direct contribution to production in the form of technical suggestions, the committees had proved their usefulness in a variety of important matters. He mentioned specifically their helpfulness in fuel economy, campaigns for salvage, prevention of fire and accidents, and measures to reduce losses in production through enemy attacks. He declared also that they were a valuable channel for the dissemination of information about changes of program. "They have done an immense amount to remove many avoidable causes of friction," he stated, "to provide answers to hosts of questions, to the 'whys' and the 'why nots' which, if not answered, are a potent cause of friction. Friction, of course, means waste."

Admitting that "in a few cases there may have been a tendency on the part of these committees to criticize the management and the management perhaps looking suspiciously and rather impatiently on the suggestions of the workers," he said that there has been, on the whole, a "fine and useful spirit of co-operation shown between the two sides."

Continuing, he declared: "The unity of purpose which has been established during the war has found its organic expression at the top in the national Production Advisory Council, which advises the Minister of Production and the Supply Ministers, and the Joint Consultative Committee which advises the Minister of Labour. The joint production committees or works councils, as they are sometimes called, are an expression of the same spirit at the factory level."

He expressed the hope that this machinery for labour-management co-operation would continue during the peace. "It would be lamentable," he said, "if the spirit embodied in it were to evaporate at the end of the war. The task of reconstruction will need all the collaboration we can get, and in my view we simply cannot afford to dispense with this spirit of collaboration after the war."

He stated that the Minister of Labour, the Honourable Ernest Bevin, was in active consultation with the Trades Union Congress, with the Employers' Federation, and with branches of industry "with a view to arriving at proposals for the maintenance of this machinery of collaboration in the post-war period."

Labour-Management Production Committees and Absenteeism

An illustrated booklet published by the United States War Production Drive, Washington, as a guide for plant labour-management production committees is entitled *Ways of Dealing with Absenteeism.*

The booklet recommends that committees appointed to investigate absenteeism in a particular plant begin by computing the amount of absenteeism that exists, and continue by determining the causes. Types of absence should be analyzed, and attempts made to deal with them according to their causes, whether illness and accident, fatigue, shift difficulties, transportation problems, bad housing, housekeeping responsibilities, low morale resulting from poor production practices or grievances, or various other factors.

Among the remedies proposed are sub-committees to deal with specific problems, attempts to gain community co-operation, publicity and information programs, personal interviews and home visits, and awards and competitions between groups.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Tobacco and Liquors

TORONTO, ONTARIO.—W. C. MACDONALD, INC. AND THE TOBACCO WORKERS' INTERNATIONAL UNION, LOCAL NO. 235.

Agreement to be in effect from March 31, 1944, to March 31, 1945. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, March, 1943, p. 338, with these exceptions:

Vacation: in addition to one week's vacation to employees with one year's service, an extra three days is granted after 10 years' service, 4 days after 15 years' service and 5 days after 20 years' service.

All employees who are now members of the union or hereafter become members will remain members in good standing. All new employees shall become members of the union.

Manufacturing: Fur and Leather Products

BATAWA, ONTARIO.—BATA SHOE COMPANY LTD. AND THE BOOT AND SHOE WORKERS UNION, LODGE 715.

Agreement to be in effect from September 6, 1944, to May 1, 1945 and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency. No discrimination or coercion against any employee because of his union membership or non-membership. Check-off: the company will deduct union dues from the weekly wages of union members so requesting it.

Hours: 48 hours of productive work weekly, and in addition a 10-minute rest period and 10 minutes for cleaning machinery, etc. each day. Overtime is payable at time and one-half. Vacation: one week with pay to employees with one year's service. Wages are on a piece rate basis, but every employee is guaranteed a basic wage: for men, $24 to $26 for a 50-hour week; for boys, $15.60 to $20.80 for a 50-hour week; for women and girls, $15.60 to $18.50 for a 50-hour week; for girl beginners, $12.50 to $15.60.

Provision is made for the settlement of disputes.

Manufacturing: Printing and Publishing

CALGARY, ALBERTA.—THE CALGARY HERALD AND THE CANADIAN NATIONAL PRINTING TRADES UNION, LOCAL NO. 1.

Agreement to be in effect from July 8, 1944, to July 7, 1947. Only union members to be employed, if available.

Hours: 45 per week. Overtime is payable at time and one-half; work on Sundays and eight specified holidays, double time.

Minimum wage rate: $1 per hour for day work; $1.06 per hour for night work; $1.10 per hour for lobster shift.

Apprentices serve for five years; one apprentice allowed to every ten journeymen; apprentices to be paid from 25 per cent of journeymen's scale in first year to 75 per cent during fifth year.

Provision is made for the settlement of disputes.

Manufacturing: Metal Products

LACHINE, QUEBEC.—DOMINION BRIDGE COMPANY AND UNITED STEELWORKERS OF AMERICA, LOCAL NO. 2843.

Agreement to be in effect from August 26, 1944, to August 25, 1945, or 1946. The company recognizes the union as the sole collective bargaining agency. No discrimination by the company or the union against any employee on account of his union membership or non-membership.

Hours: 9½ per day for 5 days, a 47½ hour week. Overtime is payable at time and one-half; double time for all work on Sundays and seven specified holidays.

Minimum hourly wage rates are not to be considered a settled part of the agreement. Minimum rates for some classes: boring 80 cents; planing, turning, milling 75 and 80 cents, shaping 75 cents, grinding 75 and 80 cents, drilling 65 to 75 cents, tradesman 95 cents, fitting 70 to 80 cents, pattern making 80 cents, turning 65 and 70 cents, blacksmithing, toolsmithing, anglesmithing and forging 80 cents, punching 70 cents, riveting and welding 80 cents, spray painting 75 cents, cleaning 65 cents, tinsmithing and pipefitting 70 to 80 cents, carpentry 70 to 80 cents, painting 65 cents, electric crane driving 65 to 75 cents, labourers 56 cents. For night work, a differential of 5 cents per hour is paid as a premium.

Vacation: plant will be shut down for one week during July or August, commencing in 1945, and each hourly rated employee will be paid 1/52 of his total earnings for the year

preceding June 30, of each year. In addition employees with five years' service to have another week's vacation with pay each year.

Provision is made for apprenticeship regulations, for seniority rights and for the settlement of disputes.

TORONTO, ONTARIO.—S. F. BOWSER CO. AND UNITED STEEL WORKERS OF AMERICA, LOCAL 2901.

Agreement to be in effect from January 31, 1944, to January 31, 1945. The company recognizes the union as the sole collective bargaining agency for all hourly rated employees except foremen and charge hands. No discrimination against any employee by the company or the union on account of union membership or non-membership. Check-off: from the last pay period in March, the company agrees to a check-off of union dues to those who request same in writing; until that pay period shop stewards were to be permitted to collect union dues on the company's time.

Hours: for day employees, 8 per day, 4 on Saturdays, a 44-hour week; for night shift, 8⅘ hours per shift, Monday to Friday, also a 44-hour week. Overtime is payable at time and one-half; all work on Sundays at time and one-half; all work on six specified holidays or other holidays declared by government statute or decree, at double time.

Wages: rates of pay and classifications shall not be considered stationary. Vacation: subject to approval of the National War Labour Board, one week with pay after one year's service. Provision is made for seniority rights and the settlement of grievances.

Construction: Buildings and Structures

TORONTO, ONTARIO. — GENERAL CONTRACTORS' SECTION OF THE BUILDERS' EXCHANGE AND CONSTRUCTION ASSOCIATION AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, TORONTO AND DISTRICT COUNCIL OF CARPENTERS AND MILLMEN.

Agreement to be in effect from May 6, 1944, to May 1, 1945, and thereafter from year to year, subject to notice.

Hours: 8 per day for 5 days, a 40-hour week. Where shifts are worked, time and one-seventh for the second or third shift. Overtime is payable at time and one-half. All work on Saturdays, Sundays and eight specified holidays, at double time. If required to work on Saturdays in connection with the pouring of concrete, straight time to be paid in the morning and time and one-half after noon.

Minimum wage rate for journeymen carpenters: $1.07. Apprentices are governed by the Ontario Apprenticeship Act.

Provision is made for a joint arbitration board for the settlement of disputes.

HAMILTON, ONTARIO.—MASTER PAINTERS' ASSOCIATION OF HAMILTON AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS, LOCAL 205.

Agreement to be in effect from March 1, 1944, to February 28, 1945, and thereafter subject to 30 days' notice. Union shop conditions will prevail and preference be given to union men.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. For work on night shift, 9 hours' pay for 8 hours' work. Overtime is payable at time and one-half; all work on Sundays and six specified holidays, at double time.

Minimum wage rate for painters and paperhangers is 86 cents per hour; spray painters 96 cents.

HAMILTON. ONTARIO. — HAMILTON MASTER PLUMBERS AND THE UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 67.

Agreement to be in effect from February 15, 1944, to February 16, 1945, and thereafter from year to year, subject to notice. Only union members to be employed, if available, and members of the union will work only for members of the master plumbers' association if work is available.

Hours: 8 per day, for 5 days, a 40-hour week. Overtime is payable at time and one-half until midnight and double time thereafter; all work on Saturdays, Sundays and eight specified holidays, at double time, except that the setting of sleeves and inserts on Saturday morning may be done at straight time.

Minimum wage rate for journeymen plumbers and steamfitters: $1.06½ per hour. Apprentices are employed in accordance with the Ontario Apprenticeship Act. A joint conference board is provided for the settlement of disputes.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the extension of three new agreements and

the amendment of nine others, all of which are noted below. A request for the amendment of the building trades agreement at St. Jerome was published in the *Quebec Official Gazette*, October 7. A request for the amendment of the printing trades agreement at Quebec was gazetted October 14. In the October 21 issue, a request for amendment of plumbers and sheet metal workers agreement at Three Rivers was gazetted. Requests for the amendment of building trades agreement at St. Johns and the barbers and hairdressers agreement at Three Rivers were published October 28.

Orders in Council were also published during October approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

FUR MANUFACTURING INDUSTRY (WHOLESALE AND RETAIL), MONTREAL

An Order in Council dated September 28, and gazetted October 7, extends the term of the previous Orders in Council for the Wholesale Fur Industry (L.G., Jan., 1943, p. 87, Sept., 1940, p. 970; May, 1944, p. 637, July, p. 867, Aug., p. 1005, Sept., p. 1141), to November 1, 1944.

Another Order in Council dated October 6, and published October 14, makes obligatory the terms of an agreement between The Fur Manufacturers' Guild Incorporated, about two hundred other fur establishments and The International Fur and Leather Workers' Union of the United States and Canada and The Joint Board of the International Fur Workers' Union of Montreal and locals 66 and 67.

Agreement to be in effect from October 14, 1944, to October 13, 1945, or to April 30, 1946 if no notice given for 1945. Agreement covers all the wholesale fur industry whether they have signed the agreement or not; only retailers who have signed the agreement are subject to its provisions.

The territorial jurisdiction comprises the island of Montreal and within a radius of 50 miles of it. Zone I comprises the island of Montreal and a radius of 10 miles; zone II comprises the balance of the territorial jurisdiction.

Hours in zone I: for manufacturers, 8 per day, a 5-day week; for retailers, a 5-day week of 7 hours and 5 hours on Saturday. Hours in zone II: a 48-hour week. Overtime is payable at time and one-half. Employees are to be paid for seven holidays; if required to work they shall be paid at double time and a half. Vacation: one week with pay to employees with at least six months' service.

Minimum weekly wage rates: cutters $38.50 and $46, operators (male) $30 and $37.50, operators (female) $23.50 and $28.50, male finishers $29 and $35, female finishers, $21.50 and $26.50, blockers and trimmers $30, blockers $22, trimmers $25, examiners, $23 and $33, apprentice cutters $30, lining makers (female) $21.50; lining makers (female), who cut and sew $23.50, apprentices from $10 during first six months to $16 during fourth six months. Employees who have not received a 5 per cent increase since May 1, 1944 are to receive one.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated October 26, and gazetted October 28 amends the previous Orders in Council for this industry (L.G., Aug., 1944, p. 1005, Sept., p. 1141) and makes it obligatory on all employers that the second ten per cent bonus of July 1, 1941 and the five per cent bonus of July 1, 1944 be paid on earnings of employees, and not on the minimum rates.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (UNCORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated October 12, and gazetted October 14, amends the previous Orders in Council for this industry (L.G. Sept., 1944, p. 1141 and other issues as therein mentioned).

Minimum hourly wage rates for female employees: hand-work, first class 28 cents in zone I, 26 cents in zone II; S & S machine operators, top piece machine operators, staying machine operators, covering machine operators, tiers, stitchers, 27 cents in zone I, 25 cents in zone II; hand-fed table gummers 25 cents in zone I, 23 cents in zone II. For male employees: scorers 50 cents in zone I, 47½ cents in zone II; cutters on knife 45 cents in zone I, 42½ cents in zone II; end piece operators single and double, 40 cents in zone I 37 cents in zone II, four-corner stayer operators 46 cents in zone I, 43½ cents in zone II, four-corner stayer feeders 27 cents in zone I, 25 cents in zone II; slitter operators 35 cents in zone I, 33 cents in zone II; punch operators 30 cents in zone I, 28 cents in zone II.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated September 28, and gazetted October 7, extends the term of the agreement (L.G., May 1944, p. 637, August p. 1007, and previous issues) to December 31 1944.

Manufacturing: Metal Products

CLOCKMAKERS, MONTREAL.

An Order in Council, dated September 28, and gazetted October 7, extends the term of agreement (L.G., Nov., 1943, p. 1530; Aug., 1944, p. 1007) to October 9, 1945.

Construction: Building and Structures

BUILDING TRADES, CHICOUTIMI AND LAKE ST. JOHN DISTRICT.

An Order in Council, dated October 12, and gazetted October 21 amends the previous Orders in Council for this industry (L.G., August, 1941, p. 1009, November, p. 1425, December, p. 1573; December, 1942, p. 1490; February, 1943, p. 219) by substituting "Le Conseil régional Saguenay Lac St-Jean des Syndicats nationaux des métiers de la construction" as party of the first part for the separate councils in each town.

BUILDING TRADES, SHEERBROOKE.

An Order in Council, dated October 19 and gazetted October 29, amends the previous Orders in Council for this industry (L.G., Oct., 1942, p. 1209; Feb. 1943, p. 220; Aug. p. 1131). The amendment does not affect the summary already given.

BUILDING TRADES, MONTREAL

An Order in Council, dated September 28, and gazetted October 7, amends the previous Orders in Council for this industry. (L.G., March, 1944 p. 359, July, p. 868). The amendment does not affect the summary already given.

Service: Public Administration

MUNICIPAL EMPLOYEES, JOLIETTE.

An Order in Council, dated October 12, and gazetted October 21, amends the previous Orders in Council for this industry (L.G., June, 1944, p. 754).

Hours: 8-hour day, 48-hour week for all employees. Overtime is payable at time and one-half, for work done after eight hours excepting firemen, constables, and hydraulic system employees. Work done on Sundays and specified holidays is payable at time and one-half if it is deemed urgent and essential. Vacation: two weeks with pay after one year's service for permanent employees, one week with pay after one year's service for non-permanent employees.

Service: Business and Personal

HOSPITAL EMPLOYEES, QUEBEC.

An Order in Council dated October 12, and gazetted October 14, makes obligatory the terms of an agreement, between "L'Association patronale des Services hospitaliers de Québec, Inc." and "L'Association des Gardes-Malades catholiques licenciées"; "le Syndicat féminin des Employées de Maisons hospitalières de Québec et District"; le Conseil des Métiers de la Construction des Syndicats nationaux de Québec"; "le Syndicat national catholique des Services hospitaliers de Québec, inc."; "le Syndicat national catholique des Mécaniciens de machine fixe de Québec, inc.".

Agreement to be in effect from October 14, 1944 to August 1, 1945 and thereafter from year to year. The territorial jurisdiction includes the judicial districts of Quebec, Three Rivers, Abitibi, Chicoutimi, Roberval, Saguenay, Nicolet Arthabaska, Beauce, Montmagny, Kamouhaska, Rimouski, Gaspé and Bonaventure. Zone I is the city of Quebec; Zone II, the cities of Chicoutimi, Levis, Lauzon, Shawinigan Falls, Thetford Mines, Three Rivers; Zone III, remainder of the territorial jurisdiction.

Hours: no limitation of hours for chief cooks and chief enginemen; 60-hour week (average over 3 weeks) for orderlies, stationary enginemen, firemen, motor-vehicle drivers and their helpers, watchmen, skilled workers in the steam generating plant; 57-hour week for nurses on night work and 52-hour week for nurses on day duty; 56-hour week for employees on rotating shifts of 8 hours, excepting enginemen and firemen, 54-hour week for all other employees, 10-hour day for occasional hands unless they are paid by the day when their standard working day is 12 hours.

Minimum weekly wage rates: graduate nurses, for the three zones, $20 for the first six months, $21.50 for second six months and $23 after one year ($2 per week extra for night work); chief stationary enginemen $34 to $51 in zone I, $34 to $51 in zone II, $32 to $51 in zone III; enginemen 48 cents to 63 cents per hour in zone I, 48 cents to 63 cents in zone II, 45 cents to 60 cents in zone III; skilled workers 68 cents in all zones; firemen 38 cents in zones I and II, and 35 cents in zone III; chief cook $32 in zone I, $27 in zone II and $25 in zone III; assistant chief cook, $27 in zones I and II, $22 in zone III; bakers, $27 in zone I, $23.50 in zone II, $22 in zone III; chief launderer $27 in zone I, $23.50 in zone II and $22 in zone III; orderlies from $18.50 during first six months to $27 after five years in zone I, to $26 in zone II, and to $25 in zone III. Overtime is payable either at time and one-half or by a paid holiday equivalent to one and a half times employees hours of overtime; holiday to be given in the four weeks following that during which overtime has taken place.

Time off: Nurses, 4 days for four weeks of work, for other regular employees three days off to each four weeks of work; for employees doing night service, one complete night of rest per week. Vacation: for nurses, two weeks with pay after one year's service; to other employees excepting maintenance men, one week with pay. Employer may give equivalent in wages if it is difficult to permit the taking of vacations. Where room and board are provided employees may not be charged more than $6 per week for both.

BARBERS AND HAIRDRESSERS, CHICOUTIMI.

An Order in Council dated October 19, and gazetted October 28, amends the previous Orders in Council for this industry (L.G., Nov., 1941, p. 1425; Aug., 1942, p. 978). Territorial jurisdiction of the agreement includes the counties of Chicoutimi, Lake St. John and Roberval. Hours in all zones: 61 per week for barbers; 57 for hairdressers. One week's vacation with pay after one year's continuous service.

HOSPITAL EMPLOYEES, SHERBROOKE

An Order in Council, dated October 12, and gazetted October 21, makes obligatory the terms of an agreement between "L'Hôpital Général St-Vincent-de-Paul de Sherbrooke"; L'Hospice du Sacré-Cœur de Sherbrooke"; and "L'Association des Employés du Service Hospitalier de Sherbrooke inc."

The agreement, which applies to public charitable institutions, hospitals, homes and sanatoriums in the city of Sherbrooke and the territory comprised within a radius of three miles, is to be in effect from October 21, 1944 to October 20, 1945 and thereafter from year to year. It covers employees other than nurses. Hours for male employees: for orderlies, ward helpers 8½-hour day, 12 hours for night duty, during which time they may usually sleep 2 or 3 hours on duty, one day off per week if possible; invalid attendants 10 hours per day, 6-day week; for maintenance men 54-hour week; for stationary firemen and enginemen, 60-hour week; cooks and helpers, 9-hour day, 54-hour week; hourly paid employees 48-hour week. Hours for female employees: receptionists, doorkeepers, cleaners, ward helpers, female cooks, office employees, operating room helpers, laboratory and X-ray employees a 9-hour day, 6-day week. Minimum wages for male ward helpers from $12 per week during first six months to $17 after one year; for orderlies, from $17 to $25 after three years; $30 for skilled maintenance men, $21 for unskilled; chief stationary enginemen, from $36 to $53; enginemen 55 to 68 cents per hour: firemen 45 cents; cooks' helpers from $12 to $22, chief cook $40; all female employees from $12 to $18 after one year. Overtime: work over 12 hours in any day or over the regular weekly hours is payable at time and one half except for enginemen, firemen, elevator men, night watchmen. All employees excepting orderlies and ward helpers, receive a complete day or two half-days of rest every week. Vacation: with the exception of enginemen and firemen all employees receive one week with pay after one year's service. Provisions are made for board and lodging, hospital care, uniforms etc.

Canadian Vocational Training

Recommendations of Advisory Council on Rehabilitation and Apprenticeship Training

DURING the first week of October, the Advisory Council of Canadian Vocational Training held its semi-annual meeting at Ottawa under the Chairmanship of Dr. G. F. McNally, Deputy Minister of Education for Alberta. The members were welcomed by Mr. A. MacNamara, Deputy Minister of Labour who, in his address, assured Council that all its recommendations would be given serious and careful consideration and stated his belief that any constitutional difficulties could be surmounted by means of a partnership along the lines developed in the Training Program and with farm labour. Among the most important topics of discussion, leading to recommendations, were the subjects of rehabilitation training for discharged members of the armed forces, increased assistance to vocational schools and trades training under the Apprenticeship Agreements now existing in practically all provinces.

Rehabilitation

Although rehabilitation training accommodation for the present, appears adequate in most cases, delay in obtaining release of Government owned equipment and tools and buildings for the opening of additional training centres has been cause for considerable worry. However, recent negotiations with the officials concerned indicate that the most essential equipment required will presently be released. Experience indicates that more attention will be given to properly equipping a few centralized training centres to which those desiring or requiring classroom training may be sent. In particular will this plan hold good for present requirements in Ontario.

The Council was of the opinion that many discharged persons might refrain from taking training, first because training allowances were deductible from the Re-establishment Credit (Bill 184, Part 2, Section 10) and further, because training grants were subject to income tax.*

The Council felt that the Government was to be commended on its existing plan for rehabilitation of service personnel.

At the request of the Department of Pensions and National Health, Canadian Vocational Training was asked to undertake prematriculation training on the secondary school level for ex-service men and women who lacked the academic standing to enter university or such occupations as required matriculation qualifications.

Apprenticeship and Vocational Education

The need for promoting apprentice training, apart from that which will be done by provincial authorities, so that it may be developed in other than designated trades, was strongly emphasized and in this connection a committee was appointed to investigate and report at the next meeting of Council.

Consideration was also given to the retraining of war workers for civilian occupations but Council felt that no definite action could be taken on the matter at this time.

A strong plea was entered for united national action to provide for equal educational opportunities, regardless of residence. It was emphasized that this could be met only by Federal leadership which, while protecting provincial autonomy, would afford the essential financial impetus. This applies to vocational as well as academic education. It was also felt that greater publicity should be given to the facilities presently provided by the Department of Labour through Canadian Vocational Training, such as has been carried out under its Student Aid plan and agricultural and rural training agreements with the provinces. Several members of the Council stressed the urgent need of expanding vocational training facilities throughout the country if the needs of Canadian industry were to be met adequately in the future.

The Council reiterated its recommendations urging the Government to take required action with the least possible delay to provide Dominion assistance to vocational schools, as certain provinces had already amended their

* Since this was written, Order in Council P.C. 128/8367 of October 31, 1944, provides that the amount of such grants be determined on the basis that there should be no deductions therefrom by reason of taxation under the Income War Tax Act.

regulations to conform to the new arrangement and others had expressed a willingness to co-operate. The Director was of the opinion that Dominion action would be taken at an early date.

The Council, in its deliberations, recommended that the Minister urge upon the Dominion Government the desirability of arranging an early Dominion-Provincial Conference to deal particularly with the question of providing wider opportunities and adequate facilities for vocational education throughout Canada.

The Supervisory Training Programs, provided for industry, continue to meet with ever-widening favour. Additional courses are currently being introduced in the form of Job Safety Training. Dominion Government departments have also attached greater interest to this form of training since its introduction there earlier this year. Likewise, National Defence Headquarters for the Army and the Air Force are making greater use of them. Council expressed confidence in the importance of this type of training for the post-war period, inasmuch as it has already thoroughly proved its usefulness.

Following the meeting of the Advisory Council, the meeting of all Regional Directors was held with the Director of Training, at which was discussed departmental procedures and ways and means of handling joint Dominion-Provincial responsibilities.

Bulletin on Vocational Training

The Director of Training has recently prepared a comprehensive bulletin for vocational training of ex-service personnel which, although originally prepared for the benefit of counsellors in the armed services, is receiving a much wider distribution.

This bulletin sets forth the method that is being followed in providing vocational training to men and women discharged from Canada's armed forces and is designed primarily for the information of educational and vocational counselling personnel in the Navy, Army and Air Force. The bulletin is divided into three sections, the first of which deals with the general training organization and the principles of the policy followed and the methods by which training is given; the second section sets forth the location of training centres at present in operation and the types of training available; the third section gives occupational information concerning a number of the standard trades which should be useful to vocational counsellors in the services. Additional copies of this bulletin are available.

Enrolment Figures

Gross enrolment under Canadian Vocational Training as of September 30, 1944, has been as follows:

Training for Industry	235,768
Army Tradesmen	44,228
Navy Tradesmen	8,567
RCAF Tradesmen	65,139
Rehabilitation (discharged persons from the forces)	4,756
Students	5,373
Total	363,831

Further details may be found in the accompanying tables.

Annual Report of Dominion Director of Training

The report of the Dominion Director of Training for the fiscal year ending March 31, 1944, was issued recently. It provides in succinct form a record of the year's progress in the administration of the Vocational Training Co-ordination Act, 1942.*

It is stated in the report that "the policy of decentralized administration inaugurated at the outset of the Training Program has been continued. . . The broad policy for all training is determined by the Department of Labour at Ottawa, provision being made, however, for the Regional Directors, who act for the Department in the several provinces, to apply this broad policy according to the varying conditions" in their respective regions. These Regional Directors are assisted by small staffs of field representatives, a total of 25 of whom were acting in their official capacities at March 31, 1944.

A Vocational Training Advisory Council of sixteen members made up of representatives of employers, employees, women's organizations, agricultural interests, war veterans and the Canadian Association for Adult Education, as well as recognized authorities on technical education was convened twice during the year. The results of the deliberations of the Advisory Council were passed on to the Minister of Labour with a view to the progressive improvement of the Training plan.

Order in Council, P.C. 8993, of January 31, 1944, provides for Dominion assistance to the Provinces for apprenticeship training on a dollar-for-dollar basis, for either full-time or part-time class instruction in both practical work and related technical subjects to indentured apprentices registered under provincial legislation. The Federal Minister of Labour has authority to enter into ten-year agreements with the provincial governments for this work.

* A summary of provisions of the Act was published in the LABOUR GAZETTE, 1942, p. 921.

TABLE 1—CANADIAN VOCATIONAL TRAINING

INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE MONTH OF SEPTEMBER WITH TOTALS FROM APRIL 1, 1944 TO SEPTEMBER 30, 1944

(Subject to Revision)

	Numbers in Training				Placed in Employment	
	From April 1/44 to Sept. 30/44	At First of September	Enrolled in September	At End of September	From April 1/44 to Sept. 30/44	(2) In September
DOMINION SUMMARY						
Pre-Employment (Men)	1,972	335	144	337	1,335	124
Pre-Employment (Women)	848	210	21	175	589	42
Part-Time Classes (1) (Men)	1,188	74	93	124	.....	.....
Part-Time Classes (1) (Women)	403	.....	234	201	.....	.....
Total	4,411	619	492	837	1,924	166
NOVA SCOTIA						
Pre-Employment (Men)	40	15	3	16	24	2
Pre-Employment (Women)	70	63	.....	63	.....	.....
Part-Time Classes (1) (Men)	.....	.....	.....	.....	.....	.....
Part-Time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	110	78	3	79	24	2
NEW BRUNSWICK						
Pre-Employment (Men)	58	14	13	21	32	3
Pre-Employment (Women)	2	.....	.....	.....	2	.....
Part-Time Classes (1) (Men)	.....	.....	.....	.....	.....	.....
Part-Time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	60	14	13	21	34	3
QUEBEC						
Pre-Employment (Men)	763	75	29	86	472	14
Pre-Employment (Women)	130	.....	.....	.....	128	.....
Part-Time Classes (1) (Men)	109	12	17	17	.....	.....
Part-Time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	1,002	87	46	103	600	14
ONTARIO						
Pre-Employment (Men)	839	219	94	203	578	98
Pre-Employment (Women)	570	145	21	112	394	40
Part-Time Classes (1) (Men)	657	11	4	3	.....	.....
Part-Time Classes (1) (Women)	393	.....	234	201	.....	.....
Total	2,459	375	353	519	972	138
MANITOBA						
Pre-Employment (Men)	61	.....	.....	.....	67	.....
Pre-Employment (Women)	2	.....	.....	.....	.....	.....
Part-Time Classes (1) (Men)	15	.....	.....	.....	.....	.....
Part-Time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	78	.....	.....	.....	67	.....
SASKATCHEWAN						
Pre-Employment (Men)	35	2	2	2	29	2
Pre-Employment (Women)	7	.....	.....	.....	4	.....
Part-Time Classes (1) (Men)	.....	.....	.....	.....	.....	.....
Part-Time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	42	2	2	2	33	2
ALBERTA						
Pre-Employment (Men)	114	9	2	7	77	5
Pre-Employment (Women)	29	.....	.....	.....	29	.....
Part-Time Classes (1) (Men)	80	18	2	19	.....	.....
Part-Time Classes (1) (Women)	.....	.....	.....	.....	.....	.....
Total	223	27	4	26	106	5
BRITISH COLUMBIA						
Pre-Employment (Men)	62	1	1	2	56	.....
Pre-Employment (Women)	38	2	.....	.....	32	2
Part-Time Classes (1) (Men)	327	33	70	85	.....	.....
Part-Time Classes (1) (Women)	10	.....	.....	.....	.....	.....
Total	437	36	71	87	88	2

(1) Trainees in Part-Time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates, who, though actually placed prior to September 30, 1944 were not so reported until after Sept. 1, 1944.

CANADIAN VOCATIONAL TRAINING

TABLE 2—TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE MONTH OF SEPTEMBER, 1944, WITH TOTALS FROM APRIL 1, 1944

(Subject to Revision)

—	Number in Training				Completed Training	
	From April 1/44 to Sept. 30/44	At First of September	Enrolled in September	At End of September	From April 1/44 to Sept. 30/44	In September
DOMINION SUMMARY						
R.C.A.F. Classes	5,344	13	1	1	4,902	13
Army Classes	6,284	1,820	510	1,553	4,398	760
Navy Classes	1,811	528	177	626	1,119	79
Total	13,439	2,361	688	2,180	10,419	852
NOVA SCOTIA						
Army Classes	273	88	13	73	189	27
Navy Classes	33	25	.....	25	6	.....
Total	306	113	13	98	195	27
NEW BRUNSWICK						
R.C.A.F. Classes	167	.....	.....	.....	156	.....
Army Classes	661	228	73	199	432	96
Navy Classes	.....	.....	.....	.....	.....	.....
Total	828	228	73	199	588	96
QUEBEC						
R.C.A.F. Classes	361	.....	.....	.....	332	.....
Army Classes	569	177	43	188	343	29
Navy Classes	97	16	.....	15	31	1
Total	1,027	193	43	203	706	30
ONTARIO						
R.C.A.F. Classes	2,448	13	.....	.....	2,259	13
Army Classes	2,153	606	106	361	1,723	344
Navy Classes	1,595	481	175	579	1,005	77
Total	6,196	1,100	281	940	4,987	434
MANITOBA						
R.C.A.F. Classes	554	.....	.....	.....	473	.....
Army Classes	203	26	.....	26	175	.....
Total	757	26	.....	26	648	.....
SASKATCHEWAN						
R.C.A.F. Classes	582	.....	.....	.....	558	.....
Army Classes	746	310	83	332	414	61
Total	1,328	310	83	332	972	61
ALBERTA						
R.C.A.F. Classes	507	.....	.....	.....	471	.....
Army Classes	643	140	114	154	432	100
Navy Classes	55	.....	.....	.....	55	.....
Total	1,205	140	114	154	958	100
BRITISH COLUMBIA						
R.C.A.F. Classes	725	.....	.....	1	653	.....
Army Classes	1,036	245	78	220	690	103
Navy Classes	31	6	2	7	22	1
Total	1,792	251	81	228	1,365	104

CANADIAN VOCATIONAL TRAINING

TABLE 3—TRAINING IN INDUSTRY DURING MONTH OF SEPTEMBER 1944 WITH TOTALS FROM APRIL 1, 1944 TO SEPTEMBER 30, 1944

	Numbers in Training				Completed Training		Transferred to Production Before Training Completed	
	From April 1, 1944 to Sept.30/44	At First of September	Enrolled in September	At end of September	From April 1, 1944 to Sept.30/44	In September	From April 1, 1944 to Sept.30/44	In September
DOMINION SUMMARY								
Plant Schools—Men	2,585	303	297	367	1,810	187	9	2
Plant Schools—Women	3,755	370	600	637	2,752	272	72	32
Part-Time—Men	1,160	141	110	170	922	40	3	.....
Part-Time—Women	250	.....	.....	.....	250	.....	.....	.....
Total	7,750	814	1,007	1,174	5,734	499	84	34
NOVA SCOTIA								
Plant Schools—Men	117	42	12	51	46	.....	6	2
Plant Schools—Women	.....	.....	.....	.....	.....	.....	.....	.....
Part-Time—Men	22	9	.....	9	10	.....	3	.....
Part-Time—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	139	51	12	60	56	.....	9	2
NEW BRUNSWICK								
Plant Schools—Men	7	.....	.....	.....	6	.....	.....	.....
Plant Schools—Women	4	.....	.....	.....	2	.....	.....	.....
Part-Time—Men	.....	.....	.....	.....	.....	.....	.....	.....
Part-Time—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	11	.....	.....	.....	8	.....	.....	.....
QUEBEC								
Plant Schools—Men	1,538	104	265	264	1,005	70	3	.....
Plant Schools—Women	1,494	110	433	499	866	25	6	6
Part-Time—Men	473	20	40	20	449	40	.....	.....
Part-Time—Women	35	.....	.....	.....	35	.....	.....	.....
Total	3,540	234	738	783	2,355	135	9	6
ONTARIO								
Plant Schools—Men	923	157	20	52	753	117	.....	.....
Plant Schools—Women	2,147	260	167	138	1,834	247	32	26
Part-Time—Men	586	112	44	115	410	.....	.....	.....
Part-Time—Women	215	.....	.....	.....	215	.....	.....	.....
Total	3,871	529	231	305	3,212	364	32	26
MANITOBA								
Plant Schools—Men	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools—Women	66	.....	.....	.....	33	.....	18	.....
Part-Time—Men	.....	.....	.....	.....	.....	.....	.....	.....
Part-Time—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	66	.....	.....	.....	33	.....	18	.....
ALBERTA								
Plant Schools—Men	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools—Women	44	.....	.....	.....	17	.....	16	.....
Part-Time—Men	.....	.....	.....	.....	.....	.....	.....	.....
Part-Time—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	44	.....	.....	.....	17	.....	16	.....
BRITISH COLUMBIA								
Plant Schools—Men	.....	.....	.....	.....	.....	.....	.....	.....
Plant Schools—Women	.....	.....	.....	.....	.....	.....	.....	.....
Part-Time—Men	79	.....	26	26	53	.....	.....	.....
Part-Time—Women	.....	.....	.....	.....	.....	.....	.....	.....
Total	79	.....	26	26	53	.....	.....	.....

CANADIAN VOCATIONAL TRAINING

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES FROM APRIL 1, 1944 TO SEPTEMBER 30, 1944

(Subject to Revision)

		Numbers in Training				Placed in Employment	
		From April 1, 1944 to Sept. 30/44	At First of September	Enrolled in September	At End of September	From April 1, 1944 to Sept. 30/44	(1) In September
DOMINION SUMMARY							
In Schools	Men	1,552	597	252	754	441	36
	Women	429	213	74	252	79	15
In Industry	Men	517	251	128	314	116	38
	Women	16	9	2	8	5	3
Total		2,514	1,070	456	1,328	641	92
NOVA SCOTIA							
In Schools	Men	24	10	.....	10	12	.....
	Women	1	.....	1	1	.....	.....
In Industry	Men	4	3	.....	3	.....	.....
	Women	.....	.....	.....	.....	.....	.....
Total		29	13	1	14	12	.....
NEW BRUNSWICK							
In Schools	Men	56	27	15	38	9	2
	Women	1	1	.....	1	.....	.....
In Industry	Men	10	6	1	7	1	.....
	Women	.....	.....	.....	.....	.....	.....
Total		67	34	16	46	10	2
QUEBEC							
In Schools	Men	285	102	46	134	86	5
	Women	89	45	19	55	14	3
In Industry	Men	107	46	37	56	43	24
	Women	3	2	1	3	.....	.....
Total		484	195	103	248	143	32
ONTARIO							
In Schools	Men	322	114	84	175	88	7
	Women	69	31	13	38	15	3
In Industry	Men	159	61	55	106	30	5
	Women	4	2	.....	2	2	.....
Total		554	208	152	321	135	15
MANITOBA							
In Schools	Men	165	65	14	72	57	6
	Women	78	39	12	45	13	2
In Industry	Men	47	31	3	29	8	.....
	Women	2	2	.....	1	1	1
Total		292	137	29	147	79	9
SASKATCHEWAN							
In Schools	Men	113	47	11	52	56	5
	Women	33	8	10	16	15	2
In Industry	Men	33	19	4	18	11	4
	Women	.....	.....	.....	.....	.....	.....
Total		179	74	25	86	82	11
ALBERTA							
In Schools	Men	266	79	30	92	104	3
	Women	80	43	10	49	10	1
In Industry	Men	65	33	13	39	14	3
	Women	5	1	1	1	1	1
Total		416	156	54	181	129	8
BRITISH COLUMBIA							
In Schools	Men	321	153	52	181	29	8
	Women	78	46	9	47	12	4
In Industry	Men	92	52	15	56	9	2
	Women	2	2	.....	1	1	1
Total		493	253	76	285	51	15

(1) Includes graduates from previous month's classes who were not reported placed until after September 1, 1944.

Activities of the Unemployment Insurance Commission

Statistical Analysis of Insurance Operations during September—Survey of Employment Situation for October—Conference of Supervisors of Special Placements

APPLICATIONS for Unemployment Insurance benefit in Canada totalled 3,715 in September, a slight increase over the 3,241 in August and more than three times the 1,013 registered in September, 1943.

The number of persons who signed the live unemployment register during the last week in September (5,746) was also slightly higher than during the last week in August when 5,408 signed. The number of males signing the live unemployment register remained virtually unchanged (3,938 in September and 3,918 in August) so the increase is attributable almost entirely to females.

A total of 4,373 claims were available for adjudication at Insurance offices during September (876 of which were pending at the beginning of the month). Of this total, 2,884 were considered entitled to benefit, 723 were considered not entitled to benefit and 766 were pending at the end of September. The two chief reasons for non-entitlement to benefit were: "voluntarily left employment without just cause" (420 cases) and "insufficient contributions and not in insurable employment" (178 cases).

During September 2,178 persons commenced receiving benefit payments, but a total of 4,625 persons were paid benefit during the month. This compares with a total of 4,746 who were paid benefit in August and 921 last September.

The 4,625 persons receiving benefit in September were paid $117,008 for 61,917 unemployed days as against $108,688 paid for 57,547 days in August and $20,066 paid for 11,408 days in September, 1943.

The average number of days paid per beneficiary was 13·4 in September, 12·1 in August and 12·4 last September. The average amount of benefit paid per beneficiary was $25.30 in September, $22.90 in August and $21.79 in September, 1943. The average amount paid per compensated day of unemployment was $1.89 in September, $1.89 in August and $1.76 last September.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at October 31, 1944, 2,823,668 employees had paid contributions to the fund since April 1, 1944, an increase of 76,908 since September 30, 1944, and 617,912 since the commencement of the current fiscal year.

As at October 31, 1944, 140,265 employers were registered as having insurable employees, an increase of 1,537 from September 30, 1944.

Registration as at October 31, 1944, by regions follows:

TABLE I.—REGISTRATIONS AS AT OCT. 31, 1944

Region	Employers Registered (live file)	Insured Persons Registered
Maritimes	11,387	201,839
Quebec	38,735	857,359
Ontario	51,694	1,115,711
Prairie	25,107	390,497
Pacific	13,342	258,262
Total for Canada	140,265	2,823,668

TABLE 2—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO SEPTEMBER, 1944

—	1942	1943	1944
January	.....	4,637	11,751
February	663	4,822	12,284
March	4,124	5,046	10,667
April	2,925	3,953	6,463
May	2,799	2,027	4,654
June	4,629	1,772	3,226
July	2,668	1,087	3,106
August	1,855	1,370	3,241
September	1,118	1,013	3,715
October	1,058	1,475	.....
November	1,748	2,896	.....
December	3,337	6,562	.....
Total	26,924	36,660	59,107

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, SEPTEMBER, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	14	13	1	12	8	2	17
Nova Scotia	204	156	48	204	134	51	52
New Brunswick	122	94	28	127	208	27	13
Quebec	1,254	935	319	1,123	850	249	184
Ontario	501	387	114	489	391	109	185
Manitoba	504	434	70	469	179	136	115
Saskatchewan	105	85	20	104	32	14	17
Alberta	437	321	116	436	176	75	85
British Columbia	574	500	74	533	123	60	98
Total, Canada, September, 1944	3,715	2,925	790	3,497	1,279	723	766
Total, Canada, August, 1944	3,241	2,620	621	3,056	2,263	698	876
Total, Canada, September, 1943	1,013	835	178	951	765	283	226

TABLE 4—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of September, 1943	Month of September, 1944	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment	71	178	1,565
Not capable of and not available for work	9	19	140
Loss of work due to a labour dispute	2	2	239
Refused offer of work and neglected opportunity to work	6	25	668
Discharged for misconduct	23	36	296
Voluntarily left employment without just cause	154	420	2,730
Other reasons(1)	43	43	415
Total	283	723	6,053

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, SEPTEMBER, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	21	5	414	718
Nova Scotia	194	112	3,260	6,064
New Brunswick	186	157	1,788	3,396
Quebec	1,447	638	23,018	42,707
Ontario	533	236	7,919	14,856
Manitoba	415	222	6,471	11,727
Saskatchewan	193	72	2,999	5,687
Alberta	1,189	385	5,704	10,993
British Columbia	447	351	10,344	20,860
Total, Canada, September, 1944	4,625	2,178	61,917	117,008
Total, Canada, August, 1944	4,746	2,419	57,547	108,688
Total, Canada, September, 1943	921	516	11,408	20,066

Average Duration of Unemployment Compensated	13·4 days.
Average Amount of Benefit Paid per Person	$ 25·30
Average Amount Paid per Compensated Day of Unemployment	$ 1.89

TABLE 6.—ACTIVE CLAIMANTS FOR UNEMPLOYMENT INSURANCE BENEFIT BY OCCUPATIONS, AS AT SEPTEMBER 30, 1944

Occupational Groups	Male	Female	Total
Professional and Managerial Workers	112	24	136
Clerical Workers	324	711	1,035
Sales Workers	140	239	379
Service Workers	304	85	389
Agricultural Workers and Fishermen	2	2	4
Food Workers	16	.....	16
Textile and Clothing Workers	70	117	187
Loggers	1	.....	1
Sawmill and Wood Operators	18	.....	18
Printing Workers	45	.....	45
Shoe and Leather Workers	11	.....	11
Stone, Clay and Glass Workers	1	.....	1
Electrical Workers	32	.....	32
Coal Miners	1,345	.....	1,345
Other miners (except coal)	16	.....	16
Construction Workers (except carpenters)	68	.....	68
Carpenters	74	.....	74
Machine Shop Workers and Operators	79	.....	79
Sheet Metal Workers	9	19	28
Foundry, Smelter and other Metal Workers	111	102	213
Miscellaneous Skilled Workers	221	263	484
Automobile and Other Mechanics	27	.....	27
Miscellaneous Unskilled Workers—Heavy Labour	260	.....	260
Miscellaneous Unskilled Workers—Light Labour	652	246	898
Totals	3,938	1,808	5,746

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT SEPTEMBER 30, 1944

	19 and less		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
Canada	156	292	605	910	1,083	457	702	84	300	29	1,092	36	3,938	1,808	5,746

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE THIRTY-NINE MONTHS ENDED SEPTEMBER 30, 1944

	REVENUE							EXPENDITURE		
	CONTRIBUTIONS (GROSS, LESS REFUNDS)									
Month	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities*	Total Revenue	Benefit Payments	Balance in Fund
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
Total for the year ended December 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended December 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,006,862 48	97,795 32	6,138,970 22	302,464 53	182,613,627 92
March	3,396,560 16	1,233,726 84	1,531,457 47	18,159 12	6,179,903 59	1,235,980 73	1,052,416 93	8,468,301 25	753,987,98	190,327,941 19
April	2,507,008 56	875,674 55	1,487,585 87	11,455,47	4,881,724 45	976,344 89	465,233 20	6,323,302 54	357,152 72	196,294,091 01
May	2,572,416 90	1,092,551 02	1,438,361 64	23,554 06	5,126 883 62	1,025,376 72	1,417,498 56	7,569,758 90	471,757 74	203,392,092 17
June	2,634,893 79	1,068,463 52	1,484,998 45	41,796 71	5,230,152 47	1,046,030 50	298,500 00	6,574,682 97	245,534 06	209,721,241 08
July	2,781,064 01	956,051 41	1,541,419 63	56,145 50	5,334,680 55	1,066,936 11	183,506 03	6,585,122 69	134,432 41	216,171,931 36
August	2,641,818 29	991,131 71	1,511,417 20	31,835 30	5,176,202 50	1,035,240 50	112,672 96	6,324,115 96	107,800 17	222,388,247 15
September	2,623,217 47	1,025,952 56	1,520,098 08	27,467 54	5,196,735 65	1,039,347 13	402,906 64	6,638,989 42	116,064 07	228,911,172 50
TOTAL	24,468,582 60	9,395,399 41	13,370,866 47	222,720 21	47,457,568 69	9,491,513 75	4,069,254 62	61,018,337 06	2,619,297 86	228,911,172 50
GRAND TOTAL	100,169,306 88	40,069,611 31	46,026,590 85	273,877 46	186,539,386 50	37,307,877 30	8,962,081 83	232,809,345 63	3,898,173 13	228,911,172 50

*The column "Interest in Investments and Profits on Sale of Securities" represents:—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Penalties	$ 3,367 92
Contributions in respect of services in the armed forces	268,956 51
Miscellaneous	1,553 03
	$ 273,877 46

Small Percentage of Fund Pays Benefits

The balance in the Unemployment Insurance Fund as at September 30, 1944, amounted to $228,911,172.50, which was an increase of $6,522,925.35 over the balance in the Fund as at August 30, 1944.

Since the inception of the Unemployment Insurance Act, 1940, only 1·7 per cent of the total contributions and interest paid into the Fund, has been disbursed in benefits. Table 8, page 1379, gives the condition of the Fund in detail.

Training Conference for Regional Supervisors of Special Placements

The first training conference for Regional Supervisors of Special Placements was held at the Head Office of the Unemployment Insurance Commission, Ottawa, commencing Monday, September 25, 1944. As a part of the training, those who attended the conference, visited the Regional offices at Montreal and Toronto to study at first hand the technique followed in the larger offices.

Messrs. A. M. Mitchell and R. J. Tallon, Commissioners, welcomed the group. Both stressed the importance of the phase of employment work in which the supervisors will be engaged, and emphasized the need of establishing contacts with all agencies working in the special fields of social welfare, guidance, and handicap placement.

At Montreal, the supervisors were addressed by the Chief Commissioner, Mr. L. J. Trottier, who emphasized the challenging character of the work of special placements.

Other officials who addressed the group were Messrs. H. F. Caloren, Chief Executive Officer, W. K. Rutherford, R. G. Barclay, E. P. Laberge and Col. H. S. Relph.

Messrs. H. C. Hudson, Supervisor of Special Placements, and T. Parkinson, Supervisor of Staff Training were in charge of the sessions.

Through the courtesy of Mr. Paul V. McNutt, Chairman, War Manpower Commission, Washington, Mr. K. Vernon Banta, Chief, Employment Service for the Handicapped, was present throughout the training course, where his addresses, and his active participation in the discussions proved an outstanding contribution to the success of the course. His first topic was, "The Broader Aspects of Handicap Placement Work". Mr. Banta defined a handicapped person as one who because of certain problems, requires selective placement. He traced the development of selective placement in the United States, since 1936, explaining that the approach to the problem had been through the occupational research field. The problem of the disabled comprises: (1) The preparation of the individual, through training, physical restoration, counselling and guidance for employment; and (2) The preparation of industry to receive these persons.

Mr. Banta stated that job analysis is the basis of selective placement. It involves matching the physical demand of jobs with the corresponding physical activities and working conditions. Another process necessitates matching the working capacity of the individual with the physical activities and working conditions of the job.

Mr. A. W. Crawford of the Department of Veterans' Affairs explained the entire scheme of rehabilitation of veterans into civilian life.

At Montreal, Surg. Lt.-Com. J. Preston Robb, of the Neurological Institute, addressed the group on "The New Approach to the Problem of the Physically Handicapped and the Emotionally Disturbed". Dr. Robb gave interesting examples of personality changes resulting from service in the Armed Forces. He stressed the need for close co-operation between special placement sections and social agencies. Special placements must be a dynamic organization. "It is not good enough merely to place a man in a job; he must be placed in the best job of which he is capable."

Dr. J. A. Nutter, orthopaedic surgeon of Montreal, addressed the group on the challenge which their work presented to them.

At Toronto, through the courtesy of Dr. Storms and Mr. John Campbell, the supervisors were shown through the treatment and workshop divisions of the clinic operated by the Ontario Workmen's Compensation Board. The conference concluded with an evening session, held in Toronto on Tuesday, October 3.

Employment Conditions by Industries during October as Reported by Employment Service, Unemployment Insurance Commission

CONDITIONS revealed by the survey of the employment situation in agriculture and industry for the month of October were generally satisfactory.

Agriculture.—In regard to agriculture, the service arranged by the employment offices with the assistance of Extension Services, under the Dominion-Provincial agreement, provided sufficient labour to harvest the crop. This crop has been larger than normal, requiring more workers than last year.

The harvest excursion from parts of Ontario and Quebec to the Prairie Provinces attracted 6,477 workers, of whom 5,400 were from Ontario, 10 per cent being women. Of these workers 1,113 were distributed in Manitoba, 3,780 in Saskatchewan, and 1,584 in Alberta. Many of these workers did not return to Eastern Canada until after October 31.

Logging.—Due to a demand for high quality lumber, a program was initiated during the latter part of October to move 500 Eastern Canadian harvesters who were already on the Praries to assist in logging and mill work on the Pacific coast. The response has been encouraging, some 200 workers accepting this employment.

Within each region arrangements have been made for the recruitment of workers not required on farms for employment in other essential industries. Since, of necessity, a number of workers must remain in agriculture, some areas were defined as those in which no recruiting would take place, others as those in which restricted recruiting would be conducted and still others in which open recruiting would be permitted. The Provincial Farm Service forces have thrown their weight into the program. As a result this recruiting has brought considerable relief to industries requiring winter workers, the meat packing industry, mines, feed plants and lumber operations having absorbed the greater number.

Temporary labour shortages were experienced in the packing plants. This situation has been alleviated, and the packing houses, apart from their National program, were in fairly satisfactory condition.

Manufacturing.—In the industrial field, the aircraft and allied industries were characterized by progressive lay-offs. A further curtailment in the R.C.A.F. training program resulted in additional cut-backs in production schedules for trainer aircraft. In the field of combat planes the most important recent development has been the change-over in production at Boeings, Vancouver Plant, involving a lay-off of 3,000 employees.

A campaign was carried on to place these workers in other essential industries inasmuch as the change-over and retooling will require several months. Few of the workers affected are capable of heavy labour, as a large percentage of them are women.

Current labour requirements of the Aluminum Company of Canada were met through transfers within their own organization. This was made possible by recent curtailment in production schedules.

Labour demand in the rubber industry eased somewhat. Requirements for heavy factory labour in many of the tire plants, remained urgent.

As manufacturers of heavy ammunition had been called on for increased production, the labour requirements of firms engaged in this work were stepped up. This new demand had not yet been fully met, but both men and women were being recruited in centres in which lay-offs have occurred.

In the building trades the situation remained almost unchanged during the past month. Conditions in the shipbuilding industry have been more or less stable, with the exception of the Halifax district where an urgent demand continues for skilled labour. Efforts to supply this need were concentrated on shipyards contemplating lay-offs.

The brick and tile industry is still in urgent need of labour. The demand here has been partially met by employment of prisoners of war; reports indicate that where this type of labour has been used it has proved entirely satisfactory.

Construction.—The short labour supply has continued in the construction industry. The most pressing need is for labourers and reinforcing steel men, shortage of these types of labour seriously retarding concrete projects which are underway. Current effort is to have men return to this type of work, from other classes of employment.

Transportation.—In the transportation industry demand for labour has shown no indication of abatement. Men for railway track maintenance were urgently required in view of the approaching winter season. It is anticipated that the return to agricultural workers from the Western harvest fields will relieve the situation. Steps have also been taken to have soldiers used in this type of

employment. Good strong labourers continued to be in urgent demand for employment at the Lakehead terminal grain elevators.

Employment of Women

In so far as the employment of women is concerned, the prospect of the continuance of the war for some time has increased the urgency for female labour for the heavy munition program, and this need is being given all possible preference.

There were indications of a gradual levelling off of the general female labour situation in regions other than Quebec and Ontario, though shortages still exist in certain lines of employment.

Among essential civilian industries the shortage of workers for textile plants has caused grave concern. Production in general is down and many more female workers are urgently required. Training schools have been established in many plants in an endeavour to fill the need for skilled operators.

The placement in employment of women discharged from the Armed Forces is progressing smoothly. Placements are followed up and every help is given to these women in their adjustment to employment.

A limited number of lay-offs involving women have taken place. In every such case arrangements have been made to offer them all available opportunities of suitable employment.

The shortage of professional staff for hospitals is still great although the supply of female workers for non-professional work in hospitals is improved somewhat. To remedy the situation, the Minister of Labour announced on October 19, that professional and non-professional workers for hospitals may now be hired directly without passing through Local Employment and Selective Service Offices.

Women officers of the Unemployment Insurance Commission from all parts of Canada met in Ottawa on October 12 to discuss the responsibilities of the Employment Service in the transition and post-war period, and the plans which should be adopted to assist workers when the change-over to normal production occurs. A report of this conference will be found on page 1309 of this issue of the LABOUR GAZETTE.

Trend of Employment, Hours and Earnings in United States during August

The trend of employment, earnings and hours in the United States for the month of August is summarized in the October issue of the *Monthly Labour Review*, published by the U.S. Department of Labour.

Non-Agricultural Employment

It is stated that "the total number of employees in non-agricultural establishments was 38,771,000 in August, 47,000 more than in July, but a million less than in August, 1943." It is pointed out that the gain during the month reflects a seasonal expansion of manufacturing and the addition of 36,000 workers to Federal, State and local governments.

Hours of Work

The average work-week in all manufacturing in August as reported to the United States Department of Labour was 45·1, slightly longer than in August, 1943. Total manufacturing hours per week for the durable-goods group as a whole amounted to 358 million, an increase of about five million as compared with July. This occurred in spite of declines in employment totalling 38,000, and reflects the lengthening of the work-week from 45·7 to 46·6 hours.

The work-week in the non-durable group as a whole averaged 43·0 in August, the same as in July. However, owing to expanding employment, the total hours worked were 2,250,000 greater.

Earnings

Average hourly earnings for all manufacturing were slightly below July, but about 5·5 per cent above August, 1943. The apparel group was the only major group which reported a considerable increase in hourly earnings. The increase was from 78·5 cents to 80·7 cents. Average weekly earnings in all manufacturing averaged $45.85, an increase of 40 cents over July. The earnings in the durable-goods group averaged $51.79, and in the non-durable-goods group they amounted to $37.16.

The weekly earnings in the bituminous coal mining industry were 13 per cent higher than last year, but the work-week was about nine per cent longer than in August, 1943. In anthracite mining the earnings were six per cent greater and the hours 3·5 per cent shorter than in August, 1943.

Employment and Unemployment

Summary

INFORMATION in this section regarding the employment situation in Canada is based upon reports from the following sources:

The employment situation at the beginning of September, as reported by employers.—The Dominion Bureau of Statistics receives each month reports from firms employing fifteen or more employees. These firms represent practically all industries except agriculture, fishing, hunting and highly specialized business operations.

The Bureau has been receiving these reports for many years; hence, although the figures given show considerably less than the total number of persons employed in Canada, they give a valid picture of the *trend* of employment in Canada over a period of years.

There was a further rise in general industrial employment at the beginning of September, according to returns received by the Dominion Bureau of Statistics from 14,837 establishments with staffs aggregating 1,882,790 men and women, as compared with 1,870,741 at August 1.

The gain of 12,049 workers, or 0·6 per cent, brought the index (1926=100) to 185·5 as compared with the revised figure of 184·3 on August 1, and 186·2 at September 1, 1943.

Information is also embodied in this article concerning payrolls which is furnished each month by the co-operating firms. The per capita weekly earnings advanced slightly from $31.63 at August 1 to $31.69 at the beginning of September. At September 1, 1943, the indicated average was $31.30; that at September 1, 1942 was $29.29, while at September 1, 1941, the figure had been $26.04.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unimployment insurance benefit again showed an increase over the preceding month. During September, 3,715 claims were filed as compared with 3,241 in August. These claims were well above the total of 1,013 claims filed during September, 1943, but considerably below last February's maximum of 12,284.

Applications for Employment; Vacancies and Placements; September, 1944.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from the Offices during the four-week period September 1 to September 28, 1944, showed a substantial gain in the average number of placements made daily when compared with the previous five weeks and a fairly large loss when compared with the four-week period September 3 to September 30, 1943. Manufacturing, trade, and forestry and logging were mainly responsible for the gain under the first comparison though all industrial divisions except agriculture registered increases. In comparison with the four-week period September 3 to September 30, 1943, the loss was almost entirely contributable to the decline in manufacturing although all other industrial groups but forestry and logging, and trade showed increases. During the period under review there were 236,504 vacancies reported, 196,572 applications for employment and 141,641 placements effected in regular and casual employment.

Unemployment in trade unions.—The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed during the period under review.

The statistical article summing up the information contained in these reports is published quarterly in the LABOUR GAZETTE.

At the beginning of October the percentage of unemployment among trade unions was 0·3. This figure was identical with that shown both at the beginning of July, at which date the percentage was indicated as for the June quarter and at the beginning of October, 1943. The October figure was based on returns received from 2,377 labour organizations having a total membership of 416,664 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution at June 1, 1944, has been made by the Re-

search and Statistics Branch of the Department of Labour. At that date it is estimated that 4,232,000 persons, 14 years of age and over, were gainfully occupied, of whom 3,232,000 were in non-agricultural industry, including 975,000 in war industry. In addition there were 784,000 persons in the Armed Forces.

The Employment Situation at the Beginning of September, 1944, as Reported by Employers

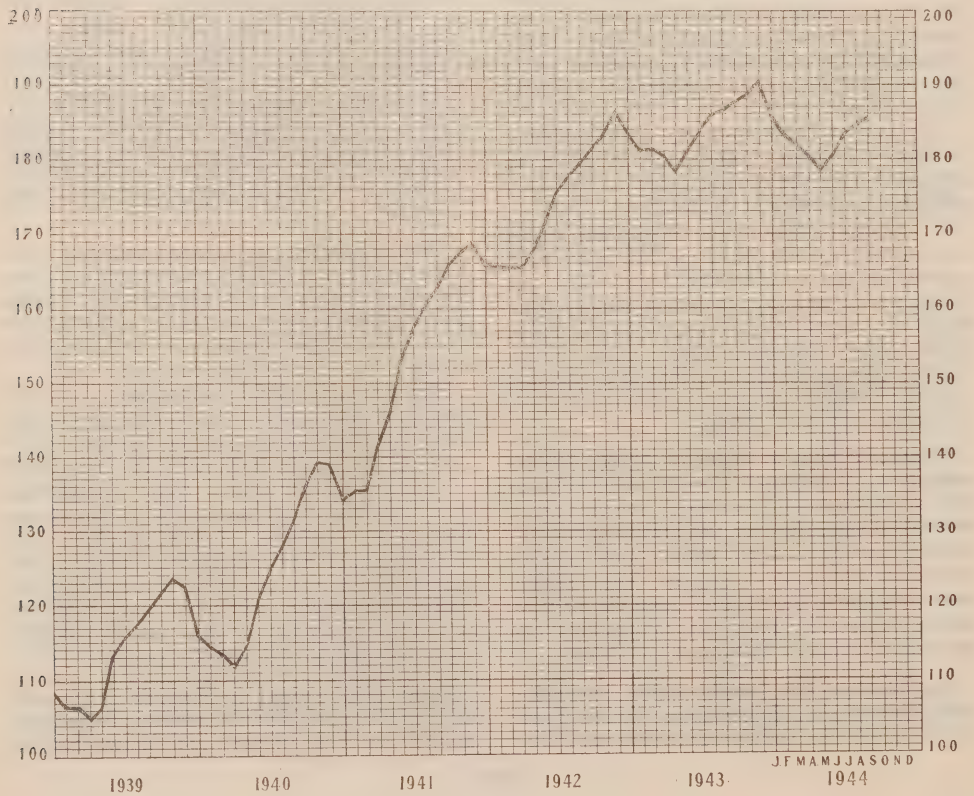
THERE was a further rise in general industrial employment in the Dominion at the beginning of September, when the percentage increase approximated the average at September 1 in the experience of the years, 1921-1943. It was, however, considerably smaller than at that date in any preceding year of the war, with the exception of 1943. The 14,837 establishments furnishing information to the Dominion Bureau of Statistics reported the employment of 1,882,790 men and women, as compared with 1,870,741 at August 1. The gain of 12,049 workers, or 0·6 per cent, brought the index, (1926=100), to 185·5, as compared with the revised figure of 184·3 in the preceding report, and 186·2 at September 1, 1943.

Since the improvement in employment as a whole in Canada at the beginning of September was about normal for the early autumn, the seasonally-corrected index number, at 178·3, showed no change from the revised August 1 figure.

Manufacturing establishments reported moderately heightened activity at September 1, when they recorded a gain of 6,249 em-

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



ployees. This increase is the smallest at the beginning of September in any year since 1936. There was a further reduction in the production of durable manufactured goods, notably of iron and steel products, while the non-durable goods division showed heightened activity of a seasonal character. Within the latter, there were important gains in vegetable food preserving, in which the expansion was above-average for the time of year.

The trends in the non-manufacturing industries were mixed, that in communications, construction and maintenance and trade being moderately upward, while the movement in logging, mining and transportation was retrogressive. The declines in logging and mining were contra-seasonal.

Payrolls

The firms co-operating in the current survey at September 1 reported the disbursement of weekly salaries and wages totalling $59,671,139, as compared with $59,167,005 at the beginning of August. This increase of 0·9 per cent exceeded that of 0·6 per cent in the personnel, with the result that the per capita weekly earnings slightly advanced, rising from $31.63 at August 1 to $31.69 at the beginning of September. At September 1, 1943, the indicated average was $31.30; that at September 1, 1942, was $29.29, while the September 1, 1941, figure had been $26.04.

In comparison with September 1 of last year, the index of aggregate payrolls showed the fractional gain of 0·6 per cent, accompanying the falling-off of 0·4 per cent in the index of employment. The rise in the average weekly earnings amounted to 1·2 per cent.

If the statistics for the finance group are included with those given above for the eight leading industries, the survey shows that the number in recorded employment at September

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941	100·0	100·0	$25·25	100·0	100·0	$25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	108·4	112·1	$26·13	111·4	114·3	$26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
April 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1943	120·1	131·7	$27·92	130·7	142·5	$28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·7	143·0	30·72	133·0	162·1	41·49
April 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·3	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·7	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1944	121·5	140·4	$29·69	134·8	156·5	$30·18
Feb. 1	119·8	148·1	31·76	135·3	170·6	32·76
Mar. 1	118·8	149·1	32·27	134·8	172·2	33·23
April 1	118·1	148·6	32·37	134·2	171·7	33·28
May 1	116·5	146·2	32·26	132·9	168·1	32·92
June 1	118·1	146·0	31·80	132·8	166·7	32·64
July 1	120·0	148·1	31·72	134·4	167·7	32·44
Aug. 1	120·7	148·4	31·63	133·9	166·8	32·38
Sept. 1	121·5	149·6	31·69	134·6	168·6	32·55

1 was 1,947,953, as compared with 1,935,938 at August 1. The latest aggregate of weekly payrolls was $61,790,308, considerably higher than the total of $61,295,606 indicated at August 1. The average earnings in the nine leading industries were $31.72, as compared with $31.66 at August 1, 1944, and $31.30 at September 1, 1943.

Table I indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 21·3 per cent, while the aggregate weekly payrolls of these workers are higher by 49·6 per cent. Including finance, the gain in employment from June 1, 1941, to Septem-

TABLE II—EMPLOYMENT AND EARNINGS

Number of persons employed at September 1, 1944, by the Co-operating Establishments and Aggregate Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at September 1 and August 1, 1944, with Comparative Figures for September 1, 1943, where available, based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Employees Reported at Sept. 1, 1944	Aggregate Weekly Payrolls at Sept. 1, 1944	Per Capita Weekly Earnings at			Index Numbers of Employment			Index Numbers of Aggregate Weekly Payrolls		
			Sept. 1 1944	Aug. 1 1944	Sept. 1 1943	Sept. 1 1944	Aug. 1 1944	Sept. 1 1943	Sept. 1 1944	Aug. 1 1944	Sept. 1 1943
		$	$	$	$						
(a) Provinces											
Maritime Provinces	**149,677**	**4,236,049**	**30·11**	**30·09**	**28·59**	**121·1**	**121·9**	**123·2**	**167·2**	**168·2**	**162·4**
Prince Edward Island	2,771	74,199	26·78	26·09	24·83	125·5	128·9	113·6	159·3	159·3	133·0
Nova Scotia	82,740	2,632,442	31·82	31·44	29·47	118·6	119·5	125·2	168·0	167·3	165·2
New Brunswick	55,166	1,529,408	27·72	28·27	27·31	125·1	125·9	121·1	166·2	170·5	159·0
Quebec	**592,748**	**17,831,919**	**30·08**	**29·76**	**29·78**	**127·1**	**125·7**	**127·6**	**159·9**	**156·4**	**159·3**
Ontario	**767,452**	**25,058,059**	**32·65**	**32·69**	**32·19**	**115·6**	**114·7**	**114·9**	**139·2**	**138·3**	**136·9**
Prairie Provinces	206,273	6,492,940	31·48	31·49	30·47	117·1	118·2	113·3	140·4	141·8	132·0
Manitoba	94,213	2,915,081	30·94	30·90	30·05	114·9	116·7	111·5	134·0	136·0	126·6
Saskatchewan	41,279	1,240,737	30·06	30·12	29·10	114·2	116·2	108·1	136·4	139·3	125·7
Alberta	70,781	2,337,122	33·02	33·09	31·81	121·9	121·4	118·9	151·7	151·4	143·4
British Columbia	**175,640**	**6,052,172**	**34·46**	**34·67**	**35·48**	**139·4**	**137·7**	**147·4**	**170·0**	**168·9**	**186·9**
CANADA	**1,882,790**	**59,671,139**	**31·69**	**31·63**	**31·30**	**121·5**	**120·7**	**121·8**	**149·6**	**148·4**	**148·7**
(b) Cities											
Montreal	287,534	9,200,705	32·00	30·96	31·15	132·0	132·0	134·4	165·7	160·1	165·4
Quebec City	39,280	1,201,835	30·60	29·91	27·86	165·6	164·5	169·4	244·6	237·6	229·6
Toronto	256,047	8,276,433	32·32	32·24	32·16	129·2	128·7	127·6	155·3	154·4	153·5
Ottawa	22,538	621,743	27·59	28·04	26·99	113·5	113·2	114 0	135·3	137·2	133·5
Hamilton	59,143	1,937,977	32·77	33·00	32·41	111·4	112·2	113·7	132·7	134·6	134·0
Windsor	39,344	1,709,179	43·44	43·63	41·73	125·4	126·0	131·1	143·2	144·5	143·8
Winnipeg	60,294	1,719,983	28·53	28·45	27·96	117·0	119·1	114·5	131·7	133·6	126·6
Vancouver	85,007	2,873,907	33·81	34·07	34·17	167·3	167·4	178·6	214·8	216·9	234·6
Halifax	21,955	658,248	29·98	28·77	.....	134·5	136·6	.....	172·4	167·7	.....
Saint John	12,942	364,754	28·18	28·86	.....	126·8	128·2	.....	171·1	176·7	.....
Sherbrooke	8,706	222,020	25·50	24·87	.....	106·4	106·1	.....	127·6	125·3	.....
Trois Rivieres	9,672	267,838	27·69	27·64	.....	124·2	138·2	.....	146·4	142·8	.....
Kitchener-Waterloo	15,237	440,690	28·92	29·17	.....	111·7	108·0	.....	142·2	138·8	.....
London	20,397	595,288	29·19	29·49	.....	121·9	121·4	.....	143·4	144·8	.....
Fort William-Port Arthur	16,215	620,751	38·28	37·80	.....	117·6	117·5	.....	166·7	163·7	.....
Regina	9,287	253,088	27·25	27·21	.....	109·4	115·4	.....	126·7	129·4	.....
Saskatoon	5,522	144,783	26·22	26·21	.....	122·4	126·2	.....	140·8	145·1	.....
Calgary	17,457	528,451	30·27	30·71	.....	120·7	119·2	.....	141·3	141·6	.....
Edmonton	17,521	513,224	29·29	29·33	.....	138·7	137·6	.....	167·3	165·9	.....
Victoria	13,921	462,983	33·26	33·20	.....	170·0	171·9	.....	225·6	227·2	.....
(c) Industries											
Manufacturing	1,185,226	38,581,019	32·55	32·38	32·03	134·6	133·9	136·8	168·6	166·8	162·0
Durable Goods[1]	641,249	22,968,988	35·82	35·34	35·15	150·5	151·0	159·7	192·3	190·6	200·9
Non-durable Goods	524,806	14,905,067	28·40	28·52	27·65	120·5	118·7	115·7	144·3	142·4	135·5
Electric Light and Power	19,171	706,964	36·88	37·04	35·31	100·5	99·5	100·1	114·9	114·4	109·6
Logging	46,362	1,265,428	27·29	27·15	28·31	97·9	98·3	81·8	134·4	134·3	118·6
Mining	71,564	2,738,413	38·27	38·04	35·73	86·0	87·5	89·2	104·4	105·6	101·0
	30,306	932,360	30·76	30·53	30·01	116·4	116·2	110·5	132·2	131·0	122·3
Communications	159,613	5,859,813	36·71	36·69	35·38	125·6	126·2	121·3	143·8	145·0	134·8
Transportation	166,754	4,739,880	28·42	28·85	30·13	94·1	89·2	99·1	117·2	113·0	131·1
Construction and Maintenance	47,665	919,013	19·28	19·11	18·77	121·2	121·7	114·9	143·1	142·5	134·7
Service	175,300	4,635,213	26·44	26·54	25·57	103·3	103·1	96·9	117·0	117·3	107·2
Trade	1,882,790	59,671,139	31·69	31·63	31·30	121·5	120·7	121·8	149·6	148·4	148·7
Eight Leading Industries											
Finance	65,163	2,119,169	32·52	32·65	31·15	108·6	108·6	107·6	122·6	123·2	116·4
Total—Nine Leading Industries	**1,947,953**	**61,790,308**	**31·72**	**31·66**	**31·30**	**121·0**	**120·3**	**121·2**	**148·5**	**147·4**	**147·3**

[1]This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

ber 1, 1944, amounted to 20·8 per cent, and that in payrolls, to 48·5 per cent. The explanation previously given for the relatively greater rise in the salaries and wages than in the numbers employed may again be stated: —(1) the growing concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work, (2) the payment of a cost-of-living bonus to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944. (3) the progressive up-grading of employees as they gain experience in their work, and (4) the granting of higher wage-rates in numerous cases.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparisons as at August 1, 1944, and September 1, 1943, where these are available.

As a result of wartime conditions, there have been especially noteworthy advances in employment and payrolls in factories, in which the rate of expansion in the period of observation had been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 34·6 per cent from June 1, 1941, to September 1, 1944, and that of payrolls has gained by 68·6 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

The production of durable goods has shown particularly important gains from the beginning of the record of payrolls, the index of employment having risen by 50·2 per cent, while the salaries and wages distributed by the co-operating employers have advanced by 92·3 per cent between June 1, 1941, and September 1, 1944. Although the non-durable manufactured goods have been adversely affected by the existing labour situation, the index number of employment in this group at

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(Average Calendar Year 1926=100)

The latest figures are subject to revision

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1928	119·1	115·4	.....	.....	.....	115·7	119·5	127·8	.....	.....	.....	115·5
Sept. 1, 1929	126·8	127·3	.....	.....	.....	120·5	126·9	143·3	.....	.....	.....	121·5
Sept. 1, 1930	116·6	122·5	.....	.....	.....	113·6	113·6	129·8	.....	.....	.....	114·6
Sept. 1, 1931	107·1	102·7	.....	.....	.....	109·8	100·7	130·0	.....	.....	.....	96·6
Sept. 1, 1932	86·0	87·8	.....	.....	.....	85·3	85·1	91·6	.....	.....	.....	82·8
Sept. 1, 1933	88·5	91·5	.....	.....	.....	87·0	88·1	90·7	.....	.....	.....	89·2
Sept. 1, 1934	98·8	101·8	.....	.....	.....	95·4	103·3	92·9	.....	.....	.....	96·2
Sept. 1, 1935	102·7	107·0	.....	.....	.....	99·3	103·9	100·5	.....	.....	.....	108·0
Sept. 1, 1936	107·1	114·4	.....	.....	.....	103·0	108·1	107·4	.....	.....	.....	109·3
Sept. 1, 1937	123·2	135·4	87·9	133·5	140·5	124·5	125·0	109·4	100·2	128·3	110·0	121·2
Sept. 1, 1938	115·1	113·2	112·7	122·2	102·4	118·1	115·0	112·2	100·6	136·2	114·2	112·0
Sept. 1, 1939	119·6	116·4	111·6	125·6	105·3	128·5	116·2	114·0	104·2	128·9	119·2	116·6
Sept. 1, 1940	131·6	127·3	117·0	136·7	116·4	136·4	134·8	117·0	109·1	119·3	127·8	126·7
Sept. 1, 1941	162·7	164·1	130·2	182·1	143·8	169·9	169·0	136·1	130·5	132·2	147·5	149·8
Sept. 1, 1942	179·3	172·2	111·9	195·1	147·5	192·8	183·0	143·1	137·8	138·8	154·0	179·4
Sept. 1, 1943	186·2	187·8	121·5	210·2	163·4	200·7	186·1	145·3	139·1	137·7	159·9	198·8
Jan. 1, 1944	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Mar. 1	181·7	175·1	132·7	190·6	157·9	197·1	183·9	142·3	136·9	129·0	159·4	186·3
April 1	180·5	177·3	140·5	190·7	162·4	194·2	182·9	142·6	139·2	130·3	156·0	184·7
May 1	178·2	176·6	123·1	200·3	149·5	190·4	180·8	141·0	138·2	130·6	152·2	183·3
June 1	180·5	178·2	133·6	197·4	156·4	194·3	182·1	145·2	141·6	138·3	155·3	183·6
July 1	183·5	187·8	136·7	205·5	168·5	195·3	185·1	148·4	144·0	143·2	158·5	187·5
Aug. 1	184·3	185·8	138·0	200·7	169·8	197·7	185·0	151·6	145·5	148·1	163·3	185·7
Sept. 1	185·5	184·5	134·4	199·2	168·8	200·0	186·5	150·3	143·3	145·5	164·0	188·1
Relative weight of Employment by Provinces and Economic Areas as at September 1 1944	100·0	7·5	·2	4·4	2·9	31·5	40·8	11·0	5·0	2·2	3·8	9·3

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Sept. 1 1944	Aug. 1 1944	Sept. 1 1943	Sept. 1 1939
Manufacturing	**63·0**	**226·2**	**225·0**	**229·9**	**115·3**
Animal Products—edible	2·5	234·9	239·1	201·0	159·9
Fur and products	·2	125·3	123·6	125·1	107·8
Leather and products	1·5	136·1	136·4	137·8	116·9
Boots and shoes	·9	125·2	126·3	125·1	119·3
Lumber and products	3·8	132·6	131·3	126·7	92·6
Rough and dressed lumber	2·1	112·1	110·0	107·9	86·6
Furniture	·6	129·2	129·3	107·5	84·2
Other lumber products	1·1	213·0	213·2	215·5	118·8
Musical instruments	·03	29·3	28·4	52·4	59·9
Plant products—edible	3·4	196·7	170·1	162·5	143·7
Pulp and paper products	4·6	139·7	138·9	135·9	110·1
Pulp and paper	2·0	128·6	128·0	126·6	99·4
Paper products	·9	212·5	206·7	201·3	132·7
Printing and publishing	1·7	130·3	130·3	125·8	116·1
Rubber products	1·2	170·7	163·6	126·4	112·2
Textile products	7·1	153·4	153·2	157·0	119·9
Thread, yarn and cloth	2·6	155·3	157·3	157·8	127·9
Cotton yarn and cloth	1·2	108·7	110·5	113·6	98·8
Woollen yarn and cloth	·6	167·0	167·9	171·0	133·3
Artificial silk and silk goods	·6	591·5	602·4	563·6	423·5
Hosiery and knit goods	1·2	143·3	143·2	143·0	121·8
Garments and personal furnishings	2·5	152·6	150·4	157·6	114·7
Other textile products	·8	167·1	165·1	174·7	107·9
Tobacco	·5	120·9	123·4	124·4	101·3
Beverages	·8	261·7	258·8	233·7	181·8
Chemicals and allied products	4·2	614·4	608·6	627·6	163·4
Clay, glass and stone products	·8	134·4	136·9	133·8	99·4
Electric light and power	1·0	150·6	149·2	150·0	142·8
Electrical apparatus	2·6	327·8	332·8	318·3	132·4
Irons and steel products	23·6	325·8	326·8	349·2	94·1
Crude, rolled and forged products	1·8	246·4	250·1	267·6	129·3
Machinery (other than vehicles)	1·3	222·0	222·9	241·7	115·9
Agricultural implements	·5	127·8	128·8	130·3	45·0
Land vehicles and aircraft	10·2	301·1	302·1	292·2	82·7
Automobiles and parts	2·3	293·1	294·7	304·5	101·6
Steel shipbuilding and repairing	3·5	1,513·1	1,537·1	1,691·2	61·0
Heating appliances	·3	173·6	168·0	172·6	135·1
Iron and steel fabrication (n.e.s.)	1·2	325·5	325·4	326·3	110·5
Foundry and machine shop products	·5	234·0	230·7	268·2	109·2
Other iron and steel products	4·3	377·1	374·3	431·9	105·2
Non-ferrous metal products	3·2	427·2	435·7	496·1	159·5
Non-metallic mineral products	·9	216·3	221·2	217·0	160·4
Miscellaneous	1·1	360·8	373·6	371·9	149·1
Logging	**2·5**	155·0	155·6	129·5	60·3
Mining	**3·8**	**152·4**	**155·1**	**158·1**	**168·0**
Coal	1·4	95·6	96·0	93·4	87·8
Metallic ores	1·8	262·7	268·6	295·6	351·7
Non-metallic minerals (except coal)	·6	175·2	181·3	166·8	153·0
Communications	**1·6**	**113·1**	**112·9**	**107·4**	**87·3**
Telegraphs	·4	133·1	133·0	134·4	98·2
Telephones	1·2	107·6	107·4	100·0	84·3
Transportation	**8·5**	**124·1**	**125·2**	**120·3**	**90·0**
Street railway and cartage	2·5	189·3	188·7	172·7	130·6
Steam railways	4·7	107·8	107·7	105·1	77·9
Shipping and stevedoring	1·3	111·6	117·3	116·8	91·7
Construction and Maintenance	**8·8**	**130·8**	**124·5**	**138·3**	**152·2**
Building	2·3	99·6	94·3	153·5	80·5
Highway	4·2	199·2	185·6	166·1	309·7
Railway	2·3	100·4	98·9	97·4	77·5
Services	**2·5**	**207·1**	**207·9**	**196·3**	**151·7**
Hotels and restaurants	1·6	210·8	209·9	195·1	153·7
Personal (chiefly laundries)	·9	200·8	204·5	198·3	148·3
Trade	**9·3**	**162·0**	**161·7**	**152·0**	**134·9**
Retail	6·9	166·7	167·4	157·8	139·0
Wholesale	2·4	150·0	147·3	137·2	124·1
Eight Leading Industries	**100·0**	**185·5**	**184·3**	**186·2**	**119·6**
Finance	.....	**126·1**	**126·1**	**124·9**	**112·5**
Banks and Trust Companies	.....	130·1	130·3	130·0	104·0
Brokerage and Stock Market operations	.....	146·7	146·1	126·7	207·9
Insurance	.....	119·4	119·4	118·0	120·6
Nine Leading Industries	.....	**182·6**	**181·5**	**183·2**	**119·3**

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

the date under review was higher by 20·8 per cent than at June 1, 1941, since when there has been an increase of 44·3 per cent in the payrolls disbursed by the co-operating establishments.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Report on Employment Conditions for October, 1944

THE following summary of employment conditions for the month of October has been prepared by the Research and Statistics Branch, Department of Labour, on the basis of reports received from Local Employment and Selectice Service offices across Canada.

Maritime Region

Agriculture.—In spite of the delay caused by heavy rains in some areas, the harvesting of grain and potatoes on the mainland is almost completed. Soldiers on loan are returning to their units and a large number of farmers are now free to engage in bush-work and other essential industries.

On Prince Edward Island the inclement weather was more prolonged, and it is believed that many farmers there are behind-hand with their crops. As a result, the Farm Labour Board has requested and obtained further assistance from members of the Armed Forces.

Apple harvesting in the Annapolis valley is about two-thirds completed. Here, too, members of the Armed Forces are giving valuable assistance.

Logging.—There are heavy demands for woodmen in the logging sections of the region and lumber operators are taking advantage of canvassing privileges to recruit throughout the territory. The Halifax office has orders on file for 200 loggers which will probably be placed in clearance, as the men are not available locally. Truro requires 140 bushmen. One company at Bridgewater is bringing in men from Newfoundland, and arranging for temporary permits for a considerable number of others.

In New Brunswick, reports indicate that while the existing shortage of logging labour is of some proportions, plans to meet the need have been well laid. In the Campbellton area, it is expected that conditions will be improved within the next few weeks by recruitment of farm workers for the winter months. Prospects are also bright for procuring the additional 500 men required by one large operator in the Bathurst section.

Mining.—Coal mining operations in the maritime region are fairly normal. In the neighbourhood of New Glasgow all collieries are producing on a full-time basis. Some 33 applicants have been placed during October, and unfilled vacancies now total 82 miners and 48 mine workers. In the Saint John area a definite shortage of heavy labour for lime rock mining exists.

Manufacturing.—During the month a considerable number of workers in the ship-building industry were laid off. One large plant at Bridgewater, with contracts completed, is releasing at least 500 workers. During the week ending October 14, some 256 men and 24 women were laid off. Of these, about 100 of the men returned to their homes in northern New Brunswick and the province of Quebec, and another 100 were transferred by the same company to a new project at Peninsula, Ontario.

Halifax shipyards are busy. The two local companies are urgently in need of skilled and unskilled workmen. It is hoped that several of the men laid off at Bridgewater may be obtained to relieve the shortage in some measure. At Fredericton, too, carpenters and labourers are still needed for barge-building work.

In all parts of the Maritimes light labour, both skilled and semi-skilled, is being sought by many industries, and very few suitable applicants are procurable. The textile, candy and fish-canning plants of St. Stephen are in need of additional female helpers.

Construction.—Carpenters and labourers are required for building projects in all parts of the region, and many undertakings, both civil and military, are being held up by the lack of such workers. Clearance orders placed in a number of instances have met with slight response.

Transportation.—While there is still a definite lack of railway maintenance workers, the most immediate need is for labour at the port of Saint John. Freight movements are especially heavy at this time and a large number of freight handlers are needed at once to assure the prompt "turning around" of many ships.

Quebec Region

Agriculture—Summer and fall agricultural activities in the Quebec region are nearly completed. In Lotbiniere, Bellechasse and Dorchester counties, potato digging and cabbage picking are still going on, but the only farm labour demand is for all-year workers. Farmers and their assistants are applying for permits to enter the bush or engage in essential industries in the cities, and recruiting agents are busy throughout the province.

Logging—Logging operators who normally employ hundreds of farm workers for bush operations during the winter months are already increasing their working forces from this source. South of the St. Lawrence river, 3,437 bushmen are wanted in the Matane area and are being recruited as rapidly as possible. At Megantic, on an order for 600 loggers, 400 have been placed and the balance are available. Winter orders for 2,000 men have been placed in the Rivière du Loup office and should be procurable locally.

In the Quebec City area logging operations will be on a broader scale this season and there is a great demand for workers. However, farmers in considerable numbers are becoming available daily. Val d'Or, too, will be able to fill the greater part of its 200 orders with men released from their farms.

The office at East Angus has partly filled its current orders for 200 pulpcutters, Hull reports 900 vacancies for bushworkers on Gatineau timber limits, and Campbell's Bay states that, in spite of the increase in local applicants, a great shortage still exists.

Mining—In the mining industry of the province, all the northern gold mines are in great need of additional labour, and more than 150 miners are required to fill the quota provided by the special "B" priority rating.

Manufacturing—Montreal reports that industrial lay-offs have been numerous during the past month. Some 1,400 men have been released by an important aircraft company during October, and the lay-off of women have also begun. At another aircraft factory, the staff reduction will be more gradual, and is being taken care of, in part, by transfers within the plant and by not replacing normal withdrawals. Defence Industries Limited is accelerating the rate of release of workers from its Verdun and Montreal operations, and lay-offs for October comprise some 1,000 men and women, in equal proportion.

During the latter part of the month, lay-offs have increased, with shipbuilding establishments following the lead of aircraft and munitions factories. A large proportion of the shipbuilding workers affected are being absorbed elsewhere, and it is notable that in at least one large munitions plant, more men are being engaged for operations previously performed by women.

Montreal packing plants require between 300 and 400 male workers, but their labour shortage is being lessened weekly as agricultural workers are received for temporary employment. Women sewing machine operators are much in demand in all textile and allied establishments of Montreal and other parts of the province, and there is little improvement in the labour situation of the children's garment trade.

Mass shipbuilding lay-offs at Quebec are releasing many semi-skilled and unskilled workers, who cannot be placed locally and will have to be directed elsewhere on clearance orders.

At Shawinigan Falls the aluminum plant has stepped up production in the past week, and an additional 200 potmen are required. These heavy labourers will be procured from the surrounding farms, and with the co-operation of other N.S.S. offices.

Construction—In all parts of the region construction projects of every sort are being delayed as a result of the lack of experienced tradesmen. In another month this shortage should cease to present so great a problem. In Hull, the dearth of labour for the erection of 150 wartime houses is complicated by the fact that, with workers unavailable locally, orders cannot be placed in clearance because of the lack of housing accommodation for outsiders.

The Montreal office reports that several important projects are being held up by a considerable shortage of bricklayers. There is as yet no indication of seasonal let-up in the city's construction activity and the transfer of labourers to outside points is being restricted as far as possible.

Ontario Region

Agriculture.—Excellent autumn weather in Ontario made it possible for farmers to do much extra fall ploughing, which should result in additional acreage for spring sowing. Many farmers are engaged in apple picking, and when this harvest is over they will be free to

enter other essential industries for the winter months. However, the movement off the land is much later than last year, and no general migration to logging camps and manufacturing plants has yet taken place. The only manpower need of agriculturists at this time is for dairy farm hands, and these are difficult to obtain.

Logging.—There are indications that the logging camps in the Ontario region will be under-staffed during the coming winter. Practically every local employment office in a lumbering section stresses the difficulty of filling current orders, and anticipates greater trouble later in the season. Pembroke has 750 orders on hand, with little hope of filling them locally. Sault Ste. Marie, North Bay, Kirkland Lake and Timmins are short of workers and, as yet, little assistance has been received from the farmers.

The Kapuskasing office reports that 50 to 75 loggers have been placed daily during the past month, and there is no sign of a let-up. One large power and paper company in the district expects to have upwards of 2,000 men in the bush this winter. Pulp contractors and sawmill operators in the Hearst district are also endeavouring to secure larger than usual quotas of bush workers.

Mining.—There is little change in the manpower situation in Ontario's mines. Some 200 experienced miners and another 200 beginners are needed for the gold operations in the Kirkland Lake area, and Timmins is similarly short. At Sault Ste Marie there has been little response to clearance orders for miners, and few are available locally: skilled men especially are greatly needed.

Manufacturing.—No great improvement is noticeable in the province's undermanned manufacturing industries and war plants. Company canvassers among the farmers have been only moderately successful, and the heavy demand for reliable general labour continues to outweigh the available supply. Packing plants, flour mills and foundries in every part of the region are seriously affected by this shortage.

The Toronto office reports that employers' requisitions for workers continue to come in at the rate of over 3,000 male and 1,900 female orders weekly, and in the men's division, out of a total of 11,400 vacancies over 6,500 are in "A" and "B" priority industries.

London, too, reports little improvement in the local labour situation, and few agricultural workers are as yet available. While a definite lack of skilled men for Hamilton's iron and steel industries persists, recent lay-offs in the vicinity have eased the situation somewhat, but in Kingston there has been no such benefit from a recent staff reduction in the Aluminum Company's plant, and 200 men are still required for essential industries.

The stepping-up of production on a number of government contracts has increased the immediate manpower needs of a number of Ontario employers engaged in munitions production.

While there have been several lay-offs during the month, these have been confined to a few manufacturing centres, and have not been of sufficient magnitude to improve the over-all position of the province's labour force. In Brantford, the shell division of one plant has reduced its staff from three shifts to one only, and the consequent lay-off of men and women is proceeding gradually, with no difficulties. Another establishment which has similarly reduced its shell output is absorbing practically all the male and female workers involved into other departments of the plant, the farm implement divisions in particular.

In New Toronto several canneries have released all their temporary employees, and their only present requirement is a few full-time workers. In Stratford there has been a considerable reduction of staff in the two local aircraft plants, but all the men affected have gone to other essential industries.

Construction.—Construction companies in all parts of Ontario have more work on hand than they can possibly complete, handicapped as they are by the prevailing labour shortage. However, the program of military hospital building is going forward according to schedule.

Transportation.—Although agricultural workers are relieving the shortage somewhat, railway maintenance gangs are still the chief problem of the transportation industry. The Toronto Transportation Commission requires many male and female operators but few referrals are possible on account of the high physical requirements. St. Thomas, also, is short of competent drivers and mechanics for its bus lines.

Prairie Region

Agriculture.—Except in isolated parts affected by inclement weather, harvesting operations on the prairies are practically over. The only demand for farm labour at present is for winter workers, and of the thousands of volunteers who have relieved the seasonal crisis, many of the eastern harvesters have returned home and others have gone farther west to British Columbia logging camps. Farmers and their helpers are being enrolled in steadily increasing numbers for packing plants, logging camps and other essential operations of the region, and female harvest helpers are return-

ing to urban areas, relieving the womanpower shortage in hospitals and restaurants.

Logging.—Although the completion of the harvest has released many agricultural workers for bush operations, many more will be needed. At Fort Frances alone, in spite of a slight increase in placements, unfilled vacancies amount to 1,000. Winnipeg reports heavy demands, and very few suitable applicants, while at The Pas it is expected that about 350 bushmen will be required. Dauphin, too, registers an increased demand, with 350 loggers in all, required.

The Edmonton office reports that orders are coming in rapidly, and a campaign is under way to try to recruit at least 500 of the eastern harvesters in that locality for bush work in British Columbia.

Coal Mining.—Smaller coal mining properties in the prairie region are in full production, with only a few additional workers needed, but the labour requirements of the larger collieries for skilled and unskilled workers is relatively great. The situation is more acute in Alberta than in Saskatchewan. Hope is entertained that much assistance will be obtained from farmers during the winter months.

Base Metal Mining.—In the region's base metal mines manpower requirements are not so great as at this time a year ago, possibly due to the fact that some properties are easing off in their production. There is also a noticeable tendency not to accept all applicants and a decrease in the amount of development and exploration work.

Manufacturing.—The available labour supply is inadequate for the needs of the packing industry. In Winnipeg, there has been a gradual transition from war production to other essential manufacturing, and lay-offs have been absorbed without much difficulty. There is still, however, a critical lack of heavy labour, for packing houses in particular. Brandon shares this shortage, (extending also to its fuel plants) and many service men in the area have been directed to these establishments for part-time work.

In Calgary the lack of heavy labour is serious, not alone in packing plants, but also in the milling industry, and in spite of some assistance of workers from the farms this shortage will prevail until the harvest is completed. In Edmonton, too, the packing plants are calling urgently for additional experienced men—butchers and knifemen for the most part.

Present production in the aircraft factory at Fort William does not require overtime or Sunday work. A small lay-off has taken place in the shell department of the plant. In Port Arthur, 35 additional craftsmen are needed for shipbuilding operations.

Construction.—More building labourers are needed in the region, although the completion of some projects is causing the lay-off of skilled artisans. There is no urgent need for workmen of any particular trade, nor any present probability of unemployment for construction tradesmen.

Transportation.—With the approach of winter men are urgently needed by the railway companies for track maintenance work. The help provided by farmers is offset by the departure of trappers and hunters to engage in their customary winter occupations. It is possible that a fairly large number of the Armed Forces may be placed on right-of-way maintenance to complete urgent work. The running trades of both railways are in almost equal need of additional workers.

Pacific Region

Agriculture.—The fruit crop is practically all harvested in British Columbia. Dairy farm assistants are, however, in constant demand, but seldom procurable. A few farmers and their hired help are entering industry, but the movement from the land as yet is slight.

Logging.—Improved weather has enabled logging operators to increase production. Some districts are obtaining help from farmers and fruit packers, but the general need for logging labour continues to be great. There is a serious shortage of skilled and unskilled bush-workers throughout the province.

Sawmills.—While there is an over-all demand for sawmilling labour, the situation on the lower mainland has improved somewhat as a result of the recent aircraft lay-offs. However, unskilled, heavy labourers and some artisans are still in demand. On Vancouver Island, Nanaimo, Courtenay and Victoria can make use of all types of sawmill labour and Courtenay is experimenting with the use of R.C.A.F. men in their off-hours.

Mining—The Fernie office reports that operations at Crow's Nest Pass coal mines are definitely short of underground workers.

Some manpower relief for the base metal mines is hoped for from the agricultural workers of the province. Operations in the vicinity of Vernon are especially short of underground workers, while at Nelson miners and timbermen have become more plentiful during the past few weeks and the chief difficulty is the lack of experienced muckers.

A drop in production at the Kimberley smelters has resulted from a shortage of about 100 underground labourers. Some relief is expected from the Prairies. The labour position of the smelter at Princeton has improved

slightly, with more workers coming in on clearance, but a considerable number of underground labourers are still needed.

Manufacturing—During the month, many lay-offs have occurred in the province's manufacturing establishments. With the exception of fish processing plants, the majority of the province's canneries completed their season's work. The Boeing aircraft plant at Chilliwack is gradually ceasing production, releasing its crews as specified assignments are completed, while at Nelson, the company is closing down its local operations by the end of the month, and about 65 employees have been laid off already. Some of those laid off at Chilliwack have been placed, but others have filed Unemployment Insurance claims. A number of the women laid off at Victoria are also filing insurance claims, but others, along with most of the men are being absorbed by other essential industries.

In New Westminster, the engineering and foundry plants have outstanding orders for a few skilled machinists and moulders, as well as heavy labourers. During the past six weeks C. P. Air Lines (Overhaul Division) has had three mass lay-offs of approximately 500 men and 300 women. Release of the last group was effective October 19 to 24. Approximately 33 per cent of the number are from Vancouver and are being transferred there for other types of employment.

In Vancouver, the reduction in staffs of local aircraft factories and their sub-contractors has made a number of men available, but the majority are not skilled and are incapable of heavier work. The call for moulders and core-makers in Vancouver foundries continues to be pressing. It has been necessary to withdraw moulders from other firms to fill more urgent requirements. First-class machinists are also needed by many plants, and sheet metal workers for both high and low priority jobs. An increase in the general demand for female factory workers is noted by the Vancouver office, which states that the Boeing lay-off has increased the number of women applicants for employment.

Construction—Labour conditions in the construction industry are generally satisfactory. The existing demand for carpenters and labourers is chiefly for private building. There has been no difficulty in obtaining the labour necessary for high priority construction, with the exception of bricklayers. An urgent call for these tradesmen is being made by the R.C.N. Dockyard at Esquimalt, and there is also an increased demand on the lower mainland.

Transportation—The railways in the Pacific region are still far short of their transportation labour requirements and the British Columbia Electric lines are in similar straits, as few men capable of such heavy work are procurable. The demand for garage mechanics has, however, been met to some extent by light labour released by the aircraft plant lay-offs.

Applications for Employment; Vacancies and Placements; September, 1944

REPORTS received from Employment and Selective Service Offices of the Unemployment Insurance Commission during the four-week period September 1 to September 28, 1944, showed an increase of 16·1 per cent in business transacted, when compared with the preceding five-week period, July 28 to August 31, 1944, but a loss of 14·6 per cent in comparison with the four weeks September 3 to September 30, 1943, this computation being based on the average number of placements recorded daily. Under the first comparison all industrial groups except agriculture registered gains, the most noteworthy being a substantial increase in manufacturing and considerable expansions in trade, forestry and logging, and services. When compared with the four weeks ending September 30, last year, a moderate gain was recorded in forestry and logging and a minor increase in trade. Finance and insurance, and fishing, hunting and trapping remained practically unchanged but all other industrial groups recorded losses, the greatest being in manufacturing.

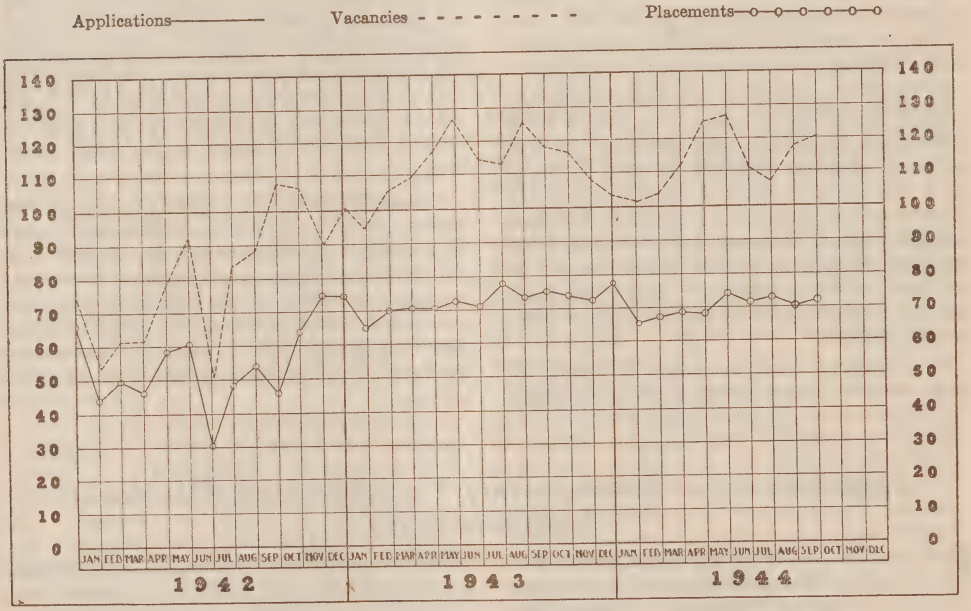
The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the trends of the curves of vacancies and placements in relation to applications took upward courses. The ratio of vacancies to each one hundred applications was 120·3 during the four weeks ending September 28, 1944, in contrast with 117·3 during the preceding five weeks and 117·9 during the four weeks September 3 to September 30, 1943. The

ratio of placements to each one hundred applications was 72·0 as compared with 70·3 in the previous period and 75·2 in the four-week period ending September 30, a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period under review was 10,283 compared with 8,838 during the preceding five-week period and 11,315 during the period September 3 to September 30, last year. The average number of applications for employment received daily by the offices during the four weeks September 1 to September 28, 1944, was 8,547 in comparision with 7,534 for the previous five weeks and 9,594 in the four weeks in September, 1943. The average number of placements made daily by the offices during the four weeks September 1 to September 28, 1944, was 6,158 of which 6,008 were in regular employment and 150 in work of one week's duration or less, as compared with a total daily average of 5,304 during the previous five weeks. Placements in the four weeks ending September 30, last year, averaged 7,212 daily, consisting of 7,066 placements in regular and 146 in casual employment.

During the period September 1 to September 28, 1944, the offices of the Commission referred 194,745 persons to vacancies and effected a total of 141,641 placements. Of these, the placements in regular employment were 138,183 of which 80,363 were of males and 57,820 of females, while casual placements totalled 3,458. The number of vacancies reported by employers was 153,855 for males and 82,649 for females, a total of 236,504, and applications for work numbered 196,572, of which 113,947 were from males and 82,625 from females. Reports for the five weeks July 28 to August 31, 1944, showed 265,146 positions available, 226,032 applications made and 159,117 placements effected, while from September 3 to September 30, 1943, there were recorded 260,224 vacancies, 220,650 applications made and 165,885 placements in regular and casual employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



The following table gives the placements effected by employment offices, each year, from January, 1934, to date:—

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (39 weeks)	1,261,332	35,371	1,296,703

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**781**	**386**	**665**	**613**	**477**	**5**	**195**
Charlottetown	521	292	441	431	296	2	171
Summerside	260	94	224	182	181	3	24
Nova Scotia	**8,158**	**7,848**	**6,328**	**6,458**	**4,407**	**75**	**1,970**
Amherst	102	107	127	93	68	.....	27
Bridgewater	131	221	70	70	46	.....	28
Dartmouth	298	277	162	177	131	.....	53
Digby	171	184	183	162	138	.....	75
Glace Bay	189	209	234	166	142	.....	48
Halifax	3,993	4,318	2,126	2,432	1,488	.....	617
Inverness	65	28	72	61	40	2	28
Kentville	902	882	581	534	418	.....	285
Liverpool	132	141	126	115	106	.....	33
New Glasgow	696	388	778	834	537	29	218
New Waterford	38	198	69	40	37	.....	23
Pictou	165	41	181	173	160	3	16
Springhill	46	150	52	47	40	4	6
Sydney	600	280	853	914	577	33	287
Sydney Mines	172	74	253	160	121	.....	83
Truro	278	140	280	313	221	4	64
Yarmouth	180	210	181	167	137	.....	79
New Brunswick	**7,351**	**6,435**	**5,429**	**5,379**	**4,115**	**58**	**1,886**
Bathurst	411	447	180	161	63	53	41
Campbellton	768	611	327	208	213	3	197
Edmundston	934	1,258	222	205	191	.....	71
Fredericton	284	205	335	357	246	.....	96
Minto	555	163	223	382	399	.....	59
Moncton	1,452	1,930	1,549	1,549	1,060	1	756
Newcastle	145	141	143	128	100	.....	42
Saint John	2,163	1,209	2,019	2,073	1,515	.....	508
St. Stephen	148	147	122	110	108	.....	18
Sussex	110	84	154	117	76	1	54
Woodstock	381	240	155	89	144	.....	44
Quebec	**73,278**	**67,663**	**58,880**	**55,981**	**40,201**	**83**	**22,417**
Acton Vale	73	52	73	75	86	.....	17
Asbestos	147	88	136	109	105	.....	34
Baie St. Paul	157	364	201	139	140	.....	25
Beauharnois	273	168	296	236	195	.....	59
Buckingham	274	85	314	214	222	.....	69
Campbell's Bay	465	674	53	70	68	.....	72
Causapscal	351	680	420	412	460	.....	99
Chandler	581	810	622	540	533	.....	166
Chicoutimi	2,240	1,751	1,048	845	696	.....	279
Coaticook	503	119	430	428	417	.....	19
Cowansville	167	102	159	149	138	.....	26
Dolbeau	3,312	2,909	532	514	477	.....	68
Drummondville	428	204	738	601	431	.....	434
East Angus	238	170	104	232	80	.....	25
Farnham	192	162	146	139	111	.....	36
Granby	403	268	451	308	250	.....	92
Hull	625	629	934	495	424	8	306
Joliette	496	327	654	537	213	9	38
Jonquière	738	350	817	604	348	.....	217
Lachine	913	898	787	739	653	.....	146
Lachute	333	150	366	351	236	.....	62
La Malbaie	183	80	122	143	110	.....	23
La Tuque	1,006	199	234	230	213	.....	31
Lévis	840	439	1,341	925	851	.....	211
Longueuil	338	401	273	199	194	.....	119
Louiseville	203	67	332	237	209	.....	60
Magog	172	59	297	240	125	.....	203
Matane	1,931	2,306	1,168	1,078	990	.....	201
Megantic	454	153	474	425	371	.....	25
Mont Laurier	343	212	295	295	247	.....	20
Montmagny	310	184	364	234	185	.....	75
Montmorency	155	32	275	261	135	.....	86
Montreal	34,199	34,909	24,768	27,780	17,309	42	12,181
Nicolet	7	12	29	7	8	.....	5
Plessisville	89	59	179	173	79	.....	30
Pointe aux Trembles	508	390	415	413	361	.....	78
Port Alfred	537	402	227	208	180	.....	66
Québec	4,968	6,663	4,360	3,389	2,420	.....	2,772
Richmond	38	79	99	49	49	.....	12
Rimouski	533	380	691	675	577	.....	72
Rivière du Loup	893	1,131	299	239	200	.....	108
Roberval	112	105	142	123	94	.....	100
Rouyn	1,454	1,119	965	1,145	693	.....	204

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Agathe	319	355	286	242	227	.....	31
Ste. Anne de Bellevue	163	55	182	185	156	.....	16
Ste. Thérèse	553	294	409	406	627	.....	75
St. Hyacinthe	674	633	527	468	421	3	94
St. Jean	753	512	651	686	435	.....	49
St. Jerome	380	370	443	436	440	.....	109
St. Joseph d'Alma	119	157	205	102	125	.....	93
St. Paul l'Ermite	903	238	550	569	777	.....	129
Shawinigan Falls	835	192	1,073	836	737	.....	414
Sherbrooke	1,099	533	1,412	1,263	840	21	289
Sorel	408	166	697	387	334	.....	72
Thetford Mines	523	81	1,032	571	485	.....	335
Three Rivers	852	413	1,580	819	744	.....	726
Val d'Or	703	415	454	431	370	.....	82
Valleyfield	734	592	682	416	281	.....	203
Verdun	1,804	2,081	1,679	1,657	1,072	.....	617
Victoriaville	274	235	388	302	247	.....	112
Ontario	**95,264**	**82,936**	**75,097**	**79,936**	**57,491**	**836**	**17,017**
Arnprior	188	118	207	184	134	.....	27
Barrie	295	246	438	290	184	.....	123
Belleville	831	581	655	694	568	.....	129
Bracebridge	203	135	260	172	167	.....	57
Brampton	324	580	185	198	142	.....	44
Brantford	1,416	1,406	1,053	1,044	936	6	155
Brockville	264	164	308	337	225	.....	123
Carleton Place	97	114	100	83	75	.....	12
Chatham	554	449	460	542	377	4	183
Cobourg	102	44	157	121	107	.....	16
Collingwood	193	268	153	104	85	.....	23
Cornwall	1,022	171	945	982	820	10	170
Dunnville	84	99	108	72	67	.....	15
Fergus	65	86	89	96	53	.....	3
Fort Erie	257	351	178	146	128	.....	21
Fort Francis	909	746	315	221	174	1	62
Fort William	2,902	3,903	917	1,004	974	.....	198
Galt	629	681	558	549	449	.....	75
Gananoque	72	30	94	91	77	.....	12
Goderich	126	85	158	132	121	.....	22
Guelph	799	567	654	587	461	.....	114
Hamilton	5,647	5,941	5,094	6,088	3,861	78	755
Hawkesbury	68	37	265	174	65	.....	29
Ingersoll	145	139	102	98	72	1	14
Kapuskasing	415	1,272	768	768	777	.....	29
Kenora	701	944	147	102	116	.....	73
Kingston	783	776	983	1,010	623	4	239
Kirkland Lake	968	832	918	774	608	13	154
Kitchener-Waterloo	1,641	1,549	1,077	1,213	936	.....	172
Leamington	72	88	168	165	167	.....	34
Lindsay	152	59	195	148	133	.....	20
Listowel	135	95	253	269	110	.....	34
London	2,463	1,739	2,429	2,850	1,593	124	586
Midland	284	224	366	379	308	.....	109
Napanee	100	59	121	89	82	.....	6
Newmarket	207	159	211	187	134	.....	55
New Toronto	1,276	1,765	1,760	1,538	1,389	.....	212
Niagara Falls	824	591	807	863	615	2	222
North Bay	1,652	1,122	1,043	969	889	27	176
Orangeville	50	48	175	158	55	.....	11
Orillia	345	400	467	435	318	.....	111
Oshawa	1,668	1,512	1,022	1,064	992	11	352
Ottawa	5,246	2,551	4,880	5,210	3,473	21	729
Owen Sound	347	146	486	454	235	28	60
Paris	104	127	40	38	30	.....	12
Parry Sound	176	509	451	395	364	.....	81
Pembroke	977	874	663	589	459	.....	121
Perth	116	96	173	161	118	7	19
Peterborough	867	661	1,159	1,235	798	.....	186
Picton	326	36	530	485	505	1	21
Port Arthur	4,597	4,520	1,073	1,118	863	.....	288
Port Colborne	347	329	296	230	183	.....	85
Port Hope	86	112	108	97	79	1	36
Prescott	184	127	200	172	174	.....	14
Renfrew	134	92	144	193	118	.....	63
St. Catharines	1,230	1,246	1,032	1,221	892	.....	404
St. Thomas	560	473	599	696	525	3	151
Sarnia	728	397	793	732	565	.....	183
Sault Ste. Marie	879	1,337	861	774	717	.....	106
Simcoe	605	231	625	624	598	.....	49
Smiths Falls	182	65	191	194	164	.....	40

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FOUR WEEKS SEPTEMBER 1 TO SEPTEMBER 28, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Stratford	432	329	459	396	262	1	122
Sturgeon Falls	202	105	180	175	109	.....	32
Sudbury	2,555	3,648	1,851	1,605	1,499	32	417
Tilsonburg	194	149	137	122	118	.....	10
Timmins	1,280	1,687	1,865	1,576	1,173	6	708
Toronto	29,600	21,392	20,698	25,317	16,219	211	6,294
Toronto Junction	4,052	2,969	2,832	2,958	2,078	.....	520
Trenton	591	352	351	355	434	.....	34
Walkerton	251	183	231	217	174	.....	39
Wallaceburg	495	444	226	241	215	.....	44
Welland	1,327	2,031	751	700	560	.....	98
Weston	1,541	1,984	745	625	880	.....	99
Windsor	3,620	2,294	3,679	3,600	2,486	118	912
Woodstock	505	765	425	441	257	126	63
Manitoba	**10,888**	**6,491**	**9,967**	**9,675**	**5,571**	**1,007**	**3,337**
Brandon	461	510	385	394	262	.....	144
Dauphin	399	386	242	175	146	.....	99
Flin Flon	656	377	99	113	101	1	8
Portage la Prairie	237	186	188	175	139	3	39
Selkirk	100	43	109	98	109	1	17
The Pas	57	129	99	30	25	.....	35
Winnipeg	8,978	4,860	8,845	8,690	4,789	1,002	2,995
Saskatchewan	**5,797**	**4,404**	**6,125**	**5,870**	**3,367**	**329**	**1,642**
Estevan	154	248	94	166	155	.....	100
Moose Jaw	664	570	689	686	397	16	266
North Battleford	201	179	182	109	100	1	52
Prince Albert	702	466	726	721	503	56	161
Regina	1,972	1,415	2,093	2,434	1,102	191	543
Saskatoon	1,290	1,035	1,564	1,226	657	63	398
Swift Current	253	137	170	169	164	.....	12
Weyburn	273	96	244	207	196	.....	16
Yorkton	198	258	363	152	93	2	94
Alberta	**11,141**	**7,285**	**9,390**	**9,073**	**6,251**	**479**	**2,618**
Blairmore	103	57	84	64	75	.....	20
Calgary	259	246	76	64	64	.....	9
Drumheller	3,443	1,835	3,611	3,355	2,018	253	1,144
Edmonton	283	601	134	162	107	.....	33
Edson	5,373	2,986	4,574	4,445	3,284	219	1,103
Lethbridge	423	343	49	49	54	....	12
Medicine Hat	669	682	468	532	337	7	173
Red Deer	395	325	292	305	216	.....	95
Turner Valley	193	210	102	97	96	.....	29
British Columbia	**23,846**	**16,311**	**24,691**	**21,760**	**16,303**	**586**	**9,116**
Chilliwack	286	75	451	453	356	.....	122
Courtenay	169	293	163	151	180	.....	109
Cranbrook	321	397	261	257	255	.....	41
Dawson Creek	146	53	127	127	115	.....	47
Duncan	267	278	260	248	259	8	32
Fernie	43	162	42	47	43	.....	14
Kamloops	600	475	436	369	503	.....	74
Kelowna	803	184	714	709	722	2	104
Nanaimo	312	88	336	349	267	.....	182
Nelson	350	306	415	338	254	.....	222
New Westminster	1,036	533	1,627	1,290	918	18	791
North Vancouver	270	175	324	215	185	.....	269
Penticton	283	141	349	430	350	.....	40
Port Alberni	256	147	224	223	193	14	89
Prince George	714	496	522	465	431	3	76
Prince Rupert	465	364	327	277	236	.....	66
Princeton	98	105	59	58	62	.....	12
Trail	248	410	355	237	170	13	144
Vancouver	14,349	9,480	15,297	13,300	8,943	448	5,913
Vernon	606	361	563	474	486	16	102
Victoria	1,666	1,220	1,631	1,494	1,135	64	592
Whitehorse	558	568	208	249	240	.....	75
Canada	**236,504**	**199,759**	**196,572**	**194,745**	**138,183**	**3,458**	**60,198**
Males	153,855	141,914	113,947	108,835	80,363	1,232	32,339
Females	82,649	57,845	82,625	85,910	57,820	2,226	27,859

Nova Scotia and Prince Edward Island

During the four weeks ending September 28, 1944, the daily average of positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island was 389, compared with 280 in the previous period and 474 during the four weeks ending September 30 last year. There was a daily average of 216 placements compared with 196 in the preceding five weeks and 288 during the period September 3 to September 30, 1943. The reduction in placements from the four weeks ending September 30, a year ago, was greatest in manufacturing with decreases of more moderate proportions in construction, mining, public utilities operation and services. Of the changes in all other groups, a moderate increase in agriculture was the most important. Industrial divisions in which most of the placements were effected were: manufacturing 1,511; services 1,027; trade 888; construction 517; public utilities operation 429; agriculture 338 and mining 152. Regular placements numbered 2,908 of men and 1,976 of women.

New Brunswick

Opportunities for employment at Employment Offices in New Brunswick during the period ending September 28, 1944, numbered 320 daily in comparison with 237 in the preceding five weeks and 329 during the period ending September 30, 1943. Placements showed a higher average during the four weeks under review, being 181 daily in contrast with 150 in the previous period and 175 during the four weeks ending September 30 last year. The increase in placements over the four weeks September 3 to September 30, 1943, was small for the province as a whole under this comparison. The most significant changes were losses in forestry and logging, manufacturing, and gains in mining and services. Placements by industrial divisions numbered: manufacturing 1,216; services 835; trade 638; public utilities operation 472; construction 464; mining 266; forestry and logging 125, and agriculture 112. There were 2,558 men and 1,557 women placed in regular employment.

Quebec

Orders received at Employment Offices in the Province of Quebec during the four weeks under review, called for an average of 3,186 workers daily compared with 2,453 in the previous period and 3,429 during the four weeks September 3 to September 30, last year. Placements showed a daily average of 1,751, in comparison with 1,378 in the preceding period and 1,924 during the four weeks ending September 30, 1943. When comparing placements by industrial divisions with the period ending September 30, of last year, a fairly large increase was recorded in forestry and logging with moderate gains in trade, agriculture, and finance and insurance. This improvement, however, was entirely offset by a substantial reduction in manufacturing and moderate losses in mining and services. Industries in which employment was found for more than 500 workers included: manufacturing 18,297; services 5,759; forestry and logging 4,236; construction 4,043; trade 3,507; public utilities operation 2,993; finance and insurance 621, and mining 578. Placements in regular employment numbered 26,427 of men and 13,774 of women.

Ontario

Positions offered through Employment Offices in Ontario during the period ending September 28, 1944, averaged 4,142 daily compared with 3,830 in the preceding five weeks and 4,635 during the period ending September 30, last year. The average number of placements registered daily was 2,536, in comparison with 2,253 during the previous five weeks and 2,977 in the period ending September 30, a year ago. A substantial reduction in placements in manufacturing augmented by decreases of much smaller proportions in construction, agriculture and public utilities operation accounted for the loss from the four weeks September 3 to September 30, 1943. Advances, however, were recorded in forestry and logging, services and trade, the greatest being in the first-named group. Placements by industrial divisions numbered: manufacturing 27,410; services 10,053; trade 7,863; public utilities operation 4,229; construction 3,277; forestry and logging 2,826; finance and insurance 1,008; agriculture 940 and mining 718. Regular placements numbered 30,824 of men and 26,667 of women.

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Manitoba during the period under review was 473, as compared with 396 in the previous five weeks and 485 during the period ending September 30, 1943. There was a daily average of 286 placements compared with 243 in the preceding five weeks and 357 during the period September 3 to September 30, a year ago. With the exception of a moderate gain in trade and a minor increase in agriculture, all industrial divisions recorded declines in placements from the four weeks ending September 30, last year, the largest reduction being in manufacturing followed by

smaller losses in public utilities operation and services. Placements by industrial groups included: trade 1,932; manufacturing 1,684; services 1,613; public utilities operation 611; construction 270 and agriculture 247. There were 2,330 men and 3,241 women placed in regular employment.

Saskatchewan

Orders listed at Employment Offices in Saskatchewan during the four weeks ending September 28, 1944, called for a daily average of 252 workers, compared with 244 in the preceding period and 295 during the four weeks ending September 30 last year. The average number of placements effected daily was 161, in contrast with 160 during the five weeks ending August 31, 1944, and 271 in the period ending September 30, 1943. The decrease in placements from the four weeks ending September 30, of last year, was mainly due to a fairly large loss in agriculture, although moderate declines were reported in services and manufacturing. The only improvement registered was a moderate gain in trade. Industrial divisions in which the largest number of placements were effected were: trade 1,046; services 1,024; agriculture 596; manufacturing 521; public utilities operation 285 and construction 134. Placements in regular employment numbered 1,750 of men and 1,617 of women.

Alberta

There was an increase in the average number of positions available daily at Employment Offices in Alberta during the period ending September 28, 1944, when compared with the five weeks ending August 31, but a decrease in comparison with the period ending September 30 last year, the daily average being 484 during the four weeks under review, 386 in the previous period and 498 during the four weeks September 3 to September 30, 1943. Placements showed a daily average of 293, in contrast with 262 during the preceding period and 352 in the four weeks ending September 30, a year ago. With the exception of a moderate gain in agriculture and a nominal increase in finance and insurance, all industrial groups recorded decreases in placements when compared with the period ending September 30, 1943. The most important reductions were in construction, manufacturing, mining and public utilities operation. Placements by industrial groups numbered: services 1,735; agriculture 1,267; trade 1,115; manufacturing 904; public utilities operation 719; construction 533 and mining 333. There were 3,867 men and 2,384 women placed in regular employment.

British Columbia

Employment opportunities, an indicated by orders received at Offices in British Columbia during the four weeks ending September 28, 1944, showed a daily average of 1,037, compared with 1,013 in the preceding period and 1,169 during the four weeks ending September 30 last year. During the period under review, the average number of placements recorded daily was 734, in contrast with 662 in the previous five weeks and 867 during the period ending September 30 last year. A fairly large decrease in manufacturing together with smaller losses in construction, mining, agriculture and trade were responsible for the decline in placements when compared with the four weeks September 3 to September 30, 1943. A moderate increase was noted in forestry and logging, while the changes in other groups were unimportant. Industrial divisions in which most of the placements were effected were: manufacturing 5,150; services 3,487; trade 2,935; forestry and logging 1,758; public utilities operation 1,592; construction 1,347; finance and insurance 250; mining 204 and agriculture 157. Regular placements numbered 9,699 of men and 6,604 of women.

Quarterly Report of Employment and Selective Service Offices, June 30 to September 28, 1944

REPORTS received from the Employment and Selective Service Offices of the Unemployment Insurance Commission during the quarter June 30 to September 28, 1944, showed declines of 15·7 and 17 per cent respectively in vacancies notified and placements effected, when compared with those reported by the offices in the corresponding quarter of 1943. All industrial groups except agriculture, forestry and logging, and mining recorded decreases in vacancies and all but agriculture and forestry and logging showed reductions in placements, the losses in manufacturing being the greatest in both instances. Apart from an increase of placements in Prince Edward Island, all provinces registered declines in both vacancies and placements.

From the chart appearing elsewhere, which accompanies the article on the work of the Employment and Selective Service Offices for

the four-week period September 1 to September 28, it will be noted that the curve of vacancies in relation to applications followed a downward course during July but rose during August and September, while the curve of placements showed a slight incline in July, then a decline in August and an upward trend in September, the levels at the close of the quarter being higher for vacancies and lower for placements than those shown at the end of the corresponding period last year. During the thirteen weeks June 30 to September 28, 1944, there was a ratio of 115·0 vacancies and 71·6 placements for each one hundred applications for employment, as compared with 119·3 vacancies and 75·4 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 9,320; of applications registered 8,098; and of placements effected 5,806 in contrast with a daily average of 10,923 vacancies, 6,757 applications and 6,903 placements during the same quarter 1943.

During the three months July to September, 1944, the offices reported that they had re-

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
		Placements			Placements			Placements			Placements	
	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
Agriculture	456	274	22	1,099	336	3	1,319	371	3	646	353	1
Fishing, Hunting and Trapping	2	2	.....	3	2	.....	4	4	.....	105	107	.....
Forestry and Logging	22	14	.....	161	73	.....	2,218	540	.....	24,357	11,234	.....
Mining	11	10	.....	584	422	1	452	581	.....	3,905	2,069	1
Metallic Ores and Prospecting	.....	.....	.....	.....	.....	.....	7	4	.....	2,968	1,313	.....
Coal	.....	.....	.....	565	418	1	395	559	.....	1	3	.....
Oil, Gas Wells, Quarrying	11	10	.....	19	4	.....	50	18	.....	936	753	1
Manufacturing	309	261	1	7,736	4,902	1	4,974	3,874	58	93,594	54,758	51
Food and Kindred Products	224	178	1	1,531	844	.....	1,230	924	4	11,829	6,206	4
Textiles, apparel, etc.	29	27	.....	565	486	.....	532	434	.....	21,723	10,266	15
Lumber and Finished Lumber Products	4	2	.....	418	258	.....	1,096	841	.....	6,974	4,124	9
Pulp, Paper Products and Printing	17	13	.....	152	133	.....	514	355	54	5,727	4,117	19
Chemical and Allied Products	4	4	.....	57	38	.....	121	112	.....	3,977	2,764	2
Products of Petroleum and Coal	.....	.....	.....	18	29	.....	32	17	.....	667	367	.....
Rubber Products	.....	.....	.....	2	2	.....	.....	.....	.....	2,517	1,753	.....
Leather and its Products	.....	.....	.....	7	7	.....	55	48	.....	3,175	1,502	.....
Stone, Clay and Glass Products	.....	.....	.....	11	12	.....	109	36	.....	1,689	1,054	.....
Iron and Steel and their Products	3	3	.....	1,132	1,038	1	239	272	.....	13,583	8,596	1
Non-Ferrous Metal Products	.....	.....	.....	4	3	.....	3	4	.....	3,154	1,902	.....
Machinery	.....	.....	.....	52	35	.....	17	12	.....	3,967	2,955	1
Transportation Equipment	27	33	.....	3,786	2,016	.....	937	747	.....	12,884	8,306	.....
Miscellaneous	1	1	.....	1	1	.....	89	72	.....	1,728	846	.....
Construction	246	234	.....	2,784	1,802	4	2,138	1,468	1	22,169	12,993	38
Public Utilities Operation	240	156	.....	2,292	1,437	14	2,517	1,501	.....	14,357	9,766	2
Heat, Light and Power	10	6	.....	50	41	.....	57	30	.....	1,114	898	.....
Transportation and Storage	214	140	.....	2,070	1,266	11	2,292	1,354	.....	12,039	8,190	2
Communications	16	10	.....	172	130	3	168	117	.....	1,204	678	.....
Trade	281	237	3	3,447	2,518	27	2,314	1,878	13	16,371	9,528	32
Finance and Insurance	32	31	.....	194	163	1	160	136	.....	2,687	1,756	.....
Services	553	422	4	4,246	3,144	144	3,284	2,520	66	27,955	17,280	191
Professional and Public	127	90	1	1,244	931	7	1,094	915	5	8,775	6,124	9
Recreational	12	12	.....	76	70	.....	132	78	.....	1,165	641	2
Business	3	3	.....	38	27	.....	18	9	1	632	377	1
Domestic	53	15	3	297	37	133	97	10	8	1,508	220	114
Personal other than Domestic	72	67	.....	277	200	1	311	253	1	3,031	1,610	1
Hotels and Restaurants	258	210	.....	1,957	1,583	1	1,235	1,033	3	9,777	6,573	15
All Others	28	25	.....	357	296	2	397	222	48	3,067	1,735	49
Totals	2,152	1,641	30	22,546	14,799	195	19,380	12,873	141	206,146	119,844	316
Males	1,381	1,020	24	14,897	9,077	66	13,638	8,203	81	142,859	81,132	84
Females	771	621	6	7,649	5,722	129	5,742	4,670	60	63,287	38,712	232

ferred 593,363 persons to positions and had effected a total of 441,265 placements, of which 430,386 were in regular employment and 10,879 in casual work. Of the placements in regular employment, 260,975 were of males and 169,411 of females. A comparison with the corresponding period of 1943, shows that 531,410 placements were then made, of which 520,260 were in regular employment and 11,150 in casual work. Applications for employment during the period under review were received from 369,816 males and 245,635 females, a total of 615,451 in contrast with the registration of 704,933 during the same period last year. Employers notified the offices during the quarter July to September, 1944, of 708,285 vacancies of which 455,433 were for males and 252,852 for females, as compared with 841,054 opportunities for work offered during the corresponding period a year ago.

The accompanying table gives the vacancies and placements of the Employment and Selective Service Offices by industrial groups in the various provinces during the period June 30 to September 28, 1944.

SERVICE OFFICES. JUNE 30, 1944 TO SEPTEMBER 28, 1944

Ontario			Manitoba			Saskatchewan			Alberta			Br. Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements			Placements	
Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
15,304	**9,931**	**347**	**1,342**	**963**	**25**	**3,343**	**1,842**	**21**	**2,914**	**2,032**	**2**	**602**	**391**	.....	**27,025**	**16,493**	**424**
17	**8**	.....	**79**	**57**	**1**	.....	.....	.....	**5**	**1**	.....	**50**	**35**	.....	**265**	**216**	**1**
26,373	**5,685**	**1**	**353**	**50**	.....	**54**	**10**	.....	**464**	**147**	.....	**10,301**	**5,956**	**15**	**58,363**	**23,709**	**16**
3,477	**2,473**	**2**	**1,131**	**305**	**3**	**212**	**92**	.....	**3,029**	**1,383**	**3**	**2,435**	**1,065**	**5**	**15,236**	**8,400**	**15**
2,674	1,851	.....	1,056	248	1	.....	.....	.....	109	72	1	1,627	535	2	8,441	4,023	4
2	2	.....	.....	.....	.....	179	60	.....	2,094	739	.....	249	191	.....	3,485	1,972	1
801	620	2	75	57	2	33	32	.....	826	572	2	559	339	3	3,310	2,405	10
132,682	**81,802**	**100**	**9,666**	**5,168**	**322**	**2,288**	**1,598**	**33**	**5,417**	**3,750**	**67**	**23,981**	**16,098**	**248**	**280,647**	**172,211**	**941**
21,913	12,925	38	3,188	2,066	103	1,411	1,046	17	2,742	1,991	52	4,817	3,610	66	48,885	29,790	285
14,334	6,945	10	1,778	759	47	27	20	2	430	293	.....	503	348	3	39,921	19,578	77
6,088	4,204	3	625	277	54	309	175	49	708	422	6	6,181	4,148	31	22,403	14,451	152
8,963	5,184	6	608	380	36	167	117	2	182	139	4	2,508	1,253	14	18,838	11,691	135
7,583	5,688	6	922	409	31	35	26	.....	104	74	2	345	279	4	13,148	9,394	45
849	604	1	216	115	.....	136	90	5	93	80	1	510	338	2	2,521	1,640	9
4,615	2,901	1	5	7	.....	6	1	6	26	22	.....	56	39	.....	7,227	4,725	7
1,955	1,010	1	214	84	1	7	3	.....	9	4	.....	149	81	.....	5,571	2,739	2
1,812	1,018	.....	188	84	9	31	11	5	296	202	.....	304	106	8	4,440	2,523	22
22,303	14,035	16	693	266	5	40	23	2	267	196	.....	1,135	808	10	39,395	25,237	35
4,021	2,683	9	76	35	5	7	5	.....	98	70	.....	499	366	64	7,862	5,068	78
16,428	9,763	5	293	156	26	81	63	2	126	96	2	666	508	13	21,630	13,588	49
18,204	12,869	3	704	451	1	21	11	3	275	124	.....	5,963	3,934	30	42,801	28,491	37
3,614	1,973	1	156	79	4	10	7	.....	61	37	.....	345	280	3	6,005	3,296	8
18,013	**10,041**	**44**	**2,060**	**920**	**33**	**1,020**	**538**	**18**	**3,618**	**2,420**	**26**	**5,918**	**4,305**	**20**	**57,966**	**34,721**	**178**
22,677	**14,146**	**36**	**3,632**	**1,899**	**105**	**2,046**	**1,169**	**75**	**4,669**	**2,348**	**53**	**7,698**	**5,038**	**98**	**60,128**	**37,460**	**383**
1,226	904	8	99	46	1	31	22	.....	180	146	1	266	206	1	3,033	2,299	11
19,713	12,222	26	3,427	1,795	103	1,910	1,094	75	4,264	2,140	47	6,855	4,358	97	52,784	32,559	361
1,738	1,020	2	106	58	1	105	53	.....	225	62	5	577	474	.....	4,311	2,602	11
29,139	**20,756**	**149**	**6,462**	**3,772**	**827**	**4,964**	**2,793**	**197**	**5,154**	**3,741**	**195**	**10,532**	**8,195**	**418**	**77,755**	**53,418**	**1,861**
4,157	**2,993**	**6**	**559**	**372**	**28**	**330**	**226**	**5**	**392**	**303**	**9**	**1,216**	**930**	**15**	**9,727**	**6,910**	**64**
47,189	**39,969**	**2,162**	**7,665**	**3,593**	**1,806**	**5,324**	**3,129**	**581**	**8,990**	**5,313**	**938**	**16,087**	**10,478**	**1,104**	**121,233**	**76,848**	**6,996**
13,866	10,502	34	2,021	1,151	175	1,296	823	55	1,905	1,348	22	4,480	3,179	77	34,808	25,063	385
2,345	1,386	15	222	107	26	187	82	25	300	176	16	602	364	9	5,041	2,916	93
996	663	4	155	105	7	54	37	1	375	270	1	221	155	4	2,492	1,646	19
4,386	428	1,972	1,470	55	1,129	602	45	296	1,134	152	454	1,719	162	858	11,266	1,124	4,967
4,128	2,340	14	719	415	23	398	296	11	882	659	.....	1,314	967	7	11,132	6,807	58
16,574	12,842	55	2,397	1,449	387	2,045	1,485	10	3,078	2,168	50	6,311	4,661	58	43,632	32,004	579
4,894	2,808	68	621	311	59	742	361	183	1,316	540	395	1,440	990	91	12,862	7,288	895
293,019	**178,804**	**2,847**	**32,889**	**17,099**	**3,150**	**18,681**	**11,397**	**990**	**34,652**	**21,438**	**1,287**	**78,820**	**52,491**	**1,923**	**708,285**	**430,386**	**10,879**
180,099	102,367	703	17,388	7,893	884	11,000	6,217	409	22,172	12,753	371	51,999	32,313	750	455,433	260,975	3,372
112,920	76,437	2,144	15,501	9,206	2,266	7,681	5,180	581	12,480	8,685	916	26,821	20,178	1,173	252,852	169,411	7,507

Unemployment in Trade Unions at the Close of the Quarter Ending September 30, 1944

UNEMPLOYMENT in the following report has reference to involuntary idleness due to economic causes. Persons who are without work on account of sickness, a strike or a lockout, or who are engaged in work outside their own trades are not considered as unemployed. As returns from unions making reports vary from quarter to quarter, with consequent variations in the membership, upon which the percentage of unemployment is based, it should be understood that such figures have reference only, to the organizations reporting.

Returns were tabulated at the close of the September quarter from 2,377 local trade unions, in which the total membership numbered 416,664 persons, of whom, 1,262 or a percentage of 0·3 were listed as without work. This percentage remained unchanged from that of the previous quarter and it was identical, also, with that shown for the month of September, a year ago. In this connection it should be noted that any unemployment indicated at the present time and also for the monthly or quarterly periods as covered during the past few years, has been due principally to temporary lay-offs. Employment at this date, as in June, continued at the highest level shown in any of these tabulations since the inception of the trade union report in December, 1915.

Although the Dominion percentage remained unchanged, there were some fluctuations within the various trade groups. Slight contractions were reflected in returns received from unions of fishermen as well as for those in the communication, mining and service divisions. These were offset by the slightly higher employment level which was observed among union members in the building and construction trades. The very high levels of activity which were reflected in returns received from unions in the large manufacturing and transportation groups, remained unchanged, while among lumber workers and loggers, as in the June quarter, no unemployment was apparent.

The percentage of those without work by provinces is shown in Table I. As indicated therein, these figures ranged from 0·1 per cent in Manitoba and Alberta to 0·7 in New Brunswick. As compared with the situation at the close of the preceding quarter, conditions in Manitoba and Alberta were very slightly improved; very high employment levels prevailed among these workers at both dates. For members in Quebec, Ontario and Saskatchewan, no changes were manifested, while the situation in Nova Scotia, New Brunswick and British Columbia reflected slight employment contractions only. In comparison with conditions in September, 1943, minor advances in work were apparent in Ontario, Manitoba and Saskatchewan, while the situation in Quebec and Alberta remained unchanged. A very slight recession was observed in Nova Scotia, while in New Brunswick and British Columbia employment contractions were slightly more pronounced, although, as will be observed in Table I, little unemployment was indicated in any of the periods.

A separate compilation is made in each quarter of those without work in the largest city in each province, with the exception of Prince Edward Island. At the end of the September period, these figures ranged from no unemployment in Saint John to 0·4 per cent in Vancouver. In comparison with the June quarter, Regina union members were moderately better employed, while in Montreal and Winnipeg there were very minor improvements only. A very slight employment advance was recorded to show full employment in Saint John, while in Halifax, Toronto and Edmonton, the percentages of those without work remained unchanged. In contrast to these conditions, the situation in Vancouver showed a slight contraction. As compared with conditions at the end of September a year ago, union members in Montreal, Toronto, Winnipeg and Regina manifested rather slight employment increases, while in Saint John, a very minor betterment, as was noted also in the June comparison, was necessary to attain full employment. The percentages of those without work in Halifax and Edmonton remained unchanged, while in Vancouver, as in the previous comparison, a slight employment contraction was apparent.

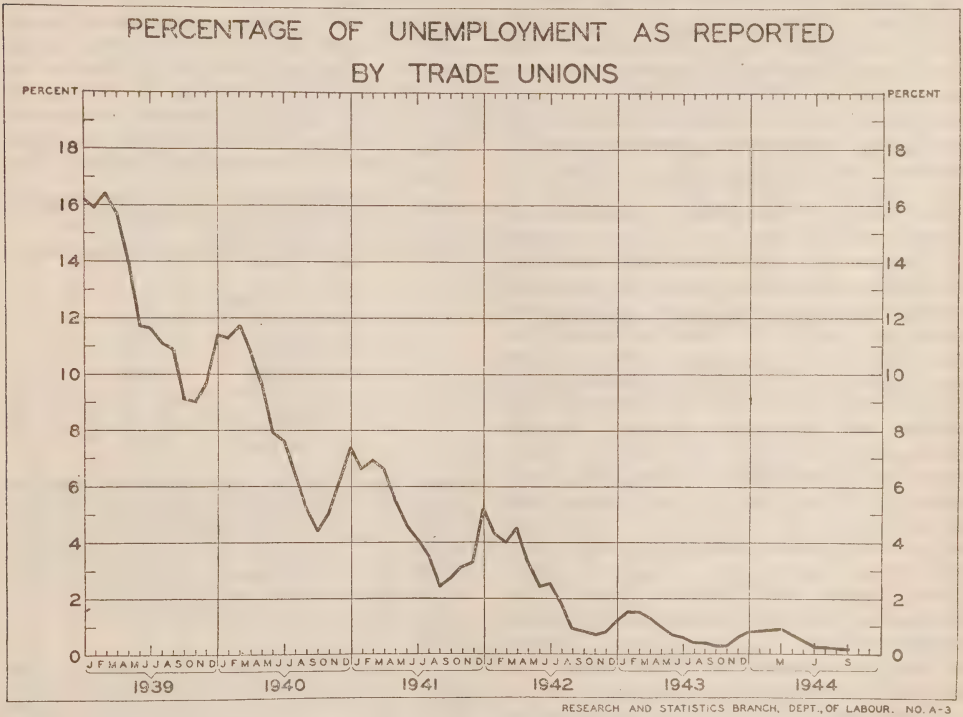
The accompanying chart illustrates the trend of unemployment from January, 1939, to date. The point of the curve in the September quarter remained at the same level as was indicated in the June period and was unchanged, also, from that of September, a year ago.

For the manufacturing industries 868 returns were tabulated having a combined membership of 220,441 persons, of whom, 328, or a percentage of 0·1 were listed as unemployed. This figure was identical with that of the June quarter; in September, 1943, the percentage of those without work was 0·2. As in the previous period adequate employment was apparent, according to reports received, for electric power production employees, hat,

cap and glove, rubber, clay, glass and stone, mineral products, chemical, unclassified manufacturing and non-ferrous metal workers. This latter group covers returns from such organizations as metal polishers, etc., jewellery, aluminum and mine, mill and smeltermen. In the animal products division, in which are included returns from butchers, meat and fish packers, etc., leather and fur workers and in the large iron and steel group, the percentages of those without work were identical with those of June. As will be seen in Table II employment in both of these sections remained at very high levels. On the other hand, slight recessions were reflected in returns

members indicated a minor increase in activity. Full employment was apparent, according to returns received, for those in the non-ferrous metals and unclassified manufacturing sections; in these latter groups, very slight improvements occurred to attain this result. In contrast to these betterments, slightly lower levels were indicated for papermakers, woodworkers, garment workers and for union members in the vegetable products division.

Returns were tabulated from 58 unions of coal miners having an aggregate membership of 19,779 persons. Of these, 40, or a percentage of 0·2 were listed as without work, in comparison with the fully engaged situa-



received for union members in the vegetable products group, in which are included reports from soft drink workers, etc., cigar and tobacco workers and bakers and confectioners, etc. Slightly lower employment levels were reflected, likewise, for union members in the printing and publishing trades, papermakers, woodworkers, textile and carpet and garment workers; the latter group includes returns from union members of both men's and women's clothing workers. As compared with conditions in September, a year ago, a moderately higher employment level was manifested for those in the animal products section, while in the printing and publishing division, union

tion reported for these members in both the preceding quarter and in September, 1943. As in June and in September, a year ago, full employment was reflected in returns from Nova Scotia, Alberta and British Columbia unions; in New Brunswick there was a substantial decline in mining activities from those of both the June quarter and the month of September, 1943, at which dates no one was listed as without employment. The recession in September was brought about by the destruction of the shaft house, during a forest fire.

In the metallic ores and non-metallic minerals section of the mining division,

returns were tabulated, which covered totals of 9,457 and 3,863 members, respectively. As in June, no unemployment was observed among those in the former groups, while in the latter employment was at a slightly lower level. As the figure for those without work in the metallic ores group in September, a year ago, was less than one per cent, very slight betterment, only, was necessary to reach full employment. On the other hand, the work available for members in the non-metallic minerals section showed a rather moderate contraction.

The returns tabulated for unions in the building and construction trades numbered 199. The combined membership of these totalled 31,498 persons, of whom 213, or a percentage of 0·7 were without work, in comparison with percentages of 0·9 at the end of the June quarter and 1·0 in September, 1943. As compared with conditions in the previous period, bricklayers, masons and plasterers reflected moderate improvement, while plumbers and steamfitters were slightly better employed. A minor increase in work, only, enabled union members of bridge and structural iron workers to indicate a fully employed situation. Carpenters and joiners continued to report the same high employment level, while among wood, wire and metal lathers adequate work was apparent at both dates. On the other hand, slight contractions were observed among steam shovel men, electrical workers, hod carriers and unclassified building workers, granite and stonecutters and painters, decorators and paperhangers. In comparison with September, a year ago, the employment level for carpenters and joiners was moderately higher, while slight increases in work were reflected in returns from unions of bricklayers, masons and plasterers, granite and stonecutters, and hod carriers and unclassified building workers. On the other hand, returns for electrical workers and steam shovel men reflected fair employment recessions.

Reports were tabulated from 882 unions in the transportation division. The total membership was listed as 84,704 persons, of whom 282, or a percentage of 0·3 were without work. This figure remained unchanged from June; in September, 1943, the corresponding percentage was 0·4. Nearly 80 per cent of the entire group membership reported was included in the steam railway division. A slightly higher employment level was observed among these workers than for that of the previous quarter. Among street and electric railway employees, the very high level of activity remained unchanged, while at both dates adequate work was available for teamsters and chauffeurs, etc. A moderate decline in work was indicated for those in the navigation group. In comparison with the situation in September, a year ago, union members in the steam railway division reflected a somewhat higher employment level, although conditions were very good in both periods. As in the previous comparison, no change was manifested among street and electric railway employees, while as in June, reports from unions of teamsters and chauffeurs indicated that their members were fully engaged. About the same degree of employment contraction, as that shown in the previous comparison, was reflected among union members in the navigation division.

As in the June quarter and in September, a year ago, union members in the retail and wholesale trades, whose reports covered about 3,000 members, did not report anyone as out of work. In the service group, returns are included for civic employees, as well as for hotel and restaurant employees, theatre and stage employees, barbers, stationary engineers and firemen and unclassified workers. The

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS, BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
Average 1941	2·2	2·3	6·1	3·4	4·4	3·4	6·7	4·5	4·5
Average 1942	1·1	2·0	2·9	2·2	2·5	1·7	2·9	1·0	2·2
Average 1943	·8	·9	1·1	·6	·9	·7	·8	·4	·8
Sept., 1932	11·7	13·1	23·6	23·1	18·7	11·0	19·1	19·7	20·4
Sept., 1933	11·0	10·4	24·1	20·9	19·1	13·5	19·7	21·3	19·8
Sept., 1934	7·3	6·6	21·2	16·7	14·6	9·0	15·3	18·1	16·4
Sept., 1935	6·0	8·7	20·4	10·4	8·1	6·2	13·7	14·0	13·0
Sept., 1936	6·2	8·0	17·1	9·0	8·0	5·8	9·5	8·5	10·9
Sept., 1937	3·1	6·1	12·4	4·2	7·4	6·0	10·4	8·4	7·7
Sept., 1938	5·4	9·9	14·9	8·8	10·1	3·8	9·0	9·1	10·4
Sept., 1939	7·4	6·1	13·2	7·6	4·0	3·2	6·2	10·0	9·1
Sept., 1940	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	4·4
Sept., 1941	1·8	1·8	3·7	2·1	2·8	1·6	1·9	2·5	2·7
Sept., 1942	·8	1·1	1·3	·5	·5	·9	·9	·3	·8
Jan. 1943	·4	2·3	2·1	·8	2·7	·9	1·4	1·6	1·5
Feb. 1943	·5	2·6	2·0	1·1	1·9	1·1	3·2	1·1	1·5
March 1943	·6	·8	2·2	1·1	1·1	1·0	1·1	·4	1·3
April 1943	·3	1·3	1·6	·9	1·3	·9	·8	·4	1·0
May 1943	·2	1·2	1·3	·4	·8	·6	·9	·2	·7
June 1943	·3	1·1	1·0	·4	·6	·6	1·1	·1	·6
July 1943	·1	·4	·7	·3	·5	·3	·2	·1	·4
Aug. 1943	·5	·5	·7	·3	·5	·6	·1	·2	·4
Sept. 1943	·1	·4	·4	·3	·3	·7	·1	·2	·3
Oct. 1943	·2	·4	·4	·3	·3	·3	·3	·4	·3
Nov. 1943	2·9	·4	·5	·4	·3	·8	·5	·2	·6
Dec. 1943	2·9	·3	·7	·5	·8	·8	·9	·5	·8
March 1944	·4	·9	·9	·9	·9	·7	1·4	·7	·9
June 1944	·1	·6	·4	·2	·2	·5	·2	·2	·3
Sept. 1944	·2	·7	·4	·2	·1	·5	·1	·4	·3

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber workers	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Government (civic)	Miscellaneous	All occupations
September, 1932	10·6	42·3	12·3	21·3	8·6	16·2	20·1	14·7	0	19·2	14·0	32·3	7·6	80·0	6·8	....	27·0	11·1	30·1	0	....	47·9	61·5	11·3	31·4	12·5	1·7	9·1	9·3	....	1·9	11·9	7·1	20·0	20·4
September, 1933	24·8	16·9	9·8	21·3	9·8	15·4	15·5	15·4	8·7	28·0	8·1	14·1	7·7	6·4	23·6	....	25·6	16·7	33·1	0	....	60·9	65·8	12·0	42·1	12·3	1·1	11·5	11·7	0	.61	11·0	5·2	20·2	19·8
September, 1934	44·4	44·7	11·7	16·0	7·3	10·4	10·4	10·3	0	23·1	15·9	4·7	20·5	6·3	8·9	....	19·4	5·6	42·2	0	....	55·5	53·9	8·1	46·8	7·8	.8	11·9	12·2	0	11·9	6·7	3·2	14·6	16·4
September, 1935	16·7	6·9	9·5	12·7	8·4	7·4	4·1	10·1	0	9·3	5·1	21·5	4·3	8·9	27·1	....	16·3	13·3	34·1	0	....	35·2	41·5	6·5	34·3	6·7	.9	11·1	11·3	0	10·4	9·2	2·9	19·4	13·0
September, 1936	6·3	1·9	12·0	10·9	9·6	6·2	3·7	8·4	0	9·9	9·0	5·9	10·0	5·4	16·3	....	12·0	10·7	40·1	0	....	38·4	32·3	5·8	29·8	6·1	1·1	9·3	9·7	0	5·3	4·7	2·2	8·0	10·9
September, 1937	16·2	2·2	7·7	7·9	7·4	7·0	8·0	5·8	0	5·0	4·2	12·4	3·4	8·8	10·2	....	18·3	13·4	15·9	0	....	22·9	26·7	4·6	28·4	4·6	·5	6·2	6·3	0	0	3·9	1·1	15·2	10·4
September, 1938	1·1	22·0	5·4	11·8	3·7	6·8	6·4	7·4	0	22·9	6·1	1·2	3·3	29·3	20·8	....	14·6	1·5	35·8	0	....	25·4	21·3	4·2	40·7	3·8	1·0	7·2	7·4	0	·1	4·0	·1	6·5	9·1
September, 1939	7·9	21·2	5·9	10·8	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	0	4·6	2·1	1·0	0	....	16·3	7·1	3·4	23·9	3·3	·3	3·5	3·7	0	·2	2·1	·0	3·9	4·4
September, 1940	15·0	14·5	5·6	4·4	·5	1·0	·7	·3	0	1·2	·4	·2	·6	·2	1·8	0	1·5	·1	·4	0	....	9·6	7·1	2·3	15·3	2·0	·9	3·7	2·1	0	·1	1·0	·5	1·5	2·7
September, 1941	10·4	·6	4·2	1·6	·1	·7	·3	1·5	0	1·2	·2	0	·1	1·0	·2	0	·2	·0	·2	0	....	3·2	3·2	2·6	·8	3·1	·2	1·1	1·2	1·3	0	·2	·1	·1	·8	·8
September, 1942	·9	0	·8	·4	·1	·7	·3	1·5	0	·4	·2	0	·1	·0	1·8	0	1·5	·1	·2	0	....	3·2	2·6	1·4	3·0	1·3	·4	2·1	1·8	1·3	0	·5	·2	1·4	1·5	1·3
January, 1943	4·0	2·0	·8	·6	·3	·2	2·0	1·6	0	·6	·2	·3	·2	·1	2·6	0	·2	1·6	·1	0	....	6·7	6·2	1·3	4·3	1·5	·2	1·8	2·0	0	·3	·6	·1	1·7	1·2	1·0
February, 1943	9·3	2·0	·8	·6	·2	·1	1·1	1·0	0	·6	·2	·3	·2	·1	4·6	0	·2	·1	·1	0	....	2·4	1·3	·4	4·5	1·5	·2	1·8	1·8	0	·3	·6	·1	1·6	1·2	·7
March, 1943	·7	0	·6	·3	·2	·2	1·0	·8	0	·2	·2	·3	·1	·1	2·4	0	·2	·0	·0	0	....	0	1·1	5·9	5·5	1·2	·2	1·8	1·9	0	·3	·6	·1	1·7	1·2	·7
April, 1943	·1	0	·4	·6	·1	·3	·8	·5	0	2·8	·8	·2	·1	·1	2·3	0	·1	·0	·1	0	....	0	·9	3·0	4·9	1·0	·8	1·1	1·2	0	·3	·6	·1	1·7	1·2	·6
May, 1943	·1	·9	·4	·3	·4	·3	·2	·1	0	1·3	·2	·1	·1	·1	2·3	0	·1	·0	·1	0	....	0	3·2	2·6	1·5	·8	·4	1·1	1·2	0	·3	·6	·1	1·7	1·2	·6
June, 1943	·2	0	·5	·3	·2	·1	·2	·1	0	·4	·2	0	·1	·1	2·3	0	·1	·0	·0	0	....	0	3·0	1·4	3·0	1·3	·4	1·6	1·7	0	·3	·6	·1	1·7	1·2	·6
July, 1943	·2	0	·5	·3	·2	·1	·2	·1	0	·4	·2	0	·1	·1	1·9	0	·1	·0	·0	0	....	0	2·5	1·0	2·5	1·0	·4	1·6	1·7	0	·3	·6	·1	1·7	1·2	·6
August, 1943	0	0	·4	·3	·2	·1	·2	·1	0	·4	·2	0	·1	·1	·6	0	·2	·0	·0	0	....	0	2·4	1·2	2·4	·5	·4	1·5	1·6	0	·3	·6	·1	1·7	1·2	·6
September, 1943	0	0	·4	·3	·2	·1	·2	·1	0	·4	·2	0	·1	·1	·5	0	·2	·0	·0	0	....	0	2·5	1·2	2·7	·5	·4	1·6	1·7	0	·3	·6	·1	1·7	1·2	·6
October, 1943	9·3	0	·4	·3	·2	·1	·2	·1	0	·4	·2	0	·1	·1	·5	0	·2	·0	·0	0	....	0	2·7	1·2	3·2	·7	·4	1·6	1·7	0	·3	·6	·1	1·7	1·2	·6
November, 1943	0	0	·4	·3	·2	·1	·2	·1	0	·4	·2	0	·1	·1	·5	0	·2	·0	·0	0	....	0	3·2	1·2	3·2	·7	·4	1·6	1·7	0	·3	·6	·1	1·7	1·2	·6
December, 1943	18·2	0	·6	·4	·3	·2	·3	·2	0	·6	·3	·1	·2	·1	·8	0	·3	·0	·1	0	....	0	3·8	1·4	3·8	·7	·4	1·6	1·7	0	·3	·6	·1	1·7	1·2	·6
March, 1944	89·2	0	·8	·7	·4	·3	·4	·3	0	·8	·4	·2	·2	·2	1·1	0	·4	·0	·1	0	....	0	4·0	1·6	4·0	·8	·5	1·6	1·7	0	·3	·6	·1	1·7	1·2	·6
June, 1944	0	0	·3	·2	·1	·1	·1	·1	0	·3	·2	0	·1	·1	·4	0	·2	·0	·0	0	....	0	3·1	1·2	3·1	·7	·4	1·5	1·6	0	·3	·6	·1	1·7	1·2	·6
September, 1944	11·1	0	·5	·1	·4	·2	·3	·2	0	·4	·2	0	·1	·1	·5	0	·2	·0	·0	0	....	0	2·0	1·0	2·0	·5	·3	1·4	1·5	0	·3	·6	·1	1·7	1·2	·6

total number of members covered in these returns was 28,319. The percentage of unemployment in this division, when taken as a whole, increased slightly over June, but was moderately lower than for September, 1943, thus reflecting a fair employment increase since that date.

Returns were received which covered a total of 225 fishermen and 6,978 lumber workers and loggers. In the latter group as shown in the previous quarter and in September, a year ago adequate employment was provided. Among fishermen, however, there was a moderate contraction in activity both as compared with conditions in the June quarter and for those of September, 1943. In those periods no one was reported as without work.

Table I shows by provinces the average percentage of union members who were unemployed each year from 1933 to 1943, inclusive, and also the percentage of those without work for September of each year from 1932 to 1942, for each month of 1943 and for the quarters ending with March, June and September, 1944. Table II summarizes the returns in the various groups of industries since 1932.

Employment and Wages in Pulp and Paper Industry

It is pointed out in a preliminary report on the pulp and paper industry recently issued by the Dominion Bureau of Statistics that "for the fourth consecutive year new records were established in the industry in 1943." The salaries and wages are stated to have been 2·2 per cent higher than in 1942 and amounted to $71,199,422. However, the average employment—37,020 persons—was 2·6 per cent lower than the record of 38,002, established in 1942. While complete statistics for the other industries were not available for 1943, when the report was issued, it is pointed out that in 1942 pulp and paper ranked fourth with respect to wage and salary distribution and sixth with respect to employment.

The following table shows that employment in the industry by provinces and by sexes, together with the salaries and wages paid during 1942 and 1943.

Province	Employment						Salaries and Wages	
	Total		Male		Female			
	1942	1943	1942	1943	1942	1943	1942	1943
							$	$
Quebec—								
On Salaries	2,483	2,675	1,962	2,029	521	646	6,551,684	7,267,156
On Wages	16,013	15,443	16,617	14,977	396	466	26,163,613	25,978,002
Ontario—								
On Salaries	1,519	1,566	1,107	1,100	412	466	4,369,486	4,525,044
On Wages	9,615	9,436	9,346	9,061	269	375	17,431,599	17,735,123
British Columbia—								
On Salaries	516	553	415	430	101	123	1,322,425	1,374,881
On Wages	3,501	3,314	3,426	3,074	75	240	6,296,008	6,784,623
Other Provinces—								
On Salaries	553	590	388	413	165	177	1,374,883	1,496,574
On Wages	3,802	3,443	3,778	3,395	24	48	6,146,695	6,038,019
Canada—total—								
On Salaries	5,071	5,384	3,872	3,972	1,199	1,412	13,618,478	14,663,655
On Wages	32,931	31,636	32,167	30,507	764	1,129	56,037,915	56,535,767

There was no overall decline in employment of 1,295 in 1943, but there were 1,660 fewer males employed. The latter was offset, in part, by an increase of 435 in the number of women employed in the industry. On the other hand, there was an overall increase in salaries and wages of nearly half a million dollars, or a little more than two per cent, in spite of a decline in the wages paid in Quebec and "other provinces".

Labour Law

Recent Regulations under Dominion and Provincial Legislation

AN interdepartmental committee has been set up to co-ordinate the information activities of Government departments connected with demobilization, rehabilitation, readjustment to civil life and similar matters. The Department of Veterans' Affairs Act and the Department of National Health and Welfare are now in effect. An amendment has been made to P.C. 1004 concerning compensation and treatment to Government employees travelling between Canada and Newfoundland. Controllers of the Montreal Tramways Company have assumed control of property and assets to carry on the transportation services of the company. An amendment regarding pay to persons performing alternative service has been made to N.S.S. Civilian Regulations.

Three Orders in Council govern the payment of and deductions from veterans' pensions, and extend the War Veterans' Allowance Act to veterans of the present war and the North West Rebellion.

In the provincial field the Alberta Apprenticeship Act came into effect October 1, 1944. A new Female Minimum Wage Order has been made governing inexperienced employees, piece work, overtime and deductions. Certain elevator repair crews have been exempted from the Alberta Hours of Work Act for a period of seven months. The occupation of office machine mechanics has been added to the list of designated trades under the British Columbia Apprenticeship Act. Regulations under the British Columbia Health Act have been amended regarding the partition separating a barber shop from any other room or part of the premises, and the wearing of a white washable coat by all persons engaged in barbering. Regulations have been issued under the Manitoba Apprenticeship Act, and certain trades have been added to the list of designated trades in Schedule A to the Act. Female employees in hotels and restaurants in Nova Scotia must have at least 24 hours of continuous rest in every seven days. New regulations have been issued under the Ontario Apprenticeship Act governing the motor vehicle repair trade. The provisions of the Saskatchewan Minimum Wage Act have been extended to include certain cities and all industries, businesses, trades or occupations of any nature with certain exceptions.

Dominion

Dominion Civil Service Superannuation and Militia Pensions

Order in Council P.C. 120/8058 made October 18, 1944, and gazetted October 30 waives overpayments of superannuation or Militia pensions made prior to November 1, 1944, to annuitants under the Civil Service Superannuation Act, 1924, or to pensioners under The Militia Pension Act who have been employed by the Inspection Board of the United Kingdom and Canada.

Committee on the Activities of Government Departments connected with Demobilization

By an Order in Council (P.C. 8096) made October 17, 1944, and gazetted October 23, the Minister of Labour is to appoint one member to an interdepartmental committee authorized to co-ordinate the information activities of government departments connected with demobilization, rehabilitation, readjustment to civil life and related matters among both members of the armed forces and the general public, and to institute information programs on such matters. The committee is to be kept informed of the programs of Government departments and agencies and may make recommendations to the various departments. The necessary funds are to be allocated to the Wartime Information Board from the War Appropriation, subject to approval of estimates of expenditure and allotment of funds by the Treasury Board.

Department of Veterans' Affairs and Department of National Health and Welfare

The Department of Veterans' Affairs Act (L.G., 1944, p. 1173) and the Department of National Health and Welfare Act (L.G., 1944, p. 1172) were proclaimed in effect November 4, 1944.

Government Employees Compensation Regulations

An Order in Council (P.C. 160/7934), made October 14, 1944, and gazetted October 23, amends Order in Council P.C. 1004 (L.G., 1943, p. 390) concerning provision for payment of compensation to Government employees who are injured by accident in Newfoundland or while travelling between Newfoundland and Canada, or to their dependants in the case of death.

The section is amended which stipulates that such an accident is deemed to have occurred in the province in which the employee is ordinarily resident. It now states that where a Government employee ordinarily resident in Canada suffers an accident in Newfoundland or while travelling between Canada and Newfoundland, the accident will be deemed to have occurred in Ontario or, if the employee, or his dependants in the case of his death, give notice within one month after the accident has occurred, in the province in which the employee is ordinarily resident.

A further amendment is made by the addition of a section stating that medical or surgical treatment or X-ray or hospital services received in Newfoundland are to be paid for, where authorized by the Minister of Transport, in accordance with the tariff of fees and allowances set out in this Order.

Montreal Tramways Company

Order in Council P.C. 8211, made October 24, 1944, and gazetted November 6, amends P.C. 6416 (L.G., 1944, p. 972) governing control exercised over the business of the Montreal Tramways Company.

Article 2, concerning Controllers of the Company, is revoked and a new Article is substituted which stipulates that the Controllers will have the custody and control of the amount of property and assets of the Company necessary to manage, operate and carry on the transportation services of the Company. The Controllers have the authority of the board of directors of the Company for the purpose of carrying out these operations.

Article 5, governing the board of directors, is also revoked and another Article substituted which states that the authority of the board of directors and the shareholders in respect to the management, operation and carrying on of the transportation services of the Company is suspended until the above rights of the Controllers are revoked.

National Selective Service Civilian Regulations Amendment

Order in Council (P.C. 8212) made October 24, 1944, amends the N.S.S. Civilian Regulations (L.G., 1943, p. 16, 17) by revoking Subsection (3) of Section 251 governing pay to persons performing service in lieu of military training to whom postponement orders have been granted.

The amending Order substitutes another Subsection (3) which stipulates that the Minister must not pay less than 50 cents per day to every person performing alternative service, more than 75 cents per day to any such person appointed as sub-foreman, and not more than $1 per day to any such person appointed as foreman.

New Brunswick Wartime Labour Relations

In New Brunswick a Proclamation has been issued making applicable in that Province the provisions of the amendment to the Wartime Labour Relations Act made by Order in Council P.C. 6893 of September 1, 1944 (L.G., 1944, p. 1106).

Owing to the establishment of a separate Department of Labour in New Brunswick an Order in Council (P.C. 8293) was issued October 27, 1944, to amend Order in Council P.C. 3455 (L.G., 1944, p. 610), which set up the New Brunswick Wartime Labour Relations Board.

The amendment substitutes the words "the Minister of Labour for the Province of New Brunswick" for "the Minister of Health and Labour for the Province of New Brunswick".

Veterans' Dual Service Pension Order

An Order in Council (P.C. 160/7746), made October 14, 1944, and gazetted October 9, governs the payment of pensions to former members of His Majesty's Forces in the War of 1914-18 and the present war, and to former members of the Canadian Expeditionary Forces who have served in the present war.

A pension is payable to any veteran who is either 60 years of age or is permanently unemployable because of physical or mental disability, or who is incapable, and is unlikely to become capable, of maintaining himself because of economic handicaps combined with physical or mental disability or insufficiency. A pension is also payable to the widow of a veteran if she is either 55 years of age, or is incapacitated and unlikely to become capable of earning a livelihood because of mental or physical disability and is in necessitous circumstances. She must also have been living with her husband previous to his death but the administering authority retains the power to waive this qualification. An orphaned child in necessitous circumstances is also eligible for a pension.

No pension for a veteran or a widow of a veteran, who is a bachelor, widower or widow without a child, may exceed $365 per year. A

pension in the case of a married man, a widower or a widow with dependent children, must not exceed $730 per year. The maximum pension for children is $360 per year for a single child, $648 for two children, or $730 for more than two. No married person, widower or widow is entitled to a pension in excess of that payable to a bachelor unless the person and his wife, or the person and one or more children reside together. No pension is payable in respect of any period prior to the date of the application. A pension is payable only to persons who have lived in Canada for the six months immediately preceding the proposed commencement of the pension.

A pension is subject to reduction by the amount of income of the pensioner, but "income" does not include:—

(*a*) any special allowance for attendance, wear and tear on clothing, etc. payable to disabled veterans under the Pension Act;

(*b*) any additional allowance payable to the pensioner under the Pension Act on account of his children;

(*c*) any pension or grant received by the pensioner by reason of his having been awarded the Victoria Cross, the Military Cross, or the Distinguished Conduct Medal;

(*d*) casual earnings of less than $125 in any year;

(*e*) Provincial or Municipal relief money or Mothers' Allowance paid to or on behalf of the pensioner on account of dependent children;

(*f*) payments specifically excepted from the meaning of "income" as defined in the Regulations made under the Old Age Pensions Act;

(*g*) unearned income received by the pensioner less than $25 per annum; or

(*h*) war service gratuity of a deceased veteran paid, under the War Service Grants Act, to the pensioner as a dependent of such veteran.

Where any person has made a voluntary transfer of property in order to qualify for a pension or for a larger pension, the income from such a property must be taken into account in determining the amount of the pension.

Pensions are payable monthly, on a date fixed by the administering authority. They are subject to review from time to time and the pensioner may be required to submit any statement necessary to determine the continuance of the pension. The administering authority may direct the payments to be made to some other person if it believes that the pensioner is spending the amount to other than the best advantage. A pension may be suspended while the pensioner— (*a*) is a prisoner undergoing punishment for an offence; (*b*) is maintained by the Canadian Government in any institution; or (*c*) is not resident in Canada, but a part of the pension may be paid to the dependants of any pensioner under (*a*) for a period not exceeding 12 months or to the dependants of a pensioner under (*b*) for as long as the pensioner is maintained in an institution. The administering authority has the right to obtain from the Dominion Bureau of Statistics a statement of the age of any applicant for a pension from a census taken more than 20 years before the date of application for such information.

No pension is subject to alienation or transfer by the pensioner, or to seizure in satisfaction of a claim against him.

The Crown may recover the amount of any pension payments made by reason of wilful non-disclosure of facts or of fraudulent misrepresentations. No person may receive a pension under this Order if he is entitled to an allowance under the War Veterans' Allowance Act, or is receiving a pension under the Old Age Pensions Act.

The Minister of Pensions and National Health is charged with the administration of the Order and is authorized to appoint an administering authority. The War Veterans' Allowance Board was appointed on October 5. Payments under this Order are taken from the War Appropriation. The Order came into force October 1, 1944.

An Order in Council, P.C. 161/7746, made October 4, 1944, and gazetted October 9, provides that no deduction may be made from payments under The War Veterans' Allowance Act by reason of payments made under The War Service Grants Act.

Order in Council, P.C. 162/7746, made October 4, 1944, and gazetted October 9, extends the benefits of The War Veterans' Allowance Act to veterans of the present war and of the North West Rebellion of 1885.

Other Orders

The following Orders are summarized elsewhere in the LABOUR GAZETTE: P.C. 7429 regarding the employment of Home Defence Troops; P.C. 7993 governing the establishment of a Cabinet Committee on reconstruction.

Provincial

Alberta Apprenticeship Act

By a Proclamation issued September 12, 1944, and gazetted September 30, the Alberta Apprenticeship Act (L.G., 1944, p. 788) was put in force October 1, 1944.

Alberta Female Minimum Wage Act

Order No. 15 under this Act pertaining to female minimum wages for inexperienced employees, for piece work, for overtime, and as regards deductions, was gazetted October 14, 1944, and comes into effect December 1, 1944.

The Order applies to all female employees not exempted from the Female Minimum Wage Act by special Orders or agreements, including female apprentices and female employees in hospitals and nursing homes with the exception of office staff. The minimum wage for every female employee to which this Order applies, is $15 per week, when the week consists of 30 or more hours. When a week consists of less than 30 hours, the minimum wage is 35 cents per hour, providing that no employee receives less than $1.40 when a day consists of four consecutive hours or less. A mealtime period not greater than one hour is not considered as part of the four-hour period.

Inexperienced female employees must receive not less than $10 per week for the first month, $12 per week for the second month, $14 per week for the third, and the regular $15 per week thereafter. Inexperienced female employees on an hourly or piecework basis must receive the same minimum weekly rate, with not more than a monthly period of averaging being permitted in the latter case. The overtime rate is to be one and one-half times the ordinary rate.

Where meals and/or lodging are furnished as part of the weekly wage, these deductions must not exceed $2.50 for 18 meals in a working-week of six days, $3 for 21 meals in a work-week of seven days, $1.50 for lodging for a work-week of seven days, and 15 cents for single meals. No deductions may be made for meals not consumed. Uniforms, where required by an employer, must be furnished, repaired and laundered free of charge to the employee. Accidental breakages may not be charged to the employee. No deduction is to be made from the wages of any employee for time not worked on any statutory holiday. No more than 25 per cent of the total number of female employees may be inexperienced. Orders 1, 2, 3, 4, 5, 6, 7, 8, and 12 governing female employees in: factories; laundries cleaning and dyeing; hotels and restaurants; beauty parlours; theatres; garages, gasoline service stations, operators of freight and passenger elevators; offices; shops; and greenhouses, are rescinded from December 1, when this Order comes into effect.

Alberta Hours of Work Act

An Order in Council (O.C. 1443-44) issued September 12, 1944, and gazetted September 30, approves Order No. 32 of the Board of Industrial Relations which exempts elevator repair crews of United Grain Growers Limited, Alberta Wheat Pool and Northwest Line Elevators' Association from the operation of The Hours of Work Act for one year, extending from April 1 to October 31, 1944. The Order was necessitated because the work of repair crews is of a seasonal nature, full repair programs are impossible due to the shortage of both men and materials and the repair work cannot be done by ordinary casual labour. A review of such exemption will be made by the Board from year to year.

British Columbia Apprenticeship Act

An Order in Council made October 14, 1944, and gazetted October 19, amends Schedule A, which enumerates trades to which the Act applies. This amendment adds to the list, the occupation of office machine mechanic, which includes the manufacture, servicing, and repair of all counting, recording, and correspondence devices such as cash registers, typewriters, adding-machines, sealing and addressing devices, and all other office machinery.

British Columbia Health Act

Regulations under this Act have been amended by an Order in Council made September 30, 1944, and gazetted October 5.

Regulation I is amended by the addition of particulars regarding the partition separating the barber shop from any other room or part of the premises. This partition, of solid wood, metal or part-glass extending from floor to ceiling, must, by the New Order, measure not less than 10 feet on any one side of the floor-space for the first chair. Barber shops must be inspected and approved by a local health authority before opening for business.

Regulation 15 governing the wearing of white coats by all barbers, apprentices, or students is rescinded, and another section substituted. This section states that all barbers, apprentices or students must wear a coat of a white washable material, covering all clothing from the hips upward. This coat must be kept clean to the satisfaction of the Sanitary Inspector.

Manitoba Apprenticeship Act

Regulations under this Act, adopted October 7, 1944, and gazetted October 21, deal with educational qualifications, application and agreements, wages, terms of service, duties of the employer and employee, hours of work, disputes, examinations and fees governing apprentices.

No person may become an apprentice until he has completed the work of Grade 9 or its equivalent. Application for the registration of an agreement must be made on a form supplied by the Provincial Apprenticeship Board, and must be forwarded to the director with a medical certificate.

Each agreement must provide that the agreement between the employer and apprentice may be terminated within three months. If the apprentice is a minor he must have the written consent of his parent, guardian or the Director of Public Welfare, to terminate the agreement. The apprentice forfeits his wages for non-attendance at classes. The director may cancel any agreement on application to the employer if the apprentice is absent without reasonable excuse. An apprentice may be placed for temporary training under a perscon other than his employer if the employer gives the director 10 days' notice of the change, in writing. Before advancing to a further 12 months of his apprenticeship period, an apprentice must complete, in 12 consecutive months, at least 2,000 hours, inclusive of the time spent in day classes. When the Apprenticeship Board is not satisfied that the apprentice has made satisfactory progress in his training, the apprenticeship period may be extended from time to time, as required. Either party to the agreement may make application, in writing, to the director for a revision of the rate of wages fixed in the agreement. The director may then appoint a time and place for a hearing, at which he may alter or amend the rate of wages. Each apprentice must be paid on an hourly basis. He is responsible for the proper use of the tools and goods of the employer and must avoid waste. He must furnish an adequate excuse to his employer for any absence from his employment, attend the prescribed classes in trade training, and notify the director immediately when he ceases for any reason to be employed by the employer to whom he is apprenticed. Every employer must register with the director within three (3) months after his trade becomes a designated trade, notify the director when employing a minor or an apprentice in any designated trade, provide adequate training for each apprentice, keep each apprentice employed as long as work is available, pay the apprentice the wages set out in the agreement, co-operate with the director in the transfer of any apprentice, and submit an annual report to the Board on a furnished form regarding the conduct of each apprentice.

The hours for apprentices must not exceed those of a journeyman in the same trade, and those for a male apprentice under 17 and any female apprentice must not exceed 48 hours per week. A male apprentice may work overtime, but such overtime must not reduce the period of apprenticeship.

Three copies of each agreement must be sent by the employer to the director for approval by the Board and for registration. One copy must be retained by the director, one sent to the employer and one to the apprentice. The director must furnish the apprentice with an identification card which must be carried at all times while at work. A permanent transfer of an apprentice from one employer to another must be executed in triplicate and registered as a new agreement. A permanent transfer must be approved by the Board but a temporary transfer may be arranged by the trade advisory committee or by the director.

Any dispute arising between an employer and an apprentice may be referred by either party for settlement to the director, who will notify the trade advisory committee. Each member of the trade advisory committee is to hold office for three years, or until he is either re-appointed or a successor appointed. The trade advisory committee may make rules, in respect to the particular trade, governing age qualifications of apprentices, educational requirements, the apprenticeship period, the ratio of apprentices to other employees, technical school classes to be attended by apprentices, technical school curriculum, schedule of shop work, trade tests and final examinations, and hours of employment. The committee may make recommendations to the Board regarding minimum wages of apprentices, and may also issue permits to authorize persons who have satisfied the Board that they are competent to work at a designated trade without fulfilling the period of apprenticeship.

The Board makes arrangements for the technical school training and other educational classes to be taken by apprentices, trade tests and final examinations.

When an apprentice has completed his term, training, trade tests and final examinations conducted by the Department of Education, he receives a certificate.

The fee for registration of an agreement, registration of assignment of an agreement, each final trade examination, certificate of qualification, and permit is $1, and 50 cents for the replacement or renewal of a certificate (or a permit).

These fees must be paid into the Revenue Division, Consolidated Fund of the Province of Manitoba.

These regulations will come into effect November 1, 1944.

A Proclamation, issued October 6, 1944, and gazetted October 21, adds the following trades to the list of designated trades in Schedule A to the Apprenticeship Act: Automobile repair mechanics, bricklayers, carpenters, electricians ,electric motor winders and repairmen, internal combustion engine mechanics, marble workers and tile setters, masons, painters and decorators, plasterers and lathers, plumbers, steamfitters, woodworkers (factory).

Nova Scotia Minimum Wage Act

An amendment gazetted October 11, 1944, has been made to Order No. 3 of the Nova Scotia Minimum Wage Board governing female employees in hotels, restaurants, refreshment rooms, boarding houses, tea rooms, ice cream parlours, light lunch stands, and hospitals, with the exception of student and graduate nurses. The amendment adds a subsection to Section 3 pertaining to hours of work and stipulates that every employer engaged in carrying on any such establishment must allow every female employee at least 24 continuous hours of rest in every seven days. The maximum number of hours is 10 for any one day and 54 for any one week.

Ontario Apprenticeship Act

New regulations under this Act were made October 3, 1944, and gazetted October 28.

Every person between 16 and 21 who enters the motor vehicle repair trade must enter into a contract of apprenticeship. Where the employer of a garage or other place engaged in the repair of motor vehicles is a mechanic or where he employs a mechanic, one apprentice may be employed. An additional apprentice may be employed for each additional five mechanics.

The period of apprenticeship is five years, except where the apprentice has attended a technical or vocational school approved by the Appenticeship Board, has specialized in a course in motor mechanics for at least two years and is certified by the school, in which case the apprentice must be given credit for serving two years apprenticeship. The age of a person over 21 who proposes to become an apprentice may, in the discretion of the Director, be reduced by a period not exceeding any period spent in a technical or vocational school.

The minimum rates of wages for apprentices are a percentage of the rates for mechanics: 30 per cent for the 1st year, 40 per cent for the second year, 50 per cent for the third, 60 per cent for the fourth, and 70 per cent for the fifth year.

Every person, other than a registered apprentice, engaged in the motor vehicle repair trade must hold a current certificate. No other person may be employed in this trade unless he can satisfy the provincial advisory committee, within two years of the coming into force of this regulation, that he had been engaged in the motor vehicle repair trade for a period of five years preceding the coming into force of these regulations.

Examinations will be held as directed by the provincial advisory committee. Examiners will be appointed by the Board and will recommend the issue of certificates to the provincial advisory committee. A candidate who fails to pass an examination may try another prescribed by the committee. Fees for examination and re-examination are $1. The fee of $1 is payable when a certificate is issued. This certificate must indicate the section of the motor vehicle repair trade in which the mechanic is qualified. Certificates and renewals will expire on the following October 31, provided that certificates and renewals issued before October 31, 1944, continue in force until January 31, 1945.

An application for renewal must be attached to the certificate, and the completed form with the prescribed fee must be forwarded to the Director. A certificate not renewed for three consecutive years may be renewed only after the applicant has successfully completed an examination prescribed by the Board, provided that, until two years after the coming into force of these regulations, a certificate may be renewed without examination. The fee for renewal of a certificate after its expiration will be $2 and will be increased by $1 for every year during which failure to renew continues, but this regulation will not come into force until two years after the coming into force of these regulations. The fee for issuing a duplicate certificate will be $1.

The Board may cancel a certificate on the recommendation of the provincial advisory committee where the committee finds that the holder has impersonated another at any examination held under these regulations, or has been impersonated by another person, or has been guilty of improper practice in connection with the trade. Such a cancellation

may not take effect until 10 days after notification has been sent by prepaid registered mail to the person concerned. Such a person may appeal to the Board by delivering a notice of appeal to the Director at any time before the cancellation becomes effective. The certificate will continue to be valid until the Board confirms the cancellation or decides that the certificate may continue to be valid.

Certificates must be prominently posted in the garage or workshop. The proprietor of every garage engaged in motor vehicle repair work must complete and forward to the Director all required forms. Members of the Armed Forces may be exempted from the provisions of any of these regulations by the Director while undergoing training under any plan of rehabilitation.

Saskatchewan Minimum Wage Act

Order in Council, O.C. 1166/44, made October 12, 1944, and gazetted October 31, rescinds Order "I" made August 10, 1944 and approved September 19, by O.C. 1073/44. (L.G. 1944, p. 1283) and approves a new Order.

The new Order ("L") stipulates that on and from November 16, 1944, the provisions of the Act are to be extended to apply to the following towns: Assiniboia, Biggar, Gravelbourg, Indian Head, Maple Creek, Melfort, Moosomin, Nipawin, Rosetown, Rosthern, Tisdale, Watrous and Wilkie, including the territory within a five mile radius of these towns.

Order in Council, O.C. 1167/44 issued October 12, 1944, and gazetted October 31 rescinds Order "J" made August 10 and approved September 19, 1944, by O.C. 1074/44. (L.G., 1944, p. 1283) and approves the following Order.

The new Order ("K") stipulates that on and from November 16, 1944, the provisions of the Minimum Wage Act will apply to all industries, businesses, trades or occupations of any nature, except agriculture, domestic service and employment in the Public Service of Saskatchewan, or in the service of any Department of the Executive Government of the Province, or in the service of any Board or Commission created by any Saskatchewan Act, or in the service of any municipal corporation.

British Industry and Education

A REPORT of the Education Committee of the Federation of British Industries was published in May in a bulletin entitled "Industry and Education", and shows the educational background which the Federation considers desirable for persons entering the administrative, managerial or technical sides of British industry,

The report points out that recent mechanization trends may reduce the need for skilled craftsmen but the Government's educational policy and present population trends may result in a reduction in intake of persons between 15 and 18. Quality, therefore, becomes essential. Education should provide a foundation for training in industry. The report gives as essentials the ability to read, write and speak clearly, a sound understanding of elementary mathematics, including geometry, an elementary knowledge of the basis of the natural sciences, a general impression of the main outlines and proportions of world history, and of political and economic geography, with some knowledge of social and cultural conditions in Britain and other lands. Physical education is also deemed important, not only for the health of the employee, but for the contribution which organized activities such as school holiday camps can make to the development of self-discipline and the team spirit. The report suggests that there should be "less emphasis on the acquisition of facts and specialized knowledge and more on the desired broad understanding of general principles and trades", while physical training and some degree of social responsibility training should receive additional attention.

The report discusses the advantages of the proposed reorganization of the educational system so that technical and modern schools shall have the same status as the grammar schools. Steps should also be taken to enable a child's aptitudes to be given more weight but while these aptitudes should be paramount in determining occupation, openings for employment in the locality should also be taken into consideration.

The report stresses the desirability of industry co-operating more closely with the local education authorities, including, closer contact with the schools themselves and with the local employment advisory committees, provision for pupils to visit factories, release of a proportion of its employees for part-time or full-time teaching and an increase in the number of works schools. It is considered that the whole period up to the age of 21 should be regarded as an educational period. The report further suggests that industry might take greater advantage of national educational facilities by providing bursaries.

Adult education, the report states, is valuable, and might take the form of organized group discussions and conferences, weekly meetings to discuss the work and the difficulties encountered, and consideration of recent developments in business administration, production technique, works management, sales development and marketing.

Prices

Prices, Retail and Wholesale, in Canada, October, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

BETWEEN September 1 and October 2, 1944, the official cost-of-living index declined from 118·8 to 118·6, further decreases in fresh vegetable prices being primarily responsible. The food index fell 0·4 points to 130·8 as small increases for butter, eggs, and lard were out-weighed by price reductions for vegetables, citrus fruits, and lamb. The miscellaneous index fell 0·1 to 108·9, but rents advanced from 111·9 to 112·0 and clothing from 121·5 to 121·6. Other group indexes remained unchanged, fuel and light at 108·7, and homefurnishings and services at 118·4.

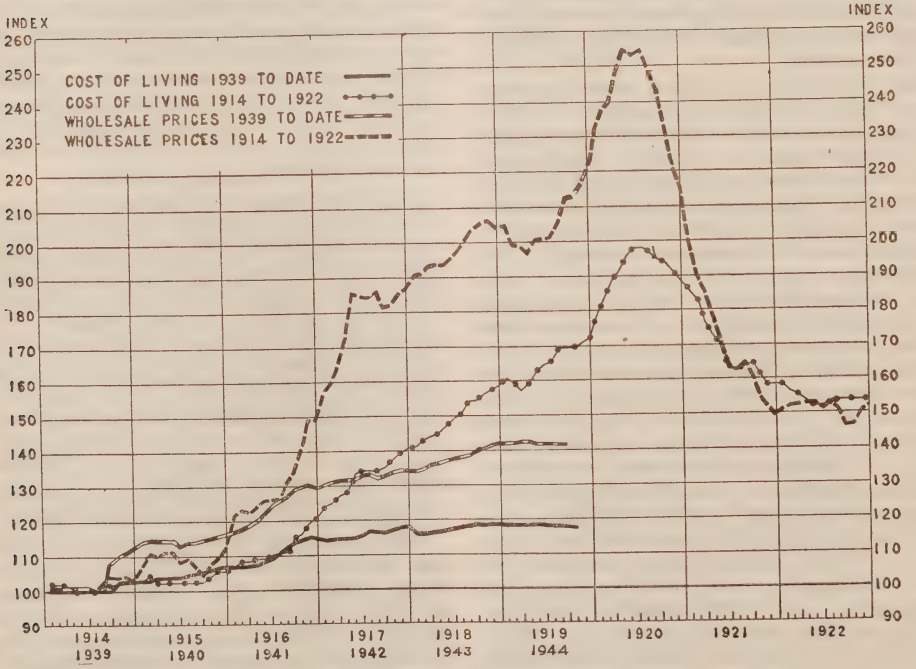
Between August 1 and October 2, eight regional city indexes recorded changes varying from an increase of 0·2 points to a decrease of 0·9 points. Declines occurred in six of the eight cities with Halifax and Saint John showing the greatest reductions. Winnipeg and Vancouver indexes moved upward by 0·1 and 0·2 points, Vancouver being the only one of the eight regional cities in which foods averaged higher in October than in August. The Winnipeg rise resulted from a small increase in the rent index, higher barbers' fees, and increases in motor repair labour costs. Food prices were mainly responsible for declines in the other six cities.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1944

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100



prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the Labour Gazette for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the Labour Gazette under the title, *Activities of the Wartime Prices and Trade Board.*

Wholesale Prices, October, 1944

Increases in vegetable and animal products were responsible for a gain of 0·1 to 102·4 in the general index of wholesale prices during October. Vegetable products moved up 0·3 to 94·7, reflecting higher prices for rye, hay, corn, oats, turpentine, rosin, lemons and bananas which outweighed decreases for potatoes, onions and malt. In the animal products section a gain of 0·3 to 106·3 was due to upturns for prepared meats, butter, eggs, lard, calves and codfish. These more than counterbalanced weakness in steers, hogs, lambs and fresh meats. Non-metallic minerals, the only other group to record a change, receded 0·5 to 101·8 following reduced prices for gasoline. October index levels for other groups were as follows: textile products

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 1900-0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913	.....	79·7	88·3	74·3	76·9	88·0	70·3		.....
1914	.....	80·0	91·9	72·1	75·4	88·9	70·3		.....
1915	.....	81·6	92·7	69·9	73·8	96·8	70·9		.....
1916	.....	88·3	103·3	70·6	75·4	110·8	74·5		.....
1917	.....	104·5	133·3	75·8	83·8	130·3	81·5		.....
1918	.....	118·3	152·8	80·2	92·2	152·3	91·4		.....
1919	.....	130·0	163·3	87·6	100·7	175·1	101·2		.....
1920	.....	150·5	188·1	100·2	119·9	213·1	110·3		.....
1921	.....	132·5	143·9	109·1	127·6	123·4	112·5		.....
1922	.....	121·3	121·9	113·7	122·2	147·0	112·5		.....
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		.....
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		.....
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		.....
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		.....
1934	.....	95·6	92·7	93·2	102·1	97·1	97·8		.....
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	**100·0**	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	**100·0**	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	**102·7**	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	**103·9**	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	**103·0**	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	**103·8**	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	**104·8**	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	**106·2**	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year	.....	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	**107·4**	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	**107·7**	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	**111·0**	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	**114·6**	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	**114·9**	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year	.....	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	**114·5**	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	**115·0**	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	**117·0**	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	**116·9**	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year	.....	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	**116·2**	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
April 1	**116·7**	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
July 2	**117·9**	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
October 1	**118·4**	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
Year	.....	118·4	130·7	111·5	112·9	120·5	118·0	108·0	124·5
1944									
January 3	**118·1**	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	**118·0**	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	**118·1**	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1	**118·2**	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4
May 1	**118·3**	119·2	131·7	111·9	112·5	121·5	118·5	109·0	125·4
June 1	**118·1**	119·0	131·1	111·9	112·5	121·5	118·4	109·0	125·1
July 3	**118·1**	119·0	132·0	111·9	108·9	121·5	118·3	109·0	125·6
August 1	**118·0**	118·9	131·5	111·9	108·7	121·5	118·5	109·0	125·3
September 1	**117·9**	118·8	131·2	111·9	108·7	121·5	118·4	109·0	125·2
October 2	**117·7**	118·6	130·8	112·0	108·7	121·6	118·4	108·9	124·9

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
‡ Commodities in the cost-of-living index excluding rents and services.

91·7; wood products 118·1; iron products 117·0; non-ferrous metals 79·7, and chemical products 100·1.

At a level of 103·0 for October, the composite index for Canadian farm products was up 2·0 points over the September figure. A gain of 4·2 points to 122·0 in animal products was principally responsible, and reflected an increase in fluid milk following the October 1st advance in the subsidy from 35 cents to 55 cents per cwt. Egg prices were firmer in this section also, while livestock quotations continued downward. In the field products section a gain of 0·6 to 91·6 reflected strength in grains and hay which outweighed decreases in potatoes and onions.

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1944

(Base: August, 1939=100)

—	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax	118·4	139·5	105·7	107·5	117·8	115·0	109·0
Saint John	118·7	131·7	107·8	112·9	121·8	116·3	109·9
Montreal	120·1	136·1	108·7	106·5	124·3	118·5	106·9
Toronto	117·0	127·9	111·1	119·2	118·1	114·0	109·0
Winnipeg	115·8	129·2	104·6	109·0	119·5	115·7	107·9
Saskatoon	119·2	133·6	113·1	110·4	119·4	120·0	107·4
Edmonton	115·8	131·4	100·0	103·6	124·3	117·2	108·4
Vancouver	117·2	133·2	100·2*	113·9	124·0	115·8	108·7

* Revised on the basis of new data.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939-OCTOBER, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR OCTOBER, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	Mar. 1943	June 1943	Sept. 1943	Dec. 1943	Mar. 1944	June 1944	Aug. 1944	Sept. 1944	Oct. 1944	Price Oct. 1944
Beef, sirloin steak	lb.	100·0	120·7	140·1	144·8	145·5	143·0	143·0	143·7	154·1	154·1	154·5	43·1
Beef, round steak	lb.	100·0	125·7	150·6	157·0	157·8	154·4	154·9	154·9	166·7	167·1	167·1	39·6
Beef, rib roast	lb.	100·0	125·5	148·7	160·4	170·9	173·0	173·9	173·5	173·0	172·6	172·2	39·6
Beef, shoulder	lb.	100·0	132·7	165·4	176·7	181·1	179·9	180·5	178·0	161·6	161·6	161·6	25·7
Beef, stewing	lb.	100·0	136·7	174·6	183·3	183·3	179·4	181·0	178·6	168·3	169·0	169·0	21·3
Veal, forequarter	lb.	100·0	139·3	168·0	181·1	181·1	181·7	176·3	174·0	174·0	173·4	174·6	29·5
Lamb, leg roast	lb.	100·0	109·9	134·9	141·2	146·1	125·7	141·9	143·7	155·3	152·5	151·1	42·9
Pork, fresh loins	lb.	100·0	125·3	132·7	137·7	139·2	138·8	138·5	138·8	139·2	138·8	138·8	36·1
Pork, fresh shoulder	lb.	100·0	127·0	139·8	145·9	146·9	147·4	147·4	146·4	146·4	146·4	146·4	28·7
Bacon, side, med. sliced	lb.	100·0	132·3	139·1	139·1	140·3	140·3	140·6	140·0	140·0	140·0	140·0	45·5
Lard, pure	lb.	100·0	151·3	160·5	162·3	162·3	162·3	159·6	152·6	150·9	150·9	151·8	17·3
Shortening, vegetable	lb.	100·0	134·7	136·8	137·5	137·5	137·5	137·5	137·5	137·5	137·5	137·5	19·8
Eggs, Grade "A" fresh	doz.	100·0	156·4	142·4	135·5	171·7	182·2	137·2	134·5	141·4	152·3	155·3	47·2
Milk	qt.	100·0	111·0	95·4	95·4	95·4	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery prints	lb.	100·0	140·5	146·2	142·9	141·8	145·1	146·2	144·0	143·2	144·3	145·4	39·7
Cheese, Canadian, mild	lb.	100·0	174·6	162·5	164·9	166·3	167·8	164·9	164·4	163·5	163·5	163·9	34·1
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	100·0	100·0	100·0	100·0	9·2
Tomatoes, canned, 2½'s	tin	100·0	129·9	131·1	132·1	131·1	135·8	137·7	138·7	138·7	138·7	138·7	14·7
Peas, canned, 2's	tin	100·0	117·5	120·0	120·8	121·7	123·3	124·2	124·2	124·2	123·3	123·3	14·8
Corn, canned, 2's	tin	100·0	128·3	131·9	132·7	134·5	134·5	135·4	134·5	134·5	134·5	134·5	15·2
Beans, dry	lb.	100·0	129·4	127·5	127·5	129·4	131·4	131·4	133·3	133·3	133·3	133·3	6·8
Onions	lb.	100·0	108·2	116·3	144·9	153·1	144·9	153·1	163·3	146·9	134·7	124·5	6·1
Potatoes	15 lb.	100·0	89·9	135·4	160·4	158·2	136·6	143·6	140·5	155·2	137·5	128·4	42·1
Prunes, medium	lb.	100·0	115·8	123·7	124·6	125·4	127·2	123·7	123·7	122·8	123·7	122·8	14·0
Raisins, seedless, bulk	lb.	100·0	104·0	100·0	105·3	111·3	101·3	105·3	113·2	115·2	115·9	115·9	17·5
Oranges, medium size	doz.	100·0	132·5	131·4	144·7	145·7	141·0	137·9	141·0	141·3	141·6	141·6	41·5
Lemons, medium size	doz.	100·0	111·3	131·7	134·2	146·2	137·8	137·2	136·0	143·4	144·6	144·0	46·8
Jam, strawberry, 16 oz.	jar	100·0	111·3	115·1	115·1	†115·1	113·8	115·7	114·5	114·5	114·5	115·1	18·9
Peaches, 20 oz.	tin	100·0	101·5	105·1	109·6	†109·6	109·1	107·1	108·1	†108·1	†108·1	†108·1	†21·3
Marmalade, orange, 16 oz.	jar	100·0	118·3	127·3	129·5	130·3	131·1	131·8	130·3	130·3	130·3	130·3	17·7
Corn syrup, 3½ lb.	jar	100·0	138·0	140·7	154·7	154·7	153·7	155·3	155·0	156·0	155·7	155·7	46·7
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	133·3	133·3	133·3	134·9	134·9	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	130·5	130·8	130·8	131·1	131·1	131·1	131·1	131·1	131·1	44·3
Tea black, ½ lb.	pkg.	100·0	145·2	131·3	131·6	131·6	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to October, 1944, prices.
† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—																				
1—Charlottetown	44·8	40·6	38·9	28·2	22·0	....	....	36·0	....	44·9	19·1	20·2	43·9	9·0	41·4	34·8	7·3	4·6	6·0	10·0
Nova Scotia—																				
2—Halifax	44·1	41·0	38·2	26·9	22·8	21·3	46·1	36·3	28·9	44·1	18·9	19·9	54·2	11·0	44·5	34·4	8·0	4·6	6·1	9·9
3—New Glasgow	45·7	42·9	41·4	26·6	22·5	....	47·0	39·3	32·6	46·9	17·9	20·0	53·5	10·0	44·3	36·1	7·3	4·9	6·1	10·0
4—Sydney	47·6	41·6	35·2	30·7	23·7	....	45·7	39·5	34·0	46·1	18·4	19·9	54·6	12·6	44·2	34·8	7·3	4·5	5·9	9·8
5—Truro	44·4	40·4	36·0	28·2	18·1	....	45·4	37·0	30·1	45·0	18·2	20·4	55·4	10·0	43·3	34·4	6·7	4·9	6·0	10·1
New Brunswick—																				
6—Fredericton	44·7	39·5	45·8	27·4	20·3	29·7	44·	36·8	31·3	46·7	18·3	19·7	48·9	10·0	42·8	35·1	7·3	4·8	6·3	9·5
7—Moncton	45·6	41·4	41·2	27·1	21·2	30·0	46·2	36·3	30·3	47·4	17·7	20·1	54·6	10·0	42·8	34·7	8·0	4·6	5·8	10·0
8—Saint John	45·2	43·1	38·5	26·7	22·9	29·5	45·3	39·3	30·7	44·8	18·3	19·7	53·8	11·0	43·0	35·5	7·3	4·3	6·0	9·7
Quebec—																				
9—Chicoutimi	39·8	35·8	36·0	27·3	22·0	....	46·3	30·0	29·4	49·0	19·5	20·7	51·4	10·0	39·7	33·3	6·7	4·3	....	9·9
10—Hull	41·3	38·8	37·7	26·6	19·0	30·7	....	32·3	28·2	46·3	16·4	19·1	49·4	10·0	38·2	32·0	5·3	3·8	5·5	9·5
11—Montreal	42·6	39·5	43·6	24·8	20·3	24·6	41·2	32·9	26·7	45·7	17·1	19·2	51·1	10·5	39·1	34·1	6·0	3·8	5·4	9·3
12—Quebec	40·7	36·9	35·1	23·6	18·5	29·9	39·1	31·4	27·2	41·6	17·4	19·3	48·7	10·0	39·4	34·5	5·5	3·6	5·8	9·7
13—St. Hyacinthe	36·5	34·9	34·6	24·3	19·9	31·4	34·3	28·4	25·1	47·8	17·8	19·5	48·0	9·0	38·6	31·5	5·3	4·1	6·0	9·8
14—St. Johns	42·2	39·7	39·5	27·0	18·0	32·7	44·7	....	28·0	45·8	18·0	19·7	48·6	9·0	38·5	32·1	5·3	4·1	5·5	9·8
15—Sherbrooke	44·0	41·0	40·9	26·9	18·9	32·8	41·2	33·0	26·5	38·9	18·1	19·7	51·0	9·0	38·0	35·2	5·3	4·2	6·0	9·8
16—Sorel	39·2	36·9	36·0	24·6	19·6	....	36·7	31·6	24·9	45·6	17·7	19·4	48·6	9·0	39·0	32·2	5·3	4·0	5·3	10·0
17—Thetford Mines	32·7	35·4	27·7	24·5	17·5	....	....	25·0	24·1	37·6	17·3	19·5	45·2	8·0	38·7	31·7	5·3	4·0	5·3	9·6
18—Three Rivers	39·8	36·0	35·7	24·7	20·2	....	....	29·0	25·9	45·9	17·9	19·6	49·1	9·0	38·1	34·7	6·0	4·0	5·5	9·7
Ontario—																				
19—Belleville	41·4	38·5	40·2	25·7	21·6	28·2	42·0	36·2	29·0	45·5	17·0	19·2	43·4	10·0	39·4	30·9	6·7	4·2	5·3	8·8
20—Brantford	44·4	40·7	41·1	26·2	18·9	29·7	44·0	37·9	28·9	46·1	16·6	19·5	45·6	10·0	39·3	35·3	6·7	4·2	5·3	9·1
21—Brockville	46·7	43·0	44·0	26·3	20·7	....	45·5	35·7	29·7	45·2	17·2	19·4	45·9	10·0	38·3	30·1	6·3	4·1	5·5	8·9
22—Chatham	43·3	40·0	40·9	26·0	19·9	31·3	42·7	37·9	32·5	46·3	16·8	19·3	41·5	10·0	38·4	35·4	5·3	4·1	5·2	8·7
23—Cornwall	43·9	40·1	40·5	26·0	17·7	....	43·7	35·9	27·1	45·3	17·1	19·5	45·5	10·0	39·4	30·3	6·0	4·1	5·8	9·2
24—Fort William	43·2	39·4	37·7	25·5	21·8	29·3	43·0	36·7	30·1	45·9	17·5	19·1	52·5	11·0	39·4	33·7	6·0	4·0	5·1	8·8
25—Galt	43·3	40·3	40·3	25·5	23·0	30·0	45·7	37·0	27·8	46·3	16·9	19·2	45·4	10·0	39·3	37·0	6·7	4·1	5·7	8·8
26—Guelph	43·9	41·0	39·5	26·5	24·6	31·2	44·3	39·0	28·9	46·4	16·9	19·2	45·3	10·0	39·7	35·4	6·0	4·1	5·7	8·9
27—Hamilton	44·3	41·1	41·2	25·5	22·8	29·7	44·1	39·1	30·6	46·3	17·0	19·1	48·7	11·0	43·3	37·1	6·0	4·2	5·5	8·8
28—Kingston	43·3	38·8	38·3	25·8	18·5	....	42·4	37·2	27·6	45·8	16·6	19·2	49·2	10·0	39·2	31·2	6·0	4·3	5·3	9·1
29—Kitchener	43·3	40·6	40·5	25·2	22·6	30·6	45·4	38·3	28·5	45·9	17·1	19·5	41·7	10·0	39·2	33·8	6·3	4·0	6·1	8·8
30—London	43·7	40·3	40·8	25·5	22·0	30·2	43·9	37·2	28·2	44·9	17·7	19·3	44·8	10·0	39·1	33·1	6·0	4·0	5·6	8·9
31—Niagara Falls	43·2	39·5	41·2	25·2	19·5	29·9	44·1	38·2	28·9	44·1	16·8	19·5	50·1	10·5	39·9	33·4	6·0	4·2	5·7	8·7
32—North Bay	44·4	41·1	42·1	25·8	18·7	29·3	42·9	37·8	29·8	46·0	17·2	19·5	52·6	11·0	39·2	33·7	6·7	4·2	6·3	9·6
33—Oshawa	43·7	40·6	43·0	25·6	21·9	....	46·0	38·1	27·8	46·2	17·1	19·5	47·6	10·0	39·7	32·7	6·0	4·1	5·6	8·8
34—Ottawa	43·8	41·0	42·9	26·1	22·1	29·6	43·5	35·8	29·4	48·4	17·2	19·1	49·4	10·0	38·8	31·4	6·7	3·9	5·7	8·9

COAL AND RENTALS IN CANADA, OCTOBER, 1944

Canned Vegetables													Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·9	15·5	15·5	6·6	6·7	37·1	13·8	18·6	45·5	62·7	39·0	....	36·8	50·8	8·6	8·1	54·1	38·0	.....	11·57	24·00–28·00 (c)	1
14·8	14·5	15·2	7·3	6·0	42·6	15·1	18·3	48·4	51·7	38·5	....	37·1	51·0	8·5	8·2	49·5	38·0	.....	12·29	27·50–31·50	2
15·0	15·1	16·3	6·5	5·0	44·4	14·6	19·1	44·7	51·0	40·3	....	38·5	50·7	8·2	8·2	51·5	38·0	.....	8·42	16·00–20·00	3
14·7	15·1	15·3	6·7	6·3	44·1	13·6	18·4	48·3	59·0	....	....	36·8	50·3	8·6	8·3	49·6	37·8	.....	6·75	18·00–22·00 (c)	4
15·2	15·3	15·1	7·0	6·2	39·4	14·2	17·7	47·7	48·8	39·4	21·3	37·7	51·9	8·7	8·5	51·1	38·0	.....	11·41	26·50–30·50	5
15·0	15·3	15·6	6·6	6·8	43·4	14·6	18·6	42·5	53·0	39·5	....	38·7	50·7	8·5	8·3	49·7	38·0	.....	12·09	21·00–25·00 (c.	6
15·5	15·4	15·5	6·7	5·4	38·2	13·5	16·6	43·1	53·4	40·2	....	38·7	50·1	9·0	8·8	53·0	38·0	.....	11·57	26·00–30·00 (c)	7
15·1	15·2	15·2	6·8	5·7	40·6	14·0	17·1	46·5	49·1	39·5	....	36·4	50·9	8·4	8·3	47·9	38·0	.....	12·70	20·50–24·50 (c)	8
14·7	14·9	.....	6·9	9·2	38·7	16·6	20·0	42·3	55·5	39·8	....	40·1	47·9	8·5	8·2	50·9	39·6	18·00	.....	.....	9
14·1	14·9	15·7	7·1	7·5	42·0	13·6	17·7	39·4	42·5	36·9	....	36·4	47·0	8·3	8·0	45·5	38·9	16·75	.....	15·50–19·50	10
13·3	14·1	14·8	6·6	6·0	34·4	14·4	17·8	40·8	42·6	37·6	....	34·9	47·3	8·0	7·9	46·6	39·6	16·65	.....	23·00–27·00 (c)	11
14·0	14·3	14·7	6·7	7·4	32·6	14·4	18·0	42·6	50·5	37·2	....	35·6	47·7	8·1	7·9	42·8	39·8	16·32	.....	26·00–30·00 (c)	12
13·6	14·7	15·3	6·9	7·9	40·1	14·1	17·6	40·6	46·9	38·9	....	36·4	43·9	8·0	7·8	42·3	40·6	15·75	.....	16·00–20·00 (c)	13
14·1	14·7	15·0	6·6	8·3	36·1	14·6	18·0	41·8	46·0	38·1	....	37·3	47·2	8·0	7·9	40·7	40·0	15·50	.....	.....	14
14·4	15·8	17·0	6·4	7·4	33·3	14·7	18·7	42·0	44·7	39·7	....	39·3	49·9	8·0	8·0	39·8	39·5	1750	.....	20·00–24·00 (c)	15
15·0	14·6	17·3	7·3	8·6	37·3	15·0	17·6	44·0	55·0	39·9	....	37·3	48·9	7·9	7·7	45·8	39·7	16·25	.....	.....	16
13·7	14·3	.....	5·9	7·9	33·0	15·0	17·8	40·1	48·6	38·8	....	37·4	49·7	8·0	7·5	48·3	39·4	19·00	.....	14·00–18·00 (c)	17
14·8	14·6	14·9	6·3	7·7	34·3	15·0	20·0	40·1	49·5	39·4	....	37·7	48·3	8·5	8·0	47·2	40·6	16·00	.....	20·00–24·00 (c)	18
13·1	14·2	15·0	6·3	6·1	45·7	14·0	17·0	41·0	46·2	38·3	....	33·7	46·3	8·5	8·4	43·7	38·9	16·00	.....	.....	19
14·4	14·5	14·9	6·3	5·8	43·4	15·0	18·3	44·3	47·1	35·9	....	33·3	47·6	8·4	8·3	46·7	39·4	16·00	.....	22·00–26·00	20
14·0	13·8	14·5	6·5	5·9	45·0	13·1	18·8	40·8	47·0	....	....	34·7	49·3	8·3	8·1	42·3	38·4	16·00	.....	20·00–24·00	21
14·5	14·9	.....	5·6	5·1	45·7	14·3	18·0	33·9	43·1	36·5	....	33·6	46·8	8·7	8·5	41·5	38·4	16·00	.....	21·50–25·50	22
14·7	14·9	.....	7·1	6·9	47·5	15·5	18·0	37·5	40·4	....	....	35·5	46·1	8·2	8·2	45·8	38·6	16·50	.....	23·00–27·00 (c)	23
14·5	14·5	15·0	6·7	5·5	46·9	14·2	18·6	42·8	45·7	38·3	....	36·5	44·1	8·6	8·5	42·1	38·1	16·80	.....	25·50–29·50	24
14·0	14·6	14·7	6·3	6·1	42·8	14·4	17·9	42·3	48·3	34·8	....	33·5	46·7	8·5	8·3	44·6	39·4	16·00	.....	22·00–26·00	25
14·1	14·7	14·6	6·3	5·8	37·9	13·4	17·1	40·2	45·1	35·9	....	32·5	45·3	8·6	8·5	42·8	38·5	16·00	.....	22·50–26·50	26
13·9	14·3	14·6	6·0	6·5	45·1	14·3	17·4	43·7	46·3	35·4	....	33·5	46·0	8·2	8·1	42·1	39·3	15·50	.....	26·00–30·00	27
13·6	14·1	14·6	6·6	6·5	45·5	14·4	17·1	40·2	45·6	37·4	....	35·1	45·8	8·1	7·9	43·4	38·8	16·00	.....	29·00–33·50	28
14·3	14·7	15·0	6·5	6·1	42·0	13·6	16·9	41·0	48·5	36·2	....	32·9	45·8	8·7	8·5	39·8	39·4	16·00	.....	26·00–30·50	29
14·3	15·0	15·1	6·2	5·8	46·7	13·3	17·9	38·7	43·7	35·9	....	33·4	45·1	8·6	8·4	44·1	39·2	16·50	.....	26·50–30·50	30
13·1	13·6	15·0	7·0	5·6	46·0	13·8	18·0	42·5	45·8	36·5	....	34·3	44·0	8·5	8·7	44·4	39·6	14·63	.....	25·00–29·00	31
14·5	14·4	14·6	6·3	5·8	47·9	14·2	18·4	41·6	49·0	38·5	....	36·3	46·3	9·0	8·9	51·4	39·3	17·25	.....	23·00–27·00	32
14·1	14·3	14·4	7·2	5·8	40·3	13·6	17·6	38·7	48·4	36·3	....	34·4	44·8	8·6	8·4	46·8	39·3	16·00	.....	23·00–27·00	34
14·3	14·8	14·8	6·8	6·4	44·9	13·8	17·3	40·2	48·1	37·3	....	35·7	49·5	8·3	8·1	43·8	39·0	16·75	.....	31·00–35·00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound	42·0	39·5	39·4	24·9	23·1	....	46·3	36·6	27·7	45·4	17·0	19·4	43·1	10·0	40·0	31·1	6·0	3·9	5·4	9·4
36—Peterborough	44·8	41·3	42·1	25·9	21·7	32·0	45·1	38·7	30·4	46·4	17·2	19·1	44·8	10·0	39·2	34·5	6·0	4·2	5·4	8·7
37—Port Arthur	43·4	39·4	38·8	24·8	21·7	28·0	36·4	35·8	29·0	48·3	17·5	18·8	53·1	11·0	39·5	34·4	6·3	4·2	5·6	9·3
38—St. Catharines	44·6	40·8	42·0	25·3	20·7	30·7	42·8	40·0	28·7	46·1	17·1	19·1	48·1	10·5	39·8	36·0	6·0	4·2	5·5	9·0
39—St. Thomas	43·9	40·5	41·7	25·2	23·2	30·4	46·0	38·7	31·2	46·1	17·2	19·6	45·4	10·0	39·7	33·2	6·0	4·2	5·9	9·4
40—Sarnia	42·2	39·4	41·2	26·1	21·4	32·7	43·0	37·6	29·9	45·5	18·1	19·5	47·3	10·0	40·1	33·6	6·0	3·9	6·0	9·4
41—Sault Ste. Marie	43·6	40·3	38·5	26·4	21·5	....	41·2	36·7	28·7	44·1	17·8	19·1	52·4	11·0	39·4	32·3	6·7	4·0	6·0	9·2
42—Stratford	41·4	38·8	40·2	26·0	23·2	....	44·0	36·6	28·8	45·5	17·7	20·0	42·0	10·0	39·4	33·7	5·3	3·9	5·9	9·1
43—Sudbury	43·5	40·3	40·9	25·6	23·1	28·6	39·6	37·2	29·9	43·7	17·3	19·4	50·3	11·0	39·6	32·6	6·7	4·2	6·3	9·2
44—Timmins	44·5	40·6	42·0	26·0	21·9	29·7	43·7	38·0	29·9	44·5	18·3	19·5	52·5	12·0	39·0	33·6	6·7	4·3	5·4	9·5
45—Toronto	44·0	40·3	41·5	25·5	22·6	30·6	44·4	37·5	26·3	48·8	17·3	19·1	49·8	11·0	39·9	37·4	6·7	4·2	5·3	8·7
46—Welland	41·8	38·3	41·0	25·6	22·1	30·7	....	37·0	28·5	43·4	16·9	19·3	45·5	11·0	40·0	35·8	6·7	4·2	5·3	8·9
47—Windsor	43·7	40·3	41·3	24·9	23·3	31·0	44·0	38·2	29·9	45·6	17·7	19·2	48·9	11·0	39·3	35·3	6·0	4·2	5·3	8·8
48—Woodstock	42·7	39·5	39·5	25·5	19·2	....	45·0	36·8	27·0	44·8	17·0	19·1	44·3	10·0	39·5	31·3	6·0	3·9	5·9	8·8
Manitoba—																				
49—Brandon	42·8	38·2	40·3	25·2	20·4	....	41·0	35·2	27·0	45·9	16·7	21·1	42·2	10·0	38·0	33·4	7·1	3·8	5·7	9·1
50—Winnipeg	41·9	37·7	34·0	24·5	21·9	27·5	39·0	36·0	29·7	46·6	16·8	19·5	47·8	9·0	37·4	34·4	8·0	3·7	5·2	8·9
Saskatchewan—																				
51—Moose Jaw	42·7	38·7	38·6	24·0	18·6	....	39·5	34·6	27·1	45·5	15·0	20·7	....	11·0	37·3	34·5	7·2	3·8	5·6	8·7
52—Prince Albert	36·2	33·6	33·0	22·8	17·4	....	....	34·3	....	35·8	15·8	20·1	38·3	10·0	38·6	33·7	6·0	4·4	....	8·8
53—Regina	41·5	37·9	36·3	24·5	21·7	25·8	37·7	33·8	24·9	42·9	15·8	21·6	43·2	10·0	37·3	34·7	6·8	4·0	6·1	8·8
54—Saskatoon	42·2	37·6	36·2	25·0	19·9	27·3	40·0	34·3	27·6	44·9	15·5	20·0	41·4	10·0	37·2	34·4	7·2	3·7	5·3	8·9
Alberta—																				
55—Calgary	44·1	39·4	39·3	25·2	22·7	27·4	40·1	35·1	30·3	48·2	15·6	19·9	44·0	10·0	38·0	35·7	7·2	3·9	5·4	8·8
56—Drumheller	41·0	37·0	38·7	24·0	20·0	....	....	35·0	26·7	44·7	16·9	21·7	41·6	10·0	39·4	38·2	8·0	4·4	5·7	9·2
57—Edmonton	40·2	35·2	36·7	22·5	21·5	27·1	35·9	34·2	26·7	45·9	15·3	20·1	42·2	10·0	37·4	34·9	7·2	3·9	5·3	8·7
58—Lethbridge	42·4	37·2	36·6	23·7	19·6	25·3	40·0	34·4	26·7	44·7	16·2	21·0	43·3	10·0	38·0	....	8·0	4·0	....	8·7
British Columbia—																				
59—Nanaimo	46·7	42·6	44·0	27·2	26·0	....	44·2	39·2	31·4	49·0	18·0	20·6	42·7	12·0	43·1	36·7	9·0	4·3	....	9·2
60—New Westminster	45·4	40·3	42·2	25·8	24·1	....	42·5	38·1	29·5	46·4	17·2	20·1	42·1	10·0	41·1	34·3	8·0	4·2	6·0	9·3
61—Prince Rupert	46·0	43·3	42·3	25·3	24·5	....	44·3	41·0	30·0	48·8	19·0	20·9	48·7	15·0	41·7	36·7	10·0	5·0	....	9·6
62—Trail	44·8	40·6	44·0	26·1	24·8	29·8	45·0	38·8	30·2	46·9	17·1	22·6	45·5	13·0	40·2	34·6	9·0	4·2	5·9	9·3
63—Vancouver	46·8	41·8	42·6	26·4	24·6	29·7	42·8	36·9	29·4	47·6	16·7	19·2	42·2	10·0	40·8	34·3	9·6	4·2	5·7	9·0
64—Victoria	45·1	41·4	43·4	26·8	24·3	31·7	44·1	38·1	29·7	47·1	17·4	20·3	44·1	11·0	41·8	34·8	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes.

COAL AND RENTALS IN CANADA, OCTOBER, 1944

Canned Vegetables														Sugar				Coal		Rent (b)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·0	14·9	.....	6·3	5·6	44·3	14·4	16·7	41·8	49·2	36·5	....	34·7	43·7	8·6	8·4	48·4	38·9	16·50	.....	16·00-20·00	35
13·7	14·0	14·5	6·1	6·3	39·9	14·0	17·2	39·2	48·2	37·4	....	33·9	46·3	8·5	8·5	44·3	38·9	16·75	.....	24·00-28·00	36
14·2	14·9	14·4	6·5	5·4	46·2	13·2	17·8	42·1	49·6	37·9	....	35·2	43·7	8·5	8·4	41·9	38·1	16·50	.....	23·00-27·00	37
14·0	14·8	15·0	6·9	6·3	45·9	14·0	18·7	42·8	45·9	34·3	....	32·9	47·4	8·5	8·2	43·7	39·0	15·75	.....	27·00-31·00	38
14·5	15·0	15·1	6·2	6·2	46·1	14·0	17·3	45·2	44·8	34·7	....	33·8	46·6	8·7	8·6	44·4	39·5	16·00	.....	21·00-25·00	39
15·0	14·7	15·0	7·1	5·8	47·1	12·5	16·4	42·9	46·5	....	22·7	34·5	46·5	8·8	8·8	44·5	39·5	16·50	.....	23·00-27·50	40
14·3	14·8	14·5	6·6	6·0	45·9	13·2	....	36·6	46·9	37·0	....	34·9	45·1	8·4	8·4	41·6	39·0	17·00	.....	23·00-27·00	41
14·8	14·7	15·0	6·2	5·8	44·4	13·8	17·3	42·2	45·1	35·5	....	33·7	46·8	8·8	8·6	43·7	38·7	16·00	.....	21·00-25·00	42
14·4	14·7	14·9	6·1	6·2	43·3	14·1	17·7	37·9	49·6	38·1	....	34·9	48·4	8·8	8·5	45·0	39·5	17·75	.....	28·00-32·00	43
15·1	15·0	15·2	6·3	6·4	48·8	13·4	18·0	41·4	53·2	40·8	....	35·2	49·0	8·9	8·8	39·4	38·8	19·50	.....	24·50-28·00	44
13·5	13·8	14·1	6·2	5·4	43·1	13·8	16·3	41·4	44·5	35·0	....	32·5	45·7	8·2	8·0	44·5	38·7	15·50	.....	32·50-36·50	45
13·9	14·1	.....	9·3	5·6	46·3	.....	....	43·9	45·1	35·8	....	33·7	45·2	8·3	8·3	41·4	39·2	15·50	.....	.....	46
14·0	15·1	14·8	6·1	5·2	44·9	13·0	17·1	37·7	40·6	35·2	....	34·1	47·2	8·2	8·0	39·8	38·5	16·00	.....	25·00-29·00	47
14·5	14·5	14·3	6·3	4·9	42·7	14·7	17·8	42·7	47·0	36·0	....	34·0	46·3	8·6	8·6	45·5	39·0	16·00	.....	22·00-26·00	48
15·7	14·9	15·3	7·2	4·5	34·2	14·2	15·7	40·5	43·3	42·0	....	38·5	43·7	9·1	9·0	44·1	38·2	.....	8·37	21·00-25·00	49
15·6	15·5	15·8	7·0	4·0	37·0	13·9	16·5	40·0	41·4	39·5	21·7	36·3	43·3	9·0	8·9	37·7	37·9	.....	12·95	26·00-30·00	50
16·9	15·3	15·7	6·4	6·1	42·1	13·8	17·1	38·3	44·8	39·0	22·6	37·4	42·5	9·3	9·4	42·7	38·6	.....	10·30	21·00-25·50	51
16·1	16·7	16·5	7·5	6·9	28·7	15·2	16·2	38·2	42·4	39·6	22·3	38·8	47·5	9·9	9·6	39·6	37·8	.....	10·50	19·50-23·50	52
16·8	15·5	15·6	6·6	5·4	36·3	14·3	16·3	37·9	40·8	40·1	21·6	36·6	46·9	9·2	9·6	42·0	38·0	.....	11·50	27·50-31·50	53
17·2	16·3	16·4	7·3	5·5	35·3	15·2	17·9	41·7	47·9	39·6	23·3	38·5	45·5	9·6	9·7	44·0	37·7	.....	10·10	22·00-26·00	54
15·0	14·6	14·9	7·5	5·8	43·8	14·6	16·7	39·9	48·7	37·0	20·9	34·2	45·3	9·0	9·1	41·5	37·4	.....	8·25	26·00-30·00	55
17·5	15·7	16·2	7·7	6·3	46·4	13·3	17·7	42·7	47·5	39·7	23·3	35·9	45·2	9·5	9·7	42·5	38·0	.....	.....	20·00-24·00	56
15·4	14·9	15·5	7·3	6·3	37·3	14·5	17·1	42·7	42·0	38·6	21·8	34·9	44·3	9·2	9·4	42·8	37·6	.....	5·40	24·50-28·50	57
15·7	14·1	14·7	7·1	5·9	37·1	12·6	16·8	40·3	45·0	37·6	....	32·5	45·1	9·3	9·4	45·0	37·5	.....	4·90	22·00-26·00	58
15·4	15·1	15·2	8·2	5·9	48·5	12·7	16·9	41·5	39·7	37·7	20·3	31·9	45·1	8·9	8·8	41·2	38·4	.....	.....	17·00-21·00	59
14·8	14·2	15·0	7·2	4·9	42·5	11·6	16·6	39·3	38·0	36·0	20·7	33·8	43·3	7·9	7·8	36·4	38·2	.....	13·00	20·50-24·50	60
16·0	15·7	16·3	8·3	6·4	51·0	12·6	16·7	47·7	46·0	39·3	22·3	33·7	44·8	8·8	8·6	44·3	39·0	.....	13·65	20·00-24·00	61
15·0	15·7	16·5	8·4	5·9	46·0	13·2	16·3	37·4	47·0	35·5	23·4	36·0	48·8	9·0	8·9	39·2	37·7	.....	10·75	23·00-27·00	62
14·9	14·5	14·6	7·2	5·0	43·7	12·1	15·1	39·6	38·2	36·3	21·0	30·3	42·9	8·0	8·0	39·0	37·9	.....	13·00	23·50-27·50	63
15·2	15·1	15·6	7·4	5·8	47·9	14·3	15·5	38·3	39·7	36·9	20·3	32·1	43·3	8·9	8·4	43·1	38·3	.....	13·25	21·00-25·00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(Average Prices in 1926=100)

Commodities	Commodities 1944	1913	1918	1920	1922	Oct. 1926	Oct. 1929	Oct. 1933	Oct. 1939	Oct. 1941	Oct. 1942	Oct. 1943	Sept. 1944	Oct. 1944
All commodities	510	64·0	127·4	155·9	97·3	98·1	96·8	67·9	79·6	93·9	96·6	101·9	102·3	102·4
Classified according to chief component materials														
I. Vegetable products	113	58·1	127·9	167·0	86·2	96·9	96·3	59·2	68·5	80·0	85·7	94·1	94·4	94·7
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	98·3	109·9	60·8	80·8	101·1	103·3	109·6	106·0	106·3
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	96·6	90·4	71·4	75·8	97·2	91·9	91·9	91·7	91·7
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	98·9	93·0	64·4	83·6	98·7	102·8	114·2	118·1	118·1
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	99·7	93·5	85·7	100·6	112·8	115·8	115·9	117·0	117·0
VI. Non-Ferrous Metals and their products	17	98·4	141·9	135·7	97·3	98·3	97·5	65·5	74·9	77·6	79·7	79·7	79·7	79·7
VII. Non-Metallic Minerals and their Products	81	56·8	82·3	112·2	107·0	99·2	92·3	85·2	86·3	98·1	99·3	100·5	102·3	101·8
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	99·7	95·4	81·0	82·3	103·7	102·2	100·2	100·1	100·1
Classified according to purpose—														
I. Consumers' Goods	207	62·0	102·7	136·1	96·9	98·0	95·5	72·1	79·9	96·6	96·3	97·3	97·2	97·1
Foods, Beverages and Tobacco	114	61·8	119·0	150·8	90·2	97·5	103·7	64·7	79·1	96·0	100·0	103·1	100·7	100·8
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	98·3	90·1	77·1	80·4	97·0	93·8	93·4	94·8	94·6
II. Producers' Goods	366	67·7	133·3	164·8	98·8	97·9	97·1	63·4	74·4	85·7	89·4	98·2	99·6	99·7
Producers' Equipment	24	55·1	81·9	108·6	104·1	97·4	94·3	85·4	96·4	107·9	110·0	114·3	118·5	118·4
Producers' materials	342	69·1	139·0	171·0	98·2	97·9	97·4	60·9	72·0	83·2	87·1	96·4	97·5	97·6
Building and Construction Materials	111	67·0	100·7	144·0	108·7	98·1	98·5	81·0	92·8	112·1	116·5	124·0	127·4	127·4
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	97·9	97·1	57·5	68·5	78·3	82·1	91·7	92·4	92·5
Classified according to origin:														
I. Farm—	154	59·2	134·7	176·4	91·2	96·7	94·0	59·6	66·2	79·3	82·3	90·0	90·1	90·2
A. Field	88	70·1	129·0	146·0	95·9	98·9	106·3	62·6	81·8	98·8	99·6	102·4	100·3	100·2
B. Animal	63	64·1	132·6	160·6	88·0	98·6	105·9	51·2	64·8	74·1	85·7	103·6	101·0	103·0
Farm (Canadian)	16	65·9	111·6	114·1	91·7	102·4	110·4	68·5	80·1	101·4	117·7	136·0	129·8	130·5
II. Marine	58	60·1	89·7	151·3	106·8	98·9	92·9	64·7	83·2	98·3	102·3	113·5	117·3	117·3
III. Forest	194	67·9	115·2	134·6	106·4	99·5	92·1	81·5	86·8	97·4	98·7	99·3	100·5	100·3
IV. Mineral	213	63·8	120·8	154·1	94·7	98·3	100·5	57·5	71·7	85·4	92·2	103·2	103·4	103·3
All raw (or partly manufactured)	297	64·8	127·7	156·5	100·4	98·1	93·7	71·2	79·4	93·1	92·1	93·7	93·6	93·6
All manufactured (fully or chiefly)														

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)				(d)		(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	805	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	882	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	1024	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	1225	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	1282	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	1536	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	1428	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	1194	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	1053	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1103	1150	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	.....	.....	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	.....	.....	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1242	1176	1416	1109
1943	100·0	118·4	103·1	123·5	162·8	199	218·2	203	1706	1244	1372	1267	1513	(e) 1002
September	101·1	119·4	103·1	123·9	162·9	198	219·5	204	1725	1259	1402	1278	1520	(e) 996
October	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	1396	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1742	1256	1389	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	1266	1565	(e) 1001
1944—January	102·5	119·0	103·3	124·2	164·0	199	220·6	206	1767	1264	1392	.....	1566	.....
February	102·7	118·9	103·6	123·8	164·6	200	221·3	206	1768	1272	1386	.....	1567	.....
March	103·0	119·0	103·8	123·8	164·9	200	222·9	206	1765	1283	1387	1268	1559	(e) 1005
April	102·9	119·1	103·9	124·6	165·5	200	223·1	207	1773	1291	1397	.....	1558	.....
May	102·5	119·2	104·0	125·1	166·1	200	223·4	207	1773	1292	1398	.....	1565	.....
June	102·5	119·0	104·3	125·4	166·1	200	.....	.....	1757	1296	1407	1269	1566	(e) 1001
July	102·5	119·0	104·1	126·1	167·1	201	.....	.....	1757	1285	1413	.....	.....	1576..
August	102·3	118·9	103·9	(i) 126·4	167·5	202	.....	.....	1757	1274	1410	.....	.....	.....
September	102·3	118·8	104·0	126·5	167·1	202	.....	.....	.....	.....	1402	1273	.....	.....
October	102·4	118·6	.....	.....	.....	201	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week or month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Fatal Industrial Accidents in Canada During the Third Quarter of 1944

DURING the third quarter of 1944 there were 293 fatal industrial accidents, including deaths from industrial diseases, reported by workmen's compensation boards, etc. This compares with 325 fatal accidents during the third quarter of 1943. Of the 293 fatalities during the period under review, 96 occurred in July, 116 in August and 81 in September. Fatal accidents during each year are recorded by quarterly periods in the issues of the LABOUR GAZETTE for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain 33 fatalities for the first half of 1944 and two fatalities for 1943.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, as well as from the correspondents of the LABOUR GAZETTE and newspaper reports.

Classified by groups of industries the fatalities occurring during the third quarter of 1944 were as follows: agriculture, 43; logging, 24; fishing and trapping, 1; mining, non-ferrous smelting and quarrying, 33; manufacturing, 70; construction, 28; central electric stations, 4; transportation and public utilities, 60; trade, 13; service, 17.

Of the mining accidents, 22 were in "metalliferous mining," eight in "coal mining," and three in "non-metallic mineral mining and quarrying, n.e.s."

Of the accidents in manufacturing, one was in "vegetable foods, drink and tobacco," two in "animal foods," one in "textiles and clothing," one in "leather, fur and products," one in "rubber products," seven in "saw and planing mill products," one in "wood products," eight in "pulp, paper and paper products," two in "printing and publishing," 27 in "iron, steel and products," four in "non-ferrous metal products," four in "non-metallic mineral products," four in "chemical and allied products," and seven in "shipbuilding."

In construction there were 17 fatalities in "Buildings and structures," two in "railway," six in "highway and bridge," and three in "miscellaneous."

In transportation and public utilities, there were 23 fatalities in "steam railways," nine in "street and electric railways," two in "air transportation," 16

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1944, BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)	....	....	....	....	6	....	....	1	....	....	....	....	7
B.—Working machines	....	....	....	....	3	1	....	....	....	....	....	....	4
C.—Hositing apparatus (elevators, conveyers, etc.)	....	....	....	....	1	....	....	....	....	....	1	....	2
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	3	....	....	1	19	6	3	10	1	....	5	....	48
E.—Striking against or being struck, by objects	1	1	....	....	8	....	....	....	1	....	....	....	11
F.—Falling objects	2	8	....	15	7	2	....	4	1	....	1	....	40
G.—Handling of objects	....	1	....	1	1	....	....	....	....	....	1	....	4
H.—Tools	....	1	....	....	....	....	....	....	....	....	....	....	1
I.—Moving trains, vehicles, watercraft, etc	18	10	1	4	4	9	....	38	8	....	4	....	96
J.—Animals	7	1	....	....	1	....	....	1	1	....	1	....	12
K.—Falls of persons	7	2	....	1	14	10	1	2	1	....	3	....	41
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	5	....	....	11	6	....	....	4	....	....	1	....	27
Totals	43	24	1	33	70	28	4	60	13	....	17	....	293

in "local and highway transportation," seven in "storage," one in "telegraphs and telephones," and one in "express."

In trade there were three fatalities in "wholesale," and 10 in "retail."

Of the fatalities in service, 10 were in "public administration," two in "recreational," and five in "personal, domestic and business."

There was no major disaster resulting in the loss of a large number of lives during the period under review. Accidents involving the loss of two or more lives were as follows:

Six grain elevator employees lost their lives when burned in an explosion and fire which wrecked an elevator, at Midland, Ontario, on July 8. The explosion was caused by spontaneous combustion while the men were sweeping up dust. Two men were killed instantly and the other four died on July 9.

When sprayed and burned following an explosion of a vat of molten galvanizing solution, six tube factory workers received fatal injuries, at Montreal, on July 21. One man was killed instantly, four died on July 23 and one on July 26.

Three labourers engaged in building construction were electrocuted when a ladder on which they were standing touched a high voltage wire, at St. Redempteur, Quebec, on August 3.

A crane chaser and his helper were fatally injured when crushed by steel billets falling from a crane, at a steel plant, at Sydney, N.S., on July 7.

At Swan Plain, Sask., on August 2, a farmer and his son fell from a ladder and were drowned while cleaning a well.

On August 18, two labourers died when overcome by gas fumes while working in a sewer, at an airport, at Brandon, Manitoba.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first half of 1944 has been compiled which contains 33 fatalities of which five were in logging, six in mining, non-ferrous smelting and quarrying, six in manufacturing, seven in construction, six in transportation and public utilities, one in trade, and two in service. Two of these accidents occurred in March, four in April, seven in May, and 20 in June.

A further supplementary list of accidents occurring in 1943 has been made. This includes two fatalities, both of which occurred in manufacturing. One of these accidents occurred in September and one in November.

New Apprenticeship Program Projected in Great Britain

In its monthly review, *Labour and Industry in Britain* for September, the British Information Services outlines "a new apprenticeship program for British Industry."

The plan was evolved at a convention of 52 young workers, representing 100,000 of their fellows aged 18 to 21 in the British machine and metal industries. It is asserted that it was the first meeting of its kind ever held and was convened at the instance of the Amalgamated Engineering Union.

The declared purpose of the convention was to discuss a program designed "to put an end to 'blind-alley jobs which lead to the scrap heap at 18', and to remove the narrow conception that boys should be trained with one firm for one trade." It was pointed out by a leading unionist who attended the convention that "young workers of the future must be flexible, well-educated and versatile and more technical even than their fathers."

The new training program, which is the result of joint discussions between employers and unions in the British engineering industries, was unanimously accepted by the conference. It is proposed that Industrial Juvenile Advisory Panels, representing employers and unions, be set up in each area "to control the entry into the engineering industry, guide and advise the recruits and supervise standards and conditions of youth's employment." Between the ages of 16 and 18 years apprentices would be released in the employer's time for two whole days weekly, one day for a training course and one day for attendance at one of the new "Young People's Colleges", which are to be set up under the new Education Act. The training courses provide both practical and theoretical teaching, cover more than one type of job, and will usually make it possible for apprentices to serve under more than one employer, or, in the case of a large firm, in more than one department.

It was reported that union leaders attending the convention declared that "there was a greater measure of agreement between labour and management on the new training program than on any other issue."

Conventions of Labour Organizations

DURING recent weeks conventions were held by three of the major labour organizations of Canada—The Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour. In the deliberations of all three bodies labour's important participation in the war effort and its concern for the post-war situation was naturally reflected in the decisions taken—probably this was even more in evidence in the 1944 conventions than in previous wartime meetings. Summaries of the proceedings of all three conventions are given in the following pages.

Trades and Labour Congress of Canada

THE Diamond Jubilee convention of the Trades and Labour Congress of Canada was held in the Royal York Hotel, Toronto, Ontario, during the week commencing October 23, 1944. Credentials were received from 715 delegates, representing 329,000 members organized in 1,755 local unions. The president of the Congress reported that there were 65 international organizations, 8 national organizations, 6 provincial organizations and 165 directly chartered federal labour unions, connected with the Congress. There were four fraternal delegates present representing the British Trades Union Congress, American Federation of Labour, Newfoundland Federation of Labour and the Latin America Federation of Labour.

The acting chairman Mr. Robert H. Brown, president of the Toronto Trades and Labour Council welcomed the delegates. His Worship Mayor S. J. Conboy, in extending a civic welcome, paid tribute to the leaders of the labour movement "who had initiated those things that have brought happiness to our people." He referred to the relationship between the people of Canada and the United States of America, which he said was brought about to a large extent by international trade unionism.

Hon. Charles Daley in welcoming the delegates on behalf of the Province of Ontario mentioned the fact that he had held membership in Local 38, United Brotherhood of Carpenters and Joiners of America, St. Catharines, Ont. The Minister spoke of the part played by Mr. Tom Moore, who he considered one of the great labour leaders in Canada. Mr. Daley said he was in favour of labour organization, as it can be of assistance to employers and employees alike. Organized labour, he stated, was responsible for the high standard of living in Canada. The Minister expressed the opinion that trade union organizations should be free from politics. They should be free to choose the government they saw fit. "Confine your activities as you have in the past and go forward to greater achievement" was Mr. Daley's advice. He expressed appreciation for the co-operation that existed between the Congress and the Provincial Government and stated that the aims of both were the same, to make Ontario the best province in the Dominion.

Address of President Bengough

Mr. Percy Bengough, in his Presidential address remarked that meetings such as these are a factor in creating national unity as they bring together delegates living thousands of miles apart. He reviewed the early history of the organization and stated that at the close of the organization's current year the membership stood at 329,000 comprised in 2,132 chartered and affiliated unions. The president asserted that practically every piece of Canadian labour legislation had been initiated by the Trades and Labour Congress of Canada. Speaking of the post-war period Mr. Bengough stated that full employment can be maintained if the same provision can be made for reconstruction as has been made for destruction. "We are pleased to see that the Dominion Government has recognized the need of effectively dealing with the post-war problems and has now set up a department of reconstruction, headed by Hon. C. D. Howe," declared President Bengough. "Artificial bottleneck of finance or squirrel-minded individuals accumulating far more money than they can possibly need in the way of financial wealth" he said, "must not be allowed to cause unemployment, want, fear and misery when a more sensible and humane distribution would guarantee to those who have fought for us, and every other Canadian, a real democracy. In it, all desiring to work

can have employment with earnings that will allow for a good home and happy surroundings, with efficient treatment for the incapacitated and full protection for the aged."

Address of Hon. Humphrey Mitchell

Hon. Humphrey Mitchell, Federal Minister of Labour, paid tribute to the pioneers in the trade union movement, stating that "the contribution they have made to social advancement down through the years has been a challenge to others to follow in their footsteps. The discussions and resolutions of local unions and trades councils have been responsible for many of the changes that have benefited our people as a whole, and I am thinking of compulsory education, free text books, free libraries, mother's allowances, old age pensions, public health, unemployment insurance and workmen's compensation. . . . "We cannot have freedom without ownership", he said, "and when freedom based on this principle is destroyed, free trade unions as we understand them will cease to be."

The Minister, in discussing the immediate post-war period, advised the delegates that when this tremendous war industrial set-up no longer is necessary, there may be some unemployment during the move back to peace-time production, but he predicted that full employment and prosperity could be achieved. "There should be plenty of jobs once our plants are again turning out automobiles, furniture, refrigerators, and all other things to which we in Canada have been accustomed" said Mr. Mitchell.

In the post-war period, National Selective Service "will become a national employment service" with offices in all important areas to assist in the placing of workers in peace-time industry, he said.

In speaking of the Family Allowances Act, the Minister stated he "would like to make it clear that this Act was passed solely for the purpose of equalizing as far as possible the opportunities for our children" and declared "it is not a substitute for decent wages." In the opinion of the Minister, "the fair distribution of the wealth of a nation is the best guarantee for contentment and for the maintenance of social stability."

A strong appeal was made to the Congress for its full support of the government's measures to rehabilitate the ex-service men and women.

The Minister referred to the passing of the Wartime Labour Relations Regulations, Order in Council P.C. 1003, providing for the setting up of a National and of Provincial Boards, and "under which has been legalized an inalienable right of the working man—collective bargaining."

He drew attention to the anti-inflation controls instituted to safeguard the country from inflation such as was experienced during the last war but insisted that this stabilization policy of the government has not meant "pegging wages at indecently low levels."

In closing, Mr. Mitchell again paid tribute to the leaders of the labour movement in their endeavours to further the interests of the wage earners.

Address of Mr. A. MacNamara, Deputy Minister of Labour

Mr. MacNamara referred to the manpower policy, of which he said "two points stand out clearly above all others." The first is "that Canadian men and women have responded nobly to appeals for their services, whether to carry arms or to make munitions." and the second point is "that having responded to that call, the achievement has been up to and beyond expectations."

Claiming for Selective Service a share of the credit for the large percentage of the population in war work and in essential civilian industry, the Deputy Minister said: "We have induced thousands of men and women to change over to more essential work. We had to do a pioneering job and do a lot of improvising to meet sudden emergencies. Looking back, it is easy to say that perhaps we could have done it a little better in certain cases, but it was a choice of doing nothing—to our peril—or risking making mistakes."

Discussing post-war employment, Mr. MacNamara pointed out that there was a great shortage of labour in the lumbering industry and "Canada's own construction program will itself be an integral part of the post-war employment program." By the end of the war with Germany "the government program to re-establish members of the armed forces in civilian life will be well under way" he said. "Our responsibility to the men and women in the production line is to see that they too are provided with employment after the war, and that no possibility is left unexplored to achieve that objective."

The delegates were informed that the Department of Labour has already undertaken surveys in industry to see what the nature and extent of the employment prospects are and where government action may be necessary to fill in the gap left by industry. "During this transition period, some of the tremendous sum which is now held in trust by the Unemployment Insurance Commission will be paid out in insurance benefits until new work is found for those who cannot be placed immediately," stated Mr. MacNamara.

Speaking of manpower control and how long it will be continued, he said: "Each of our

employment controls is virtually a complete plan of its own, and has been adopted to meet a special need. When that need disappears. the control will be dropped."

Report of Executive Council

In the report of the Executive Council, the members were urged to show their determination to see that there shall be in the post-war period full employment for all who need employment with salaries and wages to guarantee a full and complete life. The report further stated that "from the experience gained in the last five years we all know that involuntary mass unemployment in our country is unnecessary and preventable and we must not permit a recurrence of depression and misery" but must "work and strive, without let-up or hindrance, for a Canada in which all can enjoy a full life as complete as our modern scientific age makes possible, with efficient treatment for the incapacitated and full protection for the aged."

A review of the legislative policies presented to the government and also a summary of the major matters of concern to labour dealt with by the Federal Government, was given in the report.

The report indicated that a representative from the Congress had been selected to attend the World Trade Union Conference which was scheduled to convene on June 6, 1944, in London, England, and sponsored by the British Trades Union Congress. When the conference was postponed, President Bengough of the Trades and Labour Congress of Canada, and Sir Walter Citrine, Secretary of the British Trades Union Congress, endeavoured to have the conference in Canada but the various governments were unable to guarantee the passage of the delegates from the various countries, and therefore it was decided that the meeting would be postponed until a more favourable time when all delegates could be in attendance.

The Government was complimented on the inclusion of labour representatives on the administrative boards on certain corporations which it had set up.

In connection with lay-offs in industries, the executive appealed to the Government to immediately take steps for the establishment of a national committee to study this matter, such committee to be composed of equal representatives from Government, labour and management.

It was suggested to the Government as a matter of policy that in placing orders or contracts for war, preference be given at all times to those employers who have labour agreements with their employees, who employ union workers and observe union conditions.

The Government was further complimented for the passing of Order in Council P.C. 1003 establishing the right of employees in industries essential to the prosecution of the war to bargain collectively through the medium of the chosen representatives of their unions, and also for the co-operative consultation between the Minister of Labour and members of his Department, and officers of the Congress prior to its introduction.

Other subjects dealt with in the executive report were: shipping; national health, post-war period, civil servants, old age pensions, family allowances, and beer and liquor regulations.

Address of Señor Vincent Lombardo Toledano, Secretary of the Latin American Confederation of Workers

Sr. Toledano of Mexico City, who is a member of the governing body of the International Labour Organization, appealed to the members of the Trades and Labour Congress requesting its support for Argentine trade unions "in their fight against fascism." In the post-war period he looked forward to a greater solidarity between all people of the Western Hemisphere, and emphasized his conviction that Canada and Latin America could profitably increase their trade with one another. The delegates aplauded when the secretary suggested that the trade unions of North and South America set up a continental congress of labour, with unions of all countries represented. He also urged that a world trade union congress was necessary for the post-war period to help achieve post-war peace and prosperity.

Mr. Anthony Valente

Mr. Anthony Valente, President of the United Textile Workers of America, delegate from the American Federation of Labor, declared that Canadians and Americans have a common interest in the successful prosecution of this war, until final and complete victory is achieved and it is also the common interest of both to see to it that ample provisions are made for full employment and adequate security for the post-war period. He stated "that among the post-war plans, the American Federation of Labour insists there should be legislation providing emergency post-war employment insurance for the wage-earners of the country in order that there may be sustained income for demobilized industrial workers who will have to be provided with jobs under a peacetime economy.

Mr. Harry Oxford

Mr. Harry Oxford, president of the Newfoundland Federation of Labour, gave a review

of the war effort in his country. He referred to the thousands of his countrymen who have come to Canada to work in war factories. Speaking of labour organizations in Newfoundland, the president informed the convention that the Federation represents about fifteen thousand out of about thirty thousand organized workers in the country.

Mr. John Brown

Mr. John Brown, fraternal delegate from the British Trades Union Congress, stated that "the greatest danger for labour in the future will be disunity." He expressed the hope that all labour movements would be represented at the proposed international gathering in London, possibly next year. The delegates were also informed that the Congress had asked the government to retain controls for some time after the end of hostilities until material and manufactured goods have reached a high state of supply.

Mr. A. Staal

Mr. A. Staal, Chief of the Workers Organization Service of the International Labour Office, said that "this Jubilee convention was a very suitable occasion to recall that during the last twenty-five years, the Trades and Labour Congress of Canada has, without interruption, collaborated in the work of the I.L.O., not only by sending representatives to the annual conferences but also by allowing its foremost leaders to accept posts on the Governing Body of the I.L.O., though this necessitated their absence from Canada on frequent occasions." In speaking of the implementation of the conventions of the I.L.O., he advised the delegates that they could not be imposed upon the members; their implementation had to be brought about by persuasion. Mr. Staal called on organized labour to exert all its power to make the principles and program laid down in the Declaration a live reality.

Address of Mr. Donald Gordon

"Price control has worked because the people of Canada have been determined to make it work" declared Donald Gordon, Chairman of the Wartime Prices and Trade Board, in addressing the convention. "With the concurrence of the Government we have concluded that it is vitally important to continue to maintain the existing price ceiling principle intact. We believe this to be absolutely necessary to prevent the inflation which still threatens, and to give Canada a better chance of getting through the transition period in an orderly manner", he said. By guarding against inflation today the Canadian people are also reducing the risk of deflation after this war, the delegates were informed. The Chairman warned of a post-war "danger zone" in which the prices of the necessities of life might rise as they did following the last world war, unless price controls were strictly enforced.

Mr. Gordon stated "that suggestions have been made that the Prices Board should keep certain production restrictions in force until every firm in an industry is ready to resume civilian production." On this point Mr. Gordon observed: "The Prices Board takes the view that it should not restrict some firms just because others are not ready to resume production. Our prime concern is to increase the supply of civilian goods as fast as conditions allow. Controls imposed to meet special war emergencies should be removed as soon as these emergency conditions have passed."

"With this factor in mind we have also removed the very strict control which the Board formerly placed on the individual or firm wanting to start up in a new business. Now that Canada is reaching the point where many wage-earners will be dependent on new businesses and new lines of production to provide them with employment, and where additional production is necessary and possible, we have begun to grant permits quite freely.

"The extension of social security measures—the principle of which has only recently come to be accepted on this continent—should contribute substantially to the creation of more stable economic conditions. Social security measures can go a long way towards maintaining the flow of consumer spending, thereby benefiting workers and industry alike", the speaker contended. "As I see it", he said, "welfare and social security payments help to create a 'floor' under consumption, thereby removing one of the big risks facing all business. If industry knows that there is no chance of the bottom dropping out of its markets, it can make its plans for expansion with more confidence than it has sometimes been able to do in the past. That means a better employment and wage situation."

Address of Hon. C. D. Howe

Hon. C. D. Howe, Minister of Munitions and Supply and Reconstruction, informed the delegates that the one objective he had for the Department of Reconstruction was "a job and a fair income for all those able and willing to work . . . . . I would like to be able to talk over, with representatives of organized labour, the individual problems of reconversion as they arise, and obtain their help in

making the change-over as painless as possible" he said. The delegates were warned that certain war plants, for example, shell-filling plants and explosives plants, must go out of business. Other plants must close for a time, to permit conversion to new lines of production.

"Such statistics as I have been able to gather indicate that the achievement of our objective will demand one million jobs more than were to be had at the outbreak of war." Mr. Howe stated, "and I do not regard one million new jobs as an impossible objective."

"The Government cannot compete with private industry in marketing goods through ordinary trade channels, either at home or abroad. Therefore, it must be the objective of the Government, in the reconstruction period, to dispose of government-owned war plants, which cost some 900 million dollars, to private industry, except for such plants as can be advantageously operated by the government to fill a nation-wide want, such as the synthetic rubber plant at Sarnia."

The Minister felt that too much emphasis has been placed on large scale public projects as a means of creating employment. "In my opinion," he stated, "large scale public projects should wait until needed to take up any slack in our over-all employment situation, or until we require them to take care of spotty employment. Private building should be given the right-of-way, at least until our building industry is caught up, and only then should our large scale public projects be brought forward."

"Merchant ships, built to meet the necessities of war, will provide a peacetime Canadian merchant marine, in keeping with our present position as the world's third exporting country" he said.

Address of Major.-General G. Brock Chisholm

"The welcoming a soldier home with bands and flags and civic committees is not a solution to the problem. The responsibility of Canadians will be nothing short of a complete acceptance of the returned soldier into a responsible position in civilian life" Maj.-Gen. G. Brock Chisholm, Director-General of Medical Services, declared, in addressing the delegates.

In speaking of the change-over from army life to civilian life the speaker stated that "for years all these men have felt themselves to be of great importance to a world cause. Their greatest necessity in civilian life will be to feel valuable, important to the community and regarded as assets. If the lack of integration should go far, the degree of segregation by returning soldiers which might be produced, would prove a really disruptive force in Canada."

Report of Secretary-Treasurer

The report of the Secretary-Treasurer, Mr. J. A. Sullivan, showed total receipts from all sources, including balance from last year, for the fiscal year ending July 31, 1944, amounting to $105,045.33, with expenditures and depreciation of $101,952.61, leaving a balance of $3,092.72. The total membership upon which per capita tax had been paid was 246,791. The total membership in affiliation with the Congress at the date of the convention was reported to be over 329,000.

Report of the Standing Committee on Post-war Rehabilitation and Reconstruction

The Standing Committee on post-war rehabilitation and reconstruction of the Congress under the chairmanship of Mr. Bruce, General Organizer, of the United Association of Journeymen Plumbers and Steamfitters submitted a very comprehensive review of social, economic and industrial problems and suggestions for control of these problems in the interests of the workers, for the consideration and action of the convention. Among the recommendations of the committee adopted by the convention were the following:

Demanding of the Federal Government assurances that the provision of the Atlantic Charter will be fulfilled.

That no employed person in Canada under present conditions shall receive less in wages than an aggregate sum of $1,500 per year so as to maintain a minimum standard of living.

The immediate establishment of a maximum 40-hour work-week in all branches of industry, with the ultimate adoption of the 6-hour work-day and 5-day work-week with no reduction in earnings.

A non-contributory sick and invalidity insurance act with full compensation during illness.

Demanding that all workers be granted at least two weeks holidays with pay and the making available means of transportation to health and natural recreation centres at a minimum of cost.

Raising the compulsory school age to 16 years and every facility granted to assure them educational, scientific and cultural instructions with opportunities for free continuation courses up to and including universities.

A more liberal and equitable system of pensions with retirement at 60 years and granting such allowances as will maintain them in decency and comfort based upon a recognized national minimum standard.

Extension of the Housing Act and that it be removed from the control of the banks and mortgage companies and that all loans be made directly through a government agency such as the Bank of Canada.

Adoption by the Federal Government of a slum clearance program.

Creation of a National Planning Commission with labour representation.

Calling for the dissolution of all monopolies or cartels holding controls over any or all materials or processes that control the means of life or employment opportunities.

Development of our natural resources such as the St. Lawrence Waterway scheme.

Political Action

Fourteen resolutions urging political action were referred to the Committee on Resolutions. One of these asked the Congress to endorse the Co-operative Commonwealth Federation, while another condemned that body. Seven resolutions called for the establishing of political action committees within the local union. After a lengthy discussion on the subject the convention endorsed a substitute resolution presented by the Resolution Committee which read as follows:

That to enable organized labour to play its full part in post-war reconstruction and to be able to play a non-partisan constructive role in the formulation and enactment of progressive policies for peace, that we reiterate our decision for the organization of political action committees within the affiliated unions of the Trades and Labour Congress:

That this convention instruct the incoming officers to take under advisement the setting up of a national political action committee which will be fully representative of the membership of this Trades and Labour Congress of Canada, this committee to serve as an instrument for rallying the widest public support to the post-war program and aims of this Congress, and to aim for the achievement of co-operation for the realization of our program of full employment, a higher standard of living, and social security for all Canadians.

Compulsory Voting

A number of resolutions were submitted to the Resolution Committee in connection with compulsory voting. The following substitute resolution was presented by the committee:

That this Congress request the Dominion, Provincial and civic authorities that steps be taken to immediately extend the franchise to all citizens over eighteen years of age and remove all restrictions now in the way of proper exercise by our young people of their rights as citizens: that the executive council of the Congress be instructed to give particular study to the compulsory voting legislation enacted in other democratic countries with a view to determining whether some similar form of legislation may be considered beneficial to promote a wider use of the franchise by the working people of this country.

Labour Unity

On the subject of unity there were seven resolutions submitted, each calling for closer co-operation and united action by organized labour. After considerable discussion on the subject the following resolution was adopted:

That this convention instruct the incoming executive to give most serious study to the possibility of achieving one trade union centre in Canada with proper safeguards for all unions with respect to jurisdictional rights while at the same time enabling labour to speak with one powerful voice on all matters affecting the welfare of Canada as a nation.

Family Allowances

Following a prolonged discussion, the convention adopted a substitute for four resolutions on family allowances presented to the convention, as follows:

That this convention go on record as approving in principle the payment of family allowances, while emphatically declaring that such allowances must not take the place of an adequate wage rate, and that we will continue our efforts to achieve a proper wage level as a basic need for workers and their families as a fundamental condition for continued prosperity.

That the workers of Canada have it impressed on them in no uncertain terms that the application of this allowance be watched with great care so that it might not become an impediment in their normal progress towards an adequate standard of living.

Cost-of-Living Index

The delegates discussed at considerable length the cost-of-living index as appearing monthly in the LABOUR GAZETTE following which a substitute resolution submitted by the Committee was adopted, as follows:

That the present index be revised to make it a more truthful expression of expenditures and costs to the average worker. Regional cost of living indexes should be established to allow for differences in higher living costs between different parts of the country and that the figures on which the cost of living is computed be published in detail in the LABOUR GAZETTE each month.

Wartime Labour Relations Regulations, P.C. 1003

In dealing with this particular subject, the Committee on Resolutions had before it seventeen resolutions for consideration. A lengthy debate followed the introduction by the Committee of the following substitute which was subsequently adopted:

That, this Convention accept Order in Council P.C. 1003 as the minimum requirements for employer-employee relations and we urge the Federal Government to secure the approval of the provinces for the application of P.C. 1003, and acceptable amendments thereto, to all industries and occupations, and that efforts be made to reach an agreement with Provincial Governments whereby Order in Council P.C. 1003 may be enacted as a permanent measure after the war in order that uniformity of labour legislation may be secured throughout the Dominion, it being

understood that Provincial Governments may augment the Dominion legislation;

That, following amendments be sought:

1. Provisions for compulsory signing of contracts where unions are certified by the Labour Relations Board.

2. Outlawing any form of company unionism, and the listing of all unfair labour practices to eliminate the evasions now prevalent.

3. Provision that if a majority of employees demand a union shop that it must be granted.

4. Amend Section 19, paragraph (c) of P.C. 1003 to protect the rights of employers and employees to enter into and maintain collective agreements providing for a union shop, by substituting the following:

"provided that nothing in these regulations shall preclude an employer from making an agreement with a labour union (not established, maintained or assisted by any action defined in these regulations as an unlawful practice) to require as a condition of the employment, membership, therein, if such labour union is the representative of the employees as provided by these regulations, as the appropriate bargaining unit covered by such agreement when made."

Other Resolutions

Many other resolutions were passed by the convention, among which were the following:

Reiterating the no-strike pledge during the war emergency and assuring co-operation for the production of all necessary supplies.

Calling on the Federal Government to institute a national apprenticeship system.

Expressing gratitude to the leaders of the armed forces for their leadership and to the men under their command for their sacrifice and valour.

Requesting the Government not to use the armed forces as a substitute for civilian labour where civilian employees are available.

Endorsing the plan for a World Labour Body and pledging full participation in same.

Calling for government planning for the future of those workers and plants now engaged in the aircraft industry.

Favouring the calling of a world shipping conference.

Incorporation of the full cost-of-living bonus in the basic wage of all civil servants throughout Canada, in accord with the policy governing all industrial workers.

Instructing the executive to set up a permanent committee on education.

That collective bargaining rights be secured for employees working for the Crown.

Protesting the conditions under which the Wartime Prices and Trade Board are issuing licences and seeking to have a closer review made of the merits of the application of each licensee.

Seeking discontinuance of daylight saving.

Condemning the policy of stop-watch-timing systems and incentive bonus systems.

That the surplus war stocks be sold direct to the consumer as well as to private dealers.

The providing of a safety line behind the operator of public vehicles so as to afford freedom of front and side vision.

Abolition of all home work, where such work by common practice has been done in factories set up for that purpose.

Calling upon the Government to make available an adequate quantity of beer.

Favouring a health insurance scheme that will insure to the sick, proper medical care, attention and hospitalization and compensation during the period of inability.

Seeking mandatory legislation granting to the workers of Canada at least two weeks holidays with pay and pay for statutory holidays.

Requesting the putting into effect the eight-hour day with overtime at time and one-half on all ships of Canadian registry.

Favouring the setting up of Labour-Management Committees in all industries to facilitate reconversion of plants to peace-time production when demanded by a majority of the organized workers in a given industry.

Calling for the implementation of the recommendations in the Sirois Report.

Urging the Federal Government to sign a 20-year pact with the U.S.S.R.

Election of Officers

The election of officers resulted as follows: President, Percy Bengough, 172 MacLaren St., Ottawa; Vice-Presidents: Maritimes—J. A. Whitebone, Saint John, N.B.; Quebec—Arthur D'Aoust, Hull, P.Q.; Ontario—J. W. Buckley, Toronto, Ont.; Prairie Provinces—Carl E. Berg, Edmonton, Alta.; British Columbia—Bert Showler, Vancouver, B.C.; Secretary-Treasurer, J. A. Sullivan, 172 MacLaren St., Ottawa.

The following are the Provincial Executive Committees:

Nova Scotia—G. A. Smith (chairman), Halifax; Clarence Webber, Brooklyn; William Devona, Amherst; J. LaMont, Sydney.

Ontario—D. A. Dunlop (chairman), Toronto; Bruce Magnusson, Port Arthur; A. M. Lebano, Cornwall; J. Toms, Toronto.

Manitoba—J. B. Graham (chairman), Winnipeg; Ed. Houle, Winnipeg; J. McDuffe, Brandon; F. C. King, Winnipeg.

Saskatchewan—P. W. Haffner (chairman), Regina; F. W. Ingram, Moose Jaw, Sask.; S. J. Tabbut, Prince Albert; W. J. Smith, Saskatoon.

British Columbia—R. K. Gervin (chairman), Vancouver; C. E. Herrett, Vancouver; H. A. Webster, Ocean Falls; G. Wilkinson, Victoria.

(The provinces of Alberta, New Brunswick and Quebec having provincial federations of labour chartered by the Congress, the executive officers carry on the legislative work of these provinces.)

Fraternal delegate to the British Trades Union Congress, John Noble, Organizer for the American Federation of Labour, Toronto, Ont.

Fraternal delegate to the American Federation of Labour, A. Johnston, Organizer, Hotel and Restaurant Employees International Alliance and Bartenders International League of America, Toronto, Ont.

Windsor was chosen convention city for 1945.

Canadian Congress of Labour

WITH an attendance of 494 delegates representing a membership of approximately 250,000, the Canadian Congress of Labour held its fifth annual convention in the Chateau Frontenac, Quebec City, during the week commencing Monday, October 16.

The convention had before it more than 500 resolutions. Many of these were important not only from the standpoint of the organization's own internal affairs but also had a national importance in reflecting the views of a large section of organized labour on national problems.

The delegates were welcomed to Quebec City by Mr. George Pelletier, president of the Quebec Labour Council; Mr. Ernest Bolduc, vice-president of the Council; and Mr. Lucien Borne, Mayor of the City. The welcome of the Province of Quebec was extended by the Hon. Maurice Duplessis, K.C., Premier of the Province; and the Hon. Antonio Barrette, provincial Minister of Labour.

The convention was then addressed by the Hon. Louis St. Laurent, Federal Minister of Justice; Hon. Humphrey Mitchell, Federal Minister of Labour; and Mr. Arthur MacNamara, Deputy Minister of Labour.

Address of Mr. A. R. Mosher

The conduct and progress of the war and its influence on industry, politics and labour conditioned the address of the president of the Congress, A. R. Mosher. He urged that there should be no slackening of effort until complete victory had been achieved and that its lessons "must be learned and applied" if they were not to represent a total loss to the world. He commended the co-operative spirit that had dominated and inspired the war effort of the United Nations. This might be taken as a portent of better world relationships in the post-war years, he asserted.

In so far as Canada is concerned, Mr. Mosher contended that "the war has shown that production is not a matter of finance, but of the utilization of human skill applied to raw materials." He continued: "We have seen the nations of the world carry on the most expensive and devastating war in history . . . without becoming bankrupt . . ." Canada has produced vast quantities of war materials, employment has been at an all-time high level, workers have been allocated on a priority basis and "the income of the Canadian people reached unprecedented levels."

From being a predominantly agricultural nation, Canada has become "one of the greatest industrial nations of the world." Mr. Mosher continued: "Now we are faced with the problem of converting the national economy from a wartime to a peacetime basis." It will be necessary, he affirmed, to place "the financing and operation and control of the entire economic system of the nation under the control of the State." He declared that there was no obstacle to national prosperity and well-being, except selfishness and the desire to exploit for private profit. He gave it as his opinion that "no institution, no tradition, no vested interests must block the pathway of progress toward a social order in which economic security will be the lot of all." He believed that "this transformation of the economic system from a competitive to a co-operative basis is too big an undertaking for the labour movement alone." It is necessary to have the goodwill and support of all forward looking citizens.

"It is because the labour movement realizes the importance of prompt and energetic action to prevent a return to the pre-war economic system that they have shown such a deep and increasing interest in the development of political power," Mr. Mosher said. This consciousness of the need for political action had led to the endorsation by the Congress of Labour of "the Co-operative Commonwealth Federation as the political arm of labour." He pointed out, however, that "the Congress is not affiliated with the C.C.F. and that no Congress union, whether chartered or affiliated, is under any compulsion to become affiliated with the C.C.F." He referred approvingly to the elec-

tion to provincial legislatures of labour men affiliated with other labour union groups.

Mr. Mosher asserted that "the primary purpose of a labour organization is to protect and promote the economic interests of the workers it represents, and this is done chiefly through the negotiation and maintenance of collective agreements with employers." He expressed the opinion that "the development of political machinery is nothing more than an extension of the general purposes of labour organization."

Address of Hon. Humphrey Mitchell

The Honourable Humphrey Mitchell, Minister of Labour, in his address to the delegates, outlined the Government's wartime activities in fields of special interest to labour.

Praising the co-operation of employees and management in the development for war purposes of Canada's industrial resources, the Minister described the manpower controls as a policy essential to the allocation of the country's men and women into the most useful occupations. He stated that the employment permit system was, however, a wartime measure only and would be rescinded as quickly as possible after the war. National Selective Service would be dissolved as such, but the organization itself would continue as a country-wide Employment Service, which would play an important part in finding remunerative employment for those discharged from the forces and displaced by the closing up of war industries.

"In the post-war period," the Minister declared, "I am confident there should be work for almost everyone able and willing; and under proper organization of our economy and the co-operation of all interests this desirable condition should be realized." As encouraging signs he pointed to the shortage of consumer goods in Canada at the present time, and to the huge investments in victory bonds and war savings certificates held by the people. "They will want to build new homes, buy automobiles and accessories, furniture, carpets, refrigerators, radios, and scores of other items that they have not been able to obtain for so long," he said.

For the "unavoidable pockets of temporary unemployment" during the transition period, the unemployment insurance fund of $220,000,000 would be "of great help."

Mentioning the wage increases awarded by the National War Labour Board under the Wage Stabilization policy (see p. 1299) the Minister quoted the Dominion Bureau of Statistics as reporting that total wages and salaries in all industries in Canada had risen from 2½ billion dollars in 1938 to over 5¼ billion dollars in 1943. During approximately the same period wage rates, according to the Department's index, had risen by 32 per cent.

Referring to the Wartime Labour Relations Regulations (P.C. 1003) the Minister declared: "This code marks a milestone in labour legislation in the Dominion and is a fundamental departure in that it provides legal recognition of the right to organize in every province in the Dominion . . . . .

"The future of this order will be governed, in my opinion, by the degree of co-operation and recognition of its basic principles by industry and labour. While protecting the right of the individual to belong to a trade union it can have no other purpose than to hold the scales evenly in the administration of industrial relations."

The Minister spoke of the achievement of the War Emergency Training Program in training almost 360,000 persons. He then made reference to the apprenticeship order passed this year under which agreements have been signed with all the provinces except Quebec and Prince Edward Island.

"It is expected," he continued, "that the Dominion will spend two hundred and fifty thousand dollars in the current year under the order and a million dollars a year for the next nine years."

Referring to the Family Allowances Act he asserted that it was not intended to be a substitute for fair wages. In reply to the argument that some of the recipients would spend the money in an improvident way the Minister declared: "I do not think that any group in the community holds a first mortgage on improvidence." He considered that good and bad would prevail "on about the same law of averages that has always been the case." He thought that, as far as lay within its power, the state should see that all children were on an equal level as to advantages for a healthy upbringing, education and training for the "battle of life."

In conclusion the Minister thanked representatives of the Congress who had served on Government boards, including, he said, the War Labour Boards, Wartime Labour Relations Boards, the National Selective Service Advisory Board and regional branches, Unemployment Insurance Advisory Committees and many others.

Address of Mr. Arthur MacNamara

Mr. Arthur MacNamara, Director of National Selective Service, and Deputy Minister of Labour, stated that he was in full accord with everything that is being planned for the re-establishment of personnel discharged from the armed forces. At the same time he averred that "due credit and praise should be accorded those who made possible the production of war

equipment which enabled our battle-tested fighting men to achieve their objectives."

The working people of Canada, "by their industry, skill and loyalty, have provided that superior equipment and I rate their achievement as second only to the victories of our forces," he said. He held that "the responsibility which all Governments in Canada owe to its working men and women is to see that they are provided with full employment—that no possibility is left unexplored to ensure that objective."

Mr. MacNamara pointed out that Canada's working population, including members of the armed forces, now exceeds 5,000,000. "That represents a tremendous effort and achievement in a country of under 12,000,000 population."

In sketching the administrative organization of Selective Service, the Director made it clear that "the governing body of National Selective Service is the National Selective Service Advisory Board" and that "no significant regulations concerning manpower are recommended to the Government without the approval of this Board." He asserted that "it is probably the most democratic Board in Ottawa and on it are representatives of workers, farmers, employers, the Departments of National Defence, Munitions and Supply, Wartime Prices and Trade Board and Civil Service Commission, plus the Associate Directors."

Referring to the transition period that will follow the war, when the nation must change over from a wartime to a peacetime economy, Mr. MacNamara admitted that there would be cases "where it will not be possible to find immediately positions for groups of people." He expressed the hope that the number of these would be few and declared that it was his intention, in so far as he had a voice in shaping policy, "to urge every consideration for the men and women of this country who took in their stride all the sacrifices and irritations of these war years and did such a magnificent job for Canada." Continuing, he said: "I will endeavour to see that when a worker finds it necessary to move back to his home or to some new location that he is given service, not only in helping him find the new location, but also in matters of transportation, temporary shelter and assistance in meeting any emergency that may arise."

He drew attention to the "considerable sum which has accrued to the Unemployment Insurance Commission" which would be available to pay insurance benefits promptly to those who were entitled to them. Referring to the question that had arisen respecting the continuance of wartime controls of employment placements, transfers and separations after the war, Mr. MacNamara pointed out that "these controls are of various kinds. Each control is in itself a complete plan. They were adopted as the need became evident. Likewise as the need disappears the control will be dropped and there will be no attempt to hold on to controls for one month longer than necessary."

Address of Mr. Donald Gordon

"Price Control and the Wage Earner," was the theme discussed by Mr. Donald Gordon, Chairman of the Wartime Prices and Trade Board, in his address. "In the past, labour's interest in price control has been similar to the interests of all consumers, for labour is the largest consumer group in the community," he said. However, he believed that, as the nation approaches the change-over from war to peace, labour has a special interest in maintaining the price ceiling, inasmuch as price control can contribute much to the maintenance of employment.

Mr. Gordon defined inflation as "anything which lessens and destroys the buying power of your dollar." He asserted that high wages are not the only important thing. "Maintenance of employment after the war and the buying power of your dollar in terms of goods and services are just as important." Keeping prices and costs from rising "will work to maintain employment and failure to do so would create unemployment and plenty of it," he declared. Moreover, "inflation doesn't let you down gently. . . . when prices stop soaring they don't just flatten out, they suddenly plummet downward. That is deflation, the certain consequence of inflation." The speaker emphasized that "war and its aftermath has been by far the most insistent cause of inflation . . . It has happened before and is happening now in every belligerent country in the world where positive steps have not been taken to prevent it."

Mr. Gordon declared that the Canadian official cost-of-living index is "one of the most reliable cost-of-living indexes in the world," so that "it is fair to compare the rise (in the cost of living) of only 18 per cent in this war with 65 per cent in the last war." What is even more significant, he said, "is the fact that the index has risen only three per cent in Canada since the price ceiling became effective in December, 1941, whereas in the same period 25 years ago it rose 46 per cent."

The speaker referred in considerable detail to claims that there has been a deterioration in the quality of certain consumer goods since the advent of price control, which, it had been asserted, constituted "a concealed price increase." He admitted that a decline in quality had the same effect as a price increase, and that the charge in many instances is not always easy to disprove. However, he pointed out, "some change in quality has been inevitable because

of war-time substitutes of supplies cut off by enemy action or largely diverted toward war uses." To meet the situation, the Prices Board has set up a Standards Division with a staff of competent inspectors and examiners. When test checks by the inspectors indicate that the price-quality relationship has slipped the merchandise is followed back through each stage of distribution and manufacture until the offender is traced and prosecuted. However, Mr. Gordon conceded that "in spite of all we can do in this field it is impossible to give an assurance that all merchandise is maintained at 1941 standards of value." To stamp out all of this, he said, "would require an army of enforcement inspectors and examiners."

But in spite of these comparatively few instances of human cupidity and selfishness, and the defects in the controls that have appeared from time to time, Mr. Gordon asserted that the main reason the price control program has worked so well was "that every major group in the community has had enough good sense to realize that everybody's bargaining power is improved in wartime and that if everybody tried to take advantage of that fact we would all be in an auction sale with ourselves."

He spoke appreciatively of "the value of the voluntary labour liaison organization which has been built up through the Consumer Branch of the Board over the past two years." He revealed that "at the present time there are close to 400 trade unionists scattered across the Dominion, and representing 84 per cent of all unions who have voluntarily taken on the important job of explaining the work of the Prices Board to labour and of carrying back to the Board the opinions and criticisms of labour." He continued, "the success of the price ceiling suggests that, by and large, the wage stabilization policy has been accepted realistically . . . even though distasteful to labour . . . Without wage control, he said, price control would have long since broken down and we should now be in the midst of a severe inflation." He gave as the reason for this the fact that "labour costs are by long odds the most important (factor in) the cost of production" and even if other costs of production could be stabilized, or reduced, "as many of them have been," it would remain impossible to hold prices against steadily rising labour costs. "Moreover, rising wage rates would have brought about demands for higher prices and higher incomes from other groups, such as the farmer and the shopkeeper."

Mr. Gordon gave due praise to other groups than labour, such as business and management, for a like loyal support of the work of the Prices Board. In spite of objections from these groups in the early days of the price ceiling, their fears and prejudices have been left behind and the controls acknowledged as for the common good.

Address of Mr. A. Staal, Chief, Workers' Section, I. L. O.

Mr. A. Staal, chief of the Workers' Section of the International Labour Office, pointed out that trade unions are primarily and vitally interested in finding solutions "for such vast problems as the abolition of unemployment, poverty and insecurity and the elimination of the unevenness of social development." He urged the active co-operation of bona fide trade unions, first in their own national field and then with unions in other countries. He drew attention to the potential value of International Industrial Committees as proposed at the New York Conference of the I.L.O. in 1941. These should be competent to deal with both social and economic questions arising anywhere in the industries concerned. "The International Labour Conference only formulates plans, the implementation has to be brought about in every country individually." He declared that this implementation must come, in the first instance, from the national trade union movements. Governments, "however well intentioned, . . . need the spur of trade union activity . . . "

Other speakers to address the convention were: Dr. M. M. MacOdrum, of the National War Finance Committee; Mr. Reid Robinson, president of the International Union of Mine, Mill and Smelter Workers and Mrs. Mabel Mayne, Canadian Director of Women's Auxiliaries, United Automobile Workers of America.

Report of Executive Council

The report of the Executive Council covering its activities for the preceding year stated that there had been three meetings of the Council and five meetings of the Executive Committee during the year.

The report reviewed in detail the presentation of the Congress memorandum to the Federal Government on February 11 (L.G., March, 1944, p. 362.)

Among other things which were dealt with in the memorandum were labour representation on government bodies through the establishment of joint Management-Labour Committees; income tax regulations; a national fuel policy, welfare of the armed forces, and health insurance.

During the year, the Executive Council authorized the establishment of a Political Action Committee, the primary purpose of which was to educate workers with regard to the need for political action. The Council

also recommended to the convention that it go on record as "in favour of the union shop or other security provisions as well as the check-off, and as supporting every effort that can be made to obtain them".

It was further recommended that the convention endorse the appointment of a Standing Committee "for the purpose of meeting with representatives of the Trades and Labour Congress of Canada" with a view to promoting co-operation wtih that body.

Emergency Resolution

Reporting for the Resolutions Committee, Mr. H. A. Chappell, chairman, presented an emergency resolution dealing with the situation in regard to the packinghouse industry. This resolution—after declaring that the request of the packinghouse workers "for master agreements including security provisions is just and reasonable"—pledged its support to the union "in the pressure of its claims".

Before the adoption of this resolution there was considerable discussion, some delegates raising the question as to how far the Congress was committed in its support in event of the situation resulting in strike action. However, the preponderance of delegate opinion was in favour of unqualified support, "regardless of its implications". Accordingly, the resolution was adopted as presented and as concurred in by the Resolutions Committee.

Political Action Program

One of the major debates of the convention occurred over the endorsation of the program of the Political Action Committee of the Congress. (A summary of this program was published in the September issue of the LABOUR GAZETTE, page 1087).

Irrespective of the fact that the Congress executive officers declared that the resolution was concerned primarily with the program of the Political Action Committee, defining the post-war policies of the Congress and that it had no bearing on political affiliation, a considerable number of delegates saw in it a political complex. Accordingly, the political angle was injected into the debate, largely on the relationship between the Co-operative Commonwealth Federation and the Canadian Congress of Labour. The resolution was as follows:

> Be it resolved that this Convention endorse the program of the National Political Action Committee as an immediate and long-range program for the Congress and that we recommend to the Political Action Committee that emphasis be given to the immediate demands for the present and post-war period; and
>
> Be it further resolved that we recommend to the Political Action Committee and the incoming executive that they give consideration to the setting up of Provincial and Local Political Action Committees, as soon as time and money permit, and also that such political action committees be made representative of organizations affiliated with the Congress.

On a roll-call vote the resolution was adopted by 272 votes to 185.

Victory Pledge

A two-hour debate ensued on a substitute resolution termed the Victory Pledge. This resolution, which was adopted, was as follows:

> Be it resolved that this Convention of the Canadian Congress of Labour expresses its determination to do everything in its power to maintain continued all-out production until victory is achieved and re-iterates its pledge to do all in its power to avoid strike action, and calls upon the employers and the Government to pursue a fair and reasonable industrial policy in the interests of the war-effort.

Opponents to the resolution, who were outvoted on a show of hands, asked for a straight "no-strike" pledge.

Post-War Plans

Covering a large number of resolutions on the subject of post-war planning, the Resolutions Committee recommended a substitute resolution which was comprehensive in its scope, and which was adopted as follows:

> Whereas this Convention of the Canadian Congress of Labour realizes that, with the victorious end of the war coming closer, it is necessary that we enunciate those principles which we believe essential to the winning of the peace after we have won the war, and to this end adopt the following points, designed to facilitate an orderly transition from war to peace, and to provide thereafter an adequate and proper basis of living for the workers of this country:
>
> (1) We consider it a fundamental right of Canadians to have a job at adequate wages; the right to earn enough to provide food, clothing, shelter and recreation; the right of farmers to raise and sell their products for reasonable and decent returns; the right of business to trade in an atmosphere free from unfair competition and domination of monopolies; the right of every family to a decent home; the right to adequate medical care and an opportunity to enjoy good health; the right to protection from the economic evils of sickness, old age, accident and unemployment, and the right to a full and complete education for himself and his family;
>
> (2) Further we contend that any post-war plans cannot be successful without labour having a full part in the formation of them, and we therefore urge that on all planning commissions or committees labour be given full representation, and also that the Government should establish in all industries in this country, industry councils composed of representatives of labour, industry and Govern-

ment to plan and administer the reconversion program, and it should be one of the responsibilities of such industrial councils to make the necessary surveys to ascertain (a) what markets are available for manufactured products, raw materials and farm produce, (b) how many crown companies could be maintained in their present type of manufacturing, and how many could be converted to other types of civilian production, and (c) how many employees may expect gainful employment in new and peace-time industries; in the producing of raw materials, and the producing of farm products.

(3) Workers must be given concrete protection during, and after, reconversion in the form of dismissal pay in war plants not required after reconversion, and plans must be made to absorb war workers and service men and women in peace-time work. Included in this program provision should be made for a drastic reduction in the hours of work with no reduction in total earnings.

(4) As an immediate measure to deal with possible lay-offs in war industry, the Government should release materials for peace-time production, as war conditions permit, and also begin reconverting plants no longer needed for war purposes.

(5) Adequate provision must also be made for returning service men and women and disabled veterans, for their education, vocational training and for all of the other special problems they will face.

(6) In carrying out this program, and as an essential part of it, we urge that the Government encourage and expand the principles of social ownership; retain whatever economic controls are essential during the transition period; give preference to companies that operate under trade union agreements, when awarding Government contracts; and finally, immediately take steps to amend the B.N.A. Act, where necessary, to implement this program on a national basis.

Rehabilitation of Veterans

A large part of one session was devoted to the subject of veterans' rehabilitation. Prior to the resolution on this matter, the delegates heard Major-General G. B. Chisholm, Director-General of Medical Services, sound a warning that unless veterans were helped through the period of re-adjusting themselves to civilian life, they might sebrebate in groups which might lead to a disastrous conflict between veterans and civilians..

Following General Chisholm, Mr. J. C. G. Herwig, general secretary of the Canadian Legion, sought the co-operation of organized labour in a plan to protect the seniority rights of men who left their jobs to join the armed forces. He stated that his organization was concerned that seniority clauses in effect in the more highly unionized industries might operate to the disadvantage of veterans. As a solution he placed a three-point program before the convention:

(1) That Service personnel who have qualified for the Overseas Gratuity shall have preference in employment over any person whose service in industry is of a date subsequent to the enlistment date of the veteran.

(2) That if after a specified period an ex-service man or woman is found qualified he or she shall be placed on the seniority roster as from the date of enlistment and shall be entitled to the benefits therefrom as qualifications permit.

(3) That these privileges be subject to an agreed time limit.

In dealing with the proposals of the Canadian Legion the convention adopted the following resolution:

Be it resolved that we declare our determination to do everything in our power to ensure that the obligation our country owes to her ex-servicemen and women shall be honourably discharged; and to that end, this Convention:

(1) Welcomes the co-operation of all ex-servicemen's associations and invites all ex-servicemen eligible for membership who are not already members, to join our ranks and assist us in maintaining the greatest degree of job security for all by preserving the principle of seniority based upon length of service and ability;

(2) Insists that it is the responsibility both of the Government and industry to remove the handicap imposed by the loss of industrial experience, by providing ex-servicemen and women with suitable vocational training and refresher courses, at adequate rates of pay, until they are able to take their place in industry upon terms of equality with their fellow workers;

(3) Undertakes to press continually upon the Government so to plan our economy, in peace as in war, that an opportunity for work at a decent living wage shall be afforded to everyone willing to work;

And be it further resolved that the incoming executive be instructed to meet with representatives of the ex-servicemen's organizations, employers, associations and Government representatives for the purpose of discussing and framing a policy for the Canadian Congress of Labour with respect to the placement of returning veterans in industry.

Reorganization of Unions in Occupied Countries

When the convention was considering a resolution calling for financial and other assistance to the re-organization of unions in the recently occupied countries, Mr. J. McGuire, secretary of the Canadian Brotherhood of Railway Employees, told the delegates that trade union organizers from those countries played a vital part in the advances made by the Allies.

He said that representatives of a European transport union had been dropped by parachute into France shortly after the invasion to co-operate with underground organizations in organizing the transport workers to aid British and American forces. In Italy, one organizer had enlisted the support of 25,000 workers in three days. The resolution was referred to the incoming executive for action.

Wage Incentive Plans

The convention, in an adopted resolution, urged: "the National War Labour Board and the Minister of Labour to see that their Direction and Finding, dated May 2, 1944, covering the Shipyards of the Maritimes, in which they proposed the establishment of a committee to review and level-up the various incentive wage payment plans or systems, is immediately implemented, and the review take place without further delay."

Labour Representation on Government Bodies

On the question of labour representation on Government bodies, the convention reiterated "its demand that labour should have adequate representation on all boards that directly or indirectly affect the welfare of the workers" and instructed the incoming executive "to continue to urge upon the Government the necessity of giving labour this right and also to recommend to the Government that labour women be appointed as representatives on those boards where feminine abilities are peculiarly adaptable".

Foreign Policy

The convention adopted the following resolution on the foreign policy of Canada:

1. The first object of our foreign policy must be to win the war at the earliest possible time.

2. The future security of peace-loving nations will depend upon the extent and effectiveness of international co-operation. There is no security in national isolation. Canada must play its part in promoting international co-operation among the peace-loving nations, great and small.

3. The prosperity of all nations, as is their security, is indivisible. Economic isolation destroys economic security. Canada must play its part in promoting unrestricted trade and economic co-operation with other nations.

4. That Canada advance its good neighbour policy by joining the Pan-American Union for closer relations with South American countries.

5. That Canada strengthen its relations with its great northern neighbour, the Union of Soviet Socialist Republics and sign a pact similar to that in force now between Great Britain and the Soviet Union.

Education and Teachers

The convention went on record as supporting the following program of education:

1. That education, including text books, should be free from primary school to university, the cost to be borne by the Provincial Government.

2. Evening classes for adults should be established in areas where the need would warrant it.

3. Grants for students of merit to continue their education.

4. Teachers should be paid a living wage, comparable with skilled workers and professionals. They should enjoy security of tenure, freedom of association, the right of collective bargaining and freedom to run for public office with no fear of dismissal.

5. Teachers should be enabled to take refresher courses.

6. Compulsory schooling should continue until at least the age of 16, and part-time schooling for at least two years after.

7. Rural educational facilities be brought up to urban standards and federal assistance given to provinces which cannot maintain a high standard of education.

8. That a standard system of education for the Dominion be established to be administered by the local municipalities.

9. That native Indians be admitted to the public schools on the same basis and with the same privileges as other students.

In addition the convention endorsed the stand of the Canadian Teachers' Federation that no minimum salary lower than $1,200 per annum can be considered adequate.

Other Resolutions

Among the recommendations contained in a large number of other adopted resolutions were the following:

Endorsing the stand of the Montreal Tramway workers "in their desire for the establishment of a union shop contract" and pledging "fullest support in bringing this dispute to a successful conclusion".

Disapproving of the "principle of Crown companies entering into relationships with privately-owned companies on matters concerning their employees", and requesting the Federal Government "to take appropriate action, forbidding the managements of Crown companies from having memberships in Industrial Relations Institutes".

Recommending to all chartered locals affiliation with the Workers' Educational Association.

Urging all chartered unions to study and actively support the co-operatives in their drives to secure customers and members.

Urging the Federal Government to enact a National Health Bill providing cash benefits to maintain income during interruption of earning power; and integration of curative and preventive work so as "to guarantee to everyone maximum medical and dental benefits".

Recommending Governments "not only to advertise its program for supervision of feeding and schooling of children of all working mothers, as well as for the care of children ages 2-5, and educate parents as to its value, but also expand and improve the program, both as a war measure and as a permanent feature of post-war child care."

Petitioning the Federal Government to enact legislation which would protect the welfare of the children of Canada through free medical, nursery, dental and nutritional care.

Recommending federal and provincial governments to "enact and enforce legislation compell-

ing all persons to submit to periodic examinations to ascertain whether they are infected with venereal disease, and to compel those persons so infected to undergo immediate and proper treatment."

Urging upon the Government "the necessity of providing free fire-proof recreation centres".

Recommending the printing of a national Canadian textbook for use in every school throughout the Dominion.

Urging the establishing of a special board, "composed of equal representation of Government, science and labour, whose function it will be to institute government research projects, and act to translate the results of such projects into new industries and processes for the good and welfare of the citizens of Canada."

That the Congress take the necessary steps to bring before the Federal Government the establishing of a Canadian Merchant Marine, built, owned and operated by the Dominion Government.

Favouring a drive, initiated by the Government, to establish a reserve of blood plasma available to the public at minimum cost.

Endorsing the efforts of Cape Breton labour in the development of port facilities, the bridging of the Strait of Canso and the double tracking of the C.N.R. from Sydney to Moncton.

Requesting proper representation from organized labour on the Canadian administration staff of U.N.R.R.A.

"Condemning the action of the Federal Government in allowing the present system of granting to the chartered banks of Canada the right to put aside undisclosed amounts of untaxable profits in so-called hidden reserves, and demanding that the amount of such reserves already accumulated be disclosed, and all profits of the chartered banks be taxed".

Endorsing the establishment of the Prairie School for Social Advance.

Petitioning provincial Ministers of Education to investigate the possibilities of including a study course on the co-operative movement in the curriculum of high schools.

Reforming the electoral system on the basis of the Hare system of proportional representation.

Urging the Government to retain and enlarge industrial training centres "to give instruction to all who have aptitude and desire to get instruction in the trades".

Urging the Federal Government to give consideration to the advisibility of taking over Banff Springs Hotel and Lake Louise Chalet and place them in charge of a competent administrative and medical staff in order that these two institutions may be of national service to convalescent ex-service personnel.

Favouring control of all transport by a Board of Transport Commissioners.

Calling for maintenance and extension of technical training developed during the war.

Urging unions to give attention to programs which would attract youth to the organized labour movement.

Favouring release of Indian non-fascist prisoners and resumption of negotiations between the British Government and Indian National leaders.

Calling upon the Hon. George Drew, premier of Ontario, "to refrain from interfering in Dominion fields of jurisdiction".

Recommending that the Federal Government adopt legislation declaring anti-Semitism as a punishable crime.

Favouring a conference of Government, management and labour to ensure maintenance of the shipbuilding and ship repairing industry of Canada.

Resolutions Referred to Executive

Many other resolutions were referred to the incoming executive to deal with.

Among these were recommendations relating to the manufacture of penicillin; immigration; world trade union conference; equal pay for equal work; family allowances; evictions of soldiers' families; housing; standards of citizenship; amendments to National Labour Code; amendments to P.C. 1003 "in order to create better contractual relations between management and labour"; labour unity in the labour movement; establishment of a national wage policy; reconstitution of the National War Labour Board.

Report of Committee on Legislation

The Committee on Legislation had referred to it a considerable number of resolutions on legislative matters. Where such resolutions pertained to provincial legislation, the Committee recommended that these be not discussed at the convention, considering that they came under provincial Federations of Labour or Labour Councils. A number of other resolutions were referred to the incoming executive.

Report of Committee on Organization

The report of the Committee on Labour Organization affirmed "the position of the Canadian Congress of Labour towards industrial organization".

Emphasizing the "general desire expressed by the shipyard delegates for closer co-operation and organizational unity", the Committee recommended the establishment of an autonomous Shipyard Federation to cover shipyards in the Provinces of Quebec and Ontario, and a further Federation to cover the shipbuilding industry in the Provinces of New Brunswick and Nova Scotia, with the ultimate view of establishing a National Shipyard Workers' Union.

Constitutional Amendments

The convention adopted a number of amendments to the constitution. It was decided that the per capita tax of all chartered unions would be 50 cents per member per month. It was also decided that the representation at meetings of provincial Federations of Labour be on the same basis as at Congress conventions.

Officers Elected

The election of officers resulted as follows: President, A. R. Mosher; first vice-president, Alex McAuslane; second vice-president, Sol Spivak; secretary-treasurer, Pat Conroy; executive committee—S. Barrett, J. E. McGuire, C. H. Millard, T. Prezeau, George Burt. There were elections for all offices except that of secretary-treasurer to which Mr. Conroy was accorded an enthusiastic acclamation.

It was decided that Toronto would be the convention city for 1945.

Canadian and Catholic Confederation of Labour

THE twenty-third annual Convention of the Canadian and Catholic Confederation of Labour was held in Three Rivers, P.Q., during the four days commencing September 17. Two hundred and eighty-seven delegates attended the Convention at which over one hundred and eighty resolutions were considered.

The Confederal Bureau reported an increase in membership since the end of May, 1943, of 11,946 members, the total now being 65,249. During the year 28 new syndicates have been added, of which 16 were through federations and 12 directly.

The Convention opened with a High Mass at the Cathedral, celebrated by the General Chaplain, in the presence of the Bishop of Three Rivers.

Address of Mr. Paul Martin

There followed a banquet at which Mr. Paul Martin, Parliamentary Assistant to the Minister of Labour, represented the Hon. Humphrey Mitchell.

Mr. Martin praised the contribution of the Confederation to Canada's war effort. Referring to post-war planning he delared: "You have always said that human welfare should determine the character of economic and political systems, and the use which should be made of our social tools. . . . You are aware that social reforms conceived in scientific and economic detachment, have no moral principles, no standards of value, and are doomed to failure. Your attitude is therefore realistic in the deepest sense."

Quoting from the Philadelphia Charter adopted by the 1944 International Labour Conference, he stressed the need for action on an international scale to attain social objectives. "The war has shown us", he pointed out, "how internal conditions of the households of various members of the world family directly affect us; how our security and the level of our employment is dependent upon the prosperity of other nations."

He advocated that labour share in the discussions and in the "great administrative responsibilities" in the organization of peace.

"In the past", he continued, "the functions of trade unions have been defensive. They have been concerned with wages, hours, and conditions, and the general protection of their members.

"The war has added new functions, and unions have acquired new responsibilities at every stage of production; have come to be regarded as one of the principle parts of wartime machinery. They have passed beyond the defensive phase.

"If they are to have greater responsibility for the formulation and execution of policies in the future, particularly for industrial efficiency, their participation in industry must inevitably be extended.

"This means that they must now be equipped with their own educational and economic reasearch facilities in order to play their full part in the future.

"All of us must play a greater part in this working out of Canadian destiny among the other members of the world family.

"The survival of civilization will not be brought about by the use of a few dramatic and dogmatic tools, nor by pessimistic resignation to an unknown but fully determined future, or an optimistic resignation before the laws of progress. What will happen after the war will be better or worse, more or less hopeful, in so far as labour accepts her great international responsibilities.

"I venture to say that failure to accept this responsibility will mean shrinkage in the stature of labour for a generation."

Mr. Martin anticipated a further advance in labour-management co-operation, which, he declared, "had been given so great an impetus during the war years by organized labour and industry and through governmental promotion of labour-management production committees in industry . . .

"The extent to which voluntary co-operation has assisted the tremendous war production job of labour and industry is perhaps not fully realized by outsiders but labour and management are aware of the tangible benefits and, in my opinion, their awareness will mean the continuance of co-operation. In fact, I look for labour-management co-opera-

tion to evolve into a system of industry-wide councils composed of representatives of labour and management."

Summing up his advocacy of greater interest and participation by labour in social, economic and international affairs, Mr. Martin concluded: "What labour dreams, what labour accomplishes in the next ten years will set the pattern of Canada's history for a century."

Mr. Charpentier's Address

The president, Mr. Alfred Charpentier, in his opening address reminded the delegates that it was in the attractive city of Laviolette that, in 1913, the foundations of Catholic syndicalism were laid, and in the same city of Three Rivers that the 4th and 13th annual conventions were held.

The president pointed out the progress of syndicalism among the teachers of the Province of Quebec, collective agreements having been signed with a considerable number of rural and city school boards.

Collective agreements in the Province of Quebec now number around 100. He noted that from 30 to 40 of these collective agreements have been signed by syndicates opposed to the legislation favoured by the C.T.C.C.

Wages in Ontario and Quebec

"For the last two years", said Mr. Charpentier "a great deal has been said among us about the inequality in wages between Ontario and Quebec, the latter being ill-reputed for its wage scales."

Continuing the president said: "The principal causes of this situation date back to 1914-18, and are: the rapid industrialization of the province, the low cost of living, the appeal, to outside industries, of the pernicious 'cheap labour propaganda', the lack of labour organization.

"In this respect the situation in Quebec is not quite as bad as it is reputed to be. There has been considerable improvement during the last 10 years. The collective agreement legislation and the minimum wage act, up to the beginning of the war, had already increased wages in a number of industries. Dominion Orders in Council 7440 and 8352, also the last, 9384, have in some measure contributed to raising wages in our province. However, the wage ceilings fixed by Ottawa have affected a great many small and medium Quebec industries where salaries were already too low."

The Present Situation

"It would appear from certain statistics, that the cost of living at present in the Province of Quebec, is as high as in Ontario, possibly more so in Montreal than in Toronto. Before the war the contrary was true. However, since the establishment of the collective agreement system in the Province of Quebec it is a fact that in many industries the wage scales generally are comparable to those of Ontario within the same industries. They may sometimes be lower for certain operations but higher in many others. Within such industries where collective agreements are regulated by the Province, thousands of workers in all the small industrial rural centres of the Province are paid higher wages than obtain in the same industries in Ontario."

Mr. Charpentier considered that in a number of war industries wage rates have been brought up to the level of Ontario, which he attributed to wartime legislation. "It is, nevertheless a fact", observed Mr. Charpentier "that in quite a few other industries carrying out war contracts, the said legislation did not succeed, generally speaking, in enforcing the minimum wages of 35 cents and 45 cents for girls and boys respectively.

"It is true that in many industries not yet having the benefit of collective bargaining legislation the disparity between Quebec and Ontario salaries is really too great, but in this respect it would be unfair to generalize."

The policy of the National War Labour Board, he asserted, contributes in a large measure in equalizing the wage rates between the two provinces, although he was of the opinion "there is yet a great deal to be done in this direction." In a further analysis of wages Mr. Charpentier said: "There are those who claim that the equalization between wages of Ontario and Quebec should be absolute. This is undoubtedly true where wartime industries and large national enterprises are concerned, and also in industries where there is international competition and State subsidies, but it is not certain that the wage level should be equalized with respect to interprovincially competitive industries, where productivity is less in Quebec than in Ontario, and in industries exporting 80 per cent of their production outside of Quebec, and lastly, in small local or domestic industries."

The president affirmed that the aim of the Canadian and Catholic Confederation of Labour should be to insure, within all industries, reasonable wage scales coupled with a purchasing power higher than an inflationary wage scale with its reduced purchasing power. "This can be achieved only through a social policy aiming at a national income as high as is consistent with the permanency of employment, the efficiency of labour, and the proper relationship between the prices of industrial and agricultural products. Dominion

Order in Council 9384 is a measure in this direction and as such was recommended by the C.C.C.L. after certain amendments."

Order in Council P.C. 9384

"Incorporation of the cost-of living bonus in the wage rate inspires the hope that the present level of wages will be more easily stabilized after the war. The present level is not excessive, generally speaking, unless the cost of living were to be considerably reduced.

"Increases in wages are not now allowed unless there be 'inequality or gross injustice' (Order 9384). The National War Labour Board applies this rule in the light of the three following principles: (*a*) equal wages for equal work; (*b*) priority of wages over dividends; (*c*) capacity of the employers to pay. These principles should prevail in the legislation of the provinces of Canada with the respect to the fixing of minimum wages and to collective labour agreements. It would seem that an interprovincial wages committee could maintain the necessary balance in the provinces, especially the two industrial provinces of Ontario and Quebec."

Right of Union Organization

In discussing union organization the president Mr. Charpentier expressed himself as follows:—

"Dominion Order in Council P.C. 1003 and Quebec Bills 2 and 3 (Labour Relations Act and the Act respecting disputes between Public Services and their Employees) constituted the first real steps towards the development of such a right. A deep-seated, constantly increasing unrest in the labour world and in inter-union relations have prompted this new legislative development the dominant principle of which is the obligation of the employer to negotiate with the unions. The Government of the Province of Quebec has accepted the application of Dominion Order in Council 1003 only for war industries; the other provinces have accepted it for peacetime industries. Quebec did well, for Order 1003 is not an Act . . . it can be abrogated as soon as the war ends. Moreover, our provincial legislation is more complete; its effect is double: it distinguishes between those principles which should govern the right of union organization in municipal services and public utilities.

"Further, our two laws are more democratic in spirit with respect to minority syndicates. They do not lend themselves to the same extent to demagogic abuses of the union representation vote, with the result that labour organizations better realize the necessity of bona fide enrolment before negotiations can be entered into with an employer.

"Nevertheless here are a few observations on these Bills:—

"1. The powers of the Commission applying these laws should be less arbitrary;

"2. The recognition of the union group in a shop should be subject to certain rules in order to prevent the harmful division of workers into several unions in a same industrial establishment, and in order to promote the solidarity which should exist in employer-employee relations;

"3. Clarification of the measures prohibiting the imposition and maintenance of a closed shop by intimidation is equally urgent;

"4. It is unreasonable to require that a labour organization represent 60 per cent of the employees in any one establishment in order to be recognized as a bargaining agency —51 per cent as stipulated in the Dominion Order should be altogether sufficient. To maintain, and particularly to increase, this percentage, is not always easy in a new organization without a clause in the collective agreement insuring to the syndicate a minimum of numerical security and permanence so that it can remain the bargaining unit for every renewal of the agreement, unless for serious reasons it lose this privilege.

"The Labour Relations Act, intended as it is to induce the employer to negotiate collectively when the labour organization has fulfilled the required conditions, cannot logically justify the establishment and maintenance of a closed shop agreement by any but peaceable means. One idea which should be firmly implanted in the minds of all our Canadian legislators is that the functional character of the labour union, within a trade, deserves a closer attention on their part and should henceforth be considered the pivot of labour legislation."

In concluding this part of his address Mr. Charpentier was critical of the situation that developed out of the Montreal Tramways strike and claimed that the strike was "in contempt" of Quebec provincial law.

The resolutions adopted by the Convention dealt with both Federal and Provincial labour legislation. Following is a summary of the main resolutions.

Old Age Pensions

In the resolution on old age pensions it was represented that after the termination of hostilities "it will be very difficult for workers 60 years old and over to secure and hold jobs." Accordingly, the Convention reiterated its recommendation that the pensionable age

be reduced to 65 years for men and 60 for women.

Unemployment Insurance

By resolution the following amendments to the Unemployment Insurance Act were recommended:—

(*a*) That in war industries where the worker is "frozen" the Unemployment Insurance Commission pay the difference in wages for 48 hours per week whenever for some reason 48 hours' work is not required;

(*b*) That "an agent in charge" be stationed in localities where there are at least 400 workers;

(*c*) That claim forms be simplified so that the worker may obtain benefits immediately his employment ceases;

(*d*) That appellants called before Courts of Referees be required to notify the Unemployment Insurance Commission without delay if they intend to call witnesses, so that subpoenas may be issued, and that loss of time and travelling expenses be compensated by the Commission;

(*e*) That principle concerned in appeals to Referees of the Unemployment Insurance Commission or of National Selective Service be required to appear, whether appellant or not, within 7 days of filing of appeal, expenses to be paid by the Commission.

Selective Service

In regard to Selective Service it was urged:—

(*a*) That representatives of affiliated syndicates be authorized to issue permits;

(*b*) That, as a measure to foster and encourage the building of homes, especially for workers, the construction industry be not subject to Selective Service restrictions;

(*c*) That, as a measure to ensure redress when justice so requires, a higher tribunal be established for the revision of Appeal Committee decisions;

(*d*) That, in order to save time for applicants, lists of available jobs be posted in conspicuous places in Selective Service offices;

(*e*) That no one be called for military training before the full age of 18½ years.

Cost of Living and Price Control

Resolutions bearing on the cost of living and price control recommended:—

(*a*) That, in view of the existing indirect inflation through a lowering in the quality of goods, the authorities exercise a rigid check on prices and stamp out this kind of inflation;

(*b*) That a stop be put to the exaggerated evaluation of new rentals, which, it was suggested, should not be the same for large and small centres;

(*c*) That action be taken to put an end to the abusive practice, in Montreal and other large centres, of those who require, as a condition to renting, that old furniture he bought;

(*d*) That after ejection of a lessee, there be no increase in the rental price.

National War Labour Board

In connection with the War Labour Board it was recommended:—

(*a*) That Section 10, para. 2 of P.C. 9384 be amended so as to allow retroactivity in the revision of a Regional Board decision;

(*b*) That P.C. 9384 and P.C. 1727 be amended so as to require a decision within 30 days of date of application;

(*c*) That P.C. 9384 be amended so that comparison within the industry be not required in the matter of wages under 50 cents per hour—the only test to be the employer's capacity to pay.

Dominion Labour Code

"In view of the deplorable experience with the Montreal Tramways strike", it was strongly urged that P.C. 1003 be amended to conform to Bill 2 of the Provincial Labour Regulations Act in order to prevent strikes in public utilities.

Income Tax

With a view to easing the financial situation of workers in the lower wage brackets, it was suggested that the exemption for unmarried men be raised from $660 to $800 per annum; also that the exemption for married men be raised from $1,200 to $1,600 per annum. In this connection there was a further recommendation to the effect that all overtime pay be exempt and that the forms be simplified.

Embodied in resolutions in the provincial field of legislation were the following recommendations:—

(*a*) Increased fines for labour infractions;

(*b*) 40-hour week for women;

(*c*) Minimum wage of 35 cents per hour for beginners of both sexes;

(*d*) Increase in the scope of, and benefits under, the Workmen's Compensation Act;
(*e*) Establishment of training of war workers for new industries, under the Price plan;
(*f*) Free treatment of cancer;
(*g*) Provincial post-war employment projects;
(*h*) Amendment to Quebec law, enabling Minister of Labour to appoint Conciliation Commission or Board of Referees;
(*i*) Establishment of vocational guidance in schools;
(*j*) Creation of Labour Court to facilitate the hearing of prosecutions under the labour laws.

At the conclusion of the Convention Mr. Alfred Charpentier of Montreal was elected for a tenth term as President. Other officers elected were: vice-presidents: Messrs. Emile Tellier, Three Rivers; Osias Filion, Montreal; Alphonse Roberge, Quebec; and L. P. Boily, Jonquière; general secretary, Gérard Picard, Quebec; treasurer, Alphonse Bourdon. Montreal; assistant-treasurer, Roméo Ethier, Montreal; general chaplain, Lt.-Col., the Rev. Georges Coté.

The following were named Federation Directors:—

Asbestos—Emile Lessard, Thetford Mines; Aluminum—René Harmégnies, Arvida; Barbers—P. E. Cabana, Montreal; Fashioned hosiery—Roméo Vallée, Sherbrooke; Construction—Joseph Dorion, Quebec; Merchants—Lauréat Cloutier, Quebec; Leather & Shoes—Ernest St-Amand, Montreal; Gloves—Roméo Bellemare, Montreal; Printing—G. A. Gagnon, Montreal; Lumber—F. X. Légaré, Rimouski; Metallurgy— (new federation), appointment pending; Furniture—Henri Boisvert, Victoriaville; Pulp and Paper—Philippe Lessard, Port-Alfred; Textiles — Honoré d'Amour, Drummondville; Clothing—Irénée Rousseau, Victoriaville; Study Clubs—Lauréat Morency, Quebec.

Following is the new panel of Regional Directors:—

Quebec—Henri Petit, Quebec; Montreal—J. Bte. Delisle, Montreal; Sherbrooke—L. Lefebvre, Sherbrooke; Three Rivers—Eddy Duguay, Three Rivers; Hull-Ottawa—P. E. Sauvageau, Hull, P.Q.; Granby—Gérard Racine, Granby; Saguenay-Lac-St-Jean — (appointment pending); St-Hyacinthe—Odilon Chabot.

Workmen's Compensation in Ontario and British Columbia

THE Annual Reports of the Workmen's Compensation Boards of Ontario and British Columbia for 1943 were issued recently. A brief summary giving the more important features of each of these reports appears below.

Ontario

Accidents reported to the Board in 1943 numbered 131,458 as compared with 133,513 during 1942, a decrease of 2,055 or 1·5 per cent. Of this total, 121,237 accidents were paid for either by compensation or medical aid, or both. These included 343 deaths, 1,692 permanent disability cases, 46,670 temporary disability cases and 72,532 medical aid cases only.

During 1943, the payroll covered by Schedule I of the Workmen's Compensation Act (that part of industry under collective liability) was $1,076,780,000 as compared with $999,769,000 during 1942, an increase of 7·7 per cent, thus establishing another high record for any single year since the Board was established. The average rate of assessment was $1.03 for each $100 of payroll; the corresponding rate for 1942 was $1.10. There were 23,950 employers under Schedule I at December 31, 1943, as compared with 25,529 at the end of 1942.

The compensation and medical aid for Schedule I industries, including estimates for what is still to be awarded for accidents happening during the year and for prior years' accidents amounted to $9,702,307.44. The total amount of compensation awarded in Schedule II industries (those in which employers are individually liable for accidents to their workmen) including Dominion and Provincial Crown Companies in 1943, was $2,264,507.50, as compared with $1,733,376.40 during 1942. Of the 1943 total, $1,389,391.59 was for Dominion Crown cases and $79,097.02 was for Provincial Crown cases.

The provisional assessments paid for 1943 under Schedule I, amounted to $11,099,204.43, which amount includes estimated adjustments of $724,875, as compared with a total of $10,897,193.16 in 1942.

The Dominion Government (including Defence Industries) the Provincial Government, and employers in Schedule II pay for

accidents as they arise, on the adjudication of claims by the Board. Hence while accidents from these sources are included in the above totals, there is no inclusion of wage roll or assessment figures, as these industries do not pay assessment to the Board on a percentage of their payrolls.

The gross administration expenses of the Board in 1943 were $779,461.04. Of this amount, $129,267 was charged to Schedule II and Crown employers; $17,480.78 to silicosis account; $900.39 to mine rescue work; $4,653.75 to special hospital account; and $4,484.04 to clinic. The balance, $622,675.08 was charged to Schedule I.

The Disaster Reserve to meet any unforeseen disaster or other circumstance which might burden unduly the employers in any class of industry, amounted to $246,807.99 at the close of 1943. The Pension Fund to take care of future payments of pensions, totalled $32,387,801.89, and the reserve to complete claims amounted to $4,711,343.49 at December 31, 1943.

British Columbia

The Annual Report of the Workmen's Compensation Board of British Columbia for the year 1943 states that the volume of claims handled was the largest in any year since the Act became effective on January 1, 1917. The number of accidents reported in 1943 was 68,635 as compared with 65,475 in 1942. It is pointed out, however, that while the number of accidents had increased by less than five per cent the payrolls increased by 16 per cent over 1942. There was one accident reported for each $5,536 of estimated payroll in 1943, as compared with one accident for each $4.996 of payroll in 1942.

It is stated that the introduction of women to wartime employment and other accident-producing work formerly done by men is reflected in the accident figures. In 1943, 2,479 women were injured as compared with 1,193 in 1942 and 578 in 1941. Most of the women and boys injured were unaccustomed to accident hazards and were inadequately prepared for using dangerous machines in crowded places under wartime pressure.

The percentage of accidents resulting in three or more days loss of time arose out of the various industries as follows: Lumber industry, 26 per cent; steel ship-building, 23 per cent; general manufacturing and delivery, ten per cent; construction (excluding steel ship-building), nine per cent; servicing, repairing and machine shops, nine per cent; metal mining, five per cent; railroading, four per cent; coal mining, three per cent; all other classes, eleven per cent.

The total number of claims filed in 1943 was 68,635 of which 256 proved fatal and 979 awards were made for permanent partial impairment during the same year.

Revenue of the Board during 1943 amounted to a total of $15,361,664.76, of which $10,218,614.36 was obtained from 1943 assessments; $1,526,696.96 from assessments from 1942 and prior years, penalties, interest, etc.; $945,733.77 from medical aid contributions; $733,516.24 from medical aid dues from workmen; $9,905.08 from silicosis fund—pension transfers; and $1,927,198.35 from investments.

Disbursements during 1943 totalled $15,798,788.46, the major component items being, compensation to workmen, $4,100,840.21; medical aid $1,178,826.22; pension payments, $1,742,430.78; investments purchased, less sales, $8,464,936.14; general and administrative expense, $300,477.42. There was thus a cash balance of revenue over expenditure in 1943 of $1,257,996.75.

Ever since its establishment in 1917, the Board has carried on campaigns to prevent industrial accidents. In addition to systematic plant inspections and the correcting of unsafe conditions and practices, accident prevention education has been kept up consistently. In 1943, there was a noticeable growth in industrial safety organizations and an increase in the number of plant safety inspectors and safety directors. This increase in the number of men engaged in safety work has led the Board to organize a Provincial Industrial Safety Council. This Council devotes much effort to education and the spread of accurate accident prevention information among its members. A motion picture machine has been acquired by the Board to aid in the promotion of accident prevention. It is noted in the report that a commendable improvement has been brought about in many plants in the way of heating, lighting and working arrangements, as well as in a more sympathetic and co-operative attitude on the part of plant supervisors.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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VOLUME XLIV] DECEMBER, 1944 [NUMBER 12

Notes of Current Interest

World Trade Union Congress to meet in London

The World Trade Union Congress which had been scheduled to take place last summer and had been postponed owing to the war situation (L.G., May, 1944, p. 545), will be held in London, England, early in the New Year.

The meeting is being called by the British Trades Union Congress. A preparatory committee comprising representatives of the British, Soviet and American (C.I.O.) unions met in London on December 4 to formulate plans and a program for the Congress. (The American Federation of Labour declined an invitation to attend.)

The Trades and Labour Congress of Canada and the Canadian Congress of Labour are sending delegations to the World Congress.

A. MacNamara appointed to Governing Body of I.L.O.

Arthur MacNamara, L.L.D., Deputy Minister of Labour, has been named by Order-in-Council, P.C. 9149, as representative of the Government of Canada on the Governing Body of the International Labour Office.

Mr. MacNamara succeeds V. C. MacDonald, K.C., former Assistant Deputy Minister of Labour, who returned some weeks ago to his position as Dean of the Law School at Dalhousie University, Halifax.

New Saskatchewan laws on labour relations and holidays with pay

Bills dealing with labour relations and holidays with pay, passed by the Saskatchewan Legislature during its second session of this year, are described in detail elsewhere in this issue, in the *Labour Law* section.

The Trade Union Act repeals the provincial Labour Relations Act, passed earlier in the year, the Industrial Disputes Investigation Act and the Freedom of Trade Union Association Act. Applying to all industries in the Province, except those essential to the prosecution of the war and other industries under Dominion jurisdiction, it declares the right of employees to organize and to bargain with their employers through chosen representatives, and provides for a seven-member Board on which employers, employees and, if the Government considers it advisable, the general public, are equally represented.

The Board may make Orders determining agencies appropriate for collective bargaining, requiring employers to bargain with such agencies, directing reinstatement of employees discharged contrary to the Act, requiring the dis-establishment of company unions, and ordering any person to refrain from any of the unfair labour practices set forth in the Act. There is no appeal from any Order or decision of the Board and if an employer disregards or disobeys such an Order the

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Lieutenant-Governor in Council, on application of the Board, may take possession of and operate the employer's business or plant. The Board may direct a vote to choose a bargaining agency and must do so on request of a union having a membership of 25 per cent or more of the employees of a plant. If votes are cast by a majority of those eligible to vote, a majority of those voting determines the bargaining agency. Check-off of membership dues is compulsory if the union and the employees request them. Maintenance of membership clauses are also compulsory in an agreement if the union requests it.

Provision is made for conciliation and arbitration in any industrial dispute by a board of conciliation established by the Minister of Labour or, on request of both parties, by the Labour Relations Board.

The Annual Holidays Act provides for an annual holiday of two weeks with pay for all employees except those employed on farms, ranches and similar work, and in undertakings employing only members of the employer's family.

Report on wage rates and hours of labour in Canada

Report No. 26 of the series *Wage Rates and Hours of Labour in Canada* will be issued shortly as a supplement to the LABOUR GAZETTE. Prepared by the Research and Statistics Branch of the Department, the report will show the wage rates and hours of labour in 1943 in various industries and occupations. The last report of this series was published as a supplement to the LABOUR GAZETTE for October, 1942, since which time the GAZETTE has published index numbers covering the years 1942 and 1943 (L.G., Oct., 1944, p. 1210).

Report No. 26 will include two series of index numbers showing wage rate trends by industrial groups. Average wage rates for 1943 will be shown by industry and occupation for provincial or regional areas.

Royal Commission on Coal

It has been officially announced in Ottawa that the Royal Commission on Coal, comprising Mr. Justice W. F. Carroll, Chairman, Angus J. Morrison, and Mr. Justice C. C. McLaurin, will commence its sittings in the Province of Nova Scotia, early in January, 1945. J. J. Frawley, K.C., of Edmonton, is Chief Counsel for the Commission and the Secretary is Robert D. Howland, Ph.D., on loan from the Federal Department of Labour.

The Commission is empowered to inquire into, and report upon, the problems of, and matters pertaining to, the coal industry in Canada, having regard generally to pre-war, present, and anticipated post-war conditions, and the probable future development of Canada.

These are very wide terms of reference and it is intimated that the Commission intends to cover all aspects of the coal problem during its inquiry. Production and distribution problems will inevitably claim a great deal of attention by the Commission but it is understood that such matters as industrial relations in the coal industry, the production of by-products and synthetic materials, the manufacture of coke and its by-products and marketing problems generally are to be studied.

It is clear that the Commission intends to make a comprehensive survey. Various limited private and Governmental inquiries have been carried out concerning the Canadian coal problem but this is the first time that the whole question in its broad national aspects has been studied. This is a task of the first magnitude.

Doubtless, various organizations in the country will be eager to volunteer assistance to, and co-operate with, the Commission. The various manufacturers' associations will have a vital interest in the adequate supply of industrial coal, while Boards of Trade will be alive to the interests of the consumers generally, particularly in the domestic field. Various Provincial Government bodies are taking an active interest in the specific coal problems as they relate to their provinces.

The Commission will hold hearings in the Maritime Provinces during the months of January and February, moving from there to the central Provinces and later to Western Canada and the Pacific. It has been impossible to secure definite advice as to specific sittings of the Commission but it is understood that Western sittings will be proceeded with towards Spring.

The Chairman, Counsel and Secretary of the Commission left Ottawa recently to conduct a preliminary tour of the Maritimes and to arrange for a series of hearings commencing at Sydney on Tuesday, January 16, 1945, and including, among other centres, New Glasgow, Halifax, Amherst, Moncton and Fredericton.

Plans for withdrawing restrictions on manufacture of civilian goods

In a speech given recently in Toronto before the Canadian Club, the Chairman of the Wartime Prices and Trade Board, Mr. Donald Gordon, outlined the administrative procedure that is being followed by the Board in removing prohibitions on the manufacture of

civilian goods as the war situation permits. The Board has removed restrictions on some 500 items of metal civilian goods, including a number of small domestic electrical appliances, although actual production depends on the availability of materials and labour.

Emphasizing that when the new goods began to appear they would be subject to price ceilings, Mr. Gordon stated that strict control of prices would be continued into the period of transition, since potential inflationary pressures were likely to remain great. He explained the procedure to be followed in applying controls to "new goods" not previously manufactured.

A summary of Mr. Gordon's statement appears elsewhere in this issue in the article, *Activities of the Wartime Prices and Trade Board.*

Increase in cost-of-living index

The Dominion Bureau of Statistics cost-of-living index advanced from 118·6 for October 2 to 118·9 for November 1, 1944. A sharp seasonal rise in egg prices overbalanced further declines in the index for domestic electricity costs. An increase in the food index from 130·8 for October to 131·6 for November was due almost entirely to higher egg prices, with further small declines in prices of fresh vegetables providing the only other change of any consequence. The fuel index dropped from 108·7 to 108·1, as the electricity declined from 93·2 to 91·4. Reductions in electricity rates during the past year have provided a stabilizing influence upon the general cost-of-living index. Other group indexes remained unchanged for November, as follows: rentals 112, clothing 121·6, home-furnishings and services 118·4, and miscellaneous items 108·9. After adjustment to the base August, 1939 as 100 the index was 118 at November 1.

Survey of personnel available for post-war technical jobs

An analysis is being undertaken by the Wartime Bureau of Technical Personnel of the individual records of Canada's engineers and scientists to determine the numbers and classifications likely to be available in various fields of post-war activity. Mr. Harold S. Kennedy, Montreal mining engineer, has been appointed to supervise the study.

The survey will be closely concerned with the post-war rehabilitation of science personnel. At present more than 10,000 of Canada's trained science graduates are on active duty with the Armed Forces, while at least twice that number are employed in vital war production or essential civilian work, according to the Technical Bureau's records.

While a proportion of those in industry will continue in the positions they now hold, many will be looking for permanent peacetime employment after the war. More than 11,000 engineers and science workers have undertaken work in high priority industries in the two and one-half years during which present manpower controls have been in effect.

The Wartime Bureau of Technical Personnel, established early in 1941 to survey and classify Canada's scientific manpower and to promote its efficient use, has a complete record of over 33,000 graduate scientists.

Officials of the Bureau state that results of the survey, which will be available in about six months, will be of value to prospective employers, scientific and technical institutes, and universities in search of teaching staff for science faculties.

Public hearing of Wartime Labour Relations Board

The Wartime Labour Relations Board (National) has announced that it will hold a public hearing on January 9, 1945, in the Railway Committee Room of the House of Commons for the purpose of allowing interested persons and organizations an opportunity to present evidence and make representations concerning the application of the Wartime Labour Relations Regulations to professional and scientific personnel in Canadian industry.

It is expected that a large number of persons representing various professional societies and labour organizations will appear before the Board to express their views concerning collective bargaining as it affects such personnel in relation to the Regulations.

National congresses and federations of labour and associations of employers have also been advised of the hearing and will have an opportunity to make representations.

Training grants not subject to income tax

An Order in Council of October 31 (P.C. 128/8367) provides that grants paid to a discharged member of the Armed Forces who is receiving vocational or technical training or other educational training shall not be liable to income tax.

The Order states that the amounts of such grants had been originally determined on the basis that there should be no deduction therefrom by reason of taxation. The Vocational Training Advisory Council had called attention to the situation at its semi-annual meeting last October (L.G., Nov., 1944, p. 1370).

The grants are on the basis of $60 monthly for a single person and $80 monthly for a man and his wife, with allowances for dependents.

Employment and industrial statistics

The table below shows the latest statistics available reflecting industrial conditions in Canada.

There was considerable curtailment of employment at the beginning of October, according to figures published by the Dominion Bureau of Statistics. This is the first time since the autumn of 1931 that the trend at October has been downward. The index, unadjusted for seasonal variations, was 183·3 at October 1 and 185·5 at September 1, as compared with 187·5 at October 1, 1943, and 121·7 at October 1, 1939. The

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1944			1943		
	November	October	September	November	October	September
Employment Index (1)	.....	**183·3**	**185·5**	**188·7**	**187·6**	**186·2**
Unemployment percentage (trade union members) (2)	.....	.....	0·3	0·3	0·3	0·4
Unemployment Insurance claims	11,798	6,222	3,715	2,896	1,475	1,013
Index numbers, aggregate weekly payrolls (3)	.....	151·0	149·6	152·0	150·8	148·7
Per capita weekly earnings $	.....	32·36	31·69	31·50	31·53	31·30
Prices, Wholesale Index (1)	**102·4**	**102·4**	**102·3**	**102·4**	**101·9**	**101·2**
Cost of Living Index (4)	**118·9**	**118·6**	**118·8**	**119·4**	**119·3**	**119·4**
Retail sales unadjusted index (4)	.....	182·6	178·6	174·1	173·4	157·9
Retail sales adjusted index (5) (4)	.....	.....	172·2	165·0	157·7	158·4
Wholesale sales (4)	.....	202·4	205·4	172·2	176·5	186·2
Common stocks index (4)	86·0	86·2	85·0	79·6	86·4	80·3
Preferred stocks index (4)	128·8	126·7	126·3	115·3	118·2	118·0
Bond yields, Dominion index (4)	†97·0	97·0	97·0	97·3	97·3	97·3
Physical Volume of Business Index (5) (4)	.....	**228·0**	**231·0**	**242·9**	**239·5**	**236·7**
INDUSTRIAL PRODUCTION (4)	.....	259·7	260·4	282·5	283·3	280·9
Mineral Production (4)	.....	208·9	205·5	292·3	310·9	322·4
Manufacturing (4)	.....	285·8	284·5	306·9	304·1	299·2
Construction (4)	.....	113·4	109·1	70·4	82·5	77·5
Electric power (4)	.....	152·4	153·4	149·4	151·3	160·5
DISTRIBUTION (4)	.....	162·4	170·3	158·7	148·8	154·0
Carloadings (4)	.....	127·4	128·3	138·8	121·6	122·9
Tons carried, freight (4)	.....	140·4	160·6	164·5	134·7	148·4
Trade, external, excluding gold $	.....	478,499,591	427,051,068	453,723,018	425,795,307	384,639,552
Imports, excluding gold $	.....	160,050,238	159,710,091	160,310,824	162,920,856	137,271,083
Exports, excluding gold $	.....	313,961,898	264,619,150	289,912,212	259,808,158	244,914,478
Bank debits to individual accounts $	6,671,201,000	4,931,879,000	4,818,600,000	5,913,477,221	4,654,206,673	4,485,003,588
Bank notes in circulation (6) $	.....	.....	868,200,000	767,300,000	746,700,000	724,800,000
Bank deposits in savings $	.....	2,488,931,345	2,464,186,742	1,882,539,587	1,961,160,941	1,988,904,185
Bank loans, commercial, etc. $	.....	953,691,074	939,280,117	1,201,230,243	986,406,648	988,762,167
Railway—						
Car loadings, revenue freight cars (7)	303,082	305,791	288,325	293,894	290,454	277,081
Canadian National Railways operating revenues $	.....	.....	33,972,000	32,973,500	.....	33,129,600
operating expenses $	.....	.....	28,898,710	26,854,976	.....	24,419,998
Canadian Pacific Railway traffic earnings $	.....	28,160,691	27,630,612	27,461,492	26,344,166	26,289,433
Canadian Pacific Railway operating expenses, all lines $	.....	22,402,161	23,939,760	21,870,852	20,502,749	22,504,668
Steam railways, freight in ton-miles	.....	.....	5,562,884,000	5,868,132,000	.....	5,670,342,000
Building permits $	8,180,131	11,914,020	10,767,915	6,459,327	6,880,239	7,713,926
Contracts awarded (8) $	18,901,600	25,925,400	25,287,600	14,146,500	19,258,500	18,570,000
Mineral Production—						
Pig iron tons	146,972	154,119	145,406	142,249	146,794	147,902
Steel ingots and castings tons	268,923	275,524	242,725	259,444	271,976	241,255
Ferro-alloys tons	15,280	15,631	14,568	16,169	16,843	17,007
Gold ounces	.....	.....	236,405	267,797	280,062	282,804
Coal tons	.....	1,532,245	1,396,169	1,445,309	1,559,007	1,441,270
Copper pounds	.....	.....	43,345,982	47,505,267	48,860,883	42,540,896
Nickel pounds	.....	.....	22,708,997	23,175,838	22,924,363	22,524,474
Lead pounds	.....	.....	18,908,755	34,635,657	35,272,574	32,884,233
Zinc pounds	.....	.....	45,124,020	46,989,693	46,836,744	48,129,596
Timber scaled in British Columbia bd. ft.	.....	280,677,388	250,748,883	272,138,219	267,655,958	284,553,926
Flour production bbls.	.....	2,048,508	1,972,621	2,175,831	2,118,409	2,014,409
Footwear production pairs	.....	3,065,459	2,893,705	2,925,870	2,871,268	2,737,055
Output of central electric stations k.w.h.	3,439,651,000	3,482,045,000	3,234,778,000	3,460,737,000	3,458,568,000	3,376,775,000
Sales of insurance $	.....	48,665,000	42,133,000	53,207,000	52,846,000	48,490,000
Newsprint production tons	256,762	258,301	244,209	256,340	259,340	251,830

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended November 23, 1944.

(1) Base, 1926=100. (2) Figures are for the end of the preceding month. (3) Base, June, 1941=100. (4) Base, 1935-1939=100. (5) Adjusted, where necessary, for seasonal variation. (6) Notes in the hands of the public at the end of the preceding month. (7) Figures for four weeks ended November 25, 1944, and corresponding previous periods. (8) Maclean's Building Review.

seasonally-corrected index declined from 178·3 in the previous month to 174·4 at October 1. The 14,921 establishments reporting to the Bureau showed a total working force of 1,884,176 at October 1, which was 1·2 per cent lower than at the month preceding. The total weekly wages and salaries paid to these employees increased by 0·9 per cent to $60,250,107 at October 1. The per capita weekly earnings advanced from $31.69 in September to $32.36 in October; this rise is partly seasonal in character and due in part to the payment of wages to railroad workers at the higher rates authorized by the National War Labour Board. The increased rates were made retroactive to September, 1943; adjustment could not be made in these figures of payrolls for such retroactive payments.

Since June 1, 1941, the number of persons in recorded employment has increased 20 per cent and their aggregate weekly payrolls, 51 per cent. The more rapid growth in the latter than in the former case has been explained by:

"(1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work;
(2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates from February 15, 1944;
(3) the progressive up-grading of employees as they gain experience in their work and
(4) the granting of higher wage-rates in numerous cases."

The largest declines in recorded employment at October 1, took place in manufacturing and construction. The largest contra-seasonal curtailment of employment in manufacturing occurred in iron and steel. While seasonal, the decline in construction was unusually large, noticeably in highway work in Quebec. Smaller losses were reported in mining, communications and services while there were small improvements in transportation and trade and important seasonal expansion in logging.

The index of the physical volume of business which was 239·5 in October, 1943, recorded a decline from 231 in September 1944 to 228 in October. The indexes for the distribution of goods, for electric power production and for industrial production were lower while mineral production, construction, and the volume of manufacturing showed minor advances. The coal production index declined from 109·6 to 91·3; creamery butter production decreased from 114·9 to 112·8 while factory cheese production increased from 135·8 to 151·5; adjusted tobacco releases were slightly higher; and the primary iron and steel industry was considerably more active in October than in the preceding month.

For the first ten months of 1944 the index of the physical volume of business averaged 1·8 per cent higher than for the similar period in 1943. In the same comparison, the index of industrial production averaged 0·7 per cent lower and the index of industrial employment 0·2 per cent lower; mineral production was 3·8 per cent lower and employment in mining 2·3 per cent lower; manufacturing production 0·9 per cent higher and manufacturing employment 0·04 per cent higher; construction contracts awarded and building permits issued were 44·7 and 58·7 per cent higher, respectively, and construction employment 20·2 per cent lower. Also in the same comparison, export trade increased 20·6 per cent, import trade 3·5 per cent, carloadings 6·8 per cent, wholesale prices 3·1 per cent, cost of living 0·6 per cent, wholesale sales 11·2 per cent and retail sales were 7·7 per cent higher. Bank debits expanded 13·7 per cent, and the circulating media averaged 21 per cent higher in the first ten months of 1944 compared with the same period of last year.

Brochure on status of closed shop in Canada and United States

A brochure of 84 pages entitled "The Closed Shop" was published recently by the Department of Industrial Relations of Queen's University. It is based on a study of the methods used by trades unions in the United States and Canada in their efforts to ensure the employment security of their members.

The brochure provides a fairly complete analysis of the legal status of trades unions operating as "voluntary associations" in the two countries, and their character and functions as bargaining agencies.

The status of the closed shop proper as distinguished from the union shop proper and the preferential union shop as well as maintenance of union membership clauses in collective agreements are examined in some detail, especially as they are defined in the United States. The work of the American National Defence Mediation Board and its successor, the National War Labour Board with respect to closed shops and union membership is discussed and the conclusion reached that "in the United States the closed shop is

clearly an institution in the making" and that "it has come into a society where neither law nor public opinion accord it full sanction."

With respect to Canada the author points out that the issue of the closed shop "is becoming increasingly important". He asserts that "the legality of the closed shop in this country has not been disputed as it has in the United States. Controversy has centred around its desirability from the point of view of employer and employee rather than around its status in the eyes of the law."

Deductions are made from the findings derived from sample surveys of collective agreements in force in Canada and the inference drawn that "it is probably quite correct to conclude from it (the sample of agreements) that about one-third of the collective agreements now in effect in this country contain closed shop, union shop or maintenance of membership clauses".

After making a number of quotations from and comments on Federal Orders in Council and Dominion and Provincial legislation, the author concludes: "It is evident, then, from an examination of existing statutes and orders that Canadian law, on the whole, permits union and closed shop agreements".

Abstracts and quotations of reports of boards of conciliation and investigation on industrial disputes for the years 1941-1944, inclusive, as published monthly in the LABOUR GAZETTE, are made use of to indicate the trend of the movement for union security in Canada. The concluding chapters sum up and analyse critically the arguments for and against the closed shop and the social implications involved.

Commission to inquire into taxation of co-operatives

The Minister of Finance, Hon. J. L. Ilsley, has announced the appointment of a commission to examine the tax position of co-operative enterprises.

The commission will be under the chairmanship of Mr. Justice Errol McDougall, Montreal. It will inquire into the matter of the application to co-operatives of the Income War Tax Act and the Excess Profits Tax Act.

It also will investigate the organization and business methods and operations of the co-operatives and the comparative position in relation to taxation under the Acts of persons engaged in any line of business in direct competition with co-operatives.

The commission then will report to the Governor General in Council with a view to establishing a "just, fair and equitable" basis for the application of taxation to co-operatives and their competitors.

Employment, wages, and output in coal industry

A comprehensive report entitled *Coal Statistics for Canada* has been issued by the Dominion Bureau of Statistics covering the year 1942. In addition to figures on output, distribution, prices, costs and other statistics of a general character, the report gives details of employment, salaries and wages in Canada and in the provinces.

The report shows that between 1938 and 1942 the number of wage-earners employed in the coal mining industry declined from 25,767 to 24,763. On the other hand, the average number of days worked per man per year increased considerably during the same period, from 208 days in 1938 to 272 in 1942; and as a result the total number of days worked per year increased from 5,350,000 days to 6,750,000.

Total wages during the period rose from $26,000,000 to $39,000,000. Salaried employers numbered 1,223 men and 208 women in 1942, and were paid a total of slightly over $3,000,000.

Of the 24,763 wage-earners employed in 1942, 19,227 worked underground and 5,536 were surface workers.

Average output per man-day was 2·739 tons in 1941, and 2·795 tons in 1942.

Total production of coal rose from 14,294,718 tons in 1938 to 18,865,030 tons in 1942. Monthly comparisons, indicating an output in October of 1,503,608 tons in 1938 and 1,574,871 in 1942, may be compared with the more recent figures shown in the table on page 1450 of this issue, which indicate a production of 1,559,007 tons in October, 1943, and 1,532,295 tons in October, 1944.

Centenary of Co-operatives

In December, 1844, a group of fewer than 30 workingmen opened for two evenings each week a small co-operative store on Toad Lane in the town of Rochdale, England. From that beginning, "the co-operative idea has spread throughout the civilized world." The International Co-operative Alliance, founded some 50 years after the store at Rochdale was opened, had in membership at the outbreak of the present war 141 National Unions and Federations drawn from 35 countries and having a total individual membership of over 72,000,000.

It is estimated that these co-operatives do about twenty billion dollars worth of business annually. Outside of England and Scotland, where there are over eight million members, the movement is strongest in the Scandinavian countries—particularly Finland, Sweden and Denmark.

In the United States the co-operative movement is young as compared with similar movements in some European countries, notably Britain, Sweden, Finland and Denmark. But it is vigorous and growing rapidly. So far, in the United States, the agricultural sections have developed co-operatives faster than have the urban sections. However, much has been done in the cities. For example, in New York City a consumer can live in a co-operative apartment house, eat in a co-operative cafeteria, buy his groceries in a co-operative food store, his books from a co-operative bookstore, his haberdashery, etc., from a co-operative mail order house, listen to a co-operative radio, smoke co-operative cigarettes, insure his house, his life, his automobile, obtain his recreation, medical and hospital needs co-operatively etc.[1]

At the end of 1941 there were 2,500,000 consumer members buying 700 million dollars worth of goods and services through co-operatives in the United States. In addition approximately 3,500,000 farmers, in over 10,000 co-operative organizations, handle roughly one-third of all the agricultural business in the country.

In Canada, co-operatives have made substantial progress in most of the provinces. The membership in 1942 exceeded 500,000 and the total business done was in excess of 250 million dollars. Wholesale co-operative societies are operating in most of the provinces and such organizations as the United Farmers of Ontario and the Co-opérative Féderée de Québec combine the functions of sales agency and wholesale buying agency for their affiliated local associations. As in the United States, early expansion in Canada took place in the marketing of farm products and this business has continued to show a marked and steady increase. A western farmer, for example, may deliver his grain to a co-operative elevator, livestock to a co-operative shipping association and milk to a co-operative dairy. He may also purchase a large proportion of his farm supplies and household necessities from a co-operative store and his tractor fuel and gasoline from his nearest co-operative oil station.

The Credit Union has become an important part of the co-operative movement in the United States and Canada. There are 10,000 of these in the two countries. More than 1,400 of them are chartered in Canada and each of the nine provinces has provided legislation governing their establishment and operation.[2]

1 The Co-operative Movement in the Americas, I.L.O., 1943.

2 Co-operation in Canada, 1942, Economics Division, Dominion Department of Agriculture.

Royal Commission on equal pay in Great Britain

On October 12 it was announced in the British House of Commons that a Royal Commission on Equal Pay had been appointed.

The Commission has been authorized "to examine the existing relationship between the remuneration of men and women in the public services, in industry and in other fields of employment; to consider the social, economic and financial implications of the claim of equal pay for equal work; and to report."

Labour convention ratified by Great Britain

Great Britain has become the first country to ratify the Sickness Insurance (Sea) Convention adopted by the International Labour Conference in 1936, the International Labour Office announced recently.

Governments ratifying the convention undertake to establish a system of compulsory sickness insurance to cover masters and members of the crews of ships registered in the ratifying country.

The fact that the convention has not been ratified by any other country is attributed by the Office to war conditions. The convention will come into force one year after a second nation ratifies it.

Great Britain's action brings to 888 the total number of ratifications of the 67 conventions which have been adopted by the International Labour Conference since 1919.

Recognition of 65-cent minimum wage standard considered in U.S.A.

A subcommittee of the United States Senate has been conducting hearings on a resolution that 65 cents an hour be defined legally as the minimum below which the U.S. National War Labour Board shall consider a straight-time hourly wage to be substandard. The resolution was introduced by Senator Claude Pepper of Florida.

At present the Board recognizes wages below 50 cents an hour to be substandard, in that it permits employers to raise wages which are below this level without obtaining the Board's approval. (The proviso is made, however, that such wage increases may not be used as a basis for increasing price ceilings of the commodity or service involved, or to resist otherwise justifiable reductions in ceiling prices.)

Under the resolution employers would be free to increase rates to 65 cents without the Board's approval, and in a dispute case where an employer refused a 65 cent demand the Board would be authorized to order it.

Representatives of various labour organizations have appeared before the subcommittee, favouring the adoption by Congress of the resolution, and submitting evidence as to the cost of living, family budgets, and other matters. The National Association of Manufacturers is opposing the change.

Closed shop banned in Florida and Arkansas

In the recent United States elections three states voted on constitutional amendments to prohibit the closed shop in collective bargaining agreements. The proposed measure was defeated in California, but adopted in Florida and Arkansas.

The Florida amendment specifies that "the right of persons to work shall not be denied or abridged on account of membership or non-membership in any labour union or labour organization." Containing a similar clause, the Arkansas measure also makes it unlawful for employers to enter into either oral or written contracts under which workers may be discharged for refusing to join, or for resigning from, unions. The Arkansas amendment further requires that the consent of individual employees to the check-off of their union dues must be obtained in all cases.

Committee reports on cost of living in U.S.A.

A committee appointed by the President of the United States to inquire into the wartime rise in the cost of living has submitted its findings. The committee contained representatives of the C.I.O., the A.F. of L., and industry, and was under the chairmanship of William H. Davis, public member of the U.S. National War Labour Board.

The official index compiled by the Bureau of Labour Statistics shows a rise in the cost-of-living index from 100 on January 15, 1941, to 123·4 on December 15, 1943. Reporting in advance of the rest of the committee the labour members came to the conclusion that the figure for December 15, 1943, should have been 144·4. They contended that the data used in the official index did not take into account certain wartime factors, such as quality deterioration experienced in wartime goods, disappearance from merchants' shelves of cheaper consumption items, a decline in special sales usually conducted by retailers, and an increase in under-reporting of prices actually charged.

Because of the wide difference in the two estimates, the American Statistical Association was thereupon asked by Mr. Davis to appoint a special group of experts to analyze the official index and the arguments of the labour representatives. This group concluded that the official figures were accurate for what they were intended to measure (i.e. "price changes for goods customarily purchased by families of wage-earners and lower-salaried workers living in large cities"), but that a "hidden increase" of 3 to 4·5 points caused by the wartime conditions mentioned by the labour members should be allowed for. Its findings were accepted by the majority of the President's committee, comprising the public and industry members.

The chairman, Mr. Davis, reported that since the Bureau of Labour Statistics index on September 15, 1944, was 125·5, a true picture of the cost of living at that date could be obtained by the addition of 4·5 points to represent wartime factors. He placed the true cost of living for September at 130 against 100 in January, 1941. Mr. Davis pointed out, however, that this addition failed to reflect the increased living costs of families in the lowest income groups, since a large proportion of their incomes is spent for food and clothing, the items that have had the highest rise, 40 per cent, in the period under discussion.

The labour members declared that the term, "cost-of-living index" was misleading, since the index measured prices only, and prices constituted only one factor in the cost of living. They suggested that the name be changed.

Increase in trade union membership in India

Membership in registered trade unions in British India has shown a steady growth in recent years, according to the *Indian Labour Gazette*. In 1942 returns were received from 455 of the 747 unions registered under the Indian Trade Unions Act, showing a membership of 573,520. In 1939 the total was just under 400,000. The number of women who were members of registered unions in 1942 was 17,094, as compared with 10,945 in 1939.

International committees for various industries favoured by I.L.O.

Among the matters to be discussed at the forthcoming meeting of the Governing Body of the International Labour Office are plans for the formation of international committees in various industries to seek agreement among the nations on labour standards.

The establishment of international industrial committees was authorized by the Philadelphia Conference of the I.L.O. last spring. At that time, however, no detailed decisions were

made on the subject, and the Governing Body was asked to elaborate regulations governing the activities of such committees.

The functions of the committees would include the formulation of proposals concerning the regulation of wages, conditions of employment and welfare arrangements in the industry concerned. It is contemplated that effect might be given to such proposals by the adoption of International Labour Conventions, or through the negotiation between employers and workers of collective agreements of an international character.

A problem to be worked out is whether the committees should be bi-partite (workers and employers only) or tri-partite (including government representatives).

The industries for which it has been suggested committees be established, according to a press statement by Mr. E. J. Phelan, Acting Director of the I.L.O., are the following: European inland transport; European coal mining; iron and steel production; engineering trades, including shipbuilding and aircraft and automobile manufacture and allied trades; and textiles, including cotton and rayon, and wool.

Meeting of Governing Body of the I.L.O.

A meeting of the Governing Body of the International Labour Office is scheduled to be held in London, England, on January 25. The meeting will be the first since the session which took place immediately following the International Labour Conference in Philadelphia, last May.

Among the matters to be dealt with, according to a press statement by Edward J. Phelan, Acting Director of the I.L.O., are the establishment of international committees for various industries as part of the I.L.O. structure; constitutional questions; employment policy; the regional activities of the I.L.O.; and the date, place and agenda of the next session of the International Labour Organization.

The forthcoming session of the Governing Body will be its 94th since the I.L.O. was established in 1919.

It will be preceded by meetings of two Governing Body Committees: the Committee on Constitutional Questions and the Committee on Employment. The former group which was set up at the Governing Body's last session in response to a proposal made by the Canadian Government delegation at the International Labour Conference, will make recommendations for the future constitutional development of the I.L.O.

The Governing Body is composed of representatives of the governments of 16 countries, 8 labour members, and 8 employers. Canada is represented by Mr. Arthur MacNamara, Deputy Minister of Labour, Government representative, and Mr. Percy Bengough, labour member; while Mr. Hugh W. Macdonnell, Toronto, is a deputy member of the employers' group.

I. L. O. Study on International Co-operation for Full Employment

Independent and uncoordinated decisions on commercial policy by national governments are likely to make difficult the realization of the objectives of full employment and economic development in the post-war period, according to an International Labour Office study published recently.

The authors of the study—J. B. Condliffe and Alexander Stevenson—declare that increased world trade is essential to the achievement of the social objectives demanded by the people of the United Nations. But any enlargement of the volume of international investment and the exchange of goods, they add, is dependent upon the international integration and co-ordination of national economic and financial policies.

Entitled *The Common Interest in International Economic Organization,* the study is designed, according to the International Labour Office, to provide "a simple statement of the benefits to be derived from international trade in the conditions of the modern world and of the ways in which these benefits might be secured without endangering the economic development and full employment on which social security and higher living standards must be based."

In the past, the study points out, policies aimed at increasing employment have frequently clashed with policies designed to encourage international trade and investment. Such a conflict is not inevitable, it says, provided there are international arrangements through which national policies can be co-ordinated and cleared. The success of international co-ordination, however, will depend on the attitude of national governments, the authors declare.

If, in attacking their domestic problems of economic demobilization and adaptation to the changing needs of the world market, the governments of the Great Powers will take account of the international repercussions of their domestic policies, "the way will be open for the establishment of a stable framework of international economic relations," the study says.

"If, on the other hand," it adds, "they follow the narrowly nationalistic, beggar-my-neighbor policies which brought chaos to international monetary and commercial relations in the period between the wars they will set the stage of a third world conflict."

Manpower

Changes in Lay-off Procedure

National Selective Service Civilian Regulations Amended

SEVERAL changes have been made in the National Selective Service Civilian Regulations in regard to the laying off of war workers. The changes are made by Order in Council P.C. 8726, the text of which is appended to this article.

War Plants Completing their Contracts

The first of the changes is intended to speed up lay-off procedure in the case of war plants which have completed their war contracts, and to help employees in these plants to take over other important work without undue loss of time. It gives the Director of National Selective Service authority to withdraw the classification "designated establishment" from any such plant or industry. Such action would mean that workers in the plant would cease to be "frozen" in their jobs, and likewise that the employer would be enabled to dismiss them without having to obtain written permission from a Selective Service Officer for the release of each individual employee. The employer would, however, still be required to given seven days' notice in writing or six day's pay in lieu thereof.

The Department of Labour has announced that where such lay-offs occur, occasioned by changes in war production needs, Selective Service Officers will as usual be on hand to help place employees in other jobs for which they are suited.

The new ruling amends the employment "freeze" section of the Regulations,[1] which was originally introduced in September, 1943; and was intended as a deterrent to labour turnover in plants doing essential work.

Under the "freeze" order firms having an "A" or "B" labour priority were classified as "designated establishments". Their employees were thereupon "frozen" to their jobs and could not quit or be discharged without the written permission of a Selective Service Officer.

The employment "freeze" will continue in effect for all firms of high essentiality, in order to maintain labour supply for war production needs, and will only be withdrawn in specific cases where war developments or the cancellation of war contracts make it necessary for the employer to lay off a number of employees.

Temporary Lay-offs

A further change in the Regulations has to do with situations in which a brief temporary lay-off is necessary.

An employer may now lay off an employee for one or more periods not exceeding in the aggregate 14 days within a six-month period without giving notice of separation. In such a case he must, within 48 hours of the commencement of the lay-off period, give the local office a notice in writing specifying the name of the employee concerned and the probable duration of the lay-off.

If within the six months an employee is laid off for an additional period beyond 14 days, without notice of separation being given, he will be entitled to claim wages at his normal full-time rate.

The six-month period, as specified in the Regulations, must begin on January 1 or July 1.

Cases Where 7 Days' Notice Not Required

In certain cases an employer is not required to give seven days' notice or six days' wages in lieu thereof before laying off an employee. This applies in the case of an employee if:

- (*a*) he is employed on building construction work;
- (*b*) he has been in the employment for a period of less than one month;
- (*c*) by reason of weather conditions or by reason of fire, explosion or other calamity, his services cannot be utilized; or
- (*d*) he has refused to accept a transfer under a collective labour agreement or practice in the industry in accordance with which employees have agreed or are accustomed to transfer from their usual employment to alternative employment with the same employer at a lower rate of remuneration.

However these exceptions do not apply where the employee has been directed to the employment under any of the compulsory

[1] L.G., Oct., 1943, p. 1333

features of the Regulations. If such compulsory direction has been given to the employee, then the employer is required to comply with the provisions of the Regulations relating to seven days' notice or six days' wages in lieu thereof.

Penalty for Non-compliance

A further change in the Regulations provides a special penalty in the case of an employer failing to give seven days' notice or payment in lieu thereof where so required. If an employer is convicted, the court may require him to pay the employee wages for a period up to but not exceeding six days. Additional penalties, in the form of fines and court costs, may also be imposed.

Victory Holiday

The term "Victory Holiday" is defined under the amendments as a day "proclaimed or declared a holiday by the Government of Canada or a province of Canada or by a municipality to mark or celebrate the cessation of hostilities in any theatre of war." A victory holiday may also be declared by any employer to celebrate an armistice. In any case, a victory holiday may not be counted among the seven days required for written notice or the six days required for payment of wages at the termination of employment.

The amendment also provides that an employer may pay wages or salary in respect of a victory holiday where an employee would not otherwise be entitled to receive them, "not withstanding the Wartime Wages Control Order, 1943."

Text of P.C. 8726

Whereas the Minister of Labour reports that changes in the military situation from time to time result in changes or reductions in the requirements of the armed forces with consequential effects on employment in the manufacture of munitions and supply in Canada; and

That it is therefore necessary by reason of the war, for the security, defence, peace, order and welfare of Canada, to make further provisions for the orderly control of employment and to provide financial assistance to those persons who may be, from time to time, out of employment as the result of changing employment conditions;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of the War Measures Act and the National Resources Mobilization Act, 1940, is pleased to amend the National Selective Service Civilian Regulations, as amended, and they are hereby further amended as follows:

1. Section 2 is amended by adding thereto the following paragraph:

"(x) victory holiday means a day proclaimed or declared a holiday by the Government of Canada or a province of Canada or by a municipality to mark or celebrate the cessation of hostilities in any theatre of war and, with reference to any establishment, includes a holiday declared by the employer to mark or celebrate the cessation of hostilities in any theatre of war."

2. Section 202 is revoked and the following is substituted therefor:

"202. (1) Except in cases to which subsection two of this section applies, an employer shall, before he lays off or terminates the employment of an employee,

(*a*) give the employee in prescribed form, in duplicate, seven days' notice of separation exclusive of the day on which the notice is given; or

(*b*) give the employee in prescribed form notice of separation and pay him in lieu of notice six days' wages or salary at the normal full time rate at which he was being paid immediately before the termination of the employment.

(2) Where an employee is not in employment to which he has been directed under this part and

(*a*) he is employed on building construction work;

(*b*) he has been in the employment for a period of less than one month;

(*c*) by reason of weather conditions or by reason of fire, explosion or other calamity, his services cannot be utilized; or

(*d*) he has refused to accept a transfer under a collective labour agreement or practice in the industry in accordance with which employees have agreed or are accustomed to transfer from their usual employment to alternative employment with the same employer at a lower rate of remuneration,

the employer shall give him notice of separation in prescribed form, in duplicate, before laying him off or terminating his employment.

(3) An employer may, in any period of six months commencing on the first day of a month of January or July, lay off any employee for one or more periods not exceeding in the aggregate fourteen days without complying with subsection one or two of this section.

(4) Where an employer lays off an employee under subsection three of this section, he shall, within forty-eight hours of the commencement of the lay-off period, give the local office a notice in writing specifying the name of the employee laid off and the probable duration of the lay-off period.

(5) After an employee has been laid off under subsection three of this section for the maximum time thereby permitted in a six months' period, he shall be deemed for all purposes of the contract of employment, to have been employed normal full time in the employment during any additional period in the six months' period during which he is laid off without having been given notice in accordance with subsection one of this section, and, without limiting the generality of the foregoing, he shall be entitled to recover wages or salary in

respect of the period during which he is hereby deemed to have been employed at the normal full time rate at which he was being paid immediately before the beginning of the lay-off period in any court of competent jurisdiction.

(6) Except when he is terminating his employment to undergo alternative service under the National Selective Service Mobilization Regulations or to enter service in His Majesty's Canadian armed forces, an employee shall, before terminating his employment, give to his employer in prescribed form, in triplicate
(a) seven days' notice of separation exclusive of the day on which such notice is given; or
(b) such shorter notice as the Selective Service Officer allows,
unless he is employed on building construction work or has been in the employment for a period of less than one month, in which event he shall give his employer notice of separation in prescribed form, in triplicate, before terminating his employment.

(7) Where an employer gives an employee notice of separation under this part the employee shall forthwith acknowledge receipt thereof by signing one copy in the prescribed place and return such copy to the employer.

(8) Where an employee gives an employer notice of separation under this part, the employer shall forthwith acknowledge receipt thereof by signing one copy in the prescribed place and return such copy to the employee.

(9) Every employer who gives or receives a notice of separation under this part shall retain one copy thereof and shall, within forty-eight hours of giving or receiving such notice deliver a copy thereof to the local office.

(10) The provisions of this part with respect to the giving of notice of separation shall not supersede any law, statutory or otherwise, requiring a longer notice.

(11) No employer or employee shall be bound by this section insofar as it is inconsistent with any right or privilege of the employer or employee, as the case may be, under an existing collective labour agreement which was entered into prior to the first day of September, nineteen hundred and forty-two.

(12) Notwithstanding the Wartime Wages Control Order, 1943, where an employee would not otherwise be entitled to wages or salary in respect of a victory holiday, the employer may pay wages or salary in respect of that day but is not, by reason only of this subsection, obliged to make such a payment.

(13) No notice of separation under this part shall be given on a victory holiday and no victory holiday shall be reckoned in the computation of the period specified in a notice of separation given under this part.

(14) Where a notice of separation has been given under this part, the employer shall employ the employee, and the employee shall work, normal full time in the employment during the period specified in the notice.

(15) Where an employer lays off or terminates the employment of an employee without complying with subsection one of this section, the employee may recover in any court of competent jurisdiction the amount the employer is by this section required to pay him in lieu of notice."

3. Section 202A is amended by revoking subsection four thereof and substituting the following therefor:

"202A. (4) (a) Subject to the provisions of section 203 of these regulations, an employer whose establishment has been classified as a 'designated establishment' shall not terminate the employment of an employee or lay him off without the permission in writing of a Selective Service Officer.

(b) An employee whose employer's establishment has been classified as a 'designated establishment' shall not terminate his employment or cease to perform his duties in his employment, without the permission in writing of a Selective Service Officer.

(c) Where an employee applies for permission to terminate his employment in order to take similar employment in the same industry the Selective Service Officer shall, in accordance with directions and instructions issued by the Director, grant such permission unless special circumstances exist.

(d) Application by an employer for permission to terminate the employment of an employee or lay him off, or an application by an employee to terminate his employment shall be made in such form and in such manner as the Director may prescribe.

(5) The Selective Service Officer may, in accordance with principles and directions set out in instructions given by the director, by a notice delivered to the employer, withdraw an "A" or "B" labour priority rating given to an establishment and the establishment shall thereupon cease to be a 'designated establishment.'

(6) An employer to whom a notice has been given under subsection five of this section, or any of his employees, may, notwithstanding this section, give notice of separation under section 202 without the permission of a Selective Service Officer.

(7) An employer to whom a notice has been given under subsection five of this section shall forthwith post three copies thereof in the establishment in conspicuous places where the employees affected are employed."

4. The following section is inserted after section 607 thereof:

"608. Where an employer is convicted of failing to comply with subsection one of section 202 before laying off or terminating the employment of an employee, the Justice or Justices of the Peace, Magistrate, Judge or Court by whom he is so convicted shall, in addition to imposing a penalty under section 605, order the employer to pay to the employee the amount that he is, by section 202, required to pay him in lieu of notice unless the payment has been made before the employer is convicted and an order made under this section shall be enforced as an order made under Part XV of the Criminal Code."

Payment of Soldiers Detailed for Duty in Civilian Employment

AN Order in Council of December 5 (P.C. 9148) specifies the amount of pay that may be received by members of the military forces of Canada who have been detailed for duty in civilian employment. Such men shall in future receive only their military pay and such allowances as they may be entitled to. Employers, however, will be required to reimburse the Department of National Defence at prevailing rates of pay for the work undertaken.

The order states that:

"(1) A member of the military forces of Canada who otherwise than being seconded therefor is performing service or duty in civilian employment or on a project or undertaking deemed to be in the national interest pursuant to Order in Council shall, notwithstanding that a larger amount is being paid in respect of the services of such a member of the forces in consequence of his having been detailed as aforesaid that member shall for the period he is performing such service or duty receive only his military pay and allowances including Dependents' Allowance to which he may be entitled, or an amount equal thereto.

"(2) The Minister of Labour and the Minister of National Defence are hereby authorized to make such arrangements as they deem necessary or advisable for the proper accounting of monies payable to the Crown by employers in respect of service or duty performed by members of the military forces of Canada as aforesaid. Such monies will be deposited to army funds during the current year as a credit to army appropriation for pay and allowances. When such monies are applicable to a previous fiscal year, they will be deposited as a credit to the Consolidated Revenue Fund."

The Order is in effect as from the first day of December, 1944.

Coal Labour Survey

AS a result of a continuing decrease in coal production and an unbalanced distribution of labour as between datal workers and those working at the face in Nova Scotia coal fields, it was decided at a meeting of officials of the Department of Labour and Munitions and Supply, held in Ottawa on September 25, to conduct a Coal Labour Survey.

The survey covers all mine employees, excepting those working at the face, administrative, or office personnel. Its purpose is to determine, by direct approach to the workers themselves, the reasons why a greater number of those men who are qualified to work at the face are not producing coal.

Before the survey was started, the Nova Scotia Government, the mine operators, and the executive of the United Mine Workers of America were advised, and their co-operation requested.

The survey proper consisted of two forms, one a questionnaire which was mailed to the home of the worker, and returned by mail to one of three points where special office accommodation and staffs were set up by National Selective Service. The second form, or questionnaire was completed by the operators and returned to the offices.

The information was then reviewed by a specially selected staff of National Selective Service Officers and arrangements made to personally interview certain of the workers for the purpose of gaining still further factual information.

The questionnaires were designed to obtain, to as great an extent as possible, factual information regarding the worker and his work; to extend to him an opportunity to freely express, in his own way, the reasons why he was not working at the face in the production of coal. Through the press, by radio, by the use of special posters, and advertising supplemented by local meetings, the workers were made aware of the intent and purpose of the survey, and although the results of the survey are not yet known, the return of approximately 75 per cent of the questionnaires sent out is the direct result of the splendid co-operation of the executive of the United Mine Workers of America, and the workers themselves, and clearly indicates a keen interest in not only the present, but also the future of the coal mining industry in Nova Scotia.

Dominion-Provincial Farm Labour Program, 1944

Review of Activities in Supplying Manpower to Meet Increased Food Production Requirements

CANADIAN farmers, 400,000 fewer than in 1939, have been asked to meet larger production objectives in each successive year of the war. In 1944 their fields were sown to provide more grains, forage crops and vegetables; their herds and flocks were increased to produce more milk, eggs and meat. This fall their abundant harvests were reaped, with the help of tens of thousands of civilians and servicemen. Their year-round tasks on dairy and livestock farms were eased through placements made by Employment and Selective Service Offices, Provincial Agricultural Fieldmen and Local Agricultural Production Committees. Increased application of farm machinery and labour saving devices, and greater efficiency in the use of labour, have contributed to meeting both seasonal and year round labour requirements.

The framework in which the varied sources of help made their contribution has again been the Dominion-Provincial Farm Labour Agreements, made between every province and the federal Department of Labour.[1] These Agreements during the current fiscal year provide for a Dominion expenditure of $600,000 to assist the provinces on a 50-50 basis in organizing farm labour supply. Additional Dominion items of $75,000 and $300,000 provide for publicity and interprovincial transportation of farm labour respectively.

This joint federal-provincial program has proven to be an effective means of dealing with the farm labour situation. It has made possible a close working arrangement between National Selective Service, which has over-all responsibility for manpower under the War Measures Act, and the provincial authorities directly interested in promoting agricultural production. Moreover, through the provincial agricultural fieldmen, with their special training and knowledge of local conditions and needs, co-operating with the federal Employment and Selective Service Offices, duplication of effort has been avoided. The "partnership" has also permitted flexibility in the program to meet varying conditions across the Dominion and has made possible large scale movements of labour between provinces to meet urgent farm labour requirements.

1 See Order in Council P.C. 3492; *L. G.*, May 1943, p. 568; *L. G.*, November 1943, p. 1477.

Year-round Farm Labour

Securing experienced workers for year-round employment on dairy and livestock farms continued to be one of the most difficult problems during 1944.

The continuing policy of granting postponement of military service to men engaged in essential agriculture was of material assistance. This policy has resulted in a better distribution of farm workers through many men being granted postponement on the condition that they move from their own farms, where they are not considered essential, to those farms where they are needed.

Men who receive postponement of military training as conscientious objectors may be directed by N.S.S. Alternative Service Officers to farms or other essential industry. There are 9,465 postponed conscientious objectors, of whom approximately 80 per cent are engaged in agriculture.

During 1943 the passing of an Order in Council[1] provided authority for the compulsory direction to employment of men called up under the National Resources Mobilization Act, but rejected on medical grounds. Plans were developed and put into operation through the joint farm labour organizations across Canada for checking the essentiality on their own farms of men rejected from military service. Those not needed at home, and physically able, are being used on other farms where they are badly needed.

Assistance for dairy and livestock farmers urgently needing help has also been provided through sons being granted compassionate farm leave from the army to return home.

In the Ottawa Valley and the Brooks and Strathmore districts of Alberta considerable relief for dairy farmers has been secured by placing prisoners of war on individual farms for the year round.

Seasonal Farm Labour

Seasonal requirements of farm workers are also handled under the Dominion-Provincial Agreements. Special measures have been taken to meet farmers' peak needs in the seeding, haying and harvesting seasons.

1 Order-in-Council P.C. 7260, September 16, 1943.

Inter-Provincial Movements

One of the most important means of meeting the seasonal labour requirements is by increasing the mobility of farm labour through inter-provincial movements.

During peak harvesting seasons, several excursions were arranged, whereby persons from one part of the country went to work in another region. These were facilitated by special transportation arrangements with the Canadian National Railways and the Canadian Pacific Railway. Round trip transportation was provided at the single fare rate. Each harvester paid a small amount towards his return ticket.

During June arrangements were made with the provinces and the railways for the recruitment of approximately 300 women workers from Alberta and Saskatchewan to help on fruit and vegetable farms in British Columbia. This movement began about the middle of June and continued through part of July.

Another movement began about June 19, when experienced farm workers were recruited from the Prairie Provinces to help with haying and early harvesting on Ontario farms. Some 855 men came from the West into Ontario; 55 from Manitoba; 700 from Saskatchewan; and 100 from Alberta. During August these men returned to the Prairies when their own harvest was ready.

The main excursion, namely from Eastern Canada to the Prairies, was repeated this year.[1] More than 6,000 persons went into the West for harvest operations.

The outgoing movement began on August 12 from Ottawa and Cornwall, August 15 from the rest of Ontario, and about August 20 from Western Quebec. During 1943 no workers were sent to the West from Quebec, but this year the excursion was open to points west of Quebec City, excluding the counties of Frontenac, Beauce, Dorchester, Bellechasse, Montmorency, Lake St. Jean, and all others to the East. Workers in some of these excluded areas were later recruited for potato picking in the State of Maine.

This year women who had experience in agriculture were permitted to take advantage of the excursion to work on designated Western farms, usually their home farm. Approximately 500 went to the Prairies under this arrangement. The following table shows the numbers of harvesters recruited:—

HARVEST EXCURSION TO PRAIRIES, 1944

	Ontario	Quebec	Total
Men from Farms..	4,227	742	4,969
Men from Industry.	737	251	988
Women	498	29	527
Total	5,462	1,022	6,484

Assistance of Service Personnel

A second important source of farm labour was provided by the Armed Services. Various plans were put into effect, most of which were designed to assist hard-pressed farmers during the peak seeding and harvesting seasons.

The Army and the Air Force both provided spring and harvest leaves. These enabled men with farming experience to go to farms where their services were needed for a period of from one to two months. The Army also put into effect again the Farm Duty Plan developed during 1943, under which men were sent to the farms under military direction at the request of the Provincial Directors of the Dominion-Provincial Farm Labour Program.[2] A third kind of leave, Compassionate Farm Leave enabled men to return to their own or their parents' farms to meet urgent situations. By special arrangements made with the Department of National Defence, the Department of Labour paid for the transportation and a pair of overalls for service men who assisted with harvesting. Where the transportation was wholly within a province, the expenses were shared equally by the Department of Labour and that province.

From the Army, approximately 11,000 men were out on special harvest or compassionate farm leave, compared with around 6,500 who were out on spring leave or compassionate farm leave at the end of May. Another 3,300 soldiers were detailed under the Farm Duty Plan to assist with harvesting. As a result of special spring and harvest leaves granted by the Air Force, 2,300 airmen returned to their own farms to help put in the crops and 3,100 obtained harvest leave.

The Department of Labour negotiated a special arrangement with the Department of National Defence (Navy), whereby approximately 600 men were made available to help with harvesting in Ontario and the Prairie Provinces.

[1] Arrangements were made with the railways late in the summer for a fourth excursion from eastern Quebec to the Maritime Provinces for late grain harvesting and potato and apple picking. When arrangements for the movement were completed, sufficient labour had become available within the Maritimes to meet the crisis. As a result only three workers were moved under this excursion.

[2] Canadian Army Routine Order 3456.

Local Community Activities

In addition to the sources of labour already noted, it is estimated that well over 150,000 men, women, boys and girls from towns and cities throughout the Dominion helped farmers during their holidays, over week-ends and "after hours". These people rallied to the call for harvest help through the unremitting efforts of local committees co-ordinating the activities of government, trade and service organizations.

These local activities were organized by the Dominion-Provincial Farm Labour Agency in each province. These workers were encouraged to go out to farms through the payment of transportation expenses, and through intensive advertising over the radio, in films and newspapers and on posters, undertaken by local, provincial and federal authorities. Hay, grain crops, fruit and vegetables would have been lost, had it not been for the generous and timely assistance of these seasonal volunteer workers throughout Canada.

Special Projects

More extensive use was made of prisoners of war in farming operations. A prisoner of war camp was established in the Chatham area of western Ontario, from which 300 prisoners worked from May until late October on nearby farms. Two hostels, each housing 100 prisoners, were opened in eastern Saskatchewan; these men assisted farmers with stooking and threshing. Some 800 prisoners worked on farms in the Lethbridge area of Alberta. Four hundred came from the main camp at Lethbridge, and four hostels were set up in the vicinity to house 100 prisoners each. At the end of August more than 1,400 prisoners of war were working on farms.

Because of special problems arising in the tobacco areas of Ontario, National Selective Service introduced measures to provide an orderly control of the labour required for harvesting the crop. All male tobacco workers, outside of operators, required National Selective Service permits and distribution of the labour was effected through the establishment of eleven temporary offices.[1]

With the assistance of a special N.S.S. Tobacco Advisory Committee of growers, an active campaign was carried out to recruit all available labour for harvesting the large crop. Some 700 soldiers, from an operational unit located in the Maritimes, were detailed on Farm Duty to assist in meeting the harvest emergency in the tobacco area. Some 1,500 expert tobacco curers were brought into Ontario from the tobacco growing areas of the southern United States.

Indians recruited in Manitoba, Saskatchewan and British Columbia provided another special source of help. From reserves in northern Manitoba, approximately 700 Indians were transported by boat down Lake Winnipeg and distributed to farms in the province during the harvest season. The Superintendent of Indian Agencies for Saskatchewan estimates that 2,500 Indians assisted in harvesting. In British Columbia, Indians rendered valuable service in haying in the interior and in picking fruit in the Fraser, Okanagan and Kootenay Valleys.

Of the other special sources of seasonal farm help, reference should be made to the excellent contribution made by Canadian-Japanese on farms and in canneries, in British Columbia, Alberta, Manitoba and Ontario.

International Movements of Farm Labour

In addition to the help recruited within the provinces, and the movements of labour between them, the farm labour program had an international aspect.

Early in the summer, Canada and the United States arranged for the interchange of harvesting equipment between the Prairies and the mid-western States, on a basis similar to 1943. The agreement came into operation early in July when a number of Canadian combine units entered the United States. These units remained in the United States until they were needed for Canadian harvesting. When the grain crops were harvested, American units were permitted to enter Canada and remain to assist in harvest operations until the end of the year. This agreement is to continue until the end of the war.

Mention has already been made of the tobacco workers who came into Canada from the Southern States. Canadians crossed the border in September to help harvest potatoes. Into Maine went 1,490 men and women from the province of Quebec and Madawaska County of New Brunswick; 469 of these workers were women. In the west, some 200 women and youths from the Morden area of Manitoba went into North Dakota to pick potatoes. Indians from British Columbia went into the State of Washington to pick small fruits.

Winter Work in Other Essential Industries

In the fall, when harvesting operations were completed, an appeal over the radio, through the press and in the movies, went out to

[1] Order-in-Council, P.C. 5819, August 6, 1943.

farmers to go into the woods, into food processing plants, onto railway track maintenance, and into other essential industries, when they could be spared from farming operations during the winter.

It is the responsibility of Employment and Selective Service Offices to issue temporary permits to these farm workers only if their absence from the farm will not interfere with agricultural production. This also protects the present farm labour force by ensuring that these men return to their farms in time for spring operations.

At the end of November, authorization had been granted to 54,712 farmers to leave their farms temporarily for other essential work. Farmers who take other essential work during the fall and winter do not lose their postponement from military training.

This movement of men who can be spared from their farms during the winter months into other essential industries, gears into the overall manpower policy. The goal is to have every physically able man doing a job all the year round which will contribute to the winning of the war.

Dumbarton Oaks Proposals

THE text of the Dumbarton Oaks Proposals, relating to the establishment of a general international organization to maintain peace and security, has been published in pamphlet form by the Wartime Information Board, Ottawa, and copies are available upon application.

The Proposals were agreed upon by representatives of the United Kingdom, the United States, the U.S.S.R. and China at Dumbarton Oaks, Washington, U.S.A., in October, 1944.

They look to the establishment of an international organization, under the title of *The United Nations,* whose purposes should be:

> 1. To maintain international peace and security; and to that end to take effective collective measures for the prevention and removal of threats to the peace and to bring about by peaceful means adjustment or settlement of international disputes which may lead to a breach of the peace;
> 2. To develop friendly relations among nations and to take other appropriate measures to strengthen universal peace;
> 3. To achieve international co-operation in the solution of international economic, social and other humanitarian problems; and
> 4. To afford a centre for harmonizing the actions of nations in the achievement of these common ends.

As its principal organs, it is proposed that the Organization should have:

(*a*) a General Assembly (on which all the member nations would be represented);
(*b*) a Security Council (consisting of one representative each from the United Kingdom, the U.S.A., the U.S.S.R., China, and France, as permanent members, and one representative each from six states elected for a two-year period by the General Assembly);
(*c*) an international court of justice; and
(*d*) a Secretariat.

Provision is also made for an Economic and Social Council, which would deal with international economic, social and other humanitarian matters, subject to the authority of the General Assembly. It is suggested in the Proposals that the Council would co-ordinate the activities of various specialized economic, social and other organizations and agencies.

In commenting on the Proposals the Prime Minister of Canada, the Rt. Hon. W. L. Mackenzie King, said that the Canadian Government welcomed the very large measure of agreement which had been reached between the representatives of the Governments of the United Kingdom, United States, Soviet Union and China at the talks at Dumbarton Oaks.

He pointed out that the Governments themselves were not themselves committed to the acceptance of the plan, and that further meetings were anticipated.

The Proposals are, he declared, "but the first stage in the development of a draft Charter for consideration by all the United Nations. They have still to be accepted and supplemented by the initiating Governments before they are submitted to other countries for their consideration. When they are so submitted the intention is that a full United Nations Conference should be convened at which it is hoped that final proposals will be developed. Before the draft Charter takes its final form, there will be full opportunity for its revision in the light of the views expressed by other countries...

"It is scarcely necessary for me to say that, before any final commitment is entered into with respect to the participation of Canada in a general international organization, there will be the fullest opportunity for discussion in the Parliament of Canada."

Labour-Management Production Committees

Labour-Management Production Committees in Post-war Period

Statement of Government Policy—Increase in Committees—Results of Questionnaire

THE Honourable C. D. Howe, Minister of Munitions and Supply, and Reconstruction, and the Honourable Humphrey Mitchell, Minister of Labour, in a joint statement have announced the Government's intention to continue to encourage and promote the formation of joint production committees in the reconstruction and post-war periods. The statement reads:

"The experience of war industries has justified our experiment in joint labour-management production committees. These committees have promoted industrial co-operation by creating a better understanding and mutual confidence between management and labour. Their work has served to increase the output of war goods, to lower costs, and to improve efficiency.

"Since maximum production and harmonious relations between labour and management will be essential to the successful solution of the problems which we shall have to face, we hope that these joint production committees will continue to function in the reconstruction and post-war periods. Where no Committees have as yet been set up, we hope that advantage will be taken of every opportunity to do so. Government, labour and management will look to these Committees for advice on many problems.

"In so far as possible, it is the intention of the government to continue to encourage and promote the formation of Joint Production Committees representing labour and management, to assist us in meeting both the continuing problems of war and the problems of reconversion."

Increase in Committees

The number of labour-management production committees on record with the Industrial Production Co-operation Board at September 30 was approximately 250, an increase of about 50 since June 30. The Board has its headquarters in Ottawa, and is assisted by an Advisory Board containing representatives of labour and management. The work of increasing the number of committees is continuing also through the Board's field representatives, who are stationed across the country and are assisting in the setting-up of committees in specific plants and industries.

Survey of Twenty-eight Labour-Management Production Committees

A survey of 28 Canadian labour-management production committees was conducted in the spring and summer of 1944 through the medium of a questionnaire sent to the management of the plants concerned by W. R. Dymond, Department of Political Economy, University of Toronto. The survey includes 14 committees in the aircraft industry and 14 in other industries as varied as steel fabrication, brass products, business machines, meat packing, brewing, baking, rubber products, coal mining, engineering, ordnance and others.

The oldest Committee was set up in March, 1941, 11 were established in 1942, 13 in 1943, and 3 in 1944. The plants covered employ approximately 75,000 workers—50,000 in the aircraft industry and 25,000 in other industries. They range in size from one employing over 10,000 workers to one employing 150 workers. Twenty-three of the plants have collective bargaining relations with trade unions, of which 21 are affiliated with international bodies and 2 are independent. Of the other 5 plants, 3 have no employee organizations and 2 have an employee representation plan.

The size of the joint committees varied from 24 to 8 members. The most common type consisted of 10 members made up of 5 management and 5 labour representatives. The committees did not always have equal representation from management and labour, for in at least 4 cases the labour representatives outnumbered the management representatives.

Several different methods of chairing committee meetings were used, Prof. Dymond states. Fourteen committees had a management representative as chairman, 3 had a labour representative, 3 had co-chairmen for each meeting, and 6 had chairmen alternating

between management and labour members at successive meetings. A number of aircraft plants favoured having the personnel director of the plant as permanent chairmen of the joint committee.

Answers to a questionnaire provide an evaluation by management of the success and operation of the committees covered according to Professor Dymond.

An overwhelming majority of those replying found that the committees had been of benefit to the production program and had been so used by labour. None reported any attempt by labour to encroach on management's functions. An improvement in labour-management relations was noticed by 85 per cent. Only 4 per cent had encountered much hostility to the committees and their recommendations by foremen and minor plant officials. In reply to the question "Does the presence of a union in your plant make for the more successful operation of a Production Committee?" answers from firms having unions were "yes" 48 per cent; "no" 13 per cent; and "don't know" 39 per cent.

Application of Workers' Suggestions

To Combine:
1. Parts.
2. Operations.
3. Tooling (dies, forms, blocks, jigs).

To Improve:
1. Layout of machines, equipment or working areas in shop and office.
2. Design of parts to simplify fabrication or improve uniformity.
3. Moving of material to production lines or at machines.

To Change:
1. From a difficult to a more simple operation.
2. From a hand operation to a machine or foot pedal.
3. The sequence of operations to eliminate set-ups.
4. To use fast acting clamps, pins, guides or stops for positioning devices.

2. To Improve:
   1. Storage, packing or shipping.
   2. Factory trucks, tote boxes, racks and bins.
3. Protection and better maintenance of electrical motors, lines or equipment.
   Better maintenance of steam and water pipes.
   Cleanliness of washrooms.
   Maintenance of buildings, sheds, garages, power houses.

4. Generally:
   1. To eliminate unnecessary travel by persons or parts.
   2. To eliminate waiting for materials, or parts.
   3. To eliminate paper work, forms or retyping.
   4. To improve office procedure, filing methods, etc.
   5. To eliminate waste of light, heat and power.

5. To make work easier.
   To reduce fatigue.
   To improve ventilation, elimination of dust or bad odours.
   To improve lighting conditions.
   To better plant cleanliness.
6. Fire precautions—to eliminate hazards.
7. Safety precautions—to eliminate hazards and accidents.
8. Protection of products, plant and people from sabotage.

For guidance to labour-management production committees in making the most efficient use of employees' suggestion systems, the Industrial Production Co-operation Board, Ottawa, has issued the following list of possible applications of workers' ideas.

Suggestions may apply

1. To any method to increase rate of production.

To Eliminate:
1. A part or parts in the product.
2. An operation or excess finish.
3. Excess material or excess weight.
4. Tooling that is expensive or unnecessary.
5. An unnecessary moving part on a machine.

Guaranteed Employment Plans in United States and Great Britain

Annual Incomes for Workers as Factor in Stabilizing Employment

IN recent years there has been a steadily growing interest shown by sections of organized labour in guaranteed annual incomes for workers in the United States and Great Britain. The plan is promoted under a variety of titles, as for example: "annual wage system"; "income security for industrial workers"; "1,500-hour work-year"; "straight time"; etc.

This development had its origin in the efforts of certain industries in the United States, more or less seasonal in character, to stabilize employment in their own plants. At first, according to reports, the workers were apathetic and in some instances suspicious of the plan, viewing it as a possible scheme to reduce wages. But as it evolved and the advantages became more apparent, the workers in the plants concerned gave it their approval and support.

That the United States Government recognized its potential value is evidenced in the provisions of the Social Security Act of 1935 and the Fair Labour Standards Act of 1938, which offered inducements to companies to regularize employment. The Social Security Act stipulated that States might incorporate in their unemployment compensation laws a provision allowing tax credits to companies which guaranteed to all their employees 30 hours of wages for each of 40 calendar weeks, with one weekly hour of wages deducted for each additional week guaranteed in the year. The Fair Labour Standards Act also granted a partial exemption from the overtime pay provisions to those companies which sign a union agreement guaranteeing 2,000 hours of wages per year to their employees.[1]

Development of the annual-wage idea was slow and "only a fraction of one per cent of the 7,000 union agreements on file with the Bureau of Labour Statistics (Washington, 1940) contain annual wage or guaranteed employment provisions." The reason for this infrequency is reported to have been that, as a rule, the only companies that felt they could guarantee full-time employment, or an annual wage in advance were those who had already largely solved the problem of regularizing employment. Further, in a number of the agreements designed to guarantee permanent employment in varying degrees, escape clauses to some extent invalidated their purpose. However, it is noteworthy that at least some of the industries who pioneered in guaranteed employment plans were markedly seasonal in their operations. The *Survey-Graphic* in a recent issue records the experience of the Proctor and Gamble Co., soap manufacturers and of George A. Hormel and Co., meat packers. Both of these industries were seasonal, the former because of the fixed buying habits of wholesalers and the latter because farm animals are marketed mainly in the spring and autumn.

To circumvent buyers' prejudices the Proctor and Gamble Co. established a system of selling directly to retailers, and thus creating an all-year-round market for their products. It was a costly expedient at first, but the company felt it was justified if it succeeded in overcoming constant labour turnover and the alternate rush and shutdown of an earlier period. These adverse factors were in this way practically eliminated from Proctor and Gamble plants, and made possible the success of the guaranteed employment plan that was subsequently applied in the Company's establishments in the United States and Canada.

The Hormel Company approached the problem from a different angle. After careful analysis it decided, in 1931, to put the workers in one department on an annual wage, as an experiment. This was gradually extended to other departments until at present 98 per cent of their employees, irrespective of alternate rush and slow periods, get the same pay every week in the year. By developing production sidelines the company was able to stabilize the plan still further.

During the present year, the Congress of Industrial Organizations has made a guaranteed minimum annual wage for industrial workers one of the principal points under negotiation with employers in two of the large steel industries and their subsidiaries. The clause which the C.I.O. proposed to have included in collective bargaining contracts stipulated that the annual wage shall be based upon the straight time average hourly earnings for a forty-hour week during the life of the contract and that for each week in the

[1] *Monthly Labour Review*, United States Department of Labour, August, 1940.

life of the contract in which "the employee, for reasons beyond his control does not receive a sum equal to the minimum, the company shall make up the difference."[1]

This clause was contested by the Steel companies mainly on the ground that there were frequent and wide fluctuations in the demand for their products, both in the home and export markets.

While admitting that the principle involved is desirable, "how", the Companies asked, "can you guarantee full annual employment in an industry whose monthly production rose 50 per cent in 1929 over previous levels; fell in 1932 to one-quarter of the 1929 output; rose irregularly until in 1937 it again touched the 1929 level; within one year decreased by two-thirds; then climbed by 1943 to a position eight times greater than the low year, 1932."[2]

The National War Labour Board decision in the dispute involving 86 basic steel companies and approximately 400,000 employees, represented by the United Steel Workers of America (C.I.O.) was completed on November 25. While the issue was somewhat confused by other factors in the dispute, such as a demand for increase in wages to offset the effects of the "little steel formula", the Board stated that "in the present state of the country's information on the subject (of guaranteed annual wages) the Board is not prepared in this case, or in any other dispute cases, to impose such guarantees by order" although such plans worked out by collective bargaining would be approved.

In a separate report to President Roosevelt the Board unanimously recommended that "the whole question of guaranteed wage plans and the possibility of their future development in American industries as an aid to stabilization of employment and the regularization of production should now be studied on a national scale." The Board further recommended that "such study should be conducted by a specially appointed commission . . . . that such a body would be best able to perform its nationally important tasks if created independently of the National War Labour Board by the President . . . ."[3]

Guaranteed Employment in Great Britain

The "guaranteed week" for "essential" workers in Britain was introduced in April, 1941, by Government Orders, after consultation with management and labour. By May, 1943, these "Essential Work Orders" covered approximately 8,000,000 British workers. On the basis of population this would be equivalent to about 23,000,000 in the United States.[4]

Before a plant is scheduled as "essential", the Minister of Labour has to satisfy himself that the work is essential for the conduct of the war, that satisfactory provision for the welfare of the workers exists or is being made, and that wages and working conditions are "not less favourable than the recognized terms and conditions" in that industry in that district. All of which means that employers have to "come up to the standards achieved by collective bargaining."

On the other hand, the worker must be "capable of and available for work" during "normal working hours." If work is not available at his usual job, he must be willing to do any other jobs which he can be "reasonably" asked to do.

After a plant has been "scheduled", all the workers (or all the workers doing certain jobs) are "frozen" to their jobs. A worker cannot quit and his employer cannot dismiss him, except for serious misconduct, without the written permission of the representative of the Minister of Labour. However, if either party is dissatisfied with a specific arrangement an appeal can be made to the Local Appeal Board, which is composed of representatives of labour and management.

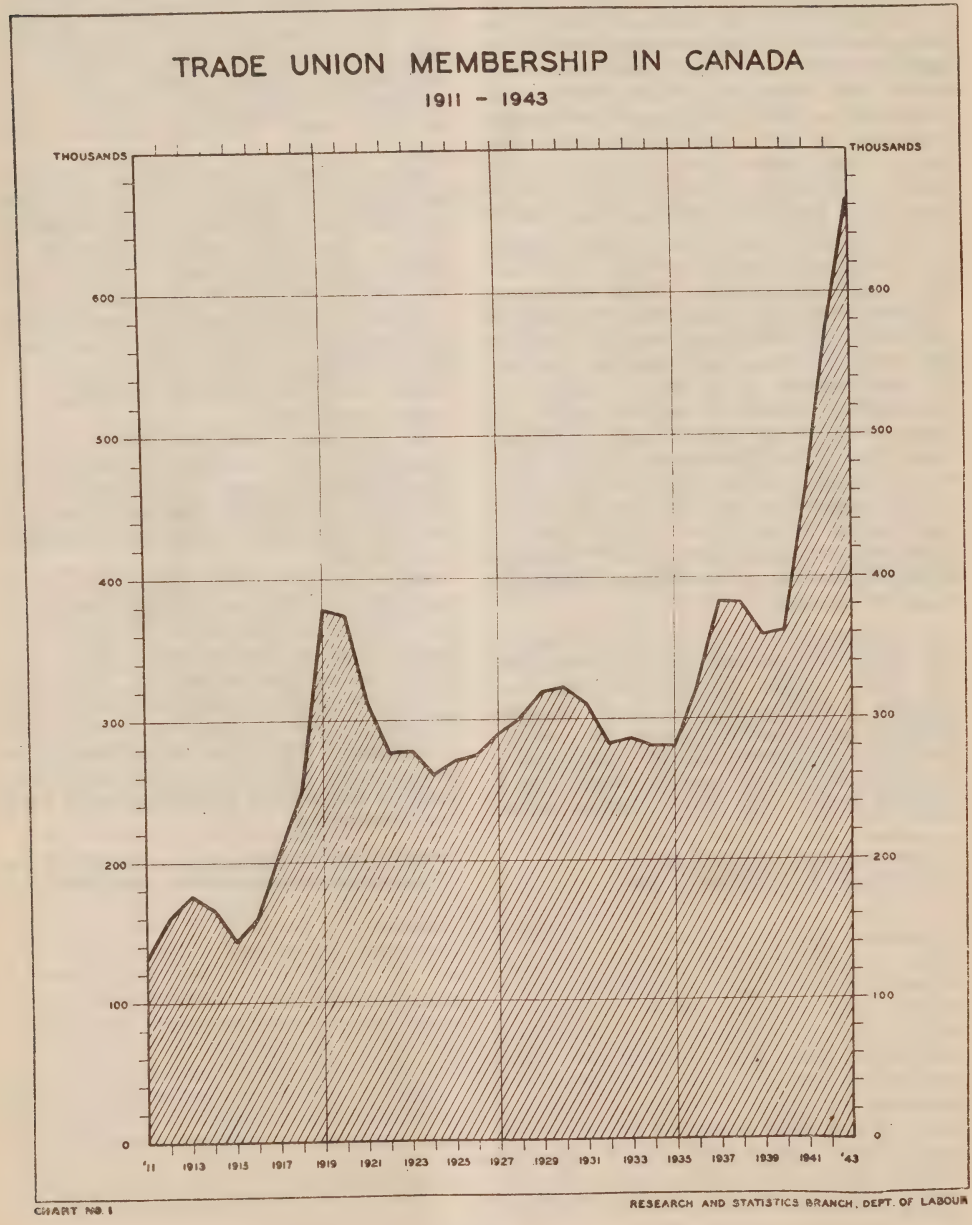
1 *New York Times*, January 1, 1944.
2 Business Week, November 11, 1944.
3 Office of War Information press release, Nov. 25, 1944.
4 *Labour and Industry in Britain*, May, 1943.

Labour Organization in Canada

THE thirty-third Annual Report on Labour Organization in Canada, for the year ending December 31, 1943, has just been published. It may be obtained for 25 cents from the Department of Labour.

Trade union membership in Canada increased substantially during 1943, although less than during 1941 and 1942. There were 664,533 members at the end of 1943, an increase of about 15 per cent above the 578,380 in 1942 and more than 85 per cent above the 358,967 in 1941. Somewhat more than one-fifth of the non-agricultural wage and salary workers are members of trade unions in Canada.

Union membership in the metal industries continued to increase during 1943, although



less rapidly than during the previous year. This is much the largest group of industries, having 30 per cent of the total union membership in Canada in 1943. The 23·2 per cent expansion of membership in the group during the year may be attributed to the continued diversion of labour from civilian to war production and allied industries, to greater organizing efforts put forth by the larger industrial unions, and to the development of machinery for collective bargaining. The second largest group is "steam railway transportation" which has 16·4 per cent of the total union membership for 1943.

The accompanying tables show the distribution of membership by industrial groups in 1942 and 1943, the percentage increase (or decrease) in membership in each group during the year, and the 1943 membership classified according to affiliation.

The trend of increasing concentration of trade union membership in the industrialized provinces which have experienced the greatest expansion of factory employment continued during 1943. About 64 per cent of the total membership as reported by the local unions in 1942 and about 65 per cent in 1943 was concentrated in Ontario and Quebec. Of the 3,735 locals known to be in existence, ?,204 were in these two provinces.

Likewise, unions throughout Canada showed a tendency toward concentration in the larger urban centres, paralleling the expansion of factory production and employment. Three leading centres of industry and population, Montreal, Toronto, and Vancouver, together had 17·3 per cent of all local unions in Canada and 38·5 per cent of the members of local unions which reported in 1943.

The Report contains a brief historical statement and shows the membership, the names of the officers and the affiliated unions of the Trades and Labour Congress of Canada, the Canadian Congress of Labour and the Canadian and Catholic Confederation of Labour.

For each national and international union are shown the membership, the number and location of their branches and the name and address of the secretary. In the case of an international union, the names and addresses of the Canadian officers are given.

In addition, there are included lists of provincial federations, local labour councils, federations of unions in allied trades or industries, district union councils, and railroad brotherhood committees, with the names and addresses of their presidents and secretaries. Some notes are included concerning the nature, functions, and interrelationships of the constituent parts of the framework of labour organizations.

Also, the Report gives information concerning female memberships; benefits paid by headquarters of national and international unions and by local branches on behalf of Canadian members; teachers' associations; and organizations of other public employees, including those employed by the Dominion, provincial and municipal governments.

The accompanying chart shows the growth of trade union membership in Canada since 1911.

DISTRIBUTION OF TRADE UNION MEMBERSHIP BY MAIN INDUSTRIAL GROUPS 1942 AND 1943 AND THE PERCENTAGE INCREASE IN 1943 OVER 1942

Industry	1942(1)		1943		Percentage increase 1943 over 1942
	Membership	Percent of total	Membership	Percent of total	
Mining and Quarrying	34,915	6·0	36,825	5·5	5·4
Metals	161,797	28·0	199,487	30·0	23·2
Construction	50,223	8·7	60,084	9·0	19·6
Light, Heat and Power	6,545	1·1	7,918	1·2	20·9
Wood and Wood Products	33,986	5·9	38,689	5·8	13·8
Printing and Publishing	11,738	2·0	10,579	1·6	(2)9·9
Steam Railway Transportation	105,377	18·2	108,128	16·4	2·6
Other Transportation	40,700	7·1	40,823	6·1	·3
Public and Personal Service, Amusement	46,556	8·1	57,484	8·7	23·4
Clothing, Footwear	34,057	5·9	37,563	5·6	10·2
Textiles	10,436	1·8	18,084	2·7	73·2
Foods	14,512	2·5	19,183	2·9	32·1
All other Industries	27,538	4·7	29,686	4·5	7·8
Totals	578,380	100·0	664,533	100·0	14·8

(1) The figures for 1942 in this table differ somewhat from those in the Thirty-Second Annual Report for 1942 (p. 16), because changes have been made in the classification and several unions which were included under "All Other Industries" have been placed in their appropriate groups.

(2) Decrease.

UNION MEMBERSHIP AND LOCAL UNIONS IN CANADA CLASSIFIED BY AFFILIATION, 1943

Affiliation	No. of Locals	Membership
Trades and Labour Congress of Canada	2,041	249,450
American Federation of Labour (1)	33	11,459
Canadian Congress of Labour	710	245,812
Congress of Industrial Organizations (2)	14	3,877
Canadian and Catholic Confederation of Labour	268	68,576
International Railway Brotherhoods (independent)	364	34,590
Canadian Federation of Labour (3)	.....	3,880
Unaffiliated National and International Unions	247	37,603
Unaffiliated Local Unions	58	9,286
Total	3,735	664,533

(1) These comprise international unions affiliated with the A.F. of L. in the United States, the Canadian branches of which are not affiliated with the Trades and Labour Congress of Canada. The 33 local or federal unions with 3,814 members which received their charters directly from the A.F. of L., have been included under the Trades and Labour Congress in the table as they are affiliated with that body.

(2) These comprise international unions affiliated with the C.I.O. in the United States, the Canadian branches of which are not affiliated with the Canadian Congress of Labour.

(3) The membership shown in the table is for two affiliated regional unions with membership at large.

Australian Bulletin on Benzol Poisoning

A bulletin entitled "Benzol Poisoning" was recently issued by the Industrial Welfare Division of the Australian Department of Labour and National Service.

The Bulletin states benzol, used chiefly in the motor fuel industry, the rubber, artificial leather, dyeing and cleaning, sanitary food can, paint and varnish, and aviation industries, is very volatile and highly inflammable. The non-irritating and pleasant odour forms an explosive mixture with air, and may collect at floor level.

Poisoning may be acute or chronic, according to the amount in which the benzol is inhaled. Chronic poisoning may develop to a critical stage without the worker being aware of his condition. Signs of weakness, headache, nausea or a tendency to bleeding of the nose and gums, the bulletin points out, should be reported to a physician immediately. Unlike chronic poisoning, recovery from acute benzol poisoning is usually complete, having no lasting effects.

Where spray-painting is being done, the bulletin goes on, the New South Wales Factories Act provides that the material used must not contain more than 1 per cent benzol; if a room booth is used, the air must be changed by natural or other means of ventilation at least 20 times per hour; any other type of booth must have a uniform air movement of not less than 100 linear feet per minute; and when benzol is used in a confined space where there are no air changes, a positive pressure helmet must be provided for all workers.

Adequate general, in addition to local, ventilation, the bulletin continues, is essential for the health of the worker, and the work-room air should be tested routinely to ensure the adequacy of the ventilating equipment. American standards advocate 100 parts per million of air as the maximum allowable concentration, while 75 parts per million is suggested as a maximum safe standard for eight hours' exposure. The maximum safe standard for toluol is 200 parts per million for the same exposure.

Special clothing, approved respirators and safety belts are suggested as further protective measures.

A monthly medical examination for all benzol workers, the bulletin concludes, is an essential protective measure, while for toluol and zylol tests every four or six months are sufficient. Pre-employment tests are also suggested as part of the protective program.

Decisions of National War Labour Board

DURING the month of November, the National War Labour Board issued decisions in the following cases:—

Discount and Loan Corporation of Canada (now Personal Finance Company of Canada).

Canadian International Paper Company.

Robinson, Little and Company, Limited (Winnipeg, Man.).

Canadian Corps of Commissionaires, Inc. (Edmonton, Alta.).

Canadian Construction Association (Saint John, N.B.) and Bricklayers', Masons' and Plasterers' International Union of America, Local No. 1, N.B.

Regent Knitting Mills Limited.

A. H. Williams (Calgary, Alta.).

The Goodyear Tire and Rubber Company of Canada, Limited (Bowmanville, Ont.) and United Rubber Workers of America, Local 189.

General Motors of Canada, Limited (Aircraft Division, Oshawa, Ont.) and United Automobile Workers of America, Local 222.

Research Enterprises Limited (Leaside, Ont.) and United Steelworkers of America, Local 1039.

Cockshutt Plow Company, Limited (Brantford, Ont.) and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 458.

Massey-Harris Company, Limited, and United Automobile, Aircraft and Agricultural Implement Workers of America, Local 439.

International Harvester Company of Canada, Limited (Hamilton, Ont.) and United Steelworkers of America, Local 2868.

Lynn MacLeod Metallurgy Limited, and Le Syndicat Catholique des Employés de Fonderie de Thetford Mines, Inc.

Brompton Pulp and Paper Company, Limited, and La Federation Nationale des Travailleurs de la Pulpe et du Papier.

The Canada Starch Company, Limited (Cardinal, Ont.), and National Union of Food Processors, Local No. 1.

Re: Discount and Loan Corporation of Canada (now Personal Finance Company of Canada)

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Ontario dated April 25, 1944, refusing to authorize an increase in the maximum of the salary range for the occupational classification of "loan manager" above $250 per month. The application was for an increase from $230 to $300 per month.

We find no reason to interfere with the discretion exercised by the Regional Board and the appeal must be dismissed.

November 6, 1944.

Re: Canadian International Paper Company

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Ontario dated May 19, 1944. The application was for permission to increase all salaried personnel, of or below the rank of foreman, employed in the company's Hawkesbury mill and by its subsidiary International Fibre Board, Limited, by an amount not to exceed $10 per month. The reason for the request was to extend to salaried personnel the benefit of a 5-cent increase awarded to hourly-rated employees. The Regional Board authorized the increase to the monthly-rated employees except those receiving $300 or more. The appeal is with respect to the restriction placed upon the authorization.

We are of opinion that the Regional Board's decision must be sustained. It is in keeping with the principle contained in section 21 of P.C. 9384 and there is also the presumption arising under the proviso to section 15 (1) that the employees excluded are governed by the Wartime Salaries Order, P.C. 1549. The presumption applies in fact in the case of all employees paid at a rate of $250 or more per month.

The appeal is dismissed.

November 6, 1944.

Re: Robinson, Little and Company, Limited (Winnipeg, Man.)

Reasons for Decision

An appeal from a decision of the Regional War Labour Board for Manitoba dated June 14, 1944, in respect of an application to obtain approval of the payment of certain annual commissions and bonuses paid to retail store managers, salesmen and members of the merchandising, warehouse, shipping room and general office staffs, in addition to their regular salaries. The Regional Board granted the application in so far as it related to retail store managers on the ground that their bonus having been calculated on a determined percentage basis, payment at the percentage rate established in the basic period could be continued. As to the other classifications, however, approval was limited to the amount actually paid in the year ending November 15, 1941. The Regional Board granted the company leave to appeal.

The representations to this Board indicate that since 1939 the amount of the bonus to the individual members of the staffs mentioned has been determined by the Company's general manager, who, in arriving at each amount takes into consideration a number of factors. This method of determining bonuses has apparently been approved by the employees.

On the basis of the information submitted to the Regional Board, its decision seems to be the only one it could reasonably make. At the hearing, we requested additional data, and in the light of this further information we have come to the conclusion that the amounts paid to the staff for the years 1941 and 1942 and the amount appropriated for the year 1943 can be authorized, except as to the merchandise manager, who, by both the amount of his earnings and description of his duties, is above the rank of foreman.

We do not think we should give approval for the future, and payments based on 1944 and subsequent operations will have to be submitted to the Regional Board in due course.

November 8, 1944.

Re: Canadian Corps of Commissionaires, Inc. (Edmonton, Alta.)

Reasons for Decision

This is an appeal from the Regional War Labour Board for Alberta who by decision dated May 6, 1944, directed the appellant to pay the cost-of-living bonus made mandatory under the provisions of the Wartime Wages Control Order, P.C. 5963.

The appellant claims exemption from the Order under the terms of section 11 (1) (v) excluding from the definition of employer

> any person, firm or corporation operating any hospital or any religious, charitable or educational institution or association, if such hospital or such institution or association is not carried on for purposes of gain.

Alternatively, it pleads inability to pay and refers to sections 43 and 46 of the Order.

The appellant is a corporation without share capital incorporated under the Dominion Companies' Act and is not an association carried on for purposes of gain. However, the more pertinent question is whether it is a "religious, charitable or educational association". For present purposes the main objects of the Corps set out in its Letters Patent are to provide employment for ex-service men and to better their present positions. The Corps contracts with various employers for the services rendered by its members as guards, janitors, etc. and it pays them out of the contract moneys, retaining a certain amount to cover operating and administration expenses. We are of opinion that under the circumstances the appellant is an employer and cannot be considered as being excluded from the Order. We shall therefore confirm the decision of the Regional Board.

On the question of ability to pay, our view is that section 46 is not applicable, but that under section 43 the appellant should have some relief. The bonus will be payable from February 15, 1944, when it became merged into basic rates.

November 9, 1944.

Re: Canadian Construction Association (Saint John, N.B.) *and* Bricklayers', Masons' and Plasterers' International Union of America Local No. 1, N.B.

Reasons for Decision

This is a joint application for leave to appeal from a decision of the Regional Board for New Brunswick dated July 26, 1944, increasing hourly rates for bricklayers and masons to $1.10 with corresponding adjustments for certain other classifications. The request had been for a rate of $1.15 for a 48-hour week and $1.16 for a 44-hour week.

There does not appear to be any ground upon which this Board could alter the Regional Board's decision and the application must be denied.

November 20, 1944.

Re: Regent Knitting Mills Limited

Reasons for Decision

An appeal from a decision of the Regional Board for Quebec dated July 13, 1944, refusing to authorize a reduction in the rate of commission paid to two salesmen, from 7½ per cent to 6 per cent. The salesmen concerned have given their written consent to the change.

The material indicates that the rate generally paid to salesmen by the appellant is 6 per cent and that the higher rate was paid to these particular men prior to wage control because of special circumstances which no longer exist. It would seem that the lower rate is within the range established and that the reduction is one which can be made under the provisions of section 25 (*a*) of P.C. 9384.

The appeal is allowed.

November 20, 1944.

Re: A. H. Williams (Calgary, Alta.)

Reasons for Decision

An appeal from a decision of the Regional Board for Alberta dated October 11, 1944, refusing an application founded on the steam railways decision of this Board (L.G., August, 1944, p. 960) for a 6-cent hourly increase in wage rates to coal handlers.

These rates have been increased a total of 24 cents since August, 1939, while the railway decision assumed that the employees concerned had received since the beginning of the war only the full cost-of-living bonus, or an hourly increase amounting to 10 cents. It appears further from the material that the present rate of 59 cents paid by the appellant compares favourably with the prevailing rate for common labour in Calgary.

In the circumstances, the appeal must be dismissed.

November 20, 1944.

Re: The Goodyear Tire and Rubber Company of Canada, Limited, (Bowmanville, Ont.) *and* United Rubber Workers of America, Local 189

Reasons for Decision

An appeal by the Company and a cross-appeal by the Union from a decision of the Regional War Labour Board for Ontario dated June 1, 1944 ordering that the wage rate in the plating room be increased 7½ cents and refusing to authorize or direct payment of an off-shift premium.

The employees in the Plating Department at the present time total 4 and they work only a day shift of 9 hours. In order to make certain plant additions and changes during the period from December 1, 1942, to the end of February, 1943, these employees worked a day shift of 8 hours. During that time the wages received by them equalled the wages received by them previously on a 9-hour shift. In other words, for this three-month period the employees received 77½ cents an hour for the 8-hour shift. Since the end of February, 1943, they have been working a 9-hour shift receiving only 70 cents an hour. The Company alleges that this adjustment was agreed to by the men for the short three-month period in order to facilitate the adjustments that were being made in the plant and that they also agreed to return to the lower hourly rate as soon as the adjustments and additions were completed. This the men denied, and, as both the Manager of the Company at the time this arrangement was made and the President of the Union at that time no longer occupy these positions, it is impossible to verify the statement of either party. It is clear to us, however, that in so far as the employer is concerned it thought that the men agreed to the arrangement, and that the men did not intend to give that impression, although there is some significance in the fact that the 9-hour rate came into effect on or about March 1, 1943, and no protest was made respecting it by the employees until late in December, 1943. It does not seem to us, however, that under the circumstances much depends upon whether or not this agreement was in effect although I think this Board would be critical indeed of any conduct by either party which indicated a repudiation of an agreement such as the one alleged in this case. However, it is apparent to this Board that the Regional War Labour Board made a full and proper inquiry into the skill required by these four employees, also into the working conditions, and satisfied itself that the increase of 7½ cents was justified under the circumstances. On the representations made before us we are not disposed to interfere with the decision of the Regional War Labour Board in this regard.

As to the portion of the decision appealed by the employees, it is evident to this Board

that this is a "continuous process" industry in so far as it affects a large number of the employees concerned in this appeal. The total number of employees at the Company's Bowmanville plant is 504, of whom 173 work only on a day shift and the remaining 331 work on rotating shifts, either three 8-hour shifts a day or two 9-hour shifts a day. It is apparent that the practice of requiring three rotating 8-hour shifts as to a portion of the employees and of two rotating 9-hour shifts as to the remaining employees has existed for upwards of twenty years, and that the wage structure of the Company has been adapted to these processing requirements. We, therefore, feel that the Regional War Labour Board quite correctly denied the ordering of an off-shift differential in the circumstances.

Both the appeal and the cross-appeal are, therefore, dismissed.

November 22, 1944.

Re: General Motors of Canada, Lmited (Aircraft Division, Oshawa, Ont.) *and* United Automobile Workers of America, Local 222

Reasons for Decision

The Company appeals from a decision of the Regional Board for Ontario dated June 23, 1944, supplemented by a further decision dated July 31, 1944, which had the effect of increasing the wage rate of "female sanders" by 4 cents in the case of most of the employees in the classification who had been receiving the maximum rate of 62 cents (increased to 66 cents) and by 5 cents in the case of the few, if any, who were receiving less than the maximum of the range. The new range ordered was 55 to 66 cents; the former range was 51 to 62 cents.

The main ground for the appeal is that the nature of the work done by this particular classification of employees does not justify the increase and that the differential created by the Regional Board's decision will disturb wage rates paid to other female classifications.

The Regional Board based its decision upon an investigation of the work actually done by "female sanders". Although since on or about July 26, 1944, the sanding of the bottom seam of the fuselage is done by men and the work of the women has been made less arduous, we have come to the conclusion that we should not disturb the decision of the Regional Board. But we wish to make clear that the new rate is not to be set up as a reason for increasing any other female rate in the plant.

The appeal is dismissed.

November 23, 1944.

Re: Research Enterprises Limited (Leaside, Ont.) *and* United Steelworkers of America, Local 1039

Reasons for Decision

This is an application by the Company for approval of a job evaluation plan submitted as being necessary to rectify gross inequalities in wages now being paid in the radio production department. The approval of the Company's plan is opposed by the Union who submitted an alternative plan.

Both parties are in agreement that some evaluation of the present operations should take place. They appear to have agreed on the job description, but could not agree on the allocation of the job classifications to the various wage brackets. The real point of difference, of course, arises, as we see it, with respect to the end result in wage rates. There are approximately 700 employees involved.

Under the Company's plan there are 11 wage brackets, and if adopted they would involve an immediate increase of $3.80 per hour covering 93 employees in order to bring their base rate up to the minimum of the proposed bracket, and would involve an ultimate decrease of $11.32 per hour covering 167 employees in order to bring their top rate down to the top rate of the proposed bracket.

The Union plan involves an immediate increase of $27.17 per hour covering 339 employees in order to bring their base rate up to the minimum of the proposed bracket, and an ultimate decrease of $1.35½ per hour covering 23 employees in order to bring their top rate down to the top rate of their proposed bracket. They submitted 7 wage brackets as compared with 11 suggested by the Company.

We do not feel that we can properly approve of either plan in preference to the other at this time. However, having in mind that both parties have spent a very considerable amount of time in joint discussion and have reached agreement on some features, we are of the view that due to the wide difference in the proposed plans some middle ground upon which these differences might be composed can be found by the parties resuming discussions.

The parties should bear in mind that any rates submitted should be related so far as possible to the rates generally prevailing for the same or substantially similar type of employment in the community in general and in the electrical and radio manufacturing industry in particular.

November 23, 1944.

Re: Cockshutt Plow Company, Limited (Brantford, Ont.) *and* United Automobile, Aircraft and Agricultural Implement Workers of America, Local 458

Reasons for Decision

An appeal by the Company from the direction of the Regional War Labour Board for Ontario dated August 10, 1944, requiring the Company to pay to its hourly rated employees working on off-shifts a premium of five (5c) per hour, effective for the pay period commencing May 1, 1944. The Company has no employees permanently engaged on off-shifts, but when more than one shift is operated it is on a rotating basis. The Company is engaged, in the main, in the production of farm implements and is not substantially engaged on war contracts.

Applications for such off-shift premiums were made by the unions representing the employees of the International Harvester Company, the Massey-Harris Company, as well as the Cockshutt Plow Company, and in all cases were allowed by the Regional Board. All are now before this Board for consideration. The Massey-Harris Company did not appeal from the decision in so far as its Weston Plant was concerned—that plant being engaged entirely on war work.

The Company objects to the payment of the premium on several grounds—that such premiums have never been paid in the industry; that they do not obtain generally in the district or in Ontario, or in factories not engaged chiefly in war production; that the prices of farm implements have been frozen since October 1941; that the rates now being paid are reasonable and fair; etc.

The Union rests its case chiefly on the decision of the Board in the Ford Motor Company case and subsequent decisions.

In the Ford Motor Company Case (L.G., May, 1943, p. 585) the Board said:

> The present application should not be taken as any precedent except as to the cases of employers engaged in the production of munitions and supplies.
>
> While each application, of course, must be dealt with on its individual merits, the National Board considers that what we are dealing with primarily are industries engaged in war production.

We are of the opinion that each application of this sort must be dealt with on its individual merits and having regard to the nature of the business carried on by this Company, the principles laid down in the Ford Motor Company case and the provisions of section 14 (*b*), P.C. 9384, have decided that there is no justification under the powers granted to the Board by section 20 for approving the off-shift premiums requested in the original application.

In the result the appeal will be allowed and the order of the Regional Board set aside and Finding and Direction issued accordingly.

November 27, 1944.

Re: Massey-Harris Company, Limited, *and* United Automobile, Aircraft and Agricultural Implement Workers of America, Local 439

Reasons for Decision

An appeal by the Company from the direction of the Regional War Labour Board for Ontario dated August 10, 1944, requiring the Company to pay to its hourly rated employees in its plants at Toronto and Brantford working on off-shifts a premium of five (5c) cents per hour, effective for the pay period commencing May 1, 1944. The Company has employees working on rotating shifts and also on permanent shifts. The Company is engaged, in the main, in the production of farm implements and is not substantially engaged on war contracts.

Applications for such off-shift premiums were made by the unions representing the employees of the International Harvester Company, the Cockshutt Plow Company as well as the Massey-Harris Company, and in all cases were allowed by the Regional Board. All are now before this Board for consideration. The Massey-Harris Company did not appeal from the decision in so far as its Weston plant was concerned—that plant being engaged entirely on war work.

The Company objects to the payment of the premium on several grounds—that such premiums have never been paid in the industry; that they do not obtain generally in the district or in Ontario, or in factories not engaged chiefly in war production; that the prices of farm implements have been frozen since October 1941; that the rates now being paid are reasonable and fair; etc.

The Union rests its case chiefly on the decision of the Board in the Ford Motor Company case and subsequent decisions.

In the Ford Motor Company case (L.G., May, 1943, p. 585) the Board said:

> The present application should not be taken as any precedent except as to the cases of employers engaged in the production of munitions and supplies.

While each application, of course, must be dealt with on its individual merits, the National Board considers that what we are dealing with primarily are industries engaged in war production.

We are of the opinion that each application of this sort must be dealt with on its individual merits and having regard to the nature of the business carried on by this Company, the principles laid down in the Ford Motor Company case and the provisions of section 14 (*b*), P.C. 9384, we have decided that there is no justification under the powers granted to the Board by section 20 for approving the off-shift premiums requested in the original application.

In the result the appeal will be allowed and the order of the Regional Board set aside and Finding and Direction issued accordingly.

November 27, 1944.

Re: International Harvester Company of Canada, Limited (Hamilton, Ont.) *and* United Steelworkers of America, Local 2868

Reasons for Decision

An appeal by the Company from the direction of the Regional War Labour Board for Ontario dated August 10, 1944, requiring the Company to pay to its hourly rated employees working on off-shifts a premium of five (5¢) cents per hour, effective for the pay period Commencing May 1, 1944. Very few of the Company's employees would be affected at the present time. The Company is engaged, in the main, in the production of farm implements.

Applications for such off-shift premiums were made by the unions representing the employees of the Cockshutt Plow Company, the Massey-Harris Company as well as the International Harvester Company, and in all cases were allowed by the Regional Board. All are now before this Board for consideration. The Massey-Harris Company did not appeal from the decision in so far as its Weston plant was concerned—that plant being engaged entirely on war work.

The Company objects to the payment of the premium on several grounds—that such premiums have never been paid in the industry; that they do not obtain generally in the district or in Ontario, or in factories not engaged chiefly in war production; that the prices of farm implements have been frozen since October, 1941; that the rates now being paid are reasonable and fair, etc.

The Union refers in its brief to the decision of the Board in the Ford Motor Company case.

In the Ford Motor Company case (L.G., May, 1943, p. 585), the Board said:

> The present application should not be taken as any precedent except as to the cases of employers engaged in the production of munitions and supplies.
>
> While each application, of course, must be dealt with on its individual merits, the National Board considers that what we are dealing with primarily are industries engaged in war production.

We are of the opinion that each application of this sort must be dealt with on its individual merits and having regard to the nature of the business carried on by this Company, the principles laid down in the Ford Motor Company case and the provisions of section 14 (*b*), P.C. 9384, we have decided that there is no justification under the powers granted to the Board by section 20 for approving the off-shift premiums requested in the original application.

In the result the appeal will be allowed and the order of the Regional Board set aside and Finding and Direction issued accordingly.

November 27, 1944.

Re: Lynn MacLeod Metallurgy Limited *and* Le Syndicat Catholique des Employés de Fonderie de Thetford Mines, Inc.

Reasons for Decision

An appeal by the employer from a decision of the Regional War Labour Board for Quebec dated July 18, 1944, ordering a general 5-cent hourly increase in wage rates and fixing a minimum starting rate for inexperienced employees with automatic increases every six months until they qualify for one of the regular occupational classifications. The common labour rate established by the Regional Board's decision is 47 cents.

Before this Board the appeal rests upon a plea of financial inability to pay, but the Company did not avail itself of the opportunity given to it to develop this ground before the Regional Board.

We have examined the material filed on this appeal and have come to the conclusion that the employer has not clearly demonstrated that it will be unable to absorb the increased cost resulting from this wage increase.

The appeal must be dismissed.

November 27, 1944.

Re: Brompton Pulp and Paper Company, Limited, *and* La Fédération Nationale des Travailleurs de la Pulpe et du Papier

Reasons for Decision

The Company appeals from a decision of the Regional War Labour Board for Quebec dated December 22, 1943, and made under the provisions of P.C. 5963, directing a basic common labour rate (exclusive of cost-of-living bonus) of 47½ cents per hour in its plants located at Bromptonville and East Angus. Just prior to this decision, the rate had been increased with the Company's consent from 40 to 46 cents.

The decision under appeal was one of a large number made concerning the pulp and paper industry in Quebec. The whole matter of comparative wage rates and differentials was considered by the Regional Board and generally a basic common labour rate (exclusive of bonus) of 50 cents was fixed for newsprint mills and a rate of 47½ cents for specialty mills (see E. B. Eddy Company Ltd., and J. R. Booth Limited, L.G., July, 1944, p. 837). The mills involved in this case are specialty mills.

The company argued that the increased rate was more than it could pay in view of certain adverse factors affecting its mills (obsolescence, etc.), and also that the rate at Bromptonville and East Angus should not be as high as that paid at Hull or Trois-Rivières.

Representations were made to the Regional Board on these matters and we have no doubt the arguments with respect to them were present in the minds of the members of the Quebec Board. Consequently, we have decided to leave the Regional Board's decision undisturbed.

November 27, 1944.

Re: The Canada Starch Company, Limited (Cardinal, Ont.) *and* National Union of Food Processors, Local No. 1

Reasons for Decision

This is an appeal by the Company from a decision of the Regional Board for Ontario dated June 23, 1944, ordering (as corrected on July 25, 1944), a base labour rate of 54 cents for men and 42 cents for women. This meant in all of the Company's nine wage categories an increase of 5 cents per hour in the rates for men and 5½ cents per hour in the rates for women. The appellant is willing to put into effect from the date mentioned in the Regional Board's finding and direction (March 16, 1944) a wage increase of 3 cents per hour for both men and women.

The Wages Control Order ,P.C. 9384 now in effect has as its first objective the stabilization of the wage structure in Canada at the level obtained on February 15, 1944, by incorporating the cost-of-living bonus into what were known under the former order (P.C. 5963) as "basic rates". (See section 14 (*a*)).

The Boards are given the power to authorize or direct increases of wage rates thus established, but only to the extent necessary to rectify "a gross injustice or gross inequality", i.e., a glaring or flagrant injustice or inequality. (Section 20 (1) (*a*)).

There is provision under section 20 (1) (*b*) when this severe condition need not be met, but the situation contemplated in that paragraph does not prevail in the present instance.

To say that the purpose of an order is to stabilize the wage structure, as we understand the term, is to say that wage rates must remain stable and unchanged, unless an applicant can establish that his case meets the strict test laid down.

The Regional Board here appears to have proceeded upon the basis of what it thought to be fair and reasonable rates. But we must say that war labour boards under the governing order in council are not fair wage boards or minimum wage boards; they are wage stabilization boards set up to administer a set of specific rules. We therefore feel that we should view this case as if it came to us for decision in the first instance.

Having in mind the nature of the employer's operations and their location, we find that these rates, when the 3 cents the company is prepared to pay is added to them, compare very favourably with rates paid by industries similarly located.

We shall give effect to the 3 cent hourly increase which the appellant is prepared to pay. In other respects the Regional Board's decision remains unaltered.

On the matter of the wage increase, therefore, the appeal will be allowed to the extent indicated.

November 28, 1944.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations, Conciliation Work of the Department of Labour, and Strikes and Lockouts in Canada, Great Britain and other countries.

Recent Proceedings under the Wartime Labour Relations Regulations.—Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation Work of the Industrial Relations Branch.—Conciliation proceedings are carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned.

Strikes and Lockouts.—The latest information concerning strikes and lockouts in Canada is published monthly in tabular form, with a summary appearing once a year. The summary of strikes and lockouts in Canada and other countries during 1943 appeared in the LABOUR GAZETTE for March, 1944.

The latest available information as to strikes and lockouts in Great Britain and other countries appears from month to month.

Amendment to Wartime Labour Relations Board (National) Regulations

THE Wartime Labour Relations Board (National) has announced a further amendment to its Board Regulations of June 7 (L.G., June, 1944, pp. 737-739) as amended on July 19 (L.G., Aug., 1944, p. 969).

The amendment had to do with union representation votes. In a case where an appeal is lodged with the National Board against an order of a Provincial Board directing a vote, the amendment provides a procedure for a postponement of the vote.

It gives a Provincial Board, or the National Board, or the Chairman of the Provincial Board, or the Chairman of the National Board, power to order a stay of the vote.

The amendment was approved by the Minister of Labour on December 9. It adds three new sub-sections to the section of the Regulations dealing with appeals.

This section (including the new sub-sections numbered 4, 5 and 6) now reads as follows:

APPEALS

(1) Any person directly affected by any decision or order of a Provincial Board may appeal to the National Board, if

(*a*) The Provincial Board making such decision or order grants leave so to appeal and the request for such leave to appeal has been made within thirty days of the announcement of the decision or order of such Provincial Board; or

(*b*) The National Board grants leave so to appeal and the request for such leave to appeal has been made within sixty days of such announcement.

(2) Within thirty days after the granting of such leave to appeal the appellant shall appear before the National Board and present the said appeal provided, however, that the National Board may for good cause adjourn the hearing of the said appeal from time to time.

(3) On any such appeal, the decision or order of the National Board shall constitute the decision or order of the Provincial Board as if originally made by it.

(4) Except as otherwise provided in this section, an appeal shall not operate as a stay of proceedings from the decision appealed from.

(5) Where a Provincial Board has directed that a vote of employees be taken under the Regulations and an appeal has been taken from such decision, the Board appealed from or the National Board may order a stay of such proceedings.

(6) The Chairman of the Board appealed from and/or the Chairman of the National Board may act for and on behalf of his Board to dispose of any application for a stay of proceedings or to grant a stay of proceedings and any decision or order made by him pursuant hereto shall be and be deemed to be the decision or order of his Board.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for six days during the month of November. During this period the Board received 9 applications, held 10 hearings, issued 17 certificates designating bargaining representatives, rejected 2 applications for certification, ordered 4 representation votes and gave decisions in 2 appeal cases.

Certificates Issued

(1) *International Union of Mine, Mill and Smelter Workers, Local 800 and Dominion Bridge Company Limited and Riverside Iron Works Limited, Calgary, Alta.* (L.G. Aug. 1944, P. 968). Following a representation vote of the employees of each Company conducted by direction of the Board, the Union and Messrs. John Munro, W. Erenko, H. Hewitt, W. Wusyk, James Whittit and Ray Lee were certified as bargaining representatives for the employees of both Companies except journeymen moulders, coremakers, foremen and all others having the right to hire and discharge.

(2) *International Association of Machinists, Aircraft Lodge No. 1749, and Canadian Pacific Airlines, Limited, Sea Island and New Westminster, B.C.* (L.G. Sept. 1944, p. 1109). The Union and Mrs. Ora Percy and Messrs. J. McMillan, A. J. Wyshrew, H. Wilkinson, William Pilling, Mel Guy, Roy Bell and Ted Evans were certified as bargaining representatives for the hourly-rated employees of the production and auxiliary departments of the Canadian Pacific Air Lines Ltd. (Repair Plants), Sea Island and New Westminster, B.C., except monthly salaried matrons and nurses, supervisors from the rank of assistant foreman and up, firemen, security officers, office employees in the pay, time, personnel, stores, maintenance inspection, I.B.M., general and transit control offices and technical employees on a salaried basis. Certification followed an investigation of the application by an officer of the Board.

(3) *Brotherhood of Maintenance-of-Way Employees and Canadian National Railways, Western Lines* (L.G. Oct. 1944, p. 1220). Following an examination of the Union's membership records by an officer of the Board and a public hearing, the Union and Mr. George Clifford were certified as bargaining representatives for the supervisors, mechanics and mechanics' helpers employed by the Canadian National Railways in its shops for the maintenance and repair of track motor cars at Fort Rouge, Manitoba; Saskatoon, Saskatchewan; Edmonton, Alberta; and Kamloops Junction, B.C.

(4) *The Canadian Seamen's Union and Foote Transit Company Limited (Unlicensed personnel, S.S. "F. V. Massey")* (L.G. Oct. 1944, p. 1221). The Union and Messrs. J. A. Sullivan, D. Ferguson and C. E. Lenton were certified as bargaining representatives for the unlicensed personnel of the Foote Transit Company Limited, Toronto, Ontario, engaged on the Company's Vessel "F. V. Massey". Certification of bargaining representatives followed an examination of the Union's membership records by an officer of the Board, and the taking of a representative vote.

A public hearing on the application was also held by the Board.

(5) *International Union of Operating Engineers, Local 882, and Vancouver Hotel Company Limited, Vancouver B.C.* (L.G. Oct. 1944, p. 1221). Following an investigation of the application for certification of bargaining representatives by an officer of the Board, the Local Union and Messrs. J. Henderson, E. W.

King, W. F. Flesher were certified as bargaining representatives for the engineers and firemen employed in the heating and power plant of the Vancouver Hotel Company Limited, Vancouver, B.C. The position of Chief Engineer was excluded from the bargaining unit.

(6) *The Canadian Seamen's Union (Superior-Winnipeg Branch) and the United Towing and Salvage Company Limited, Port Arthur, Ont.* (L.G. Oct. 1944, p. 1221) The Union and Messrs. D. Ferguson, C. E. Lenton, A. Penhale, L. B. Rogers and P. Zobolotny were certified as bargaining representatives for the unlicensed personnel of the United Towing and Salvage Company Limited, Port Arthur, Ontario, employed on its vessels, the "Great Western", "James Whalen", "Guardian", "Strathmore", and "Jean Fraser". Certification of bargaining representatives followed an examination of the Union's membership records by an officer of the Board and public hearing on the application was also held.

(7) *The Canadian Seamen's Union and Sarnia Steamships Limited and its subsidiary, Colonial Steamships Limited, Port Colborne, Ont.* (L.G. Nov. 1944, p. 1337). Following an investigation of the Union's membership records and a public hearing, the Union and Messrs. Dewar Ferguson, J. A. Sullivan and C. E. Lenton were certified as bargaining representatives for the unlicensed personnel employed on the vessels of the Sarnia Steamships Limited and its subsidiary, Colonial Steamships Limited, Port Colborne, Ont.

(8) *The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Canadian Pacific Railway Company (Grain Elevator), Port McNicol, Ont.* (L.G. Nov. 1944, p. 1337). The Union and Messrs. F. H. Hall and W. A. Rowe were certified as bargaining representatives for the employees of the Canadian Pacific Railway Company in its grain elevator at Port McNicol, Ontario. The superintendent and grain shipper were excluded from the bargaining unit. Certification of bargaining representatives followed an examination of the Union's membership records by an officer of the Board.

(9) *The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Aberdeen Elevator Company Limited, Midland, Ont.* (L.G. Nov. 1944, p. 1337). Following an examination of the Union's membership records by an officer of the Board, the union and Messrs. F. H. Hall and H. F. Mead were certified as bargaining representatives for the plant employees of the Aberdeen Elevator Company Limited, Midland, Ontario, the superintendent, foreman and office clerk being excluded from the bargaining unit.

(10) *The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Midland Simcoe Elevator Company, Midland, Ont.* (L.G. Nov. 1944, p. 1338). The Union and Messrs. F. H. Hall and H. F. Mead were certified as bargaining representatives for the plant employees of Midland Grain Elevator Company Limited, Midland, Ontario, except general manager, office staff and superintendent. Certification of bargaining representatives followed an examination of the Union's membership records by an officer of the Board.

(11) *The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Midland Grain Elevator Company Limited, Midland, Ontario* (L.G. Nov. 1944, p. 1338). Following an investigation of the Union's membership records by an officer of the Board, the Union and Messrs. F. H. Hall and H. F. Mead were certified as bargaining representatives for the plant employees of Midland Grain Elevator Company Limited, Midland, Ontario, except the superintendent, office clerk, foreman and weighmaster.

(12) *The International Longshoremen's Association, Locals 375 and 1552, and the Shipping Federation of Canada Inc., on behalf of certain shipping companies, Montreal, P.Q.* (L.G. Aug. 1944, p. 968). Local 375, International Longshoremen's Association and Messrs. Karl Trolsaas, Donat Bilbeault and J. M. Shannon were certified as bargaining representatives for the gang foremen and longshoremen; while Local 1552, International Longshoremen's Association and Messrs. F. A. Robillard, J. R. Arcand and E. Germaine were certified as bargaining representatives for the shipliners and gang foremen, employed by the Shipping Federation of Canada on behalf of Furness Withy & Co, Ltd.; Canadian National Steamships, Ltd.; Canadian Pacific Steamships, Ltd.; McLean Kennedy, Ltd.; County Line, Ltd.; Montreal Australian New Zealand Line; New Zealand Shipping Co., Ltd; Elder Dempster Lines, Ltd.; International Mercantile Marine Co. (Can.), Ltd.; Montreal Shipping Co., Ltd.; Alcoa Steamship Co., Inc.; Joseph Constantine Steamship Line; Shipping, Ltd.; St. Lawrence Freighting Corp., Ltd.; March Shipping Agency, Ltd.; and The Robert Reford Co., Ltd., on behalf of Cunard White Star, Limited, Donaldson Atlantic Line, Donaldson Bros., Ltd., Blue Funnel Line, acting through the Shipping Federation of Canada, Inc., Montreal, P.Q., presently represented by the Shipping Federation of Canada, Inc., Montreal, P.Q.

Certification of bargaining representatives in each case followed an examination of the Union's membership records by an Officer of the Board. A public hearing on the application was also held by the Board.

(13) *International Longshoremen's Association, Local 38-162 and Canadian Stevedoring Company Limited, Vancouver, B.C., and the Empire Stevedoring Company Limited, Victoria, B.C.* (L.G. Nov. 1944, p. 1338). The Union and Messrs. James Lackie, W. N. Scott, E. Gilroy, Henry Schacht, Jack Rainey, Clifford Richards and John Quinn were certified as bargaining representatives for longshoremen employed by the Canadian Stevedoring Company Limited, Vancouver, B.C., and the Empire Stevedoring Company Limited, Victoria, B.C., except foremen employed by the Companies in the Victoria district, including James Island and Cowichan Bay, B.C.

Certification of bargaining representatives followed an examination of the Union's membership records in each case by an Officer of the Board.

(14) *International Moulders and Foundry Workers' Union of North America, Local 360, and Northwestern Brass Limited, Calgary, Alta.* (L.G. Nov. 1944, p. 1338). Following an examination of the Union's membership records by an Officer of the Board, the Union and Messrs. G. Samphire, A. Colledge, W. Bailey, P. Duchak and D. M. Lewis were certified as bargaining representatives for the maintenance and production workers of Northwestern Brass Company Limited, Calgary, Alta. Executives, foremen, office employees and others having the right to hire and discharge were excluded from the bargaining unit.

(15) *Rolling Mill Employees' Union, Local 23180 (A.F. of L.) and Dominion Bridge Company Limited (Rolling Mill Department), Calgary, Alta.* (L.G. Nov. 1944, p. 1338). The Union and Messrs. Robert Scott, James Curr, Percy Howard and Herbert Dear were certified as bargaining representatives for all roughers, stranners, catchers, finishers, edgers, hotbed men, billet boys, heaters, spell heaters, rundowns, stockers, cindermen, yard stockers, shearmen, melters, furnace helpers, pitmen, ladlemen, cranemen and all other labour in the plant except timekeepers, assistant timekeepers, weighmen, laboratory assistants, unloaders, assistant rollers, pullover men, inspectors, shipping clerks, yard office clerk, shipping foremen, mechanics' helpers, blacksmith and blacksmith's helper, carpenter, storekeeper, watchmen, machinist, bricklayer's helper, power room operators, electrician and pipefitter's helper of the Dominion Bridge Co. Ltd. (Rolling Mill Department), Calgary, Alta.

Applications for Certification Rejected

(1) *United Steelworkers of America and the National Harbours Board, Montreal, P.Q.* (L.G. August 1944, p. 968). Following an investigation of the application, the Board rejected the application for certification of bargaining representatives for constables and guards of the National Harbours Board, Montreal, P.Q., which was submitted by the United Steelworkers of America. The application was rejected because the Board considered that constables and guards were employed in a confidential capacity.

(2) *International Longshoremen's Association, Local 38-162 and Victoria and Vancouver Stevedoring Companies Limited.* (L.G. Nov. 1944, p. 1338). Following an examination of the application by an Officer of the Board, the Board rejected the application for certification of bargaining representatives for employees of the Victoria and Vancouver Stevedoring Company Limited, Vancouver, B.C., which was submitted by the International Longshoremen's Association, Local 38-162. The Company had no employees engaged at Victoria.

Representation Votes Ordered

At the end of November representation votes had been ordered by the Board on the following applications:

(1) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Sarnia Elevator Company, Ltd., Sarnia, Ont.* (L.G. Nov. 1944, p. 1338). Representatives of the applicants and Company appeared before the Board. The eligible voters are the employees in the elevator, exclusive of superintendents, assistant superintendents, foremen, executive personnel, security guards and office clerical staff.

(2) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company (B.C. Lake and River Service), Nelson, B.C.* (L.G. Oct. 1944, p. 1221). Following an investigation of the application by an Officer of the Board, the Board ordered that a separate vote be conducted of the employees in the Company's service on each of the three lakes, namely, Kootenay, Slocan and Arrow. The eligible employees are the unlicensed personnel in the following classes: deckhands, firemen, coal passers, waiters, waitresses, cooks and mess boy. Freight clerks, now covered by an agreement between the Company and the applicant Union, and pursers are excluded in the vote.

(3) *British Columbia Firemen's Union and Union Oil Company of Canada Limited (M.V. "Unacana")* (L.G. Oct. 1944, p. 1221). The

eligible voters are the unlicensed personnel in the deck, engine room and steward's departments.

(4) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 271, and the Canadian Pacific Railway Company (Royal Alexandra Hotel), Winnipeg, Man.* The eligible voters are the employees of the hotel, exclusive of the manager, assistant manager, manager's stenographer, chief steward, inspectors, head waiter, housekeeper, laundry superintendent, assistant laundry superintendent, accountant, assistant accountant, accountant's stenographer, chief clerk, head bellman, house officers, night watchmen, chef, associate chef, head porter, printer, tavern manager, chief telephone operator, night auditor, assistant head waiter and head waitress, accountant's clerks, timekeepers, stenographer, timekeeper, kitchen and coffee shop checkers, relief checker and waitress.

Application for Certification under Investigation

(1) The Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 272, on behalf of certain employees of the Fort Garry Hotel, Canadian National Railways, Winnipeg, Man.

(2) The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of clerks in the superintendent's office, freight office, stores department, yard office, mechanics' office, ticket clerks and agents, truck drivers and night watchmen of the Niagara, St. Catharines and Toronto Railway employed at St. Catharines, Ont., Niagara Falls, Ont., Welland, Ont., Port Dalhousie, Ont., Foothills, Ont., and Thorold, Ont.

(3) The Plant Employees' Association of the Bell Telephone Company of Canada on behalf of certain plant employees of the Bell Telephone Company of Canada, Montreal, P.Q.

(4) The Canadian Brotherhood of Railway Employees and Other Transport Workers on behalf of certain employees of the Prince Arthur Hotel, Canadian National Railways, Port Arthur, Ont.

(5) International Longshoremen and Warehousemen's Union, Local 501, on behalf of Deep Sea Longshoremen in the Port of Vancouver, employees of the Shipping Federation of British Columbia, Vancouver, B.C.

(6) The Hotel and Restaurant Employees' Union, Local 884, on behalf of waitresses, dining-room and counter girls, employees of the Whitehorse Inn, Whitehorse, Yukon Territory.

(7) The Hotel and Restaurant Employees' Union, Local 884, on behalf of waitresses and counter girls in the dining-room and counter department of the Whitehorse Grill, Whitehorse, Yukon Territory.

(8) The Hotel and Restaurant Employees' Union, Local 884, on behalf of waitresses employed in the dining-room and counter department of the S.N.A. Club Cafe, Whitehorse, Yukon Territory.

(9) The International Brotherhood of Blacksmiths, Drop Forgers and Helpers on behalf of the employees in the Maintenance Department of the Canadian Pacific Railway Company (B.C. Coast Steamship Service), Victoria, B.C.

Decisions of Board in Appeal Cases

The following appeal from a decision of the Ontario Labour Relations Board and application for leave to appeal therefrom were considered by the Wartime Labour Relations Board (National) and judgment given.

1. The Wartime Labour Relations Board (National) granted the application for leave to appeal but dismissed the appeal of Dome Mines Limited, Timmins, Ontario, and various other gold mining companies in the Timmins district from an order of the Ontario Labour Relations Board directing that votes be taken of the employees of each company without providing an opportunity of voting to those members of His Majesty's forces who were employees and who are either on leave of absence or entitled to be reinstated as employees on the completion of their military service.

The Ontario Board had declined to include in the voting unit in each case employees who are members of His Majesty's forces on the ground that their rights could not be detrimentally affected by any collective agreement which might be negotiated between the parties, pointing out that even a closed shop provision in such a collective agreement could not bar the re-employment of persons who come within the Reinstatement in Civil Employment Act, 1942, Canada, and the Rights of Labour Act, 1944, Ontario, and also that under the Wartime Labour Relations Regulations employees may avail themselves of the right to change their bargaining representatives at fairly frequent intervals so that any alteration in the views of the working force of an enterprise will soon be reflected in application for the certification of new bargaining representatives.

The National Board in its Reasons for Judgment stated that the real issue in this appeal was whether a unit of employees is appropriate for collective bargaining as provided by Section 7 of the Wartime Labour Relations Regulations if it includes employees who are now on military service. The employees properly included in the unit are those who require a collective agreement as defined by Section 2(1)(c) of the Regulations—namely, an agreement containing provisions with reference to rates of pay, hours of work or other working conditions. They are the persons who will carry out the terms of any agreement when made, who will decide whether they will abide by the terms of the agreement when made, or strike in breach of the terms of the agreement and the Regulations. Section 5(2) contemplates that the majority of the employees affected may be members of one trade union and that the members of the union may elect or appoint bargaining representatives. It provides that employees who request the trade union in writing to elect or appoint bargaining representatives on their behalf shall be deemed to be members of the trade union for the purpose of the section. Section 7 provides the Board must be satisfied that the trade union acted with the authority of the majority of the employees affected as prescribed by subsection two of section 5.

The Board then considered how the employees now on military service come within these requirements as members of an appropriate bargaining unit, and decided that it would hardly be feasible to approach those overseas to sign a document requesting the trade union to elect or appoint bargaining representatives on their behalf; that it would be absurd for the Board to send ballots to soldiers overseas and to ask them to say whether the trade union acted with their authority in electing or appointing bargaining representatives when everyone knows that they could not possibly have had any knowledge of the election or appointment of the bargaining representatives.

For the reasons above indicated the National Board, although recognizing the tremendous obligation to those who have enlisted, reluctantly came to the conclusion that members of His Majesty's forces who were employees and who are either on leave of absence or entitled to be reinstated as employees on the completion of their military service could not properly be included in the bargaining unit.

Dealing with the contention of the appellants that the appointment of bargaining representatives was not regularly and properly made, the Board was of the opinion that this did not constitute grounds for setting aside the decision of the Ontario Board in ordering the election. On this point the National Board said in part: "If the majority of the employees authorized the election of the bargaining representatives, they will vote accordingly and thereby ratify any irregularity in the previous proceedings. On the other hand, if they did not authorize the election of the bargaining representatives, they will vote against them and the Ontario Board will refuse to certify them."

The Board granted the application of the appellants for leave to appeal but dismissed the appeal.

The appellants were represented by Messrs. C. C. Calvin, K.C., J. H. Stovel, P. C. Findlay, E. L. Longmore and J. J. Robinette, and the respondent union by Messrs. W. F. Kennedy and R. H. Carlin, M.P.P.

2. The Wartime Labour Relations Board (National) denied the appeal of the Chromium Mining and Smelting Corporation, Sault Ste. Marie, Ontario, and the Employees Collective Bargaining Committee from a directive of the Ontario Labour Relations Board, naming and appointing Local 2451, United Steelworkers of America and certain officers of that Union as bargaining representatives of certain employees of the employing Company.

Under direction of the Ontario Labour Relations Board an examination of the Union's membership records was conducted by an officer of that Board which showed that approximately ninety per cent (90%) of the eligible employees of the Company were members of the Union. On this result, the Ontario Board certified the Union without taking a vote.

The Company contended that there was a group of employees of the Company opposed to the Union and that there was a contract outstanding which at least the Company regarded as a collective bargaining contract and in view of this, the Ontario board should have ordered a vote to satisfy all parties as to the wishes of the employees.

The Wartime Labour Relations Board (National) denied the appeal holding that the appellant had not established that the Ontario Board was wrong in certifying the bargaining representatives.

The appellants were represented by Mr. Norman Bryne, Hamilton, Ontario, and the respondent Union by Mr. F. A. Brewin, Toronto, Ontario.

Dispute in Meat Packing Industry

Report of Commissioner *re* the United Packinghouse Workers of America and Canada Packers Ltd., Swift Canadian Co., and Burns and Co. Ltd.

THE Minister of Labour received a report, dated November 3, by the Hon. Mr. Justice S. E. Richards who was appointed an Industrial Disputes Inquiry Commissioner under the Provisions of Order in Council P.C. 4020 to enquire into a dispute between the United Packinghouse Workers of America and three packinghouse companies, namely, the Canada Packers Limited, Swift Canadian Company Limited, and Burns and Company Limited.

The matter arose from a demand of the Union for a master agreement to cover each of the three companies. As negotiations to that end were not making any progress there was every evidence of a nation-wide strike in the packinghouse industry. With a view to preventing such a strike the Minister of Labour appointed Mr. Justice Richards as Commissioner.

The text of his report follows:

Report of Commission

Toronto, November, 3, 1944.

To: The United Packinghouse Workers of America;
Canada Packers, Limited;
Swift Canadian Company, Limited;
Burns and Company, Limited.

Sirs:

All matters in dispute between the United Packinghouse Workers of America, Canada Packers, Limited, Swift Canadian Company, Limited and Burns and Company, Limited, having been discussed at length and all reasons and arguements put forward having been weighed most carefully, and the parties in a sincere endeavour to compromise having come very close to an agreement on all points, I recommend the following, namely:—

I. That all the parties concerned accept and subscribe to the following statement of policy:

"The Companies and the Union jointly recognize the continuing need for maintaining efficient production in the packinghouse industry in both wartime and peacetime, and pledge full co-operation to that end. The companies and the union are agreed that the war effort calls for a high standard of production without interruption or curtailment of any kind.

"It is agreed by all who have participated in this conference that full co-operation between the union and the companies can be a major factor in promoting efficient production. All are therefore agreed, individually and collectively, to do everything in their power to bring about full co-operation between employers and employees as a mutual responsibility, in negotiating agreements, in the application of such agreements, in efforts to improve production and in all other matters affecting the relations between the companies and the workers in the packinghouse industry.

"The representatives of the union declare it to be the policy of their Union to promote co-operation and to maintain production, to settle all differences by negotiation, conciliation, or the established grievance procedure, whichever may be appropriate. The representatives believe that the membership will accept the policy of the Union in this respect without reservation upon being informed by their representatives of the assurances which have been given by the companies that they are bargaining in good faith with the Union, that negotiations and conciliation actually do bring results and that a basis for goodwill and co-operation has been established. The representatives further believe that the understanding reached during this conference will enable the officers of the Union to persuade the membership that negotiation and not any curtailment of production is the proper method of obtaining settlement, both now and in the future, and that any difficulties that may arise will be overcome by practical co-operation. On the basis of the understandings reached at this conference the representatives undertake to do everything in their power to make such co-operation a reality in all plants.

"On their part the companies assure the Union of their desire to implement the understandings reached at this conference and to do everything in their power to make co-operation a reality in all plants. The companies affirm that their policy is one of full recognition of the Union as bargaining agency for the employees represented at this conference. It is not the policy of any of the companies to prepare an escape from relations with the Union, and it is their clear and settled policy to continue dealing with the Union by agreement and by negotiation. The companies believe the understandings reached at this conference will enable the parties to institute a working relationship in which any differences that may arise will be overcome by practical co-operation, with benefit to all parties as well as to the war effort."

II. That the parties agree that any collective agreement made with a local of this Union at any plant, shall contain the following standard clauses:

"1. *Check-off provisions.*

(*a*) The Company agrees that upon receipt of written authorization in form prescribed in clause (*b*) of this article it will, so long as such authorization remains in force, deduct from the employee's pay on the first payday in each calendar month during the term of this agreement the amount of the union dues so authorized to be deducted and will transmit the total sum of the amounts so deducted to the designated official of the Local Union on or before the 1st day of the following calendar month.

(*b*) The following form of authorization is mutually agreed upon as "the prescribed form" referred to in the next preceding clause of this article:—

"I, ..., being an employee of (name of Company) at its plant at (location of plant) and a member of Local ..... of the United Packinghouse Workers of America, hereby authorize and direct (name of Company) to deduct monthly on the first payday of each calendar month from any earnings accumulated to my credit the sum of $....., this being the amount of my monthly dues to Local ..... of the United Packinghouse Workers of America.

"I further authorize (name of Company) to pay the amounts so deducted to the (designated official of the Local Union), whose receipt therefor shall constitute a good and sufficient discharge to (name of Company) for the amount so deducted from my earnings.

"I reserve the right to cancel this authorization at any time on 15 days' notice to (name of Company) and agree that if it is so cancelled it may not again be renewed until after the expiration of a further 15-day period.

Name .....
Address .....
Number .....,
Witness ....."

2. *Maintenance of Membership provisions.*

(*a*) The Company agrees that, subject to compliance with the procedure hereinafter set out, it shall be a condition of employment that any enployee who at the date of this agreement was a member of the Union in good standing, or who becomes a member after that date, shall maintain such membership during the term of this agreement.

(*b*) Any employee to whom clause (*a*) of this article applies may resign from membership in the Union within the 15 days immediately following the expiry date of this agreement and his employment shall not thereby be affected.

(*c*) The procedure whereby clause (*a*) of this article becomes effective in respect to the employees affected by it shall be as follows:—

(i) The Union will at the earliest convenient date following the date of this agreement furnish the Company with a list of those employees who are members of the Union in good standing, such list to be certified by a local official of the Dominion Department of Labour as being in accord with the signed and accepted applications of the individuals named in said list.

(ii) The Company will cause this list or extracts from it to be posted upon a notice board or boards conveniently accessible to all employees named upon the list or portion of it so posted.

(iii) Concurrently with the posting of the list the Company will post upon the board or boards upon which it has been posted, a notice in the form set out in the next following clause of this article and may deliver to any employee named on such list a copy of such notice, such delivery to be made to the employee openly and upon the premises of the Company's plant.

(iv) Form of notice:—

To all employees

The collective agreement now in force between this Company and your bargaining representative, Local ..... of the United Packinghouse Workers of America contains the following provisions, (quote (*a*) and (*b*) above).

A list of those employees who are members in good standing of the above named local union has been furnished to the Company and is now posted upon the notice board or boards upon which notices of interest to employees are usually placed.

By arrangement with the Union the provisions of the collective agreement above quoted will apply to all employees whose names appear in the list of Union members unless the Company receives notice from any employee within 15 days from the date of this notice that such employee has resigned his membership in the Union, in which event the provisions above quoted shall not apply to such employee.

(*c*) No employee shall be subjected to any penalties against his application for membership or for reinstatement as a member in the Union except as may be provided in the Constitution and By-laws of the Union; and no coercion or intimidation of any kind shall be practised to compel or influence an employee to join the Union nor shall any discrimination of any kind whatever be practised or permitted with respect to employees who are or who become members of the Union.

(*d*) If any employee asserts that he has been unfairly deprived of good standing in the Union such assertion shall constitute a grievance and shall be dealt with according to the grievance procedure established by this agreement.

3. *Slow-downs and Interruptions of Production.*

It is agreed that the Union and its members individually and collectively will not, during the term of this agreement, cause, permit or take part in any slow-down or other curtailment or restriction of production or interference with work in or about the Company's plants or premises. The Company reserves the right to discipline any employee taking part in any violation of this provision of this agreement.

4. *Strikes and Lockouts.*

It is agreed that there shall be no strike by or lockout of employees affected by this agreement until *all* the procedure provided herein for the settlement of disputes or grievances has been exhausted.

III. That in the negotiation of every collective agreement the following principles be adopted and followed:—

"All parties recognize the desirability of a satisfactory grievance procedure. It is agreed that it should be standardized as closely as may be practicable in the plants of each company. At the same time it should be so designed that as many grievances as possible will be settled expeditiously and on the spot. It is the intention of both the Companies and the Union that in practice consultation between the appropriate persons at any stop in the grievance procedure will take place quietly and speedily so that any possible cause of friction will be minimized.

IV. That the following statement made at the conclusion of our conference by Mr. Forsyth, on behalf of the Companies named above, with respect to the procedure upon the negotiation of agreements and concurred in by Mr. Jolliffe, counsel for the Union, be accepted as fixing the procedure to be followed:—

"That statement is easy to make. You have the memorandum drafted by Mr. Jolliffe and myself. From then on we say each company will agree as a maximum that with respect to Canada Packers and Swifts, they will divide their plants into two zones. The dividing line will be Winnipeg (with Winnipeg in the Western zone). The Burns Company will divide its plants into two zones, Manitoba-Saskatchewan and Alberta-British Columbia. We will agree that each company will have one expiry date for agreements with its plants in each zone and that expiry date will fall between the 15th of July and the 15th of November. The companies will commit themselves to an understanding with the union that it is desirable that negotiations in respect of any one of these agreements be undertaken and concluded between the 15th of July and the 30th of September, if it is possible to do that. But each agreement of each company in a zone will be negotiated at the plant where the agreement is effective, always on the understanding that the company undertakes that when negotiations for any contract are going on there will be someone there authorized to represent the company and conclude the contract, on condition that the union agrees that their representatives at the negotiations have authority to conclude the contract in form, subject to ratification in accordance with the union constitution, to be obtained at a meeting called, if possible, within 48 hours. Negotiations for each plant to be completed as soon as may be done conveniently by meetings between the parties on dates which the parties shall endeavour to agree upon, but if there is a dispute as to the dates upon which the negotiations should proceed for each plant, said dates shall be decided by Mr. Justice Richards and Messrs. Forsyth and Jolliffe."

V. That if any difference arises between any of the companies and the Union with respect to the interpretation of this settlement, or the negotiation of agreements pursuant to this settlement, or the interpretation thereof, or with respect to any other matter affecting their relations, any of the parties may have recourse in an informal way to Mr. Justice Richards and Messrs. Forsyth and Jolliffe, who shall become, if the difference be not sooner settled, a board of arbitration, and the decision of the majority of the said board shall be final and binding on both parties.

Since I have already had expressions of opinion which leave no doubt in my mind but that the foregoing recommendations will be accepted by all concerned, I think that I should take this occasion to express my appreciation of the spirit which has characterized these conferences and to compliment all parties upon their businesslike approach to the solution of their problems. I look forward with confidence to a relationship between the parties which will promote prosperity and security in the industry.

Yours very truly,

(*Sgd.*) S. E. RICHARDS,
Industrial Disputes Inquiry Commissioner.

November 7th, 1944.

The undersigned hereby accept the recommendations contained in the foregoing six pages and agree thereto.

UNITED PACKINGHOUSE WORKERS OF AMERICA

(*Sgd.*) *Per* F. W. DOWLING,
Canadian Director and Member International Executive Board.

(*Sgd.*) EDWARD B. JOLLIFFE,
Counsel.

CANADA PACKERS, LIMITED,

(*Sgd.*) *Per* J. S. MCLEAN,
President.

SWIFT CANADIAN COMPANY, LIMITED,

(*Sgd.*) *Per* G. R. CASTLE,
Vice-President.

BURNS & COMPANY, LIMITED,

(*Sgd.*) *Per* R. MAYNARD.

(*Sgd.*) L. A. FORSYTH,
Counsel.

Conciliation Proceedings under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide for conciliation machinery to attempt settlements of disputes where negotiations for an agreement have been unsuccessfully continued for thirty days following certification of bargaining representatives. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards. A conciliation officer is then appointed to confer with the parties and endeavour to effect an agreement. If the conciliation officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is established by the Minister of Labour forthwith. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Board Reports Received

During November reports were received from four Boards of Conciliation:

Concerning Blair Iron Works, New Westminster, B.C., and Local 3254, United Steelworkers of America.

Concerning Sun Publishing Company, Sun Directories, Limited, Vancouver Engravers, Limited, and Vancouver Newspaper Guild, Local No. 1.

Concerning John Inglis Company, Limited, Toronto, Ont., and Local 2900, United Steelworkers of America.

Concerning Breithaupt Leather Company, Penetang, Ont., and the National Union of Shoe and Leather Workers, Local No. 24.

Boards Established

During November seven Boards of Conciliation were established, but not fully constituted.

Joseph Stokes Rubber Company, Welland, Ont.—On November 6 the Minister of Labour established a Board of Conciliation to deal with a dispute between Joseph Stokes Rubber Company, Limited, Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America. Mr. Harold Perkins, Industrial Relations Officer, Toronto, investigated the case as Conciliation Officer. On November 2 Mr. Perkins' report was received, recommending the establishment of a Board. Appointed to the Board were Mr. Murton A. Seymour, K.C., St. Catharines, Ont., on the nomination of the employing company, and the Rev. Dr. H. G. Forster, Welland, Ont., on the nomination of the employees concerned. At the end of the month a nomination for chairman and third member of the Board was awaited from Mr. Seymour and Dr. Forster.

Upper Canada Mines, Limited, Dobie, Ont.—On November 6 a Board of Conciliation was established to deal with a dispute between the Upper Canada Mines, Limited, Dobie, Ont., and Local 240, Kirkland Lake Mine and Mill Workers Union. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, had been appointed as Conciliation Officer to confer with the parties and attempt to effect an agreement. On November 2 Mr. Ainsborough's report was received, recommending the establishment of a Board.

Appointed to the Board were the Honourable Senator J. J. Bench, St. Catharines, Ont., and Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employer and employees respectively. At the end of the month a nomination for chairman and third member of the Board was awaited from Senator Bench and Mr. Wren.

Ingersoll Machine and Tool Company, Limited, Ingersoll, Ont.—On November 7 a Board of Conciliation was established to deal with a dispute between the Ingersoll Machine and Tool Company, Limited, Ingersoll, Ont., and Local 2918, United Steelworkers of America. Mr. James Hutcheon, Industrial Relations Officer, Toronto, had been appointed Conciliation Officer to confer with the parties and attempt to effect an agreement. Mr. Hutcheon's report was received on November 5 recommending the establishment of a Board. Appointed to the Board were Mr. J. J. Robinette, Toronto, Ont., and Mr. Oliver Hodges, London, Ont., appointed on the nomination of the employer and employees respectively. At the end of the month a nomination was awaited from Mr. Robinette and Mr. Hodges concerning the third member and chairman of the Board.

International Harvester Company, Chatham, Ont.—On November 27 the Minister of Labour established a Board of Conciliation to deal with a dispute between the International Harvester Company, Chatham, Ont., and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO). Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, had investigated the case as Conciliation Officer and on November 27 his report was received

recommending a Board of Conciliation. The parties concerned were requested to make nominations for membership on the Board.

Steel Company of Canada (Canada Works) Hamilton, Ont.—On November 16 the Minister of Labour established a Board of Conciliation to deal with a dispute between the Steel Company of Canada (Canada Works) Hamilton, Ont., and Local 3250, United Steelworkers of America. Mr. J. P. Nicol, Industrial Relations Officer, Toronto, who had investigated the dispute as Conciliation Officer, reported to the Minister on November 15 and recommended the establishment of a Board. Appointed to the Board were Mr. J. A. McNevin, Chatham, the nominee of the employing company, and Mr. Drummond Wren of Toronto, the nominee of the employees concerned. Mr. Wren and Mr. McNevin were requested to confer on the nomination of the chairman and third member of the Board.

Ontario Steel Products, Limited, Chatham, Ont.—On November 7 a Board of Conciliation was established by the Minister of Labour to deal with a dispute between the Ontario Steel Products, Limited, Chatham, Ont., and the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO). Mr. James Hutcheon, Industrial Relations Officer, Toronto, had investigated the case as Conciliation Officer, and on November 5 his report was received recommending the establishment of a Board. Appointed to the Board were Mr. J. J. Robinette, Toronto, the nominee of the company and Mr. Bora Laskin, also of Toronto, the nominee of the employees concerned. Mr. Robinette and Mr. Laskin were requested to confer on the nomination of a chairman and third member of the Board.

Defence Industries, Limited, Ajax, Ont.—On November 22 the Minister of Labour established a Board of Conciliation to deal with a dispute between Defence Industries, Limited, Ajax, Ont., and Local 521, United Electrical, Radio and Machine Workers of America. Mr. J. P. Nicol, who had investigated the case as Conciliation Officer, reported on November 21 and recommended the establishment of a Board. At the end of the month nominations were awaited for membership on the Board.

Agreements Facilitated by Conciliation Officers

Barrymore Cloth Company, Limited, Toronto, Ont.—On September 28 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, had been appointed Conciliation Officer to confer with the Barrymore Cloth Company, Limited, Toronto, Ont., and the National Union of Textile Workers, to attempt to effect an agreement between them.

On November 7 a report was received from Mr. Ainsborough, indicating the successful conclusion of the negotiations and the signing of an agreement.

C. Richardson and Company, St. Mary's, Ont.—On October 24, Mr. Harold Perkins, Industrial Relations Officer, Toronto, was appointed a Conciliation Officer to confer with C. Richardson and Co., St. Mary's, Ont., and the Dairy Utensil Workers' Union in an attempt to effect an agreement between them.

On November 7 a report was received from Mr. Perkins, indicating the successful conclusion of the negotiations and the signing of an agreement.

Fairchild Aircraft, Limited (Restaurant Division) Longueuil, P.Q.—On October 20, Mr. Raoul Trepanier, Industrial Relations Officer, Montreal, had been appointed Conciliation Officer to confer with the Fairchild Aircraft (Restaurant Division) Longueuil, P.Q., and Local 382, Hotel and Restaurant Employees' Union in an attempt to effect an agreement between them.

On November 16 a report was received from Mr. Trepanier indicating the successful conclusion of the negotiations and the signing of an agreement.

Regina Sash and Door Company, Regina, Sask.—On September 27 Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the Regina Sash and Door Company, Regina, Sask., and the United Woodworkers Union in an attempt to effect an agreement.

On October 27 a report was received from Mr. Johnstone indicating the successful conclusion of the negotiations and the signing of an agreement.

Assignment of Conciliation Officers

Motor Products Corporation, Limited, Windsor, Ont.—Subsequent to previous appeal proceedings in this case (LABOUR GAZETTE, September 1944, page 1110 and page 1116) the Minister of Labour, on November 16, was advised by the Ontario Labour Relations Board that negotiations had been proceeding for thirty days and that there was no indication of the completion of an agreement between the Motor Products Corporation, Windsor, Ont., and Local 195, International Union of United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

On November 17 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was

appointed as Concilation Officer to confer with the parties and attempt to effect an agreement.

Northern Cartage and Contracting Company, Prince Albert, Sask.—On November 13 the Minister of Labour was advised by the Saskatchewan Wartime Labour Relations Board that negotiations had been continuing for 30 days between the Northern Cartage and Contracting Company, Prince Albert, Sask., and the Canadian Brotherhood of Railway Employees and Other Transport Workers, and that there was no indication of the successful completion of an agreement.

On November 14, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Fowler's Canadian Company, Limited, Hamilton, Ont.—On November 13 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Fowler's Canadian Company, Limited, Hamilton, Ont., and the United Packinghouse Workers of America and that there was no indication of the successful completion of an agreement. On November 14 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties in an attempt to effect an agreement.

General Dry Batteries, Limited, Toronto, Ont.—On November 13 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the General Dry Batteries, Limited, Toronto, Ont., and the United Electrical, Radio and Machine Workers of America, Local 512.

On November 14 Mr. Harold Perkins, Industrial Relations Officer, Toronto, was appointed Conciliation Officer to confer with the parties and attempt to effect an agreement.

De Havilland Aircraft Company of Canada, Limited, Toronto, Ont.—On November 17 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the De Havilland Aircraft Company of Canada, Limited, Toronto, and the International Union of United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO) Local 112.

On November 20 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed a Conciliation Officer to confer with the parties in an attempt to effect an agreement.

Miramichi Lumber Company, Limited, Minto, N.B.—On December 1 the Minister of Labour was advised by the New Brunswick Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Miramichi Lumber Company, Limited, Minto, and Local 7409, United Mine Workers of America.

On December 2 Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was appointed a Conciliation Officer to confer with the parties and attempt to effect an agreement.

Willard Storage Battery Company of Canada, Ltd., Toronto, Ont.—On November 20 the Minister of Labour was advised by the Ontario Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Willard Storage Battery Company of Canada, Limited, Toronto, and Local 512, United Electrical, Radio and Machine Workers of America.

On November 21 Mr. William Dunn, Industrial Relations Officer, Toronto, was appointed a Conciliation Officer to confer with the parties and attempt to effect an agreement.

Charlevoix-Saguenay Telephone Company, La Malbaie, P.Q.—On November 29 the Minister of Labour was advised by the Quebec Wartime Labour Relations Board that negotiations had been continuing for thirty days between the Charlevoix-Saguenay Telephone Company, La Malbaie, P.Q., and the National Catholic Syndicate of Charlevoix-East.

On December 1, Mr. Liguori Pepin, Industrial Relations Officer, Montreal, was appointed a Conciliation Officer to confer with the parties and attempt to effect an agreement.

Canadian Car & Foundry, Limited, Brantford, Ont.—On November 17 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Canadian Car and Foundry, Limited, Brantford, and International Union of United Automobile, Aircraft and Agricultural Implement workers of America (UAW-CIO) Local 397.

On November 20 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed a Conciliation Officer to confer with the parties and attempt to effect an agreement.

Andrews Wire Works of Canada, Limited, Watford, Ont.—On November 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between the Andrews Wire Works of Canada, Limited,

Watford, Ont., and Federation of Industrial Workers Union, Local No. 2.

On November 30 Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, was appointed a Conciliation Officer to confer with the parties and attempt to effect an agreement.

Genelco, Limited, Peterborough, Ont.—On November 27 the Minister of Labour was advised by the Ontario Labour Relations Board that negotiations had been continuing for thirty days between Genelco, Limited, Peterborough, and Local 524 of the United Electrical, Radio and Machine Workers of America.

On November 30 Mr. J. P. Nicol, Industrial Relations Officer, Toronto, was appointed a Conciliation Officer to confer with the parties and attempt to effect an agreement.

Report of Board in Dispute between Blair Iron Works, New Westminster, B.C., and Local 3254, United Steelworkers of America

On November 6 the Minister of Labour received the unanimous Report of the Board of Conciliation which dealt with a dispute between the Blair Iron Works, New Westminster, B.C., and Local 3254, United Steelworkers of America.

The Board was under the chairmanship of Mr. F. M. Clement, Victoria, B.C., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs. R. L. Norman and Herbert Gargrave, both of Vancouver, appointed on the nomination of the employer and employees respectively.

The text of the Board's report follows:

Report of Board

In the Matter of the "Wartime Labour Relations Regulations Act," Order in Council, P.C. 1003, and in the matter of a dispute between Blair Iron Works, New Westminster, and certain of their employees, members of the United Steelworkers of America, Local No. 3254.

To: the Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation appointed pursuant to the said Wartime Labour Relations Regulations on the thirty-first day of August, nineteen hundred and forty-four, respectfully reports as follows:

1. The life of the Board was extended from time to time by mutual agreement of the opposing parties.

2. The Board followed the principle of collaborating with the opposing parties in their discussions with the hope, and at one time the expectancy, that they would arrive at a mutual understanding. We regret to advise that they were unable to do so.

3. The first points that were emphasized by both parties were that at the present time there is no union agreement or contract and that the idea of a contract was foreign to the thinking of the employer, who had carried on for many years in a small business in which employer and employee had been very closely associated.

4. The United Steelworkers of America had been certified as the bargaining agency on May thirtieth and authorized to proceed with the negotiation of an agreement.

5. The employer promptly accepted the idea of a contract and then the question was one of the nature of the contract.

6. There is no dispute with regard to wages.

7. The representatives of the opposing parties mutually agreed on all items of the proposed Agreement except for Sections 2 and 3 of Article I, namely Union maintenance and check-off.

The Board is now recommending the completion of the following Agreement:

Article I—Bargaining Agency and Recognition

Section 1. The Company recognizes the Union as the sole collective bargaining agency for its employees and agrees to negotiate with the Committee selected by the Union, looking toward a peaceful and amicable settlement of any differences that may arise between the Company and the Union.

Section 2. Upon receipt by the Company of an order in writing signed by an hourly-rated employee of the Company in said plant requiring the Company to deduct from the wages of such employee an amount not exceeding One Dollar ($1.00) per month and to pay same to the Union, the Company agrees to observe such order until same is revoked by notice in writing to the Company by the employee.

Section 3. There shall be no discrimination against any employee because of his membership in any union.

Section 4. The Company shall grant the Union the right to place bulletin boards in agreed upon places in the plant for the purposes of posting Union notices, copies of this Agreement, and official papers. All such material must be posted only upon the authority of officially designated representatives of the Union. It is further agreed that these bulletin boards will not be used for disseminating political or advertising matter of any kind, not pertaining to the Union.

ARTICLE II—HOURS OF WORK

Section 1. The Company and the Union agree that the standard work day shall consist of eight (8) hours and the standard work week shall consist of forty-four (44) hours, Monday to Saturday on the First Shift.

Section 2. Forty (40) hours shall constitute a week's work on the Second and Third Shifts.

Section 3. Hours of work on the First Shift shall be from 8.00 a.m. to 12.00 noon, with thirty (30) minutes for lunch; 12.30 p.m. to 4.30 p.m.; Saturday from 8.00 a.m. to 12.00 noon.

Second Shift shall be from 4.30 p.m. to 12.30 a.m., with thirty (30) minutes for lunch, for which nine (9) hours' pay will be allowed.

Third Shift shall be from 12.30 a.m. to 8.00 a.m., with thirty (30) minutes for lunch for which nine (9) hours' pay will be allowed.

If the men work during lunch hour, equivalent time off is to be arranged with their foreman.

Section 4. Overtime rates will be paid for as follows: Time and one-half for the first four hours after regular shift, and double time thereafter.

Section 5. Employees called in to work and receiving less than four (4) hours' work shall be paid for four (4) hours.

Section 6. It is mutually agreed that double time shall be paid for all work performed on Sundays and on the following holidays: New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day, and Armistice Day, Empire Day and Boxing Day, when proclaimed by federal or provincial governments.

Section 7. Any employee being discharged, laid off, or leaving of his or her own accord, shall be paid all wages due him or her as promptly as possible, or in any event, within twenty-four (24) hours, or the expiration of the next working day.

ARTICLE III—GRIEVANCE PROCEDURE

Section 1. In case a grievance arises in the plant, an honest effort shall be made to settle the differences in the following manner:

Section 2. There shall be a Grievance Committee, consisting of three employees designated by the Union, who are actually then in the employ of the Company, and who will be afforded such time off as may be required to attend meetings held at the request of the Management or the Grievance Committee. Minutes of meetings shall be kept, signed by both parties, one copy to be retained by the Company, one by the Union and a copy to be posted on the notice board.

Section 3. The Union agreed to advise the Company of the names of members of the Grievance Committee in writing, and also of any changes from time to time.

Section 4. The steps to be taken in the handling of any grievance shall be:

First: The aggrieved employee shall notify his Grievance Committeeman, who shall immediately request time off from his foreman in order to take up the matter. The Grievance Committeeman, with or without the aggrieved person, shall then take up the matter with the foreman. Failing a satisfactory settlement, the grievance shall be put in writing on the grievance forms supplied by the Union, and shall be signed by the aggrieved and the foreman, after which the second step shall be invoked. The foreman shall give his answer within twenty-four (24) hours.

Second: The Grievance report shall be submitted to the Superintendent by the Grievance Committeeman, who shall place his answer in writing on the form provided and return same to the Grievance Committeeman within forty-eight (48) hours.

Third: The Grievance Committee of the Union and representative of the Company shall deal with the matter at the regular monthly meeting, at a time mutually arranged. If, in the opinion of the Grievance Committee, the grievance is of an urgent nature, a special meeting may be arranged in order to deal with the matter. Failing settlement, the fourth step shall be invoked.

Fourth: The Grievance Committee, along with a representative or representatives of the International Union, and representatives of the Company along with the General Manager, shall attempt to reach a satisfactory settlement. Failing to do so within three days, step five may be invoked.

Fifth: The grievance shall be submitted to arbitration. The Union shall nominate one

arbitrator and the Company shall nominate one arbitrator. Nominations shall be made within forty-eight (48) hours of this step being invoked. Should the arbitrators not reach agreement within one week, step six may be invoked.

Sixth: The arbitrators shall then attempt to nominate an impartial arbitrator who shall act as chairman of the arbitration committee. Failing to agree upon such impartial arbitrator within a further 24-hour period, the Federal Department of Labour shall be requested to appoint such impartial arbitrator. Following the decision of the arbitrators, either party may have recourse to proceedings under Wartime Labour Relations Regulations P.C. 1003.

Section 5. In the case of a grievance involving the dismissal of an employee, the first step in this grievance procedure may be omitted. If, upon settlement, it is decided that the employee was wrongfully dismissed, he or she shall be reinstated with full compensation for time lost.

Section 6. It is mutually agreed that during the life of this Agreement, should any differences arise as to the meaning or application of this Agreement, or should any dispute arise in the plant, there shall be no stoppage of work or strikes, on the part of the Union; nor shall there be any lockouts on the part of the Company, until the grievance procedure outlined herein has been complied with. All decisions with regard to interpretations of this Agreement shall be made in writing and signed by both parties.

Article IV—Safety and Health

Section 1. The Company agrees to make reasonable provisions for the safety and health of its employees at the plant during the hours of their employment.

Section 2. It is mutually agreed that the Grievance Committee shall act as the Safety Committee, who along with management representative or representatives, shall meet not less than once each month. Minutes of such meetings shall be posted on the bulletin board.

Article V—Seniority

Section 1. All conditions of employment shall be based on seniority, ability and efficiency. In the event of lay-offs or in re-hiring, the Company shall observe the principle of seniority in accordance with the preceding sentence. Failure to agree shall constitute a grievance to be taken up under Article III of this Agreement. Seniority rights as established by mutual agreement between the Company and the Union shall be respected at all times.

Section 2. The Company shall make available to the Grievance Committee of the Union a list of starting dates of all employees.

Article VI—Wages

The following basic minimum rates shall be paid to members of the Union:

Lay-out men	$1 00 per hour
Electric Welders	1 00 " "
Leading Blacksmith	1 10 " "
Blacksmiths	1 00 " "
Blacksmith Helpers	80 " "
Punch and Shear Operators	90 " "
Drill Press Operators	85 " "
Improver Lathe Hands	85 " "
Helpers	77 " "
Improvers in any branch	25% less for 3 months, then full wages or revert to as before.

Employees on a dual classification shall receive the highest rate of pay applicable to the work performed, providing that at least two (2) hours' work shall be performed on the higher-paid classification. Employees transferred to other work receiving a higher scale, either temporarily or permanently shall receive the higher scale, providing that at least two (2) hours' work is performed on the higher-paid classification.

Article VII—Vacations

All employees covered by this Agreement shall receive, after one year's service, one week's holiday with pay.

Article VIII

Any rights and privileges of employees now in effect but not specifically mentioned in this Agreement, shall be continued and no changes shall be put into effect until mutually agreed upon by the Company and the Union.

Article IX—Duration of Agreement

This Agreement shall be for one year and either party hereto may, on ten days' notice, require the other party hereto to enter into negotiations for the renewal, modification or enlargement, such as the consideration of a maintenance clause in this Agreement within the period of two months prior to the expiry date and both parties shall thereto enter into such negotiations in good faith and make every reasonable effort to secure such a reconsideration and renewal.

It is mutually agreed that if legislation covering matters of Union security shall be enacted during the term of this Agreement,

a supplementary clause shall be added in conformity with such legislation.

BLAIR IRON WORKS

THE UNITED STEELWORKERS OF AMERICA

.....

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The Board of Conciliation begs further to report as follows:

1. During the hearings in connection with this dispute, the argument was presented that a Conciliation Board, under P.C. 1003, has not the authority or power to include in its report any recommendation to the effect, or to advise or suggest, that maintenance of membership or check-off clauses be included in any Agreement between an employer and a union, or other employees' organization.

2. This argument was based on Section 19 (1) and paragraph (*c*) of subsection (2) of Section 19, and Section 20. It was argued that the Sections referred to very definitely prohibit any form of coercion, and that maintenance of membership and check-off clauses are in the opinion of the employer the essence of coercion.

(This argument has been encountered in other Conciliation proceedings in British Columbia in which members of this Board have participated. It is noted that the same question is being raised in Conciliation hearings in various parts of Canada with increasing frequency.)

3. Uncertainty has developed in the minds of members of this Board out of and because of this situation, and in view of the further fact that members of this Board are not aware of any pronouncement on the point involved by appropriate authorities, this Board is hesitant to make any recommendation in relation to union maintenance or check-off clauses in its report and would urge that a definite ruling be obtained on the points raised.

(*Sgd.*) R. L. NORMAN,
Member,
(*Sgd.*) H. GARGRAVE,
Member,
(*Sgd.*) F. M. CLEMENT,
Chairman.

Report of Board in Dispute between the Sun Publishing Company, Limited, Sun Directories, Limited, and Vancouver Engravers, Limited, and Vancouver Newspaper Guild Local No. 1

On November 11 the Minister of Labour received a report of the Board of Conciliation which dealt with a dispute between the Sun Publishing Company, Limited, Sun Directories, Limited, and Vancouver Engravers, Limited, Vancouver, B.C., and Vancouver Newspaper Guild, Local No. 1. A minority report was submitted by Mr. W. S. Owen.

The Board was under the chairmanship of Mr. J. H. Harman, appointed by the Minister of Labour on the nomination of the other two members of the Board, Messrs. W. S. Owen and H. W. Herridge, the nominees of the company and the union respectively.

The text of the Board's report and of the minority report follows:

Report of Board

Re: In the matter of the Wartime Labour Relations Regulations Act and in the Matter of Failure to Negotiate a Collective Agreement Between the Sun Publishing Co. Ltd., Sun Directories Ltd., and Vancouver Engravers Ltd., and Certain of their Employees, Members of The Vancouver Newspaper Guild, Local No. 1.

The Honourable, The Minister of Labour,
Ottawa, Canada.

The undersigned Chairman and H. W. Herridge, M.L.A., (nominee of the employees) being the majority of the above indicated Board of Conciliation appointed under the provisions of P.C. 1003 by Order in Council bearing date the 8th day of August, 1944, hereby tender the following report of the Board. Mr. W. S. Owen (appointee of the employers) finds himself unable to agree with this majority report, and will submit a minority report.

REPORT

The issue in dispute was whether or not the employer should enter into a contract with its employees whereby each and every employee should be and remain a member of the Vancouver Newspaper Guild Local No. 1.

The Vancouver Newspaper Guild Local No. 1 was originally an association of the employees of the Sun Publishing Company Limited, publishers of the Vancouver Daily Sun, and has since it formation been granted a charter by the Canadian Congress of Labour.

At the date of hearing, some 82 per cent of the employees concerned were members of this Guild.

The Board recommends that an agreement based on the following recommendations be entered into for a period of one year from the date of execution thereof.

The Board found it necessary to divide the employees concerned into four groups, namely:—

Group 1: Those employees of the Sun Publishing Company Limited and Associated Companies covered by the agreement whose duties do *not* include the gathering, editing compiling or writing of news stories and articles.

Group 2: The employees of Sun Directories Limited.

Group 3: Those employees of the Sun Publishing Company Limited and Associated Companies whose duties consist of collecting, editing, compiling and writing of news stories and articles.

Group 4: Those employees at present absent on service in the Armed Forces.

Re Group 1:

The Board recommends that those persons in this group with the exception of certain managerial staff, confidential secretaries and other employees listed in the schedule hereto shall become and remain members of the Guild during the term of the proposed contract, unless their employment shall be sooner terminated.

Those employees in this group who are not now members shall become members within sixty (60) days.

New employees in this group shall become members within thirty (30) days, and shall thereafter keep their membership in good standing.

The Board felt this provision to be proper in view of the fact that the employer is a party to "closed shop" contracts with some ten other Unions, the members of which are engaged in somewhat analogous occupations with the persons included in this group.

The evidence adduced by the parties did not indicate that there was any serious objection to the existence of such "closed shop" agreements on the part of the employer, and that such agreements were working with satisfaction to all concerned. No evidence was adduced to show that a Guild shop arrangement would not work equally well with these employees.

In this group the existing membership in the Guild is in excess of 90 per cent.

The Board further recommends that any employees within this group who were, and at the date of hearing, members of any other Union in good standing, should not be required to give up their existing membership or to become members of the Guild.

In the event, however, of any such person failing to keep their existing membership in good standing, they would be required to become and remain Guild members.

Re Group 2—Sun Directories Limited:

In this group the percentage of membership in the Guild is not sufficient to justify a Guild shop provision.

The Board recommends that each employee in this group be given fifteen (15) days in which to indicate to the management whether or not he or she desires to become or remain a Guild member.

At the expiration of fifteen (15) days all those persons who have indicated their desire to become or remain Guild members shall be required to become Guild members and keep their membership in good standing during the term of the contract, unless their employment shall be sooner terminated.

All new employees shall become Guild members within thirty (30) days of employment and shall remain members in good standing during the term of the proposed contract, unless their employment shall be sooner terminated.

Re Group 3:

Those employees whose duties include the collecting, writing, compilation and/or editing of news stories and articles.

The Board recommends that all present employees in this group be given a fifteen (15) day period in which to indicate to the management whether or not he or she desires to become or remain a Guild member in good standing.

All employees who elect to become or remain members in good standing shall do so for the term of the contract, unless their employment shall have been sooner terminated.

Fifty per cent of all new employees shall become members of the Guild within thirty (30) days of their employment, and shall remain members of the Guild in good standing during the balance of the term of the proposed contract, unless their employment shall be sooner terminated.

The material before the Board indicated that existing membership in this group was between 70 per cent and 80 per cent. In spite of this large proportion of members, the Board does not recommend anything more than this modified form of a Guild shop for a number of reasons, the chief of which are indicated below.

There is no evidence that any large majority of reporters and persons engaged in like occupations in the United States or Canada are now members of any Local of the Newspaper Guild or similar Association. Consequently the imposition of a Guild shop might seriously handicap the employer in its search for suitable employees, or even in extreme

cases, lead to some form of "double censorship" of news.

While future developments may justify changes, under the present circumstances the Board feels that a clause of this nature is sufficiently elastic to afford protection to the public interest and to the employees, and to enable the employer to be successful in its search for suitable talented staff.

The Board also recommends that a clause be included in the agreement protecting all members in this group from discipline by the Guild by reason of anything a member may write, or for any political or religious belief, or any expression thereof.

Re Group 4:

Employees now on Active Service with the Armed Forces: The evidence indicated that there were 40-odd persons in this group, and that over 30 were Guild members at the date of enlistment, and are still automatically Guild members in good standing.

This group has had no opportunity of expressing themselves on the question of a Guild shop agreement, and in view of this fact, and more particularly in view of the provisions of the "Civil Re-establishment Act", the Board recommends that in the event of such persons returning to employment with this employer that he or she be given thirty (30) days in which to elect whether or not they will become or remain members in good standing.

Each person electing to become or remain a Guild member shall be required to keep such membership in good standing during the term of the contract, unless their employment shall be sooner terminated.

The legal position of employees in this category in regard to collective agreements negotiated in their absence as yet has not been the subject of specific legislation. The Board is of the opinion that the recommended provision will cause no hardship.

The Board and the public generally will watch with interest the working of any agreement based on the foregoing, as it would appear that the subject of the dispute in this case represented a new phase of labour relationships in Canada. The issues involved have been extensively dealt with in the United States of America. In arriving at its recommendations the Board considered carefully the practice in that country, existing agreements between employees and newspapers there, the findings of similar Labour Relations Boards working under the aegis of the National War Labour Board of the United States of America, and the briefs and information presented to such Boards.

This Board would be remiss if it failed to comment on the excellent relationships at present existing between the employer and its employees. It became evident during the hearings that this fine relationship was due to the high calibre of management and control of the employer Companies and the employees' organization.

All members of the Board found the evidence adduced by the representatives of the parties and the briefs filed by those representatives of great assistance and value.

The schedule to this report contains suggested clauses for inclusion in Article 1 of the proposed agreement, providing for the carrying into effect of the above recommendations.

We are,

Yours respectfully,

(*Sgd.*) HERBERT W. HERRIDGE,
Member

(*Sgd.*) J. H. HARMAN,
Chairman.

Schedule

ARTICLE I—SCOPE OF AGREEMENT

Paragraph (a)—(Persons dealt with in Report under heading Group I)

The Publisher shall require as a condition of employment of any employee (except those listed below) that he shall be and remain a member of the Guild in good standing during the term of this contract unless his or her employment shall be sooner terminated. If any employee be not a Guild member at the time of signing of this agreement, or at the time of his or her acceptance of employment, he or she shall become a member within thirty (30) days after the signing of this agreement or his becoming an employee of the Publisher.

Exceptions:

Publisher,
General Manager,
Business Manager,
Advertising Director,
Comptroller,
Editorial Director,
Managing Editor,
Associate Editor,
National Advertising Manager,
Local Advertising Manager,
Classified Advertising Manager,
Circulation Manager,
Manager of Printing Department,
Manager of Sun Directories, Limited,
Business Office Manager,
Confidential Secretary to the Publisher,
Confidential Secretary to the Comptroller,
Confidential Secretary to the Business Manager,
One Payroll Clerk.

It is understood and agreed that the employees listed above shall be wholly exempt from Guild shop requirements and that the Publisher shall be entitled to require that any or all of such employees shall not be or become members of the Guild.

All employees of Sun Directories Limited who shall be governed by and subject to the provisions of Paragraph (*b*) of this Article, All employees whose duties consist in whole or in part of gathering, compiling, writing, and/or editing news stories and articles who shall be governed by and subject to the provisions of Paragraph (*c*) of this Article.

Paragraph (b)—(Persons dealt with in Report under heading Group II)

Every employee, subject to the provisions of this paragraph, shall indicate to the Publisher whether he or she desires to be and remain a Guild member in good standing as a condition of his or her employment during the term of this agreement, unless his or her employment shall be sooner terminated. Such indication to be made by delivering to the Publisher within fifteen (15) days of the execution of this agreement, a statement signed by the employee concerned, and reading as follows:—

"I desire to be and remain a member of Vancouver Newspaper Guild Local No. 1 in good standing as a condition of my employment with the Sun Directories Limited. I understand that in the event of my being expelled from membership in the Guild for any reason during the period of one year from the date hereof, that I will be automatically discharged from employment without any dismissal pay."

Forthwith upon delivery of such notice to the Publisher the employee signing such notice shall be required to be and remain a member of the Guild in good standing as a condition of his or her employment. The Publisher shall require all new employees of Sun Directories Limited to become members of the Guild within thirty (30) days from the date of hiring, and to remain members in good standing during the term of this agreement as a condition of their continued employment.

Paragraph (c)—(Persons dealt with in Report under heading Group III)

Every employee, subject to the provisions of this clause, shall within fifteen (15) days, indicate to the Publisher whether he or she desires to be and remain a Guild member in good standing as a condition of his or her employment during the term of this agreement. Such indication shall be given by each such employee in like manner as provided in Paragraph (*b*) of this Article.

Forthwith upon the Publisher receiving such notice he shall require the employee signing such notice to be and remain a Guild member in good standing as a condition of his or her continued employment.

The Publisher shall require one-half of all new employees hired during the term of this agreement, and subject to the provisions of this paragraph, to become and remain members of the Guild in good standing within thirty (30) days of date of hiring as a condition of their continued employment.

Paragraph (d)

If any employee required by any terms of this agreement to be and remain a Guild member in good standing shall lose good standing by falling three (3) months in arrears in Guild dues or assessments, the Publisher shall upon formal notice from the Guild, discharge said employee.

Paragraph (e)

If any employee required by the terms of this agreement to be and remain a member of the Guild in good standing shall fail to keep such membership in good standing for any reason other than non-payment of financial obligations as outlined in paragraph (*d*) above, he or she shall upon expulsion from the Guild be subject to immediate discharge upon formal notice from the Guild: PROVIDED, however, and it is hereby covenanted and agreed between the parties, that no member of the Guild shall be disciplined or expelled by the Guild by reason of race, sex, creed, or for anything a member may write, or for any political belief or expression thereof.

Paragraph (f)

Any employee who is discharged under the provisions of this Article shall receive no dismissal pay.

Paragraph (g)

Discharge made under Paragraph (*e*) of this Article shall not be subject to review by the Joint Agreement Committee except for the purpose of enquiry or determination as to whether or not such expulsion does or does not constitute a breach of the proviso contained in Paragraph (*e*) of this Article.

Minority Report

744 West Hastings Street,
Vancouver, B.C.,
November 6, 1944.

In the Matter of The Wartime Labour Relations Regulations Act and In the Matter of Failure to Negotiate a Collective Agreement Between The Sun Publishing Co., Ltd., Sun Directories Ltd. and Vancouver Engravers Ltd. and Certain of Their Employees, Members of The Vancouver Newspaper Guild, Local No. 1.

The Honourable The Minister of Labour,
Ottawa,
Canada.

DEAR SIR.—The undersigned, Walter S. Owen (Appointee of the employers) finding himself unable to agree with the majority report, herewith submits his minority report.

REPORT

In simple terms this dispute may be described as an attempt by the union to secure the exclusive right over all employees in the categories affected, to determine whether or not each such employee shall continue in his employment, to discipline each such employee in the discretion of those in control of the union, and to exact from each such employee as a condition of his continued employment a portion of each such employee's

monthly salary for the support of the union. This is the effect of the Guild shop provisions which were the only items in dispute before this Board.

Having in mind the business of this employer, such conditions are not in the interest of the employer, the employees, or the public, for the reasons now referred to, and in my opinion are not within the jurisdiction of a Board of Conciliation established pursuant to the provisions of P.C. 1003 to decide.

From the employer's standpoint, a newspaper is a vehicle for the publishing of news without fear or favour from any political or social group in the community. If, in order to continue in his employment, an employee is subject to the discipline of an organization apart from that of his employer, he is called upon to serve two masters, and if the employer is forced to employ only those who are members of that organization, he has by this fact ceded to that organization the ordinary right of discipline usually vested in him. This is particularly obnoxious in a field such as this where those in the editorial department are expected to gather the news and report it impartially and to reflect in their editorial writings the policy of the publisher, which in many cases, may run contra to that of any organization of employers or employees. Then, too, such clauses as are asked for here will limit the employer in its field of prospective employees by the very fact that this union has agreements with only two other newspapers in Canada, one a local morning newspaper, and the other a small socially owned newspaper being published in a small town in Nova Scotia. There is no evidence before the Board to establish that in any newspaper in Canada there is an agreement in effect such as is asked for here. Nor is the situation much better in the United States. The union itself produced evidence establishing that only 7 per cent of the newspapers of the same general classification in that country have agreements with the Guild and only 3½ per cent have a clause similar to that asked for here.

Why the union should, under these circumstances, ask for this power is hard to understand particularly since the employer has at all times been prepared to continue the same agreement under which the employer and employees have operated for more than three years under excellent conditions.

In support of the harmonious relations existing in this establishment we could quote the evidence of several witnesses, but the testimony of the union president, Mr. Widden, under examination by his own counsel, at pages 38 and 39 of the transcript should suffice.

"Q. Before you continue on that, will you tell the Chairman and members of the Board so as to get this clear at the outset, what are the relations that exist between yourself and the management presently, and since the inception of the contract?—A. I think the relations are very fine. There has never been any dispute so far with the possible exception of this one that we have not been able to settle by amicable means."

Under these circumstances should the publisher be deprived of the services of men like Bruce Hutchison, whose statement on this question was filed as Exhibit 24, and others who feel the same way?

Nor should the employer be forced in such manner by this provision to lend support to an organization which is tied to a political party and pledged to a political philosophy, which it does not otherwise subscribe to or support. In this connection one should give close study to the affiliation of the Guild with the Canadian Congress of Labour which has sponsored the Political Action Committee, and which Congress is largely made up of unions which are pledged to set up a new social order to supplant what is loosely termed the capitalistic system.

The employees who do not support this union have a vital interest in this matter also. How can they, against their considered judgment, fairly be asked to take an oath of allegiance to a union with political ties which are at variance with their own, and write feature stories and report news which tend to discredit such a union, even if they are prepared to run the risk of being assessed a prohibitive fine for that or some other reason and, because of refusal or inability to meet such assessment or for some trumped up charge against union rules, be dismissed from membership and thereby lose their right to continue in employment. That is absolutely foreign to our democratic processes.

Nor should they be deprived of all right to assess the stability and integrity of the union and its leaders and the honesty and intent of the policies they adopt before being required to join such a union and pay tribute to it financially in order to continue their life's work.

I believe the words of the Honourable Humphrey Mitchell, Minister of Labour, when speaking to the question of the check-off in Parliament on August 8, 1944, are most applicable. He said in part:

"Let me say frankly to the House that I am a trade unionist by heritage and conviction. My father was a trade unionist and my views on compulsion I got with my mother's milk when I was a boy in the Old Country. I do not believe in compulsion. I do not believe in compulsory co-operation. That is fundamental and I cannot change my ground on that.

"A degree of conciliation is necessary. I do not think you can shake an employer by the throat and call him a scoundrel and expect to make an agreement with him. Neither do I believe that an employer can try to destroy the men's organization and yet maintain industrial harmony. That is elementary and fundamental. I hope I shall never live to see the day in this country when the Government says to either employer or employee 'This is what you have got to do or else.'"

The public, too, must be given consideration in deciding an issue which so vitally affects them. The newspaper is conceded by all to be a greater force than almost any other agency in the moulding of public opinion. That large section of the public of this Province which supports the *Vancouver Sun* rightfully expects to get the news and views gathered by men and women of the highest degree of efficiency and integrity available in this field, and should not be expected to support any newspaper which is limited for the selection of its staff to one class of persons supporting and owing allegiance to a union which has declared itself as supporting one political party and which is in large measure dedicated to supplanting our present social system with some other.

After all, the publisher of a newspaper is in the peculiar and unusual position that the whole of his heavy investment stands or falls over a period of time, by the appeal which the calibre of the staff makes to the reading public. A publisher having to take sole responsibility in this direction should surely be untrammelled in the selection of those persons who develop his determined policy.

I am cognizant of the stand taken by the union, namely that the Guild shop provisions make certain that the benefits secured by the union at some expense are paid for by all who benefit therefrom. In this case, however, the evidence conclusively supports the view that no benefits have been secured for the employees other than those granted voluntarily by the present management, and I am unable to bring myself to believe that men like Bruce Hutchison, Elmore Philpott and others of such calibre are depending upon anyone or any agency other than their own native ability, capacity and hard work for their continued employment.

On the other hand I can readily visualize the possibility of such men being shorn of the independence characterized by their writings should they be regimented in the manner suggested. The union also stresses the need for security, but the evidence of Mr. Whidden quoted above coupled with the fact that the membership of this union has grown steadily, prove that any fear as to the possible successful interference with its function, which is to represent those who wish union representation, is highly illusory.

Finally, there remains what seems to me to be a very serious question, as to the Board's jurisdiction in the premises. P.C. 1003 is designed to guard against compulsion or undue influence of any kind and those words or their derivatives may be found throughout the whole of that Order in Council. Section 19 (2) (*c*) prohibits an employer or anyone acting in his behalf from seeking "by intimidation, by dismissal or threat of dismissal, by any other kind of threat, by the imposition of a pecuniary or other penalty or by any other means whatsoever to compel an employee to abstain from becoming or continuing to be a member or officer or representative of a trade union or an employees' organization, or from exercising his lawful rights", while Section 20 (1) reads as follows:—

"No person shall, with a view to compelling or influencing a person to join a trade union or employees' organization, use coercion or intimidation of any kind, but this subsection shall not be construed to prohibit the inclusion of any provision in a collective agreement."

Had Section 20 (1) ended with the word "kind", there would seem to be no doubt but that any provision in a collective agreement calling for maintenance of membership, Guild shop, closed shop or anything of that sort would be illegal as being contrary to the Code. It remains then to consider the exception to Section 20 (1).

That exception permits the inclusion of such a provision in a collective agreement, and the Board's jurisdiction is limited to intervening "with a view to the completion of an agreement" by the provisions of Section 11. "Collective agreement" is defined in the interpretation section 2 (*d*) as meaning "an agreement in writing between an employer or an employers' organization on the one hand and a trade union or an employees' organization on the other hand containing provisions with reference to rates of pay, hours of work or other working conditions."

Thus, if the Board fails by its intervention to bring about the completion of an agreement, i.e. an agreement between the parties freely and voluntarily entered into, then its task is ended. If it, by assuming the right nowhere granted to it by the regulations, should make a finding on the question, this would in effect be exercising compulsion or coercion upon the employer and, through him, upon the employees. This would be accomplished by lending moral strength or influence to the contention of the union and be sufficient support for the union to gain its end by threatening a strike. It could not be said to

be the result of a provision in a "collective agreement".

Further, it should be noted that in the definition of "collective agreement" it is defined as an agreement in writing . . . "with reference to rates of pay, hours of work or other working conditions."

Thus it will be seen that a collective agreement is one which contains provisions as to rates of pay and hours of work. The words "or other working conditions" are general words following an enumeration of a particular case, and by all rules of construction such general words are held to apply only to cases of the same kind as those which are expressly mentioned. Since Guild shop or other kindred provisions concern employment rather than working conditions such as rates of pay, hours of work, etc., I am of the opinion that no collective agreement can, by the terms of the Code, contain a provision calling for a Guild shop and the like.

In further support of this position, a reference to any number of agreements executed within recent years will establish that the words "working conditions" have a very definite meaning in labour relations, accepted by employers and unions alike without question. Under this heading collective agreements provide inter alia for minimum pay for short periods of work, regulation of the starting time of employees, premium pay for dirty work, time allowance for travelling in order to pick up tools, etc. when working away from the company's plant, and lunch rooms. Nowhere, so far as I know, have the words "working conditions" been interpreted so as to include the questions in dispute in these proceedings.

For these reasons it follows that on the facts I find against the request of the union for the inclusion in its agreement with the employer of Guild shop provisions. Even if there were some evidence to support the contention of the union, which, with respect to contrary opinion, I say there is not, I am convinced that the Board has no jurisdiction to make a finding on such a question in the light of the existing provisions of P.C. 1003.

All of which is respectfully submitted.

(Sgd.) W. S. Owen,
Member.

Report of Board in Dispute between John Inglis Company, Limited, Toronto, Ont., and United Steelworkers of America

On November 16 the Minister of Labour received the Report of the Board of Conciliation which dealt with a dispute between John Inglis Company, Limited, Toronto. A minority report was submitted by Mr. J. S. D. Tory.

The Board was under the chairmanship of His Honour Judge J. J. Coughlin, Sandwich, Ont., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members; and Messrs. J. S. D. Tory, K.C., and Bora Laskin, also of Toronto, appointed on the nomination of the employer and employees respectively.

The text of the Board's report and of the minority report follows:

Report of Board

In the matter of the Wartime Labour Relations, Regulations P.C. 1003, and of a dispute between John Inglis Company Limited, Toronto, Ont. (Employer), and The United Steelworkers of America (Employees).

To:

The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa.

The Board appointed by you to effect a conciliation of the above dispute commenced its sittings at Toronto on October 28 and continued its sessions in that city throughout the following week.

Throughout the hearing the John Inglis Company, hereinafter referred to as the Company was represented by Mr. J. C. Adams, Counsel, and Mr. W. H. Dickie, Industrial Relations Manager, while the United Steelworkers of America, hereinafter referred to as the Union, was represented by Mr. John Mitchell, District Director, William Sefton, Field Representative and the following officers of Local No. 2900 of the Union, viz.: John Brodie, President, Homer McMullen, Financial Secretary, and Robert Fisher, Chairman of Shop Committee. Among the facts established before us were the following: The Company has, under its present management, operated a large industry in Toronto since 1937. That industry is separated into two divisions, ordnance and commercial, the former having a very large and fluctuating number of employees ranging from as high as 15,000 to as low as around 5,500, and the latter a much smaller but more constant strength of about 800. It is with regard to a bargaining agreement for the commercial division that the Board is called upon to act.

In November, 1942, the first collective bargaining agreement to be adopted in either division was made with respect to the commercial division only. It was a joint

agreement between the Company and two organizations, other than the Union, to wit: The International Association of Machinists and the International Brotherhood of Boilermakers, Welders and Helpers of America Local 637. One of its terms was that it should remain operative throughout the duration of the war.

This agreement applied only to such of the hourly rated employees as belonged to categories from which their organizations drew their membership and consequently many hourly rated employees in the commercial division were left outside the operation of this contract.

While this condition of partial collective bargaining operated in the commercial division there was no collective bargaining agreement reached in the ordnance division until August of 1943. During this period the Union had, through organizational effort, obtained sufficient support among the employees in the ordnance division to become the bargaining agent of the employees, other than certain numerically small units. As such agent it entered into an agreement with the Company dated August 19, 1943. It had also made similar progress in the commercial division so that by February of 1944 on a vote ordered by the Ontario Labour Court it polled 72 per cent of the total ballots counted which was, approximately, 53 per cent of all eligible employees. It is, as a result of its being certified to be the bargaining agent of the voting units of the commercial division covered by that vote that the Union now comes to be negotiating with the Company with respect to a collective bargain on behalf of such units. Various causes have interrupted and protracted the negotiations. However, by the time the matter came to this Board what could at least be called a tentative agreement had been reached on all but three points, each of which is regarded by the parties as of very considerable importance. These three are the questions of:—

1. The union shop.
2. Maintenance of membership.
3. Check-off of membership dues.

These three expressions are used in the conventional and well known sense obtaining in labour-management negotiations. It is well known that the co-existence of these three elements is the objective sought to be obtained by labour unions in the negotiations of collective bargaining contracts in so far as the interests of the Union as an entity is concerned.

The acquisition of these powers we are satisfied can much increase the power for doing good by the right kind of Union, while it correspondingly increases the power for evil of the wrong kind of union.

It is by reason of this fact that an employer may, in some cases, be justified in flatly refusing to grant any one of these three points, in other cases, in yielding guardedly to some of them; and in still others in yielding freely to all of them.

Each case should, in our opinion, depend on its own circumstances.

A convenient way of approaching a decision would be to consider how close to the ideal in the performance of union functions the organization in question has reached and how well its conduct has been established and maintained.

A rough definition of an ideal union might be something like this:—

> A union vigilant in protecting its members from injustice, sincerely concerned in advancing the interests of the industry which affords employment to its members, and at least not unmindful of the welfare of the consuming public on whom the industry depends.

In adopting such a method of approach to the consideration of the dispute which we are to attempt to solve certain relevant facts should now be stated.

This Union has been operating in the ordnance division as bargaining agent since the bargaining contract of August 1943. During that time it has handled a very large number of employee grievances. Most of them were settled on the very early steps of the ladder of appeal, the top step of which is reference to an impartial umpire. Only 52 out of an approximate 2,000 reached the second last step where the procedure is still that of direct negotiation between representatives of the parties. In not one case was it found necessary to go to the final step of arbitration.

It is conceded that the relations between the officers of the Company and the officers of the Union have been on a friendly footing of which fact the above record with respect to settlement of grievances seems to us to be conclusive proof.

The Company has no complaint to make concerning the Union's carrying out of the terms of the contract in the ordnance division.

The Union has no complaint to make with respect to the Company's carrying out of the same contract.

The Union has found much difficulty in the collection of dues from its members, due at least, in part, to the frequent transferring of workmen from one to another section of the

plant, and, probably, in part, to procrastination among its members.

The Company has granted facilities to Union officers to collect dues by affording these officers space and time off for such work.

There are a certain number of employees in the commercial division who remain members of the Machinists' Union and Boilermakers' Union above referred to. There are very many employees for whom the Union acts as bargaining agent who are not members of the Union.

Taking into account the comparative shortness of the period that has elapsed since the entry of the Union into the plant of the Company and taking all these other things into consideration the Board is of opinion that this is not a case for either the granting or the rejection in toto by the Company of the proposals in issue. We further are of opinion that good may come of trying out the operation of at least part of the union plan as an experiment during the life of the proposed contract. The experimental method has led to great advances in science and we see no good reason why it should not be used in the field of labour relations.

The Board as an agency of conciliation desires to go no further in recommending innovations in the form of contract heretofore operating in part of the Company's plant than what appears to it abundantly justified. We are of opinion that for the present the Company should withdraw its opposition to the voluntary check-off of Union members' dues and that the other proposals of the Union should remain in abeyance during the lifetime of the contract.

We, therefore, recommend that the agreement tentatively reached should be amended by adding thereto immediately following section 3, thereof, the following:—

> 3A. The Company undertakes to honour upon presentation by the Union, individual authorizations from its employees, members of the Union, irrevocable for the duration of this agreement, for the deduction of one dollar per month from their individual earnings for union dues, and to transmit to the Financial Secretary of the Union, monthly the sum represented by the total number of authorizations so placed in its hands.

Dated at Toronto, 4th day of November, 1944.

(Sgd.) J. J. COUGHLIN,
Chairman.

(Sgd.) BORA LASKIN,
Member.

Minority Report

The Wartime Labour Relations Regulations, P.C. 1003 and re dispute between John Inglis Co., Limited (Commercial Division), Toronto, Ontario, and United Steelworkers of America, Local 2900.

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Finding myself unable to agree entirely with the recommendations of the majority of this Board, I submit herewith a separate report. I have not had the advantage of reading the majority report in its final form, but have heard read a preliminary draft prepared by the Chairman.

Sittings of this Board were held in Toronto on October 28 and 30, and on the 1st, 2nd, 3rd, 4th and 5th days of November, 1944. The Company was represented by J. C. Adams, K.C., as Counsel, and by W. H. Dickie, Industrial Relations Manager. The Union was represented by John Mitchell, District Director, William Sefton, Field Representative, John Brodie, President of Local 2900, Homer McMullen, Financial Secretary of the Local, and Robert Fisher, Chairman of the Shop Committee, commercial division. All of these gentlemen appeared before us on three occasions and filed written briefs summarizing the facts and setting forth their position with respect to the issue in dispute. Mr. C. H. Millard, National Director of the Union, also appeared before us on November 4 to add to the representations made by the other Union members.

The issue in dispute is the claim of the Union to have included in the first collective bargaining agreement being negotiated with the Company in its commercial division, clauses providing for a union shop, maintenance of membership and a voluntary check-off of union dues. There are some minor points of disagreement which the parties have assured us would be settled without difficulty if this main issue were disposed of.

The facts, so far as they are material to an understanding of this dispute, are as follows: The Company is an old, established concern which has been under its present management since 1937. Its operations are divided at the present time into two divisions. One is the ordnance division, which is entirely engaged on a management fee basis in buildings and with plant supplied and owned by the Dominion Government, in the manufacture of various types of small arms. The number of employees in the ordnance division has been

as high as 15,000 and, at the present time, is approximately 5,500. The other is the commercial division, in which the present dispute arises. This division represents the normal peacetime business of the Company and consists of the manufacture of marine engines and boilers, special naval equipment, compasses and other products of a general engineering nature. During the war practically the entire output of this division is also devoted to war work of high priority. Approximately 800 men are employed in the commercial division at the present time.

The Company's policy in relation to labour relations is setd forth in a printed statement of policy distributed to all employees and reads in part as follows:—

> Employees are free to join any union of their choice, if they feel it is to their advantage, without question of discrimination by the Company. The Company will not permit any organization to employ threats or pressure tactics on employees for the purpose of procuring membership. Neither will it permit activities connected with such organizations on its premises during working hours.
>
> The Company cannot recognize any union as a sole bargaining agency unless its membership represents a substantial majority among the total employees involved.

In accordance with such policy, the Company, on November 7, 1942, entered into a joint collective agreement with respect to its commercial division with the International Association of Machinists, Lodge 35, and the International Brotherhood of Boiler Makers, Welders and Helpers of America, Local 637. This agreement was expressed to be for the duration of the war and, in subsequent proceedings in the Ontario Labour Court hereinafter mentioned, it was found as a fact that at the time of negotiating such agreement those Unions represented a majority of their respective crafts. There were, however, some employees who apparently were not represented by either of such Unions.

Subsequently to the entering into of this joint collective agreement with the Machinists' and Boiler Makers' Unions, with respect to employees in the commercial division, the Steelworkers' Union organized the employees in the ordnance division in competition with the International Association of Machinists. Early in 1943 a vote was taken, with the consent of the Company, under the auspices of the Dominion Department of Labour to determine which of these two Unions represented the employees in the ordnance division. The vote was won by the Steelworkers and the Company thereupon entered into negotiations with Local 2900 of that Union and, on August 19, 1943, a collective agreement was signed with respect to employees in the ordnance division. Recognition of the Steelworkers' Union was voluntary on the part of the Company and in accordance with its published statement of policy.

The agreement in the ordnance division expired on August 19, 1944, and negotiations have taken place with a view to its renewal. No agreement has yet been concluded, there being the same dispute with respect to union security and check-off of dues as exists in the present case.

It would appear, however, from a letter written to the Company on October 25, 1944, by Mr. Brodie, President of Local 2900, that the Union has decided to withdraw its claim for the inclusion in the renewal agreement relating to the ordnance division of a provision covering union shop, maintenance of membership and check-off of dues, and to remain content with a covenant by the Company to incorporate in the renewal agreement such provision for union security as should be enacted by legislation in Parliament or passed by Order in Council under the War Measures Act. The Union contends that this letter was written under pressure or what they thought was duress because they were afraid that the Company might withdraw certain concessions which had been tentatively agreed upon by the Company on condition that the claim of the Union in respect of union security and check-off be withdrawn.

I cannot agree with the Union's contention, advanced at the hearing, that a company should be unconditionally bound in negotiations to make every concession which it is willing to make and then proceed to conciliation proceedings in respect of the remaining points upon which it refuses to agree. After all, a collective bargaining agreement is a single document and the negotiations looking towards its completion must be regarded as a whole. If the expression "bargain" has any ordinary meaning it is that there shall be give and take on both sides. It cannot mean that one party must be expected to make all the concessions which he is prepared to make to reach a complete agreement and then, through conciliation machinery, be expected to make additional concessions with respect to the balance of the points, on which he does not agree. It is significant in this connection that in its Brief the Union concedes that no question arises before this Board with respect to collective bargaining.

The Company has opposed, at this stage, the granting of any form of union shop, maintenance of membership or check-off, although it has recognized the problem of the Union in the ordnance division so far as collecting dues is concerned and, as will be mentioned later in this report, has given the Union a very great deal of assistance in that connec-

tion. I can see no objection, nor anything improper, in the Company taking the position that such concessions as it is prepared to make in the course of negotiations are conditional upon the Union withdrawing a claim for concessions which the Company is not prepared to grant. Therefore, I think Mr. Brodie's letter must be taken at its face value and treated as a withdrawal in the ordnance division of the Union's claim for union security in the renewal agreement now being negotiated with respect to that division.

That alone should be sufficient to dispose of the Union's claim in this case because it can hardly be contended that the Company should deal differently with the same Local in two divisions of its business, located in the same place, in the same city and under the same management.

To return now to the facts with respect to the organizational activities of the Steelworkers in the commercial division, it appears that notwithstanding the existence of the joint agreement of November 7, 1942, between the Company and the machinists and boiler makers in the commercial division, as mentioned above, the Union commenced an organizational campaign in that division. In October, 1943, they issued a Writ in the Ontario Labour Court claiming certification as the exclusive collective bargaining agency for all the employees in that division, with the exception of office workers, electricians and pattern makers. This action was defended by the Machinists' Union, the Boiler Makers' Union and by the Company, which took the position that the agreement of November 7, 1942, was a bar to certification on the ground that the Machinists' and Boiler Makers' Union represented a majority of their respective crafts at the time the agreement was entered into.

Mr. Justice D. P. J. Kelly held that the existence of this agreement, which was for an indefinite period which might be longer than a year, should not be a bar to certification and directed that a vote be taken. For the purposes of this vote in the commercial division the employees were divided into two groups. In the first group were all those employees who would ordinarily come under and be included in the craft of the International Association of Machinists. Such employees were asked whether they preferred to be represented by the Steelworkers or by the Machinists. In the second group were all those employees who would ordinarily come under and be included in the craft of the International Boiler Makers, Welders and Helpers of America. They were asked whether they preferred to be represented by the Steelworkers or by the Boiler Makers. In the third group were included the balance of the employees in the commercial division who were asked whether they wished to be represented by any Union and, if a majority wished to be represented by a Union, whether they would prefer the Steelworkers or the Machinists.

The vote was held on Febrnary 23, 1944, the Steelworkers being successful in obtaining a total of 461 votes against 103 for the Machinists and 60 for the Boiler Makers. Twelve employees wished to be represented by no Union. The vote in favour of the Steelworkers represented 72 per cent of all votes cast and approximately 53 per cent of the total eligible employees in the commercial division. Accordingly, Mr. Justice Kelly made an Order on March 23, 1944, certifying the Steelworkers as the exclusive bargaining agency for the employees in the commercial division. The parties have been in negotiation ever since for the purpose of concluding their first collective agreement with respect to the commercial division.

For present purposes the significant facts appear to be that this is the first agreement between the parties in the commercial division; that the Steelworkers ousted and supplanted the machinists and boiler makers who had a joint agreement with the Company in respect of the commercial division since November 7, 1942; and that at the date of the certification of the Steelworkers a considerable number of the employees in the commercial division were active members in good standing of the Machinists' Union and the Boiler Makers' Union. It is agreed that this is a condition which still continues today. Having regard to the foregoing facts, all the members of this Board were unanimous that the Union should withdraw its claim for the inclusion in the agreement of a provision for a union shop and for maintenance of membership.

In these circumstances, it is not necessary to press the fact that the previous joint agreement of November 7, 1942, with the Machinists' and Boiler Makers' Unions had not contained any such provision or any provision for check-off of union dues. Having regard to this fact, it might very well be said that where there are admittedly a considerable number of members of those Unions among the employees concerned, the granting of union security provisions, including check-off, to the Steelworkers might be regarded as an indication by the Company to its employees that it preferred the latter to the former.

The majority of this Board have apparently felt that "something" should be conceded to the Union by way of union security and feel that a voluntary check-off, irrevocable for

the duration of the agreement, with the entire machinery and presentation of the employees' requests to be under the control of the Union, should be included in the agreement. With all respect and deference to my colleagues on this Board, I cannot agree that the Union has made out at the hearings of this Board any case for a check-off of union dues in any form; certainly not in a form which might be of assistance in organizational activities. While much has been said as to the difficulty of dues collection in the ordnance division, having regard to the number of transfers of employees from one department to another in that division and the changing personnel of the employees' groups, no such allegation has been made with respect to the commercial division where these conditions are not claimed to exist. Nor has there been any evidence whatever as to the number of employees who are voluntarily paying dues to this Union.

The fact that I have recommended the inclusion of some form of check-off in other cases where I have been a member of conciliation boards is some evidence that I have no unalterable opposition to this form of union security; but this is the first case in which, to my knowledge, a Board of Conciliation has been asked to recommend a check-off simply because the Union wanted it, without any proof of a dues-collecting problem, and with its case supported by nothing more than theoretical arguments as to why a provision for check-off was not objectionable in principle. I cannot help but feel that the failure of the Union to bring forward any evidence of the degree of support which it enjoys in the commercial division, whether by way of dues-paying membership or otherwise, is of some significance in reaching a conclusion that the Union is not entitled in all the circumstances of this case to ask for any form of union security, including a provision for the check-off of union dues. In having organized the commercial division at a time when there was an agreement in effect with other Unions which still have a considerable number of members in good standing among the employees concerned, it seems to me that the Steelworkers must be taken to have assumed greater risks of insecurity and non-support than if there had been no other Unions in the field.

I cannot leave this matter without recording the fact that the parties have been unanimous in stating that their relations have been amicable and harmonious in both the ordnance and commercial divisions, and that there has been a high degree of co-operation between them. Recognizing that due to special circumstances existing in the ordnance division, there was in that division some problem of dues collection, the Company voluntarily assisted the Union by providing its officers with an office next to the pay office so that they could conveniently contact employees who had just been paid, and by permitting Union stewards to check out early on pay days for the same purpose. Facilities were also provided for the safekeeping of dues so collected. Having regard to this assistance, it could hardly be said that the Company has been unmindful of the welfare of the Union, nor indifferent to its problems. The Company has gone so far as to invite the Union to submit to the Company all facts in connection with any problem of dues collection, and to indicate the actual difficulty which the Union was encountering. The Union has refused to give any information to the Company on this problem on the ground that the Company has given the Union no assurance that if the Union supplies such information the Company will agree to some measure of union security by way of check-off of Union dues.

The probable difficulty about the whole matter is that the Union makes no secret of the fact that its ultimate object is a full measure of union security, including union shop, maintenance of membership and involuntary check-off of union dues. Since the time has by no means arrived to consider the questions of union shop and maintenance of membership, I cannot see that the Company should, as a matter of "conciliation", and in the absence of proof of any particular problem in the commercial division, be asked to accept the first step in a progressive program of union security which will simply be used as a stepping stone to the next higher stage of union security when this first agreement which is now under negotiation comes up for renewal a year hence. It may very well be that when parties are opposed in principle it is not a question of "conciliation"; certainly not a case for a "saw-off" as there may be no middle ground in such circumstances.

For all of the above reasons I agree with the majority of the members of this Board that the Union's claim for the inclusion in the first agreement, now in course of negotiation, in the commercial division of a provision for a union shop and maintenance of membership should be withdrawn. I go further than this, however, and recommend that the Union's claim for the inclusion in the agreement of a provision for check-off of union dues should also, in the circumstances of this case, be withdrawn, and I respectfully report and recommend accordingly.

In view of the above recommendations, I find it unnecessary to deal with the legal

problems arising out of the provisions of the National Selective Service Regulations, the Re-establishment in Civil Employment Act, the Rights of Labour Act or the question of the legality of any form of union security, including the check-off, under the provisions of P.C. 1003.

Dated at Toronto this fourth day of November, 1944. *(Sgd.)* J. S. D. Tory,
Member.

Report of Board in Dispute between Breithaupt Leather Company, Ltd., Penetang, Ont., and the National Union of Shoe and Leather Workers', Local 24

On November 27 the Minister of Labour received the unanimous report of the Board of Conciliation which dealt with a dispute between Breithaupt Leather Company, Limited, Penetang, Ont., and the National Union Shoe and Leather Workers', Local 24.

The Board was under the chairmanship of Dr. Alexander Brady, Toronto, Ont., appointed by the Minister of Labour on the nomination of the other two members of the Board, Messrs. Norman Mathews and F. A. Brewin, also of Toronto, the nominees of the company and the union respectively.

The text of the Board's report follows:

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and re Breithaupt Company, Ltd., Penetang, Ontario, and Local No. 24, National Union of Shoe and Leather Workers.

To: The Honourable Humphrey Mitchell,
Minister of Labour,
Ottawa.

The Board of Conciliation appointed by you in this matter begs to submit its report.

The dispute was between the Breithaupt Company and its employees, members of the National Union of Shoe and Leather Workers, in the Company's branch plant at Penetang. The Board visited Penetang, met representatives of the parties, and heard evidence on the matters in dispute. The National Union of Shoe and Leather Workers, Local No. 24, was recognized as the bargaining agency for the employees, and an agreement was signed on April 29, 1943, which was to continue until April 30, 1944, renewable from year to year subject to amendment. A basic cause of the dispute this year was the failure of the parties to agree upon amendments which both sought in the collective agreement. Two particular points upon which agreement was not reached were:

(i) The Union wished to change the content of article VI from a maintenance of union membership clause to a union shop clause with the check-off. The Company on the other hand rejected this suggested change and sought a sole-bargaining-agency clause instead of maintenance of membership.

(ii) The Union sought a shorter work week than the 54-hour week required under the agreement of 1943, but the parties could not agree upon the number of hours.

Other important points arose in the negotiations, especially the issue of wages. The Union wished to enlist the support of the Company in a joint application to the Regional War Labour Board for certain adjustments in the wage schedules, but the Company would not agree to the suggested changes. Moreover the Company complained that absenteeism among the employees was rife, that labour costs had risen in the plant above those in the other plants of the Company, and that the Union seemed incapable of exercising adequate discipline.

The Board, after discussions with the parties, urged them to resume negotiations upon fresh lines recommended by the Board. This they duly did, and on November 8 reached and signed a new agreement.

In conclusion the Board wish to pay tribute to the responsible spirit in which both parties resumed negotiations and attained an agreement.

All of which is respectfully submitted.

Dated at Toronto this twenty-third day of November, 1944.

(sgd.) Alexander Brady,
Chairman.
Norman L. Mathews,
F. A. Brewin.

Proceedings Under the Industrial Disputes Investigation Act, 1907-1944

WITH the bringing into effect of the Wartime Labour Relations Regulations, P.C. 1003, on March 20, 1944, the Industrial Disputes Investigation Act, except as to matters pending was declared to be of no effect while the Regulations are in force.

The Industrial Disputes Investigation Act was enacted in 1907 and became effective on March 22 of that year. The Act was designed to aid in the prevention and settlement of strikes and lockouts and forbade any such stoppage of work until all matters in dispute

NUMBER OF DISPUTES DEALT WITH UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT, BY FISCAL YEARS 1907-1944

—	1907–1908	1908–1909	1909–1910	1910–1911	1911–1912	1912–1913	1913–1914	1914–1915	1915–1916	1916–1917	1917–1918	1918–1919	1919–1920	1920–1921	1921–1922	1922–1923	1923–1924	1924–1925	1925–1926	1926–1927	1927–1928	1928–1929	1929–1930	1930–1931	1931–1932	1932–1933	1933–1934	1934–1935	1935–1936	1936–1937	1937–1938	1938–1939	1939–1940	1940–1941	1941–1942	1942–1943	1943–1944†	Total
No. of applications.....	34	21	27	24	18	21	16	16	14	36	52	95	72	63	49	39	22	19	4	19	23	22	23	23	20	13	17	16	27	21	29	31	50	82	132	145	112	1,447
No. of boards granted.....	31	19	25	19	15	17	15	17	11	20	38	60	46	37	31	27	13	9	0	11	11	13	14	10	6	10	11	2	7	12	7	15	15	40	45	36	47	762
No. of disputes where strike not averted (or ended).....	1	1	4	4	4	4	0	1	1	1	1	2	3	6	1	2	0	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	2	3	9	7	13	73

† To March 20, 1944, when Wartime Labour Relations Regulations, P.C. 1003, became effective and new proceedings under the Industrial Disputes Investigation Act were suspended.

NUMBER OF DISPUTES DEALT WITH UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT, BY CALENDAR YEARS, 1907-1944

—	*1907 9 mos.	1908	1909	1910	1911	1912	1913	1914	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924	1925	1926	1927	1928	1929	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	Total
Number of applications.....	25	27	22	28	21	16	18	18	15	29	53	93	70	61	54	42	22	22	4	14	26	25	21	22	19	16	16	18	23	23	24	33	44	66	143	106	151	18	1,448
Number of boards granted.....	22	25	21	23	16	16	15	18	12	16	37	59	47	41	26	29	17	10	0	9	13	13	13	10	6	8	12	4	7	10	9	13	12	32	53	29	59	6	774
Number of disputes where strike not averted (or ended).....	1	1	4	4	4	3	1	1	1	1	1	2	3	5	2	2	0	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	2	3	9	1	25	1	80

* The Act became law on March 22, 1907, so that the proceedings cover nine months only.

had been dealt with by a Board of Conciliation and Investigation. The Act normally applied to disputes in mines and certain public utility industries; however with the beginning of the present war its scope was extended by Order in Council to cover disputes between employers and employees engaged in work on munitions, war supplies and defence projects. The provisions of the Act were also available to parties by mutual consent in the settlement of disputes outside its scope.

During the thirty-seven years the Industrial Disputes Investigation Act was in operation, a total of 1,448 applications were dealt with, 774 Boards of Conciliation and Investigation were established and there were only 80 cases dealt with under the Act in which strikes were not averted or ended, which underlines the effectiveness of the Act as an "aid in the prevention and settlement of strikes and lockouts. . . . . ."

The two tables accompanying this article give figures for the operation of the Act on a fiscal and calendar year basis. More detailed statistics concerning the operation of the Act up to the close of the fiscal year 1943-44 (March 31) will be givn in the Annual Report of the Department of Labour which will be published shortly.

Conciliation Work of the Industrial Relations Branch Under the Conciliation and Labour Act During November, 1944

DURING the month of November, officers of the Industrial Relations Branch were called upon to handle 30 industrial disputes or controversial situations involving 17,608 workpeople employed in 41 different establishments. Of these 20 were new disputes which originated during the month, while 10 were situations which had been unterminated as of October 31 and received further attention in November. They were dealt with under the provisions of the Conciliation and Labour Act, being distinct from and in addition to Conciliation proceedings under the Wartime Labour Relations Regulations described on previous pages.

Industrial Relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B. and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Classified by industries, the disputes occurred as follows:—

MINING AND SMELTING ETC.	
Coal Mining	3
Metal Mining	3
MANUFACTURING	
Animal Foods	2
Vegetable Foods	2
Metal Products	7
Textile, Clothing Products, etc.	1
Pulp, Paper and Paper Products	1
Wood Products, Miscellaneous	2
Shipbuilding	4
Non-Metallic Minerals, Chemicals, etc.	3
TRANSPORTATION	
Miscellaneous	1
TRADE	1
NATURE OF DISPUTE OR SITUATION	
Strike	6
Threatened strike	3
Controversies	17
Arbitrations	3
Requests to conduct consent votes	1
PREDOMINANT CAUSE OR OBJECT	
Increase in wages	5
Increase in wages and reduced hours	1
Other causes affecting wages & working conditions	1
Recognition of Union	1
Discharge of workers for union membership or activity	12
To secure or maintain union wages & working conditions	1
Other Union questions	3
Discharge of workers for other than union activity	2
Unfair practices	2
Unclassified	2
DISPOSITION	
Strike terminated by mediation	3
Controversy terminated by mediation, etc.	6
Decision rendered in arbitration	2
Election or vote conducted	1

DISPOSITION—*Con.*	
I.D.I.C. appointed under P.C. 4020	6
I.D.I.C. appointed under P.C. 4020 & Agreement Signed	1
Written statement terminating situation	1
Dispute lapsed; no further action necessary	1
Referred to N.W.L.B. or R.W.L.B.	2
Referred to Provincial authorities	1
Disposition Pending	6
RESULTS	
In favour of employees	8
In favour of employer	3
Compromise or partially successful	3
Indefinite or unterminated	15
Not known	1
METHOD OF SETTLEMENT	
Conciliation or mediation	14
Arbitration	2
Administrative action	1
Investigation Only	2
Technical services	1
Settlement Pending	10

Brief summaries of a few of the cases of chief interest are given below:

Metal Miners, Noranda, P.Q.—In the October issue of the LABOUR GAZETTE (p. 1239) reference was made to the appointment of District Magistrate Honoré Achim, of Hull, P.Q., as an Industrial Disputes Inquiry Commission to investigate a charge that Waite Amulet Mines Limited, of Noranda, P.Q., had dismissed an employee because of union activity on behalf of Local No. 688 of the International Union of Mine, Mill and Smelter Workers. Evidence in the case was heard at two sittings of the Commission at Rouyn, P.Q., in October and November. The report of the Commissioner indicated that the charge laid by the Union was not substantiated.

Metal Workers, Hamilton, Ont.—It was reported in November issue of the LABOUR GAZETTE that His Honour Judge W. T. Robb, of Orangeville, Ont., had been appointed as an Industrial Disputes Inquiry Commission to investigate a complaint that an employee of the International Silver Company of Canada, Limited, of Hamilton, Ont., who was a member of the United Electrical, Radio and Machine Workers of America, had been dismissed because of his union activity and membership. During November the Commissioner reported that on all the evidence he found that the employee in question was dismissed by the Company for the reason that he was a member of and working on behalf of the Union. On the basis of the Commissioner's recommendations, the Minister of Labour ordered the Company to reinstate the employee in his former position and to reimburse him for lost wages.

Wood Factory Workers, Meaford, Ont.—Early in November a complaint was received that four employees of the Knight Manufacturing and Lumber Company of Meaford, Ont., had been dismissed for the reason that they were members of and working on behalf of the Woodworkers' Local Union No. 8 of the Canadian Congress of Labour. Following a preliminary investigation by Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, the Minister of Labour appointed His Honour Judge J. G. Harvie, of Barrie, Ont., as an Industrial Disputes Inquiry Commission to make a formal investigation of the charges against the Company. At the end of the month the report of the Commissioner had not been received.

Shipyard Workers, Toronto, Ont.—On November 9 the Minister of Labour received a complaint from a representative of the International Association of Machinists that certain members of that organization had been dismissed by the Redfern Construction Co. Ltd., (Shipbuilding Division), Toronto, Ont., without regard to the seniority provisions of the Collective Agreement between the Company and the Union. The complaint was subsequently endorsed by the Metal Trades Council of Toronto. Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, investigated the situation and endeavoured to settle the matter, but made little progress in securing a mutually satisfactory interpretation of certain clauses of the Agreement. An application was then made by the Union for arbitration, and the Minister of Labour appointed Mr. Bernard Rose, K.C., of Montreal, P.Q., to act as arbitrator on his behalf and bring down a decision which would be final and binding on the parties under the terms of their Agreement. The Arbitrator decided that employees who were laid off, and on whose behalf the complaint was lodged, should have their cases reviewed if and when a request for review was submitted by the Union. It was also decided in future lay-offs affecting employees who were members of the Union in good standing, the principle of seniority should apply as set out in the Agreement, subject to the ability of the employees to perform the work required. When further reductions of staff were proposed, the Union was directed to submit to the management a list of its members in good standing. In the case of one individual it was decided that he should revert to a lesser position and be reinstated with back pay for such position from the time he was laid off.

Glass Factory Employees, London, Ont.—In the latter part of November the Department received a complaint from a representative of the International Chemical Workers' Union (A.F. of L.) to the effect that Hobbs Glass, Limited, of London, Ont., had dismissed one of its employees because of Union activity. An investigation was conducted by Mr. H. Perkins, Industrial Relations Officer, Toronto, at the conclusion of which the Company agreed to pay the employee a week's wages in lieu of notice. It was reported that representatives of the Union agreed to withdraw the charge of discrimination.

Electrical Apparatus Workers, St. Catharines, Ont.—On November 8 the Department was asked to investigate a complaint that the Packard Electric Co., Ltd., of St. Catharines, Ont. had dismissed two of its employees for the reason that they were members of and working on behalf of the United Electrical, Radio and Machine Workers of America. An investigation of the situation was made by Mr. J. Hutcheon, of the Ontario Conciliation Service, who recommended the appointment of an Industrial Disputes Inquiry Commission under the provisions of Order in Council P.C. 4020. On November 22 the Minister of Labour appointed His Honour J. J. Coughlin, of Windsor, Ont., as a Commissioner to make a formal investigation of the charges of the Union. The report of the Commissioner had not been received at the end of the month.

Grain Elevator Employees, Port Arthur, Ont.—During November the Department was called upon to investigate charges that the Reliance Grain Co., Ltd., Port Arthur, Ont., had dismissed two of its employees, allegedly on account of union activity. The employees in question were members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, through which organization the complaints were made. Following a preliminary investigation by Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Man., the Minister of Labour appointed His Honour Judge W. J. Lindal, of Winnipeg, Man., as an Industrial Disputes Inquiry Commission to hear evidence in the case. At the end of the period under review the report of the Commissioner had not been received.

Union Representation Vote

Cheese Factory Workers, Ottawa, Ont.—By joint request of the parties a union representation vote was conducted on November 28, among employees of the Chateau Cheese Co., Ltd., Ottawa, Ont., under the supervision of Mr. Frank P. MacKinnon, Industrial Relations Officer, Ottawa. The vote was conducted in order to determine whether the employees desired to be represented for the purpose of collective bargaining with their employer by the National Union of Dairy Workers, Local No. 6 (C.C.L.), or the Employee-Management Co-Operative Plan. There were 72 persons eligible to vote, of whom 70 cast their ballots. A total of 62 voted in favour of the National Union of Dairy Workers and 8 cast ballots for the Employee-Management Co-operative Plan.

Strikes and Lockouts in Canada During November, 1944

THERE was little strike activity in Canada during the month of November. The number of strikes, the number of workers involved and the time loss in man-working days declined somewhat as compared with the previous month and showed sharp decreases as compared with November, 1943. Preliminary figures for November, 1944, show 10 strikes in progress during the month, with 1,456 workers involved and a time loss of 4,357 man-working days, as compared with 12 strikes in October involving 4,157 workers with a time loss of 6,935 days. In November, 1943, there were 28 strikes with 18,172 workers involved and a time loss of 103,566 days.

Preliminary figures for the first 11 months of 1944 show a total of 180 strikes, involving 75,565 workers, with a time loss of 490,281 days. Comparative figures for the same period last year show 382 strikes with 183,355 workers involved and a time loss of 988,848 days.

Two strikes, involving 282 workers, were carried over from October and eight commenced during November. Of these ten strikes, three resulted in favour of the employers, one was a compromise settlement and four were indefinite in result, work being resumed pending final settlement. At the end of the month two strikes were recorded as

unterminated, namely, wood factory workers at Meaford, Ontario, and foundry workers at L'Islet Station, P.Q.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY TO NOVEMBER, 1943-44

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Commencing during month	In existence	Commencing during month	In existence	
1944					
*January	26†	26	8,140†	8,140	23,408
*February	17	19	8,740	8,785	39,868
*March	11	13	1,635	1,680	3,080
*April	10	10	14,923	14,923	126,609
*May	24	25	12,043	26,043	128,422
*June	22	23	5,840	5,975	9,491
*July	20	21	9,354	9,696	25,968
*August	21	25	8,525	12,771	121,343
*September	9	9	1,034	1,034	800
*October	12	12	4,157	4,157	6,935
*November	8	10	1,174	1,456	4,357
Cumulative totals	180		75,565		490,281
1943					
January	33†	33	19,860†	19,860	166,715
February	27	31	2,611	5,239	24,301
March	25	27	16,688	16,993	30,822
April	35	37	32,292	32,496	103,936
May	35	40	7,210	15,306	47,229
June	53	59	21,765	23,321	142,917
July	33	39	14,205	15,679	65,632
August	46	50	35,346	35,645	240,493
September	35	38	9,797	10,305	37,598
October	36	38	6,092	6,361	25,639
November	24	28	17,489	18,172	103,566
Cumulative totals	382		183,355		988,848

* Preliminary.

† Strikes unterminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is seldom encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1944*

Industry, occupation, and locality	Number involved		Time loss in man-working days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1944				
MINING—				
Coal miners, Midlandvale, Alta.	1	200	400	Commenced October 20; interpretation of clause in agreement *re* payment for loading bone in entries and narrow places; terminated November 2; conciliation, federal, and reference to impartial chairman; indefinite.
Coal miners, Midlandvale, Alta.	1	82	164	Commenced October 25; *re* number of miners from whom drivers to haul coal and for lunch period for surface workers on company time; terminated November 2; conciliation, federal, and return of workers pending settlement; indefinite.
Strikes and Lockouts Commencing During November, 1944				
MINING—				
Coal miners, Glace Bay, N.S.	1	(a) 111	138	Commenced November 9; *re* working conditions (building chocks and shovelling coal from behind chocks); terminated November 10; return of workers; in favour of employer.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Textile factory workers, Lachute Mills, P.Q.	1	325	740	Commenced November 1; for revision of efficiency bonus to maintain earnings following installation of automatic piece-work counters; terminated November 4; conciliation, federal and provincial, and reference to RWLB‡; indefinite.
Felt hat factory workers, Montreal East, P.Q.	1	170	935	Commenced November 20; for union shop and check-off clauses in new agreement as recommended by Provincial Conciliation Board; terminated November 25; conciliation, provincial; compromise, check-off clause agreed to.
Pulp, Paper and Paper Products—				
Paper mill workers, Strathcona, Ont.	1	30	275	Commenced November 10; for reduced hours and increased wages; terminated November 21; conciliation, provincial; in favour of employer.
Miscellaneous Wood Products—				
Wood factory workers, Meaford, Ont.	1	15	295	Commenced November 8; alleged discrimination against union members in lay-off of workers; unterminated.
Metal Products—				
Foundry workers, L'Islet Station, P.Q.	1	125	1,250	Commenced November 18; in protest against change in management; unterminated.
Shipbuilding—				
Machinists and plumbers, North Vancouver, B.C.	1	300	40	Commenced November 7; jurisdictional dispute over installation of certain equipment; terminated November 7; return of workers pending settlement; indefinite.
Non-Metallic Minerals, Chemicals, etc.—				
Lime-kiln workers, Joliette, P.Q.	1	98	120	Commenced November 10; for dismissal of a foreman; terminated November 11; conciliation, provincial; in favour of employer.

* Preliminary data based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual report.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board.

(a) 360 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1944, issue in the review of "Strikes and Lockouts in Canada and Other Countries". The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available. Statistics given in the annual review and in this article are taken, as far as possible, from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in September, 1944, was 188 and eleven were still in progress from the previous month, making a total of 199 during the month, in which 50,000 workers were involved and a time loss of 186,000 working days was caused.

Of the 188 work stoppages commencing in September, 22 arose out of demands for increased wages, four over proposed reductions in wages, 63 over other wage questions, nine on questions as to working hours, 23 over questions respecting the employment of particular classes of persons, 57 over other questions respecting working arrangements, seven over questions of trade union principle and three were in support of workers involved in other stoppages.

United States

Preliminary figures for October, 1944, show 440 strikes beginning in the month, in which 220,000 workers were involved. The time loss for all disputes in progress during the month was 690,000 working days. Corresponding figures for September are 390 strikes, involving 185,000 workers, with a time loss of 660,000 working days.

Food Facilities in Industrial Plants in United States

It is reported in the *Monthly Labour Review* for October that "about 5,000,000 workers in approximately half of the manufacturing plants in the United States engaged in war work can now obtain mid-shift meals on the job." This statement is based on a recent survey by the War Food Administration at Washington, covering 2,056 plants.

It is asserted further, that "81 per cent of the workers employed in the manufacture of war supplies were in plants having some type of food service facilities." The most extensive development of industrial feeding arrangements was shown in large plants. The survey indicated that 91 per cent of the plants having more than 2,500 workers, and 80 per cent of the plants employing from 1,000 to 2,499 workers have made provision for some type of in-plant feeding. Of the smaller companies, only 28 per cent have food services in their plants.

It is pointed out too, that the larger plants were more active than the smaller ones in providing for new installations and expansions of cafeterias, etc. Of the enterprises employing more than 2,500 workers, 41 per cent reported that they were planning to enlarge their equipment, the majority being cafeterias. Other kinds of food facilities include lunch counters, lunch stands, and stationary or mobile canteens.

In addition to the reports from manufacturers, returns were received by the War Food Administration from large shipbuilding, aircraft, and other wartime enterprises which indicated that much has been done to provide in-plant feeding facilities. However, it is asserted that less than half of such plants are equipped adequately to meet actual requirements.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreements Act in Quebec and a schedule under the Industrial Standards Act of Alberta are summarized in a separate article following this.

Manufacturing: Metal Products

LONG BRANCH (TORONTO), ONTARIO:—SMALL ARMS LTD. AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 519.

Agreement to be in effect from February 5, 1944, to February 5, 1945, and thereafter from year to year subject to notice. The agreement is similar to the one previously in effect (L.G., March, 1943, p. 338) with these exceptions:

Electricians who are members of the International Brotherhood of Electrical Workers are not eligible for membership in the above union. The standard work week of 48 hours is still in effect with arrangment for actual working hours being changed from time to time. The hours in effect when the new agreement was made were not specified. Time and one half for all work on Sunday. Vacation: one week with pay each year to employees with one year's service.

Construction: Buildings and Structure

HAMILTON, ONTARIO:—HAMILTON CONSTRUCTION ASSOCIATION AND BUILDERS' EXCHANGE AND THE BRICKLAYERS', MASONS' AND PLASTERERS' INTERNATIONAL UNION, LOCAL NO. 1.

Agreement to be in effect from May 1, 1944, to April 30, 1945, and thereafter from year to year, subject to notice. Only union members to be employed.

Hours: 8 per day, Monday to Friday, a 40-hour week. For night shifts, 8 hours' pay for 7 hours' work. Overtime on Mondays to Thursdays at time and one half; all work between 5 p.m. on Friday and 8 a.m. on Monday and on four specified holidays is payable at double time.

Hourly wage rate for bricklayers and stonemasons: $1.16½.

Provision is made for the settlement of disputes.

VANCOUVER, B.C.:—CERTAIN CONTRACTORS AND THE UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 170.

Agreement to be in effect from July 6, 1944, to July 5, 1945, and thereafter from year to year, subject to notice.

Hours: 8 per day, Monday to Friday, a 40-hour week. Night shifts, 8 hours' pay for 7 hours' work. Overtime, including Saturday, is payable at time and one half for the first four hours and double time thereafter; all work on Sundays and nine specified holidays, at double time.

Minimum hourly wage rates: journeymen plumbers and steamfitters: $1.19, helpers 69 cents. For work out town, transportation, board and travelling time to be paid by the employer.

Apprenticeship regulations are included and provision is made for a joint conference board for the settlement of disputes.

Transportation and Public Utilities: Electric Railways

HAMILTON, ONTARIO:—THE HAMILTON STREET RAILWAY COMPANY AND THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, DIVISION NO. 107.

Agreement to be in effect from October 1, 1944, to September 30, 1945, and thereafter subject to 60 days' notice. The Company will treat with its employees who are members of the union through the representatives of the union.

Hours: 48 per week to be arranged as suitable for the service, but the Company agrees to make as many straight runs as possible, straight runs to be divided as far as possible between day and night men. Whenever possible scheduled runs will be completed within 12 hours. For car house and shop men, power house operators, inspection barn men, trackmen, a 48-hour week.

Overtime: Time and one half for all schedule time over 8½ hours daily or 48 hours weekly, for spare men overtime after 48 hours weekly. Time and one half for six statutory holidays.

Hourly wage rates: For car and bus and one-man operators, 67 cents during first six months' service, 72 cents during second six months and 77 cents thereafter; operators on snow-ploughs or sweepers, 5 cents per hour extra; operators training students 5 cents per hour extra; blacksmiths 80 cents, blacksmiths' helpers 70 cents, painters 75 cents, repair and inspection mechanics 70 cents first year and

75 cents thereafter, car placers 64 cents first year and 69 cents thereafter, car cleaners 61 cents first year and 64 cents thereafter, store clerk and storekeeper 74 cents, controllermen 70 cents first year and 75 cents thereafter, engineers 75 cents, firemen 72 cents, carpenters 80 cents, electricians 75 cents to 80 cents, air brake mechanics 75 cents, machinists 72 and 80 cents, drill hands and helpers 70 cents, armature winders 76 and 80 cents, field winders 74 cents, linemen 85 cents, power house operators 75 cents, trackmen 66 cents, track welders 75 cents, interlocker and switch repairman 70 cents, interlocker operators 54 cents, switchmen 63 cents, janitors 64 cents; ticket clerks $152.50 per month.

Extra operators required to report on Sunday mornings or public holidays as well as all rush-hour extra work on week days, a minimum of two hours.

Choice of runs is based on seniority. Car operators may qualify as bus operators according to seniority and competence. Uniforms: for operators after one year's service, company will pay half the cost of a uniform and after two years' service will supply one uniform a year and one overcoat every three years, free.

Vacation: one week with pay to employees with one year's service, 8 days after second year's service and 9 days thereafter. Only employees who have worked a minimum of 1,800 hours in the previous calendar year are eligible. Provision is made for appeal from suspension or discharge.

Service: Public Administration

TORONTO, ONTARIO:—THE CITY OF TORONTO AND THE TORONTO MUNICIPAL EMPLOYEES' ASSOCIATION, LOCAL No. 79.

Agreement to be in effect from April 1, 1944, to April 1, 1945, and thereafter from year to year, subject to notice. This applies to all clerical and all female employees of the city, and foremen, superintendents or higher rank except police and fire department employees. All the rights, benefits and privileges the employees enjoy as to salary or wages, promotions, hours, holidays, vacation, sick leave, leave of absence, overtime work, meal allowances, bonuses or superannuation, etc., governed by by-laws are to be continued. The association may appear before the Board of Control or City Council to make representations affecting these conditions.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and thirty days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or evoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the act include the extension of one new agreement, and the amendment of four others, all of which are noted below. Requests for the amendment of the building trades agreement at St. Jerome, and for the amendment of the barbers and hairdressers agreement at St. Hyacinthe were gazetted November 4. A request for a new agreement for the sash and door industry at Quebec and a request for the addition of new parties to the building trades agreement at Hull were published in the *Quebec Official Gazette*, November 10. Requests for the amendment of the barbers and hairdressers agreement at Joliette, garages and service stations agreement at Montreal, and building trades agreement at Chicoutimi were gazetted November 18. Requests for the amendment of the barbers and hairdressers agreement in Missisquoi County and Valleyfield, and printing trades at Montreal were published November 25.

Manufacturing Textiles and Clothing

EMBROIDERY INDUSTRY, MONTREAL.

An Order in Council, dated November 14, and gazetted November 18, makes obligatory the terms of a new agreement between The Pleating and Embroidery Manufacturers' Association, Inc., and The International Ladies' Garment Workers Union, and The Embroidery Pleaters, Stitchers and Buttonmakers Union, local 315 of International Ladies Garment Workers' Union. Agreement to be in effect from November 18, 1944 to July 31, 1945 and year to year thereafter, subject to notice. The territorial jurisdiction comprises the Island of Montreal and within a radius of ten miles.

Hours: 44-hour week. Overtime is payable at time and one-half and not more than 8 hours

overtime is permitted in any one week. Weekly wage rates: Bonnaz operators $38.45, pleaters and pattern-makers $22.84, crochet beaders $15.57, stampers, special machine operators $16.61, hand-embroidery workers, floor help, pleater's assistant, covered button and buckle makers $12.98. No home work is permitted except hand embrodiery work and crochet-beading, which is on a piece work basis approved by the parity committee.

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC.

An Order in Council, dated November 16, and published November 25, amends the previous Orders in Council for this industry (L.G., Nov. 1943, p. 1530; April, 1944, p. 495.) All female employees with three years' experience and one year's continuous service to receive one week's vacation with pay; three days' vacation in certain of the smaller shops.

Manufacturing: Metal Products

CLOCKMAKING INDUSTRY, MONTREAL.

An Order in Council, dated November 16, and gazetted November 25, amends the previous Orders in Council for this industry (L.G., November, 1943, p. 1530; August, 1944, p. 1007), The amendment provides for a minimum rate of $30 per week for senior clockmakers and $20 for junior clockmakers.

Construction: Buildings and Structures

BUILDING TRADES, MONTREAL.

An Order in Council, dated November 14, and gazetted November 25, amends the previous Orders in Council, for this industry, (L.G., March, 1944, p. 359, July, p. 868, November, p. 1369) by deleting the clause pertaining to wage rates being reduced by 25 per cent for repairs of $500 or less on residences not exceeding $15,000 in value.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, ST. HYACINTHE.

An Order in Council, dated November 14, and gazetted November 18, amends the previous Orders in Council for this industry (L.G. Oct., 1941, p. 1426; Sept., 1942, p. 1098; April, 1943, p. 490, May, p. 639, Sept., p. 1253; Feb., 1944, p. 199, July, p. 868). Minimum weekly wage rates for barbers and hairdressers (men) $20 in zones I and II plus 50 per cent on all gross receipts over $25; $19 in zone III, plus 50 per cent on all gross receipts over $25; $15 in zone IV plus 50 per cent on all gross receipts over $22; $12 in zones V, VI, VII and VIII.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these acts are summarized below.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, CALGARY

An Order in Council, dated October 11, and gazetted October 14, makes binding the terms of a new schedule for the automotive repair and gasoline service station industry in Calgary, to be in effect from October 25, 1944, to October 24, 1945, or thereafter "during pleasure".

Hours: 49-hour week of 5½ days. Overtime is payable at time and one-half. Time and one-half for work on Sundays and statutory holidays except Christmas and New Year's Day, which are at double time. (This does not apply to front end men, floor service men, gas service men, etc., working on their regular shifts.)

Minimum wage rates including cost-of-living bonus; mechanics from 67 to 92 cents per hour and $16.50 per week for non-mechanical service employees, washmen and greasemen 50 cents, apprentices from $15.65 per week during first 6 months to $27.90 after sixth 6 months.

Vacation: one week with pay after one year's continuous service.

Provision is made for seniority and apprenticeship regulations are set forth.

Trade

GARAGES AND SERVICE STATIONS, CALGARY

See above under "Manufacturing: Metal Products".

Canadian Vocational Training

AT the request of the Department of Veterans' Affairs, the Vocational Training Branch has assumed the responsibility of providing instruction on a secondary school level for ex-service men and women who lack the academic standing (matriculation) necessary to enter university or certain occupations such as Accountancy and Nursing. This, of course, could only be done with the approval of the provinces. The Minister of Labour has subsequently obtained the approval of eight provinces in this undertaking. Procedure has been worked out and accommodation is available to provide this training. Instruction will be given in those subjects necessary to provide pre-matriculation standing with admissions to the schools arranged at short intervals and examinations set as each group graduates. Qualified students will then be recognized as having the equivalent of matriculation standing so that they will not need to wait till June to try the regular departmental examinations. Careful selection of students will be made and it is indicated that all provinces and universities will be generous in making concessions to these students. The quick response to this request by the provinces is further indicative of the growing need and desire to provide equal educational facilities to all worthy young people.

In connection with the Supervisory and Foremanship Training Program, Master Institutes have been conducted simultaneously in Montreal and Calgary to qualify Conference Leaders in a new course known as Job Safety Training. This takes the same pattern as the other courses of the Program, using the Conference technique and actually is a continuation of the highly successful Job Instruction Training course, applied to the important subject of industrial safety.

A follow-up program to Job Safety Training, also using the Conference technique but with the addition of sound slide films, has been obtained from the National Safety Council of Chicago. The follow-up program is divided into 10 important subjects as follows:

1. *Follow the Leader* — management and supervisors joint responsibility.
2. *Cause and Cure*—methods of discovering and correcting accident causes.
3. *Guard Duty*—principles of safeguarding against mechanical hazards.
4. *Safety is in Order*—importance of providing safe working conditions.
5. *Brain Beats Brawn*—correct supervision in handling materials of all kinds.
6. *Right Dress*—need for proper clothing and personal protective equipment.
7. *Doctor's Orders*—provisions for care of industrial injuries through First Aid.
8. *Principles and Interest*—maintaining employee interest in the safety program.
9. *Stop, Look and Listen*—a plant safety inspection committee is pictured at work.
10. *Production with Safety* — controlling workers' acts through training and supervision.

This complete program is available through the Regional Directors of Canadian Vocational Training in each province and where arrangements may be made, as well as through the head office at Ottawa, for conducting these courses free of charge in industry. Arrangements may also be made through the same offices to qualify chosen representatives of industry as Conference Leaders to conduct this program in their respective plants.

Appointments to Vocational Training Advisory Council

Dr. Fletcher Peacock, Director of Educational Services, Fredericton, New Brunswick, has been appointed to the Vocational Training Advisory Council for a three year term commencing December 1, it was announced recently by Mr. A. MacNamara, Director of National Selective Service.

Dr. Peacock will replace Dr. W. V. Longley, Director of Extension, Nova Scotia Agricultural College, Truro, N.S., who will resign on December 1.

Five other members of the Advisory Council have been reappointed for three year terms which will also commence on December 1. Reappointed members include E. R. Complin, Canadian Industries Limited, Montreal; N. S. Dowd, Canadian Congress of Labour, Ottawa; Dr. F. H. Sexton, Director of Technical Education, Halifax; Miss B. Oxner, Director of Women's Work, University of Saskatchewan, and J. C. Herwig, Secretary, Caandian Legion, Ottawa.

The Advisory Council of Canadian Vocational Training, under the Chairmanship of Dr. G. F. McNally, Deputy Minister of Education for Alberta, has sixteen members representing employers, employees, war veterans, agriculture, women's groups and provincial government technical education services. The group meets regularly in Ottawa to advise the Minister of Labour regarding vocational training.

TABLE 1—TRAINING TOTALS IN VOCATIONAL SCHOOLS FROM APRIL 1, 1944, TO OCTOBER 31, 1944

PRE-EMPLOYMENT

(Subject to Revision)

—		Numbers in Training				Placed in Employment	
		From April 1/44 to Oct. 31/44	At First of October	Enrolled in October	At End of October	From April 1/44 to Oct. 31/44	In Oct. (1)
DOMINION SUMMARY							
Pre-employment	Men	2,168	354	154	402	1,466	131
	Women	942	175	94	225	624	35
Part-time Classes	Men	1,671	107	525	611	.....	.....
(1)	Women	474	201	71	197	.....	.....
Total		5,255	837	844	1,435	2,090	166

(1) Includes those graduates who, though actually placed prior to October 31, 1944, were not so reported until after October 1, 1944.

TABLE 2—TRAINING FOR THE ARMED FORCES

(Subject to Revision)

—	Numbers in Training				Completed Training	
	From April 1/44 to Oct. 31/44	At First of October	Enrolled in October	At End of October	From April 1/44 to Oct. 31/44	In October
DOMINION SUMMARY						
R.C.A.F.	5,399	1	55	43	4,902	.....
Army Classes	7,167	1,553	883	1,741	5,015	617
Navy Classes	1,875	626	64	529	1,279	160
Total	14,441	2,180	1,002	2,313	10,638	777

TABLE 3—TRAINING IN INDUSTRY

(Subject to Revision)

—		Numbers in Training				Completed Training		Transferred before Completion	
		From April 1/44 to Oct. 31/44	At First of October	Enrolled in October	At End of October	From April 1/44 to Oct. 31/44	In October	From April 1/44 to Oct. 31/44	In October
DOMINION SUMMARY									
Plant Schools	Men	2,972	367	362	441	2,016	208	9	.....
	Women	4,381	637	499	907	3,026	274	89	17
Part-time	Men	1,656	170	496	584	996	74	3	.....
	Women	276	.....	26	26	250	.....	.....	.....
Total		9,285	1,174	1,383	1,958	6,288	556	101	17

N.B.—Trainees in part-time classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

TABLE 4—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES

(Subject to Revision)

—		Numbers in Training				Placed in Employment	
		From April 1/44 to Oct. 31/44	At First of October	Enrolled in October	At End of October	From April 1/44 to Oct. 31/44	(1) In October
DOMINION SUMMARY							
In Schools	Men	1,886	754	334	959	482	41
	Women	550	252	121	309	100	21
In Industry	Men	621	305	104	330	165	49
	Women	22	8	6	11	7	2
Total		3,079	1,319	565	1,609	754	113

Activities of Unemployment Insurance Commission

Analysis of Benefit Statistics—Registration of Employers and Insured Persons—Employment Committees Meet in Regina

DURING October, 6,222 persons submitted claims for Unemployment Insurance benefit in local offices of the Unemployment Insurance Commission. This represents an increase over September when 3,715 claims were filed and a considerable increase over October of last year when claims totalled 1,475. A seasonal rise in the number of claims filed is expected during the winter and October is usually the month during which this upswing first becomes apparent.

Each claimant and beneficiary must sign the live unemployment register once a week when he reports on his unemployment during the preceding week. In the last week of October 8,009 persons (5,207 males and 2,802 females) signed the register compared with 5,746 persons (3,938 males and 1,808 females) who signed during the last week of September.

Of the 4,910 claims adjudicated at insurance offices during October 3,950 were considered entitled to benefit and 960 not entitled to benefit. The chief reasons for non-entitlement to benefit were "voluntarily left employment without just cause" (571 cases); "insufficient contributions and not in insurable employment" (239 cases); and "discharged for misconduct" (65 cases).

A total of 5,735 persons, 2,458 of whom commenced a series of benefit payments during the month, received one or more benefit cheques during October. These 5,735 persons were paid a total of $132,467 as compensation for 70,552 unemployed days. This compares with 4,625 persons who received $117,008 for 61,917 days in September and 1,025 persons paid $24,308 for 13,782 days last October.

During October of this year, then, the average number of days paid per beneficiary was 12·3 compared with 13·4 in September and 13·4 in October of last year. The average amount of benefit paid per beneficiary was $23.10 in October as against $25.30 in September and $23.72 last October. The average amount paid per compensated day of unemployment was $1.88 during October, $1.89 in September and $1.76 in October 1943.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at November 30, 1944, 2,896,831 employees had paid contributions to the fund since April 1, 1944, an increase of 73,163 since October 31, 1944, and 691,075 since the commencement of the current fiscal year.

As at November 30, 1944, 141,572 employers were registered as having insurable employees, an increase of 1,307 from October 31, 1944.

Registration, as at November 30, 1944, by regions, follows:

TABLE 1—REGISTRATION AS AT NOVEMBER 30, 1944

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes	11,400	209,543
Quebec	39,313	877,354
Ontario	51,955	1,144,744
Prairie	25,426	403,772
Pacific	13,478	261,418
Total for Canada	141,572	2,896,831

TABLE 2—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942 TO OCTOBER, 1944

—	1942	1943	1944
January	.....	4,637	11,751
February	663	4,822	12,284
March	4,124	5,046	10,667
April	2,925	3,953	6,463
May	2,799	2,027	4,654
June	4,629	1,772	3,226
July	2,668	1,087	3,106
August	1,855	1,370	3,241
September	1,118	1,013	3,715
October	1,058	1,475	6,222
November	1,748	2,896	.....
December	3,337	6,562	.....
Total	26,924	36,660	65,329

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, OCTOBER, 1944

Province	Claims Filed at Local Offices			Claims Received at Insurance Offices for Adjudication	Disposal of Claims (includes claims pending from previous months)		
	Total	Initial	Renewal		Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island	19	18	1	18	16	3	16
Nova Scotia	327	247	80	290	176	51	114
New Brunswick	146	122	24	142	112	30	13
Quebec	2,337	1,866	471	2,049	1,386	390	457
Ontario	771	551	220	678	680	120	63
Manitoba	650	549	101	619	607	134	193
Saskatchewan	185	146	39	154	146	11	14
Alberta	507	370	137	478	260	78	225
British Columbia	1,280	1,163	117	1,230	666	143	419
Total, Canada, October, 1944	6,222	5,032	1,190	5,658	3,950	860	1,514
Total, Canada, September, 1944	3,715	2,925	790	3,497	1,279	723	766
Total, Canada, October, 1943	1,475	1,254	221	1,318	897	255	393

TABLE 4—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of October, 1943	Month of October 1944	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment	55	239	1,804
Not capable of and not available for work	14	17	157
Loss of work due to a labour dispute	3	3	242
Refused offer of work and neglected opportunity to work	8	31	699
Discharged for misconduct	10	65	361
Voluntarily left employment without just cause	151	571	3,301
Other reasons(1)	13	34	449
Total	254	960	7,013

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, OCTOBER, 1944

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Prince Edward Island	20	11	386	637
Nova Scotia	252	120	3,880	7,224
New Brunswick	157	68	1,601	2,873
Quebec	1,652	791	25,465	47,096
Ontario	621	386	8,738	16,204
Manitoba	530	274	7,979	14,045
Saskatchewan	177	80	2,484	4,937
Alberta	1,558	360	8,416	16,101
British Columbia	768	368	11,603	23,350
Total, Canada, October, 1944	5,735	2,458	70,552	132,467
Total, Canada, September, 1944	4,625	2,178	61,917	117,008
Total, Canada, October, 1943	1,025	550	13,782	24,308

Average Duration of Unemployment Compensated	12·3 days.
Average Amount of Benefit Paid per Person	$23·10
Average Amount Paid per Compensated Day of Unemployment	$1·88

Contributions for Discharged Veterans

The gross revenue of the Unemployment Insurance Commission for the month of October, 1944, amounting to $6,931,806.61, exceeded benefit payments by $6,800,099.70.

It is interesting to note the increasing trend of contributions to the Fund in respect of persons discharged from the armed forces. The amount of such contributions for October, 1944, was $39,903.89. Order in Council P.C. 7633, revised by P.C. 5210, provides that persons discharged from the armed services and who have completed 15 weeks in insurable employment are deemed to have been engaged in insurable employment while in the armed services and contributions are claimed on their behalf from the Department of Veterans' Affairs.

For the month of October, 1·9 cents was paid out for every dollar of interest and contributions deposited in the Fund.

National and Regional Employment Committees Convene in Regina

With a view to developing a better understanding between Committees, the National Employment Committee, a statutory body advisory to the Unemployment Insurance Commission, has decided to meet in joint session with each Regional Employment Committee throughout Canada. There are five Regional Employment Committees and forty-eight Local Employment Committees now functioning under the general direction of the National Employment Committee.

The first of these joint meetings was held in Regina, Sask., on December 1 and 2, 1944. The National Employment Committee, under the Chairmanship of Mr. R. J. Tallon, met in association with the Prairie Regional Employment Committee, the Chairman of which is Judge W. J. Lindal, of Winnipeg. The Committees discussed continuation of National Selective Service controls after the war, questions connected with rehabilitation of returned men, and activities of the Special Placements Division of the Commission. The discussion in the first instance followed an address by T. R. Walsh, Chief Enforcement Officer, of the Commission; while Brigadier J. E. Lyon, Veterans' Placement Adviser, spoke on rehabilitation of returned men. H. C. Hudson, Supervisor of Special Placements, spoke on the placing of handicapped men and other activities of his Division.

The evening meeting of the joint Committees on December 1, took the form of a discussion on Labour-Management Production Committees, following an address by R. W. Crumb, of Toronto, representative of the Industrial Production Co-operation Board.

TABLE 6.—ACTIVE CLAIMANTS FOR UNEMPLOYMENT INSURANCE BENEFIT BY OCCUPATIONS, AS AT OCTOBER 31, 1944

Occupational Groups	Male	Female	Total
Professional and Managerial Workers	188	44	232
Clerical Workers	506	1,114	1,620
Sales Workers	184	361	545
Service Workers	436	140	576
Agricultural Workers and Fishermen	7	3	10
Food Workers	21	.....	21
Textile and Clothing Workers	42	142	184
Loggers	1	.....	1
Sawmill and Wood Operators	17	.....	17
Printing Workers	61	.....	61
Shoe and Leather Workers	15	.....	15
Stone, Clay and Glass Workers	1	.....	1
Electrical Workers	32	.....	32
Coal Miners	1,239	.....	1,239
Other miners (except coal)	9	.....	9
Construction Workers (except carpenters)	121	.....	121
Carpenters	84	.....	84
Machine Shop Workers and Operators	218	1	219
Sheet Metal Workers	20	26	46
Foundry, Smelter and other Metal Workers	235	129	364
Miscellaneous Skilled Workers	448	466	914
Automobile and Other Mechanics	62	.....	62
Miscellaneous Unskilled Workers—Heavy Labour	412	.....	412
Miscellaneous Unskilled Workers—Light Labour	848	376	1,224
Totals	5,207	2,802	8,009

TABLE 7—SUMMARY OF ACTIVE CLAIMANTS BY SEX AND BY AGE GROUPS, AS AT OCTOBER 31, 1944

	19 and less		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
Canada	275	456	928	1,427	1,413	680	830	154	439	47	1,322	38	5,207	2,802	8,009

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE FORTY MONTHS ENDED OCTOBER 31, 1944

	REVENUE								EXPENDITURE	
	CONTRIBUTIONS (GROSS LESS REFUNDS)									
Month	Stamps	Meter	Bulk	Misc.	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund
	$	$	$	$	$	$	$	$	$	$
Total from July to Dec. 31, 1941	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33
Total for the year ended December 31, 1942	29,869,803 09	13,065,439 53	12,159,623 40	2,220 75	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05
Total for the year ended December 31, 1943	30,872,715 97	13,368,409 03	16,107,908 83	48,892 33	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30
1944										
January	2,754,875 97	1,071,560 67	1,464,621 68	5,915 12	5,296,973 44	1,059,394 69	38,724 98	6,395,093 11	130,104 18	176,777,122 23
February	2,556,727 45	1,080,287 13	1,390,906 45	6,391 39	5,034,312 42	1,006,862 48	97,795 32	6,138,970 22	302,464 53	182,613,627 92
March	3,396,560 16	1,233,726 84	1,531,457 47	18,159 12	6,179,903 59	1,235,980 73	1,052,416 93	8,468,301 25	753,987 98	190,327,941 19
April	2,507,008 56	875,674 55	1,487,585 87	11,455 47	4,881,724 45	976,344 89	405,233 20	6,323,302 54	357,152 72	196,294,091 01
May	2,572,416 90	1,092,551 02	1,432,361 64	23,554 06	5,126,883 62	1,025,376 72	1,417,498 56	7,569,758 90	471,757 74	203,392,092 17
June	2,634,893 79	1,068,463 52	1,484,998 45	41,796 71	5,230,152 47	1,046,030 50	298,500 00	6,574,682 97	245,534 06	209,721,241 08
July	2,781,064 01	956,051 41	1,541,419 63	56,145 50	5,334,680 55	1,066,936 11	183,506 03	6,585,122 69	134,432 41	216,171,931 36
August	2,641,818 29	991,131 71	1,511,417 20	31,835 30	5,176,202 50	1,035,240 50	112,672 96	6,324,115 96	116,064 07	228,911,172 50
September	2,623,217 47	1,025,952 56	1,520,098 08	27,467 54	5,196,735 65	1,039,347 13	402,906 64	6,638,989 42	107,800 17	222,388,247 15
October	2,786,854 45	953,631 80	1,524,744 41	40,103 89	5,305,334 55	1,061,066 91	565,405 15	6,931,806 61	131,706 91	235,711,272 20
TOTAL	27,255,437 05	10,349,031 21	14,895,610 88	262,824 10	52,762,903 24	10,552,580 66	4,634,659 77	67,950,143 67	2,751,004 77	235,711,272 20
GRAND TOTAL	102,956,161 33	41,023,243 11	47,551,335 26	313,981 35	191,844,721 05	38,368,944 21	9,527,486 98	239,741,152 24	4,029,880 04	235,711,272 20

The column "Interest on Investments and Profits on Sale of Securities" represents:—
(a) Interest received on due dates of the various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:—

Penalties	$ 3,567 92
Contributions in respect of services in the armed forces	308,860 40
Miscellaneous	1,553 03
	$ 313,981 35

Employment and Unemployment

Summary

REPORTS received in the Department of Labour during the past month give the following information concerning employment and unemployment across Canada.

The employment situation at the beginning of October as reported by employers.—Industrial activity showed a further upward movement at October 1 as reported to the Dominion Bureau of Statistics by employers. The employment index rose slightly from that of the previous month, but was slightly below that of August, 1943.

The index number of employment (based on the 1926 average as 100) was 183·3 as compared with 185·5 at September 1, 1944, and 185·5 at October 1, 1943.

The average weekly wage per employee was $32.36, 69 cents higher than at the beginning of September, and 83 cents higher than at October 1, 1943.

The Bureau's reports come from firms employing fifteen or more employees, representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. Reports for October were received from 14,921 establishments with staffs aggregating 1,861,599 men and women.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit increased substantially. During October 6,222 claims were filed as compared with 3,715 during September. These figures are well above the total of 1,475 claims filed during October, 1943, but considerably below last February's maximum of 12,284.

Applications for Employment; vacancies and placements; October, 1944.—From the Employment and Selective Service Offices of the Unemployment Insurance Commission come reports showing the number of positions reported as vacant across the Dominion, together with the number of applications for employment and the number of placements effected.

Reports received from the Employment and Selective Service Offices during the five weeks September 29 to November 2, 1944, showed little change in the daily average of placements recorded both when compared with the previous four weeks and with the four-week period October 1 to October 28, 1943. Under the first comparison, mining showed a slight increase and forestry and logging an outstanding gain which offset the declines in all other industrial divisions. In comparison with the four weeks ending October 28, last year, the decrease in total placements was negligible though a pronounced gain in forestry and logging and a marked loss in manufacturing was recorded. Vacancies during the five weeks September 29 to November 2, 1944, numbered 271,350, applications 254,937 and placements in regular and casual employment 179,860.

Unemployment in trade unions.—At the beginning of October the percentage of unemployment among trade unions was 0·3. This figure was identical with that shown both at the beginning of July, at which date the percentage was indicated as for the June quarter, and at the beginning of October, 1943. The October figure was based on returns received from 2,377 labour organizations having a total membership of 416,664 persons.

Total employment in Canada.—An estimate of Canada's total manpower distribution at June 1, 1944, has been made by the Research and Statistics Branch of the Department of Labour. At that date it is estimated that 4,232,000 persons, 14 years of age and over, were gainfully occupied, of whom 3,232,000 were in non-agricultural industry, including 975,000 in war industry. In addition, there were 784,000 persons in the Armed Forces.

The Employment Situation at the Beginning of October, 1944, as Reported by Employers

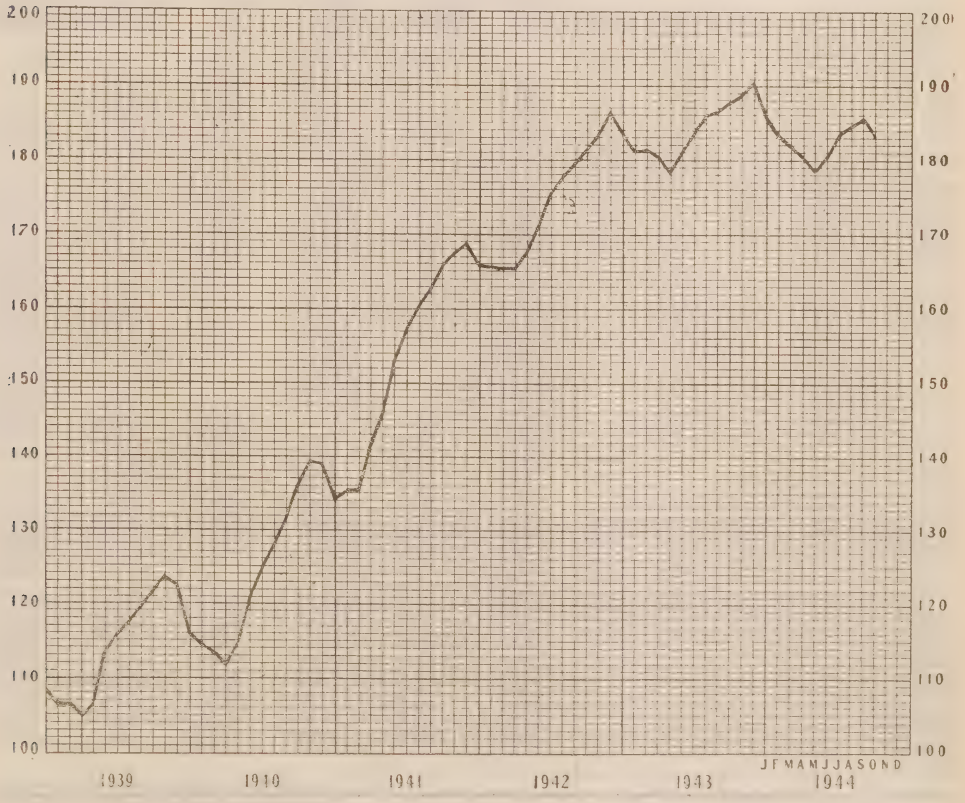
INDUSTRIAL activity showed considerable curtailment at the beginning of October, the first time since the autumn of 1931 that the trend at that date has been downward. A combined working force of 1,861,599 persons was employed by the 14,921 establishments furnishing returns to the Dominion Bureau of Statistics, whose staffs at September 1 had aggregated 1,884,176. This loss of 22,577 employees amounted to 1·2 per cent.

Based on the 1926 average as 100, the unadjusted index number of employment in the eight leading industries fell from 185·5 at September 1 to 183·3 at the beginning of October, when it was 2·2 per cent lower than at the same date of last year. Since the contraction at the date under review was contra-seasonal, the seasonally-corrected index was also lowered, declining from 178·3 at September 1 to 174·4 at the beginning of October.

The general shrinkage in industrial employment at the beginning of October, 1944, took place largely in manufacturing and construction, from which 12,963 and 21,132 persons were released, respectively. The decline in the former was contra-seasonal, while that in the latter was seasonal in character, although it was greater than the loss usually indicated at October 1. Most of the reduction was in highway work in Quebec. In the manufacturing division, the greatest falling-off was in iron and steel, nearly 9,500 persons being laid off in this group. There was also a loss of over 3,500 in lumber mills, in which the decline exceeded the average at October 1. Vegetable food factories, on the other hand, added almost 5,700 persons to their working forces. Textiles

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



also afforded more employment, but the gains were not equal to those ordinarily recorded at October 1.

Among the non-manufacturing industries, highway construction, as already stated, showed substantial curtailment, and there were smaller losses in mining, communications and services. On the other hand, logging reported important seasonal expansion, while improvement, though on a smaller scale, was noted in transportation and trade.

Payrolls

The salaries and wages disbursed by the co-operating employers at October 1 aggregated $60,250,107, as compared with $59,714,662 at September 1. The increase was 0·9 per cent. The average weekly earnings per employee showed a further gain, rising from $31.69 at the beginning of September to $32.36 at the date under review, as compared with $31.53 at October 1, 1943, $29.51 at October 1, 1942, and $26.37 at October 1, 1941. In the 12 months' comparison, there has been a small fractional increase in the index of payrolls, but that of employment has fallen by 2·2 per cent. The per capita earnings have risen by over two per cent. The gain in the latter is particularly interesting in view of the fact, already stated, that there has been a reduction of 3·3 per cent in the number of male workers, accompanied by a gain of 0·9 per cent in female employees during the 12 months.

The rise in the average earnings from September 1 to October 1 is partly seasonal in character, but is also due in part to the payment of wages to railroad workers at the higher rates authorized some weeks ago by the

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of			Index Numbers of		
	Employment	Aggregate Payrolls	Per Capita Earnings	Employment	Aggregate Payrolls	Per Capita Earnings
June 1, 1941	100·0	100·0	$25·25	100·0	100·0	$25·57
July 1	102·9	103·9	25·49	102·6	103·6	25·82
Aug. 1	105·0	106·9	25·69	105·2	107·3	26·06
Sept. 1	106·4	109·8	26·04	108·0	110·8	26·22
Oct. 1	108·4	113·3	26·37	110·1	115·4	26·80
Nov. 1	109·6	117·3	27·02	111·6	120·4	27·59
Dec. 1	110·4	119·4	27·32	112·1	123·1	28·15
Jan. 1, 1942	108·4	112·1	$26·13	111·4	114·3	$26·32
Feb. 1	108·2	118·3	27·65	113·8	126·0	28·39
Mar. 1	108·0	119·3	27·92	116·5	129·8	28·58
April 1	108·0	121·4	28·41	118·7	133·9	28·94
May 1	109·5	123·8	28·59	120·4	137·0	29·19
June 1	112·3	125·3	28·20	122·6	137·2	28·73
July 1	114·9	129·5	28·49	124·7	141·7	29·16
Aug. 1	116·3	131·6	28·62	126·4	143·2	29·08
Sept. 1	117·3	135·3	29·29	128·3	148·5	29·72
Oct. 1	118·6	137·8	29·51	129·9	152·5	30·15
Nov. 1	119·9	140·6	29·81	130·1	155·3	30·70
Dec. 1	122·0	144·0	30·06	132·0	159·7	31·17
Jan. 1, 1943	120·1	131·7	$27·92	130·7	142·5	$28·11
Feb. 1	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1	118·6	143·0	30·72	133·0	162·1	31·49
April 1	118·1	144·1	31·14	133·5	164·3	31·81
May 1	116·5	139·6	30·59	132·7	159·5	31·09
June 1	118·5	143·4	30·93	133·5	163·1	31·62
July 1	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1	122·6	150·8	31·53	137·7	171·9	32·37
Nov. 1	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1944	121·5	140·4	$29·69	134·8	156·5	$30·18
Feb. 1	119·8	148·1	31·76	135·3	170·6	32·76
Mar. 1	118·8	149·1	32·27	134·8	172·2	33·23
April 1	118·1	148·6	32·37	134·2	171·7	33·28
May 1	116·5	146·2	32·26	132·9	168·1	32·92
June 1	118·1	146·0	31·80	132·8	166·7	32·64
July 1	120·0	148·1	31·72	134·4	167·7	32·44
Aug. 1	120·7	148·4	31·63	133·9	166·8	32·38
Sept. 1	121·5	149·6	31·69	134·6	168·6	32·55
Oct. 1	120·0	151·0	32·36	133·2	169·2	33·03
Nov. 1						
Dec. 1						

National War Labour Board. The increased rates were made retroactive to September, 1943; adjustment cannot be made in these figures of payrolls for such retroactive payments.

If the statistics for the finance group be added to those given above for the eight leading industries, the latest survey shows a total of 1,928,111 in recorded employment at the beginning of October, as compared with 1,949,480 at the beginning of September. The latest aggregate weekly payroll was $62,405,800, exceeding by 0·9 per cent that of $61,839,127 reported at September 1. The per capita earnings in the nine leading industries advanced from $31.72 at that date to $32.37 at October 1, as compared with $31.52 at October 1, 1943,

TABLE II—EMPLOYMENT AND EARNINGS

Number of persons employed at October 1, 1944, by the Co-operating Establishments and Aggregate Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at October 1 and September 1, 1944, with Comparative Figures for October 1, 1943 where available, based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	No. of Employees Reported at Oct. 1, 1944	Aggregate Weekly Payrolls at Oct. 1, 1944	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Oct. 1 1944	Sept. 1 1944	Oct. 1 1943	Oct. 1 1944	Sept. 1 1944	Oct. 1 1943	Oct. 1 1944	Sept. 1 1944	Oct. 1 1943
		$	$	$	$						
(a) Provinces											
Maritime Provinces	**144,417**	**4,492,553**	**31·11**	**30·11**	**28·79**	**124·1**	**121·1**	**125·3**	**177·0**	**167·2**	**166·0**
Prince Edward Island	2,757	74,587	27·05	26·78	25·37	124·9	125·5	117·2	160·1	159·3	140·3
Nova Scotia	85,542	2,782,410	32·53	31·83	29·54	122·5	118·6	130·2	177·2	168·0	172·0
New Brunswick	56,118	1,635,556	29·14	27·71	27·65	127·1	125·1	118·7	177·6	166·2	157·2
Quebec	**574,582**	**17,853,742**	**31·07**	**30·09**	**30·24**	**123·2**	**127·1**	**129·2**	**160·0**	**159·9**	**163·5**
Ontario	**765,633**	**25,280,231**	**33·02**	**32·65**	**32·35**	**115·3**	**115·6**	**115·6**	**140·3**	**139·2**	**138·3**
Prairie Provinces	**203,483**	**6,586,333**	**32·37**	**31·46**	**30·84**	**115·4**	**117·1**	**114·1**	**142·2**	**140·4**	**134·5**
Manitoba	93,452	2,961,985	31·70	30·94	30·07	114·0	114·9	111·6	136·2	134·0	126·8
Saskatchewan	39,808	1,240,016	31·15	30·04	29·37	110·0	114·2	107·6	136·0	136·4	126·4
Alberta	70,223	2,384,332	33·95	32·29	32·67	120·5	121·9	121·6	154·4	151·7	150·3
British Columbia	**173,484**	**6,037,248**	**34·80**	**34·45**	**35·21**	**137·6**	**139·4**	**146·3**	**169·5**	**170·0**	**183·8**
CANADA	**1,861,599**	**60,250,107**	**32·36**	**31·69**	**31·53**	**120·0**	**121·5**	**122·7**	**151·0**	**149·6**	**150·8**
(b) Cities											
Montreal	286,873	9,321,687	32·49	32·03	31·71	131·5	132·0	136·1	167·8	165·7	170·2
Quebec City	38,767	1,196,875	30·87	30·54	28·94	163·9	165·6	172·3	243·9	244·8	242·5
Toronto	253,392	8,273,000	32·65	32·33	32·41	127·7	129·2	128·3	155·1	155·3	155·2
Ottawa	22,449	624,848	27·83	27·57	27·22	112·9	113·5	115·3	135·9	135·3	136·2
Hamilton	59,181	1,949,893	32·95	32·78	32·64	111·4	111·4	112·4	133·3	132·7	133·4
Windsor	38,761	1,704,593	43·98	43·44	41·37	123·6	125·4	129·3	142·8	143·2	140·6
Winnipeg	60,912	1,747,483	28·69	28·52	27·88	118·3	117·0	116·3	133·9	131·7	128·3
Vancouver	83,259	2,816,753	33·83	33·80	34·28	163·5	167·3	179·0	210·2	214·8	235·2
Halifax	24,575	763,349	31·06	30·22	.....	146·8	134·5	.....	194·9	172·0	.....
Saint John	13,174	392,350	29·78	28·40	.....	126·6	126·8	.....	176·8	168·4	.....
Sherbrooke	8,922	234,637	26·30	25·42	.....	106·0	106·4	.....	131·8	127·6	.....
Trois Rivieres	9,853	286,839	29·11	27·96	.....	124·9	124·2	.....	153·6	145·8	.....
Kitchener-Waterloo	15,682	464,916	29·65	29·42	.....	107·8	111·7	.....	141·4	142·5	.....
London	21,040	625,722	29·74	29·49	.....	119·2	121·9	.....	140·8	141·5	.....
Fort William-Port Arthur	16,669	650,241	39·01	38·28	.....	119·1	117·6	.....	173·4	166·4	.....
Regina	9,767	274,201	28·07	27·44	.....	108·8	106·2	.....	133·0	126·9	.....
Saskatoon	5,655	149,144	26·37	26·19	.....	119·5	122·4	.....	139·8	140·5	.....
Calgary	17,551	535,784	30·53	30·37	.....	117·2	120·7	.....	139·9	141·3	.....
Edmonton	17,267	507,714	29·40	29·37	.....	133·0	138·7	.....	162·6	166·9	.....
Victoria	13,800	456,357	33·07	33·34	.....	165·8	170·0	.....	218·5	224·0	.....
(c) Industries											
Manufacturing	1,172,486	38,729,007	33·03	32·55	32·37	133·2	134·6	137·7	169·2	168·6	171·9
Durable Goods[1]	625,226	22,938,693	36·69	35·82	35·68	146·7	150·5	160·5	192·0	192·3	204·6
Non-durable Goods	528,501	15,094,716	28·56	28·40	27·75	121·4	120·5	116·9	146·2	144·3	137·5
Electric Light and Power	18,759	695,598	37·08	36·88	36·61	98·3	100·5	97·5	113·0	114·9	110·8
Logging	54,135	1,436,918	26·54	27·29	27·71	114·3	97·9	92·2	152·6	134·4	130·5
Mining	70,804	2,769,064	39·11	38·25	36·36	85·0	86·0	87·8	105·5	104·4	100·3
Communications	29,903	930,068	31·10	30·76	29·97	114·8	116·4	109·5	131·9	132·2	121·1
Transportation	161,041	6,236,142	38·72	36·72	35·22	126·7	125·6	121·0	153·0	143·8	133·9
Construction and Maintenance	145,735	4,491,037	30·82	28·44	30·45	82·2	94·1	98·1	110·9	117·2	131·2
Services	47,517	924,005	19·45	19·29	18·94	120·2	121·2	116·1	143·1	143·1	136·5
Trade	179,978	4,733,866	26·30	26·45	25·63	105·7	103·3	99·7	119·1	117·0	109·9
Eight Leading Industries	1,861,599	60,250,107	32·36	31·69	31·53	120·0	121·5	122·7	151·0	149·6	150·8
Finance	66,512	2,155,693	32·41	32·53	31·34	110·7	108·6	108·2	124·5	122·6	117·7
Total—Nine Leading Industries	**1,928,111**	**62,405,800**	**32·37**	**31·72**	**31·52**	**119·7**	**121·0**	**122·0**	**149·9**	**148·5**	**149·4**

[1]This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

$29.55 at October 1, 1942, and $26.46 at October 1, 1941.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the twenty leading industrial cities, and gives comparisons as at September 1, 1944, and October 1, 1943, where these are available.

Table I indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 20 per cent, while the aggregate weekly payrolls of those workers are higher by 51 per cent. Including finance, the gain in employment from June 1, 1941 to October 1, 1944, amounted to 19·7 per cent, and that in payrolls, to 49·9 per cent. The explanation given previously for the much greater rise in the salaries and wages than in the numbers employed may again be stated: (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work, (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates from February 15, 1944; (3) the progressive upgrading of employees as they gain experience in their work and (4) the granting of higher wage-rates in numerous cases.

As a result of wartime demands on industry, there have been especially important gains in employment and payrolls in factories, in which the rate of expansion in the period of observation has been decidedly greater than in the non-manufacturing industries; the index of employment in the former has risen by 33·2 per cent from June 1, 1941 to October 1, 1944, and that of payrolls has advanced by 69·2 per cent, proportions decidedly exceeding those elsewhere given for the eight leading industries. The factors stated above as influencing the general trends have had an even greater effect in the case of manufacturing.

In regard to the marked variations in the average earnings of workers in the different

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(Average Calendar Year 1926=100)

(The latest figures are subject to revision)

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1928	118·8	114·9	.....	.....	.....	114·3	120·4	126·4	.....	.....	.....	114·0
Oct. 1, 1929	125·6	123·7	.....	.....	.....	120·2	128·4	134·2	.....	.....	.....	118·2
Oct. 1, 1930	116·2	116·2	.....	.....	.....	113·0	114·6	130·0	.....	.....	.....	112·1
Oct. 1, 1931	103·9	102·6	.....	.....	.....	101·6	99·3	129·1	.....	.....	.....	95·9
Oct. 1, 1932	86·7	84·9	.....	.....	.....	85·8	86·1	94·6	.....	.....	.....	82·1
Oct. 1, 1933	90·4	90·9	.....	.....	.....	89·1	89·6	98·7	.....	.....	.....	85·6
Oct. 1, 1934	100·0	103·1	.....	.....	.....	96·0	104·8	95·7	.....	.....	.....	95·4
Oct. 1, 1935	106·1	112·9	.....	.....	.....	103·1	108·1	102·7	.....	.....	.....	106·0
Oct. 1, 1936	110·1	117·9	.....	.....	.....	106·0	112·6	108·6	.....	.....	.....	108·1
Oct. 1, 1937	125·7	134·9	100·6	132·7	159·5	127·3	130·4	107·6	99·2	120·4	112·2	117·9
Oct. 1, 1938	116·7	114·5	106·6	124·4	102·8	121·6	115·8	113·2	100·1	142·0	114·2	111·3
Oct. 1, 1939	121·7	117·9	103·2	130·5	103·4	126·4	121·4	116·4	104·9	134·7	121·8	118·7
Oct. 1, 1940	136·2	128·2	132·5	138·8	115·2	142·8	140·9	118·1	108·7	124·6	128·4	127·8
Oct. 1, 1941	165·8	175·4	121·1	194·8	154·6	173·9	172·2	134·3	129·2	128·7	146·1	149·4
Oct. 1, 1942	181·3	185·2	106·7	211·6	157·2	194·5	184·7	139·0	136·0	134·3	146·9	183·6
Oct. 1, 1943	187·5	190·8	125·5	218·4	159·8	203·0	187·2	146·4	139·2	137·1	163·5	197·4
Jan. 1, 1944	185·7	186·3	128·0	196·9	176·4	201·3	185·4	149·5	141·6	137·5	169·7	190·2
Feb. 1	183·2	177·1	126·8	189·9	163·9	198·5	184·8	145·1	139·6	129·5	163·8	188·0
Mar. 1	181·7	175·1	132·7	190·6	157·9	197·1	183·9	142·3	136·9	129·0	159·4	186·3
April 1	180·5	177·3	140·5	190·7	162·4	194·2	182·9	142·6	139·2	130·3	156·0	184·7
May 1	178·2	176·6	123·1	200·3	149·5	190·4	180·8	141·0	138·2	130·6	152·2	183·3
June 1	180·5	178·2	133·6	197·4	156·4	194·3	182·1	145·2	141·6	138·3	155·3	183·6
July 1	183·5	187·8	136·7	205·5	168·5	195·3	185·1	148·4	144·0	143·2	158·5	187·5
Aug. 1	184·3	185·8	138·0	200·7	169·8	197·7	185·0	151·6	145·5	148·1	163·3	185·7
Sept. 1	185·5	184·5	134·4	199·2	168·8	200·0	186·5	150·3	143·3	145·5	164·0	188·1
Oct. 1	183·3	189·1	133·8	205·7	171·5	193·8	185·9	148·0	142·1	140·1	162·1	185·6
Relative weight of Employment by Provinces and Economic Areas as at October 1, 1944	100·0	7·8	·1	4·6	3·1	30·9	41·1	10·9	5·0	2·1	3·8	9·3

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	[1]Relative Weight	Oct. 1 1944	Sept. 1 1944	Oct. 1 1943	Oct. 1 1939
Manufacturing	**63·0**	**223·7**	**226·2**	**231·4**	**119·7**
Animal products—edible	2·5	229·1	234·9	197·2	151·2
Fur and products	·2	126·9	125·3	123·0	110·3
Leather and products	1·5	135·6	136·1	136·3	119·5
Boots and shoes	·9	124·5	125·2	123·5	120·3
Lumber and products	3·7	126·1	132·6	124·1	91·1
Rough and dressed lumber	2·0	104·4	112·1	105·2	83·0
Furniture	·6	124·9	129·2	107·7	86·0
Other lumber products	1·1	209·1	213·0	210·6	121·7
Musical instruments	·04	28·5	29·3	50·1	58·2
Plant products—edible	3·8	214·1	196·7	185·6	160·3
Pulp and paper products	4·6	137·7	139·7	134·2	111·8
Pulp and paper	2·0	125·3	128·6	124·0	101·5
Paper products	·9	209·4	212·5	201·2	138·3
Printing and publishing	1·7	130·3	130·3	124·3	116·0
Rubber products	1·2	171·2	170·7	131·8	114·7
Textile products	7·2	154·9	153·4	156·8	126·5
Thread, yarn and cloth	2·6	154·9	155·3	156·2	135·0
Cotton yarn and cloth	1·2	108·1	108·7	112·6	102·7
Woollen yarn and cloth	·6	165·7	167·0	169·9	147·3
Artificial silk and silk goods	·6	598·8	591·5	556·3	443·5
Hosiery and knit goods	1·1	143·6	143·3	143·3	127·5
Garments and personal furnishings	2·6	155·7	152·6	159·5	121·0
Other textile products	·9	170·4	167·1	170·7	115·8
Tobacco	·5	124·5	120·9	126·8	99·1
Beverages	·8	263·4	261·7	243·6	186·9
Chemicals and allied products	4·2	611·7	614·4	627·6	170·5
Clay, glass and stone products	·8	130·9	134·4	137·7	97·8
Electric light and power	1·0	147·3	150·6	146·2	141·7
Electrical apparatus	2·5	323·1	327·8	323·4	136·1
Iron and steel products	23·4	318·9	325·8	351·1	101·5
Crude, rolled and forged products	1·8	245·5	246·4	265·4	145·3
Machinery (other than vehicles)	1·3	218·2	222·0	239·5	119·9
Agricultural implements	·6	128·1	127·8	128·0	51·2
Land vehicles and aircraft	10·1	296·4	301·1	300·2	88·4
Automobiles and parts	2·3	291·0	293·1	301·9	114·7
Steel shipbuilding and repairing	3·5	1,471·0	1,513·1	1,667·0	74·7
Heating appliances	·3	173·2	173·6	168·2	139·5
Iron and steel fabrication (n.e.s.)	1·2	313·4	325·5	316·8	120·8
Foundry and machine shop products	·5	234·0	234·0	274·3	114·6
Other iron and steel products	4·1	361·8	377·1	431·5	113·7
Non-ferrous metal products	3·1	411·9	427·2	501·1	164·9
Non-metallic mineral products	·9	212·1	216·3	213·4	163·6
Miscellaneous	1·1	350·9	360·8	371·5	150·3
Logging	**2·9**	**181·0**	**155·0**	**146·0**	**115·6**
Mining	**3·8**	**150·6**	**152·4**	**154·1**	**170·3**
Coal	1·4	95·5	95·6	94·0	92·2
Metallic ores	1·8	257·6	262·7	285·7	352·0
Non-metallic minerals (except coal)	·6	173·5	175·2	155·5	150·7
Communications	**1·6**	**111·6**	**113·1**	**106·4**	**87·5**
Telegraphs	·4	129·8	133·1	133·2	101·4
Telephones	1·2	106·6	107·6	99·1	83·7
Transportation	**8·6**	**125·2**	**124·1**	**120·0**	**94·8**
Street railway, cartage and storage	2·5	188·7	189·3	174·3	133·9
Steam railways	4·7	107·9	107·8	106·1	84·3
Shipping and stevedoring	1·4	118·0	111·6	109·8	91·2
Construction and Maintenance	**7·8**	**114·2**	**130·8**	**136·9**	**131·5**
Building	2·3	100·0	99·6	145·9	82·0
Highway	3·2	149·0	199·2	169·1	245·3
Railway	2·3	97·2	100·4	98·4	75·3
Services	**2·6**	**205·4**	**207·1**	**198·5**	**136·1**
Hotels and restaurants	1·7	207·8	210·8	199·0	131·2
Personal (chiefly laundries)	·9	201·3	200·8	197·5	144·6
Trade	**9·7**	**165·7**	**162·0**	**156·3**	**138·6**
Retail	7·2	171·8	166·7	163·6	142·6
Wholesale	2·5	150·5	150·0	137·7	127·8
Eight Leading Industries	**100·0**	**183·3**	**185·5**	**187·5**	**121·7**
Finance	.....	128·5	126·1	125·6	.....
Banks and trust companies	.....	132·7	130·1	129·8	.....
Brokerage and stock market	.....	148·2	146·7	124·7	.....
Insurance	.....	121·7	119·4	120·0	.....
Nine Leading Industries	.....	**180·6**	**182·6**	**184·5**	.....

[1] The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course also an extremely important factor.

Sex Distribution of the Persons in Recorded Employment at October 1, 1944

Of the persons in recorded employment in the eight leading industries at the beginning of October, 486,125, or 261 per thousand, were females, and 1,375,474, or 739 per thousand, were males. The former proportion showed no change as compared with April 1, 1944, but was higher than that of 253 females per thousand employees at October 1, 1943. There was thus a gain of 3·2 per cent in this ratio in the 12 months' comparison, which eliminates the seasonal factor; the increase in the number of females in recorded employment, however, amounted only to about 4,300, or 0·9 per cent. On the other hand, the number of males showed a decline of 3·3 per cent; the general reduction in the number in recorded employment, as stated above, was 2·2 per cent. Including those employed in financial institutions, the number of females reported by the co-operating establishments at October 1 was 521,979, or 271 per thousand, as compared with 270 per thousand at April 1, 1944, and 262 at the beginning of October in 1943.

Report on Employment Conditions, November, 1944

The following report on the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report covers the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by region.

TOTAL net labour demand[1] in Canada at November 23 amounted to 131,020, comprised of a need for 97,804 male and 33,216 female workers. Requirements for male workers at November 23 represented a drop of 25,789 from that of four weeks previously and of 28,073 from the corresponding date in the previous year. The decline in demand for women workers during the month was only 1,056.

A and B Priority Industries

Although all A and B priority industry groups showed marked reductions in net labour demand between October 26 and November 23, 74 per cent of the total net labour demand at the latter date was in high priority industries. The following table shows, for selected high priority industries, a comparison of net labour demand at these dates.

Net Labour Demand in Selected A & B Priority Industry Groups

	Oct. 26	Nov. 23	Decrease
Logging	36,116	32,762	3,354
Mining and Smelting	9,278	7,008	2,270
Manufacturing	41,015	31,474	9,541
Construction	6,011	4,041	1,970
Transportation	11,225	7,626	3,599
Trade, Finance and Service	13,695	10,885	2,810

Logging.—Forty-two per cent of the demand for male labour in A and B priority industries as at November 23 was in the logging industry. Of the 32,696 men required, 19,905 were for pulpwood logging, 10,866 for lumber logging and 1,925 for other types. Almost four-fifths of the shortage in pulpwood logging was in the Quebec and Prairie Regions, with respective requirements of 10,281 and 5,453. In lumber logging 3,050 men were needed in the Maritime Region, and demand was also high in the Prairies (2,871) and Ontario (2,583). Net labour demand in logging appears to have passed the seasonal peak, largely as a result of an intensive program of recruitment on the part of the Dominion Employment Service. It is reported that 10,000 more men are at work in pulpwood logging this year than in the fall of 1943. However, more men are still called for and are in prospect for woods work after the New Year.

Manufacturing.—High priority manufacturing industries continued to be hard pressed for help, with a demand for 20,841 men and 10,633 women at November 23. Four weeks previously there were 28,707 men and 12,308 women needed. Seventy-five per cent of the total decline in net labour demand in essential

[1] *Net Labour Demand* is calculated by deducting unconfirmed referrals from unfilled vacancies. *Unfilled vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated. A vacancy is considered unfilled until it is cancelled or until the employer notifies the employment office that it has been filled by the placement of a referred applicant. *Unconfirmed Referrals* are applicants who have been referred to a specific job by an employment office and notification has not been received from the employer as to whether the person has been placed or rejected.

manufacturing during the month was in the following industries: Food processing, shipbuilding, wood products, aircraft and parts, mechanical transport and armoured fighting vehicles, and guns and ammunition.

There were 2,750 workers (1,791 men and 959 women) needed in high priority food processing at November 23, a reduction of 2,212 from the labour requirements one month previously. This easing of the labour situation was due in large measure to agricultural workers taking winter jobs in packing plants and feed mills. In the Prairie Region alone, demand for male workers in the meat products industry dropped from 1,162 at October 26 to only 69 at November 23, in spite of an exceptionally large run of live stock in the packing houses. There was also a Dominion-wide reduction of 449 in demand in the canning and preserving industry, from 1,323 at October 26 to 874 at November 23. In the Pacific Region demand in this industry dropped by 241 to only 62 at the latter date.

Shipbuilding.—Large layoffs have taken place in shipbuilding due to cancellation of contracts, and in consequence net labour demand in this industry fell from 3,497 to 2,089 during the month ended November 23. Although demand was lower in all regions, labour requirements in East and West Coast shipyards were still high at November 23, as may be observed in the table which follows:

	Oct. 26	Nov. 23	Decrease
Canada	3,497	2,089	1,408
Maritimes	1,602	978	624
Quebec	371	98	273
Ontario	477	226	251
Prairies	51	33	18
Pacific	996	754	242

Net labour demand in the wood products industry, which includes saw-mills, stood at 2,980 at November 23, a decrease of 1,174 from labour requirements at October 26 one month earlier. Four-fifths of the total labour shortage in the wood products industry at November 23 was attributed to a need for male workers in sawmills. In the Pacific Region demand for males fell by 548 to 267 during the month while in the Prairies it was reduced from 646 to 395. The Ontario and Maritime Regions both showed decreases, but in Quebec the need for male workers rose from 903 to 1,185 during the four weeks.

Re-adjustments of production programs in the aircraft industry have recently been announced. In future only four types of aircraft will be produced in Canada. Curtailment of production was reflected in a shrinkage in demand for labour in this industry from 2,281 at October 26 to 1,245 at November 23. Aircraft plants in the Ontario Region were asking for 582 fewer men and 198 fewer women than four weeks previously, although 838 workers (779 males and 59 females) were still needed. In Quebec the total decrease in demand was 152, with November 23 requirements totalling 248.

Net labour demand in the manufacture of mechanical transport and armoured fighting vehicles (802) at November 23 was less by 729 than that reported four weeks previously. In the Ontario Region, male requirements in the manufacture of motor vehicles, bodies, parts and accessories dropped from 1,277 to 612, thus accounting for almost the entire decrease between October 26 and November 23.

Further progress has been made in relieving the labour deficiency in some of the tire plants and it is expected that labour conditions will continue to improve satisfactorily over the next few months.

Demand for workers in the guns and ammunition industry showed a decline of 555 between October 26 and November 23 to stand at 3,212 at the latter date. Success has attended efforts to obtain both male and female workers for manufacturers of heavy ammunition to enable them to maintain increased production schedules, and on the whole, the labour needs of these plants have been met. In the Ontario Region, net labour demand in the manufacture of heavy ammunition at November 23 (1,009) represents a decrease of 984, male demand having eased by 415 and female demand by 569. However, Quebec plants were asking for 457 more men and 179 more women at November 23 than one month earlier, and the total demand reported by manufacturers of heavy ammunition at the November date was 1,660.

There were 1,815 persons (793 males and 1,022 females) required for the manufacture of industrial chemicals at November 23. Virtually all of this demand was in the Ontario Region. Recent reductions in some chemical contracts have been followed by re-adjustments in staff. Workers released have been absorbed, largely in other essential industries.

Trade, Finance and Service.—As at November 23, there were 10,855 persons (4,667 men and 6,188 women) needed in high priority trade, finance and service. This was fewer by 2,810 than the labour requirements of four weeks earlier, and all regions shared in the decrease.

Thirty-six per cent of the total demand in this group as at November 23 was in public and professional service. There were 438 fewer persons needed in public service (Dominion, provincial and municipal); demand for males in this type of service declined by 391, to 1,388 at November 23. The shortage of workers in hospitals at this date amounted to 1,053

(255 males and 798 females). Demand in hospitals showed a decline in all regions except the Maritimes where a slight increase was evident.

Demand in trade, finance and service (other than public and professional) stood at 6,904, smaller by 2,079 than at October 26. There were 2,286 women required for jobs in hotels and restaurants in spite of a falling off in demand of 894 from four weeks earlier. The need for female workers in hotels and restaurants across Canada at November 23 was distributed as follows: Maritimes 358, Quebec 321, Ontario 873, Prairies 676 and Pacific 58. Mass layoffs in aircraft and allied industries have made more women available for this type of service. Net labour demand in wholesale trade amounted to 1,145 (778 men and 367 women), a decrease of 537 from October 26. More than 70 per cent of the November 23 demand in wholesale trade was in the Ontario and Quebec Regions in which shortages amounted to 525 and 289 respectively. There were 947 persons (919 of them males) required in high priority custom and repair at November 23. This is only a slightly smaller demand than that of four weeks previously when 1,063 persons were needed.

Transportation.—Eighty-four per cent of the total demand for labour in high priority public utilities at November 23 was in transportation, in which 7,395 men and 231 women were required.

The reduction of 3,471 in male demand from October 26 was largely due to the use of soldiers and the returning harvest labour. In the Prairie Region demand for males in railway transportation alone fell from 3,443 to 2,211 during the four weeks ended November 23. The table which follows shows, by region, the decrease in net labour demand in railway transportation (including express service) during the four-week period ended November 23.

	Oct. 26	Nov. 23	Decrease
Canada	7,733	4,872	2,861
Maritimes	595	354	241
Quebec	596	190	406
Ontario	2,040	1,497	543
Prairies	3,443	2,211	1,232
Pacific	1,059	620	439

Male net labour demand in water transportation at November 23 stood at 899, little changed from October 26. One-half the male demand in this industry was in the Maritime Region (449), while the Ontario and Pacific Regions were asking for 167 and 143 men respectively. Labour requirements at the Lakehead Grain Elevators continued to be acute until the closing of navigation.

Mining and Primary Smelting.—While the base metal mines have been fairly well taken care of by off-season 'harvest' and agricultural labour, in coal mining there is a continuing need of certificated miners. Total net labour demand in high priority mining and smelting at November 23 stood at 7,008, less by 2,270 than that reported on October 26. The male labour shortage in coal mining (1,836) represented a decline of 286 during the four weeks. In the Prairies demand fell from 1,201 to 834, while in the Maritimes there was a rise in demand of 108 to a total of 801. In the blast furnaces, steel works and rolling mills of Ontario, 1,004 men were required at November 23. Although this was 204 less than the demand four weeks previously, it represented 84 per cent of the Dominion labour shortage in the iron and steel mining industry.

The need for workers in Ontario's nickel mines decreased by 344 during the month under review to amount to 1,956 at November 23. Workers are still being referred to jobs in the nickel mines from neighbouring regions in an effort to relieve the shortage.

Construction.—Demand for labour in construction fell off in all regions across Canada during the month ended November 23, reducing the total demand from 6,011 to 4,041. Net labour demand for the construction of aerodromes and highways dropped from 965 to 523 during the four-week period, with most of the decline being in the three inland regions. There was also a decrease of 367 in net labour demand for residential construction (including Wartime Housing); 576 workers were needed at November 23 compared with 943 four weeks earlier. In the Ontario Region demand fell by 170 to 241 at the November date.

Employment of Women

There has been a general decline in the employment demands for women over the past three months. The decrease (1,056) in female net labour demand during the month under review was relatively slight compared with the drop of over 14,000 during September and October.

Lay-offs from various war industries have placed a considerable number of women workers at the disposal of the long understaffed services and requirements can now be met in most areas. While many of those laid off are unwilling to accept work at lower rates of pay than were obtainable in aircraft and shipbuilding plants, on the whole it is noticeable that hotels and restaurants, hospitals and sanatoria are benefiting to some extent by the cessation of other employment. Surveys made at the time of lay-offs indicate that the large group of single women under thirty intend to remain in industry after the war.

Regional Analysis

The regional analysis which follows is based on semi-monthly reports received from Local Employment and Selective Service Offices across Canada. The report covers employment conditions during the month ended November 22, 1944.

Maritime Region

Agriculture—With the conclusion of harvesting, the only present demands upon the labour force are for year-round farm helpers, who are difficult to supply. Services of the Armed Forces were utilized in assisting with the potato crop. A general exodus of agricultural workers from the land to logging camps and other essential industries is now taking place, and some hundreds of men from Prince Edward Island are accepting employment on the mainland.

Logging—Extremely mild, wet weather has retarded logging operations in many sections. Hundreds of bushmen are still needed, but it is generally agreed that a greater number are available than last year. Men from Prince Edward Island are relieving the shortage in the Liverpool area, and one company in the Bridgewater district has brought in a number of Newfoundlanders. Several hundred orders are on file in the Moncton office and employers are conducting a direct canvass for bushmen in that vicinity, and also in the neighbourhood of Campbellton, where approximately 500 more loggers are needed, and cannot be procured locally.

Coal Mining—Experienced coal miners are needed in every colliery throughout the region and New Glasgow alone reports that current vacancies total 87 certificated miners and 45 labourers.

Manufacturing—Lay-offs in varying degrees are occurring in the Maritimes. At Bridgewater, the Foundation Maritime has ceased operations and so far 465 men and 30 women have been laid off, with 40 men remaining until the end of the month on cleaning-up work. Barge building operations at Fredericton are almost completed and the majority of the employees have been released, with many of the skilled workmen absorbed into other companies and the unskilled labourers going to woods work.

H.M.C. Dockyard at Halifax requires an additional 150 labourers, and a local stevedoring company is calling for another 130, but the immediate needs of the shipyards have been relieved somewhat by the recent transfer of about 50 skilled workmen from Ontario and Quebec. Liverpool has not been as fortunate in satisfying a pressing need for skilled workers, who are not available locally.

At Saint John, there is a continuing demand for heavy labour in foundries and machine shops. However, a lay-off is taking place at one war plant, but no difficulty is being encountered in transferring those affected to other industries in the neighbourhood.

Textile factories and kindred establishments have not lessened their efforts to procure additional workers. The woollen mills at Truro are calling for skilled tradesmen and a large number of women; also 100 female workers are needed for the cotton mill at St. Stephen.

Construction—In all parts of the region activity is slowing down. For the most part, projects are almost completed, and only repair work is going forward. The single exception is noted at Sydney, where two new warehouses are being erected at the naval base. It is expected that this work will continue throughout the winter, engaging the services of approximately 100 construction tradesmen.

Quebec Region

Agriculture—Except for a few orders for year-round farm assistants, which can be filled locally, agricultural activity is at an end. Many farmers are busy cutting their own winter firewood. In all sections applications for temporary permits are being made in steadily increasing numbers.

Logging—On the whole, logging operations are being conducted on a greater scale this year than last and the majority of local offices report that they are satisfying the manpower demands of the companies in their areas moderately well. The addition of farm labour to the ranks of bushworkers has somewhat relieved a still heavy over-all demand, and the closing of the United States border to loggers on November 15 has helped companies operating south of the St. Lawrence.

Matane, with same 3,000 unfilled vacancies, does not expect to be able to fill these orders, while at Three Rivers one large paper company requires an additional 1,200 men. The Rouyn office reports that another 2,350 pulpwood cutters are needed in that area, and approximately 2,000 loggers are required in the Lake St. John districts, while at Dolbeau, although employers are fairly well satisfied, hundreds more loggers could be utilized. La Malbaie, too, reports that labour demands on the North Shore are mounting steadily.

Mining—There is no noticeable change in the labour situation of the Quebec mines. The

Rouyn office states that while only 15 men are needed for the local gold mines, about 800 miners could be utilized in the base metal operations of the area. At Val d'Or, conversely, the base metal mines have all the labour necessary for the time being, but all gold workings are in great need of workers.

Manufacturing—Lay-offs of considerable magnitude have taken place in the province during the past month. At Chicoutimi, the Aluminum Company of Canada has issued notices of immediate separation to more than 1,500 men. All the men affected are being interviewed at the plant and offered work either in the bush or on clearance orders. The company is also reducing its staff in other districts.

In Montreal, the Fairchild and Noorduyn aircraft plants are proceeding with a gradual lay-off, and staff reductions at the local D.I.L. plants are proceeding according to plan. Lay-offs from the Quebec arsenal have satisfied the labour needs of the textile and tobacco plants in that city, and labour releases are going forward at the Anglo-Canadian Shipbuilding yards. Marine Industries of Sorel have also begun their anticipated staff reduction of 500 employees.

In other parts of the province, munitions factories are increasing their activities, and two large Three Rivers plants are urgent in their demand for a large number of men and women. The D.I.L. plant at Cherrier is still calling for male and female staff and factories engaged in the manufacture of military uniforms are in continuing want of experienced women workers.

Little or no relief from labour shortage has been received by the understaffed textile trades and kindred industries throughout the region. The sawmills, too, have been making heavy demands on the provincial labour force.

Construction—Although building activities are decreasing, there are still many calls for construction labour. Private housing projects in Montreal are suffering from a dearth of bricklayers, and in the Sherbrooke district there is no indication of an easing of the great shortage of carpenters, painters and bricklayers. However, the labour needs of the military hospital construction program in the region are being well met.

Transportation—The call for transportation labour is diminishing, especially insofar as the railway maintenance gangs are concerned. The railways are beginning to release their extra track crews, and at Levis there were 171 separations from the Canadian National Railways during the early part of the month.

Ontario Region

Agriculture—The demand for farm labour has lessened steadily as the season advanced, and only market gardeners, greenhouse assistants and experienced year-round agricultural workers are now needed. Fall ploughing has been completed in all but the St. Catharines area. The sugar beet crop has been gathered in the vicinity of Chatham, and in the neighbourhood of Leamington the tobacco harvesting is at an end, except for stripping operations. The movement of farmers into other essential industries has become widespread, and has resulted in a great easing of the general labour situation.

Logging—A shortage of bushworkers prevails in most lumbering districts throughout the region. The Peterborough offiice reports that almost any number of skilled and unskilled loggers could be absorbed into the surrounding camps, and Pembroke is calling for an additional 700 bushmen. One large company at South River is in extreme labour difficulties, as some 17,000 logs are lying cut but still unskidded, owing to the lack of manpower. The local office at Bracebridge has met with some success in contacting farmers to fill the camps in that vicinity, which could utilize another 400 or 500 loggers, and operators in the Kirkland Lake area are calling for a further 300.

In the neighbourhood of Kapuskasing approximately 5,000 men are in the bush and it is anticipated that operations will be the most extensive in years. All camps in that district will soon be well supplied with labour, as farmers are arriving from Quebec in large numbers. There is also a considerable movement from the adjoining province into the Sault Ste. Marie area, where the demand for bushmen still far exceeds the supply.

Mining—There has been no noticeable reduction of the manpower shortage prevailing in Ontario's mines. Mining operations at Sault Ste. Marie and Timmins are very short of labour, and at Kirkland Lake 200 experienced men and another 200 beginners are needed for the gold mines.

Manufacturing—There has been a marked improvement in manpower resources since the beginning of the month. Although the foundries are still hard pressed for heavy labour (experienced moulders in particular), there has been a definite decrease in the demand for skilled workers. Oshawa reduced its shortage of heavy labourers through the assistance of men from the Armed Forces, and Peterborough has benefited by the placing of some 300 farmers in its local industries during the past month. In other districts, agricultural workers

are similarly relieving the situation, but Brockville and St. Catharines, Kingston and Hamilton continue to call for large numbers of foundry helpers.

At the present time a recruiting campaign is under way in the Prairie region, with a view to obtaining men released at the end of the harvesting season, for employment in Ontario foundries. This campaign is meeting with a considerable degree of success and it is believed that the results will satisfy the present demands of eastern establishments hard-pressed for heavy labour.

In the Chatham area there is an urgent call for munitions workers, and both regional representatives and members of the staff of the local office at Wallaceburg are helping in a campaign which so far has been moderately successful.

There have been no encouraging developments in the labour situation of the textile trade and kindred industries, and the over-all manpower needs in such establishments remain far from satisfied.

With the completion of the harvesting, tobacco factories are preparing for their seasonal activities. The demand of one large plant at Chatham for 50 men and 80 women is being met by the placing of farmers from the district, and five factories opening in the Leamington section will absorb most of the surplus labour in that locality. Processing operations now opening at Delhi call for the services of a staff of 800.

Lay-offs in some parts of the region have increased during the past two weeks. In Hamilton, the Carter Hals Shipbuilding Company has recently released some 320 men, but most of these were skilled shipbuilding tradesmen, who were quickly absorbed elsewhere. The Midland Shipyards have tendered separation notices to 104 workers, who will be difficult to place locally. In London, where the general employment situation is improving, the Central Aircraft plant has dispensed with the services of some 80 skilled and semi-skilled male workers, all of whom have been referred to other local industries where their skills are urgently required, and most of the 25 girls released by the company, as well as 15 others from Sparton of Canada, have been referred and placed elsewhere.

The Toronto office reports that lay-offs have made little or no difference to the over-all manpower situation in that city. While orders for skilled and semi-skilled workers have declined during the past several weeks, calls for heavy labour have increased. The only staff reduction of any extent has been that taking place in the boatbuilding division of the Redfern Construction Company, which has affected about 500 skilled and semi-skilled workmen.

Construction—Contractors in all parts of the region are proceeding as rapidly as possible, to complete construction projects while fine weather continues, and as a result, painters, bricklayers and well-trained carpenters are in great demand. Most of the damage done by the earthquake in the Cornwall area has been repaired, but at Stratford labourers and semi-skilled artisans are needed to rebuild a feed mill, and coal and grain houses recently damaged by fire.

The province's military hospital building program is proceeding smoothly, with a plentiful supply of labour. Highway construction and repairs in most sections have either been completed or closed down for the winter.

Transportation—Although extra railway maintenance labourers are still needed, the number required is diminishing as the season advances. The Toronto office estimates that the tying up of some of the lake boats will shortly release several hundred men to fill unskilled vacancies. Port Colborne, too, reports that boats are beginning to tie up in that port and men who can remain in the locality will be asked to accept work with the boat repair companies for the winter months.

Prairie Region

Agriculture—Threshing was completed in all sections of the prairie provinces early in the month, and the only call for agricultural labour at this season is for year-round farm workers.

The number of farm workers going into other occupations for the winter months is increasing steadily throughout the prairie provinces. The Calgary office, in reporting a heavy influx of such applicants, states that every effort is being made to persuade the men to enter the logging camps, mines, railway maintenance gangs, etc.

Logging—Labour is being referred continuously to the lumbering camps. This movement is augmented this season owing to the fact that war and other essential industries are no longer open to experienced bushmen. Although none of the region's operators has a full staff, most of them are reasonably well satisfied with their labour supply.

Logging camps in the Lakehead section have not been as fortunate in procuring bush workers as operations farther west. The Port Arthur office advises that the shortage in that area is increasing, with some 2,480 existing vacancies, but it is expected that the Farm Help Service will supply a considerable number of men. Placements in the Fort Frances

area show a 15 per cent gain over those of a year ago, but outstanding orders call for a further 800 loggers. One pulp company in that locality has brought in 100 prisoners of war, and men leaving the local paper and sawmills for essential woods work have been transferred to the bush by the companies with whom they are employed. Farther west, Edmonton has current orders for 500 bushworkers, but the local office states that these will be procurable.

Coal Mining—There has been little change in the manpower situation of the region's collieries. On the whole, the supply of unskilled labour is sufficient, but there is a continuing shortage of certificated miners and experienced underground workers.

Base Metal Mining—There has been no notable development insofar as the labour position of the base metal mines is concerned. At Flin Flon, the agricultural influx has reduced requirements to a minimum, but few farm workers are available for the understaffed gold mines in the neighbourhood of Kenora. In some areas the mines will remain inactive during the winter months.

Manufacturing—The conclusion of the western harvest has benefited the industry, and for the most part, packing plants and flour mills have had their needs filled by farm labour. The Edmonton office reports that 151 agricultural workers from Saskatchewan have been sent to the packinghouses, and Moose Jaw has referred 40 odd workmen to the nickel plant at Sudbury and the smelter at Trail.

The shell plant at Fort William is still calling for another 100 experienced machine operators, but in the company's airplant factory only a very few skilled assembly workers are being taken on.

Lay-offs have occurred in many parts of the region. Staff reductions are now going forward at Winnipeg aircraft factories, with both men and women affected. It is noted by the Winnipeg office that the lack of opportunity in other lines is resulting in more young women considering employment in the needle trades, and many textile plants are taking them on as part-time workers.

A change in production schedule in the aircraft department of the shipyards at Port Arthur has resulted in the lay-off of another 41 women, for whom little other employment is obtainable locally. Of the 140 workers released from No. 6 Elementary Flying Training School at Prince Albert, the majority have been placed in other essential industry. Some 130 are still on the payroll of the M. and C. Aviation Company's Prince Albert plant, out of a staff of 575 when reduction of staff began two months ago. The Aircraft Repair Company's plant in Edmonton has also been closed down, but orders from the American Government for experienced aircraft workers will absorb many of the skilled tradesmen affected.

Construction—Fog, rain, and in some areas real winter conditions, have caused a general cessation of outdoor activities. In consequence, quite a number of carpenters are idle, with no immediate prospect of other employment. At Port Arthur, the company building the new C.N.R. ore dock is calling for riggers, carpenters and timbermen.

The progress of military hospital construction has been fairly satisfactory. Most of the outside work has been completed and the need for interior tradesmen is being met as required. In some areas there is a shortage of qualified bricklayers for this work, and clearance orders for these artisans have brought indifferent results.

Transportation—While the placement of men from the farms has brought about an easing of labour demands, the railways are still calling for many maintenance workers. In the Port Arthur area the orders of the Canadian National and Canadian Pacific are confined to crews for winter maintenance. Another 100 labourers would cover Edmonton's outstanding requirements, and the C.P.R. is shipping men from the Estevan area to British Columbia for winter work, in that province.

Pacific Region

Agriculture—Although the weather continues favourable for agricultural activity, the season is practically ended and little work will be done in the orchards until after Christmas. Farm labourers with dairying experience are being retained on dairy farms, and as a result there are, on the whole, sufficient helpers available for this type of work. Other agricultural workers in fair numbers are entering essential industry for the winter months.

Logging—The influx of eastern harvesters and men from the prairies is relieving the earlier shortage of loggers, and with a greater number of experienced bushmen now available, the industry's general labour situation is much improved. An exception to the easement in manpower needs is the Prince George area. The local office there reports that while farmers from the East and from northern Alberta have come in on clearance, the present supply of logging labour is completely inadequate, and there are still clearance orders for 363. Unless these requirements are met very soon there will be a great shortage of logs next season.

Sawmills—The labour needs of the mills on the lower mainland have been considerably lessened by the curtailment of war industries

in the region, making available a number of men with previous sawmilling experience. A persistent shortage in the southern interior is now being met by workers from the land. The closing down of a Kelowna box factory has resulted in the majority of the staff being transferred to the local sawmill, which intends to run an additional shift.

In the Vancouver area, common labour for the mills is plentiful, but graders and markers are in general demand, and lack of accommodation is hampering the placing of out-of-town orders. Victoria also reports a call for skilled sawmill workers, but the New Westminster office states that the orders of its local mills have been reduced to a minimum. A few skilled occupations remain unfilled, owing to the difficulty in obtaining experienced men, but the need for heavy labour has been met by prairie farmers.

Coal Mining—Manpower conditions in the coal mines are generally satisfactory. More men are being taken on mine payrolls as they appear, and as always, certified miners and underground labourers are readily absorbed. Only one mine in the vicinity of Fernie is seriously handicapped by lack of workers, and there is no indication that this colliery's position is likely to be improved in the near future.

Base Metal Mining—The influx of agricultural workers from the prairies and the enrolment of British Columbia farmers have enabled the base metal mines to increase their production. The gold mines of the province are still understaffed, however, and there are few applicants to meet their demands.

Manufacturing—The industry's call on the provincial labour force shows a marked decrease. Aircraft lay-offs, which have been going on during the past month, are practically completed, although several minor staff reductions are still scheduled to take place. Efforts are being made to place the workers affected as speedily as possible, but numbers of the women (many of them married) and some of the men are difficult to transfer to any other than light labour. The Boeing plants at Chilliwack and Nelson have closed down, with a resultant increase in the number of unemployment insurance benefit claims. In New Westminster the Western Iron Works have laid off 15 employees from their fabrication department, and Canadian Pacific Air Lines are continuing their gradual staff reduction, with the present payroll totalling only about 50 workers and 100 clerks. These lay-offs have created a large surplus of semi-skilled and unskilled workers, and have resulted in increasing claims for unemployment insurance benefit.

As a result of the transfers-in of prairie farmers, all orders for general labour for the Trail smelter have been cancelled.

The Vancouver office reports that orders for unskilled workers are negligible, although it is still hard to meet the demands of the foundries for moulders, chippers and machinists. The recent aircraft lay-offs have resulted in a slight general surplus of manufacturing in other fields to take up the slack and applicants are being advised to take these.

The Victoria shipyards are still making heavy demands for rivetting crews, ironworkers' helpers and labourers, and there are a few vacancies in practically every shipbuilding occupation. The dearth of riveters has been relieved by the loan of crews from Vancouver, and production has increased accordingly.

Construction—Activity is chiefly confined to small projects, home building and alterations, but even these operations are being slowed up by the lack of skilled tradesmen. The shortage of general labour has been eased by employment of servicemen on leave. There has been a slow but steady increase in carpenter applicants on the lower mainland, and a seasonal rise in the number of painters seeking work. Many of the latter are willing to accept temporary employment of another kind.

Transportation—The greatest dearth of labour still exists on the railways, which call continually for maintenance gang and section hands. Street railways in several localities are similarly short staffed. Bus companies and steamship lines are well supplied with workers at present.

Applications for Employment; Vacancies and Placements, October, 1944

DURING the five-week period September 29 to November 2, 1944, reports received from Employment and Selective Service Offices of the Unemployment Insurance Commission showed a slight decline in the average daily placements when compared with the previous four weeks September 1 to September 28, and a negligible decrease in comparison with the four-week period October 1 to October 28, 1943. Under the first comparison, a gain in forestry and logging offset the losses in all industrial groups except mining which recorded a slight increase. In comparison with the four weeks October 1 to October 28, last year, the most noteworthy changes were an outstanding gain in forestry and logging, a pronounced loss

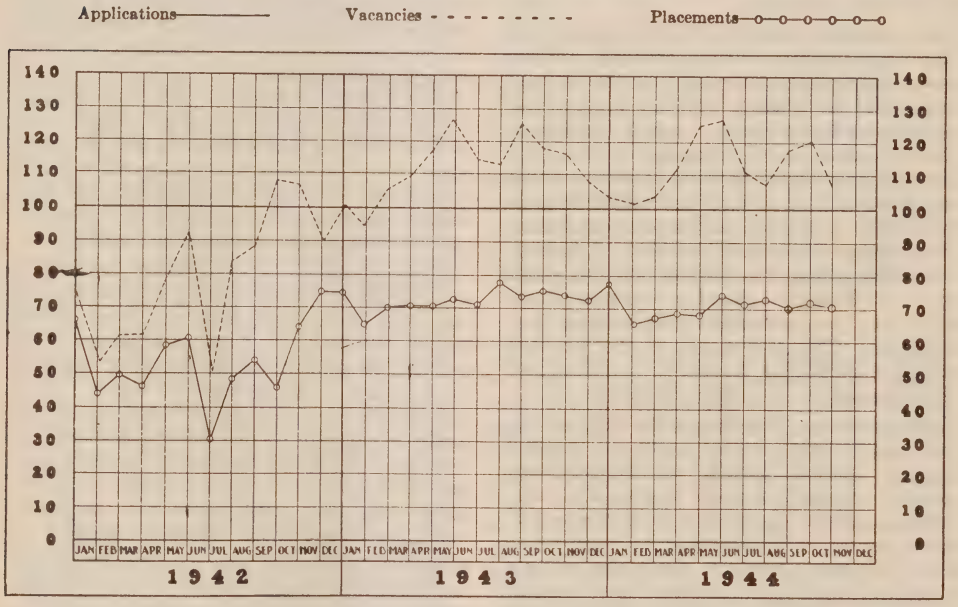
in manufacturing and a moderate decrease in construction.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment and Selective Service Offices throughout Canada. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed downward courses, the ratio of vacancies to each 100 applications being 106·4 during the five weeks ending November 2, in contrast with 120·3 during the previous four weeks and 115·9 during the four weeks in October, 1943. The ratio of placements to each 100 applications during the period under review was 70·5 compared with 72 for the preceding four weeks and 73·7 during the four weeks October 1 to October 28, 1943.

The average number of vacancies reported daily by employers to the offices throughout Canada during the five weeks September 29 to November 2, 1944, was 9,357 compared with 10,283 during the preceding four weeks and with 9,798 in the four weeks ending October 28, 1943. The average number of applications for employment received daily by the offices during the five weeks ending November 2, was 8,791, in comparison with 8,547 during the preceding four weeks ending September 28, and with 8,448 during the four-week period October 1 to October 28, last year. The average number of placements made daily by the offices during the five weeks September 29 to November 2, 1944, was 6,202 of which 6,052 were in regular employment and 150 in work of one week's duration or less, as compared with a total daily average of 6,158 during the previous four weeks. Placements during the four weeks October 1 to October 28, a year ago, averaged 6,227 daily, consisting of 6,083 in regular and 144 in casual employment.

During the five weeks ending November 2, 1944, the offices referred 248,734 persons to employment and effected a total of 179,860 placements; of these, the placements in regular employment were 175,522 of which 111,006 were of males and 64,516 of females, while placements in casual work totalled 4,338. The number of vacancies reported by employers was 182,104 for males and 89,246 for females, a total of 271,350, while applications for work numbered 254,937, of which 160,751 were from males and 94,186 from females. Reports for the four-week period September 1 to September 28, 1944, showed 236,504 vacancies notified, 196,572 applications made and 141,641 placements effected, while during the four weeks October 1 to October 28, 1943, there were recorded 225,354 vacancies, 194,306 applications for work and 143,230 placements in regular and casual employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



The following table gives the placements effected by the offices, each year, from January, 1934, to date—

Year	Placements		
	Regular	Casual	Totals
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941	316,168	191,595	507,763
1942	809,983	85,638	895,621
1943	1,890,408	53,618	1,944,026
1944 (44 weeks)	1,436,854	39,709	1,476,563

Nova Scotia and Prince Edward Island

Positions offered through Employment and Selective Service Offices in Nova Scotia and Prince Edward Island during the five weeks ending November 2, 1944, averaged 297 daily compared with 389 in the preceding period and 391 during the four weeks ending October 28, 1943. There was a daily average of 219 placements in comparison with 216 during the period ending September 28, 1944, and 255 in the four weeks terminating October 28 last year. With the exception of a moderate gain in agriculture and a nominal increase in forestry and logging, all industrial groups recorded decreases in the daily average of placements from the period ending October 28, a year ago. The largest reductions were reported in manufacturing, construction, services and mining. Placements by industrial divisions numbered: manufacturing 2,100; services 1,327; trade 1,140; construction 694; public utilities operation 631; agriculture 188 and mining 187. There were 3,729 men and 2,466 women placed in regular employment.

New Brunswick

Orders listed at Employment Offices in New Brunswick during the period under review, called for a daily average of 337 workers compared with 320 in the previous four weeks and 334 during the period ending October 28, a year ago. The average number of placements effected daily was 175 during the five weeks ending November 2, in contrast with 181 in the preceding period and 155 during the four weeks ending October 28, 1943. Moderate gains in manufacturing, services and agriculture were the only changes of importance in placements over the period ending October 28, last year. Industrial divisions in which most of the placements were effected were: manufacturing 1,499; services 911; trade 835; forestry and logging 557; public utilities operation 549; construction 403; agriculture 145 and mining 143. Placements in regular employment numbered 3,123 of men and 1,871 of women.

Quebec

Opportunities for employment at Employment Offices in the Province of Quebec during the five weeks September 29 to November 2, 1944, numbered 2,809 daily in comparison with 3,186 in the previous period and 2,759 during the four weeks ending October 28, 1943. Placements showed a higher average during the period under review, being 1,846 daily in contrast with 1,751 in the preceding four weeks and 1,691 during the period terminating October 28, a year ago. The increase in the daily average of placements over the four weeks October 1 to October 28, last year, was mainly due to a substantial gain in forestry and logging, although trade was somewhat higher. This improvement was partly offset, however, by a fairly substantial reduction in manufacturing supplemented by moderate losses in construction and mining. Placements by industries included: manufacturing 20,876; forestry and logging 12,945; services 6,245; construction 4,507; trade 4,458; public utilities operation 2,905 and mining 817. Regular placements numbered 38,196 of men and 15,193 of women.

Ontario

There was a decrease in the average number of positions available daily at Employment Offices in Ontario during the period ending November 2, 1944, there being 3,703 in contrast with 4,142 in the previous four weeks and 4,112 during the period ending October 28 last year. Placements recorded a daily average of 2,515, in comparison with 2,536 in the preceding four weeks, but remained unchanged when compared with the period October 1 to October 28, 1943. A large gain in placements in forestry and logging augmented by advances of smaller proportions in services and trade accounted for the increase over the four weeks ending October 28, a year ago. This advancement was somewhat modified by an appreciable decrease in manufacturing and moderate losses in agriculture and mining. Placements by industrial groups included: manufacturing 33,707; services 12,292; trade 9,469; forestry and logging 6,183; public utilities operation 4,749; construction 4,260; finance and insurance 1,080, and mining 929. Placements in regular employment numbered 42,344 of men and 29,536 of women.

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS
SEPTEMBER 29 TO NOVEMBER 2, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	**735**	**400**	**905**	**759**	**591**	**7**	**255**
Charlottetown	480	297	609	530	404	2	195
Summerside	255	103	296	229	187	5	60
Nova Scotia	**7,876**	**7,467**	**7,726**	**7,825**	**5,604**	**162**	**2,093**
Amherst	62	56	146	99	78	.....	53
Bridgewater	87	211	118	71	69	.....	56
Dartmouth	211	235	163	175	181	.....	35
Digby	127	124	130	113	146	.....	40
Glace Bay	299	254	442	297	246	.....	110
Halifax	3,031	3,922	2,776	3,264	2,083	.....	693
Inverness	20	1	33	24	39	.....	3
Kentville	452	472	266	246	395	1	98
Liverpool	500	482	138	140	122	.....	28
New Glasgow	873	415	1,008	957	649	40	335
New Waterford	102	212	117	87	52	.....	37
Pictou	153	41	183	169	140	3	17
Springhill	62	169	50	49	40	.....	6
Sydney	892	265	1,233	1,240	749	73	335
Sydney Mines	202	46	302	231	151	45	87
Truro	450	268	359	433	287	.....	75
Yarmouth	353	294	262	230	177	.....	85
New Brunswick	**9,779**	**8,376**	**7,182**	**6,932**	**4,994**	**86**	**1,900**
Bathurst	817	872	575	534	333	46	107
Campbellton	676	946	401	271	209	14	166
Edmundston	732	1,088	505	493	370	13	146
Fredericton	309	182	352	386	277	1	82
Minto	299	154	274	303	307	.....	5
Moncton	2,705	2,171	2,050	2,077	1,399	11	780
Newcastle	427	373	266	245	186	.....	99
Saint John	2,483	1,365	2,337	2,273	1,625	1	408
St. Stephen	340	363	149	129	86	.....	38
Sussex	347	291	157	146	122	.....	40
Woodstock	644	571	116	75	80	.....	29
Quebec	**81,461**	**61,120**	**76,937**	**70,579**	**53,389**	**143**	**22,320**
Acton Vale	69	45	82	78	76	.....	16
Asbestos	109	35	134	108	99	.....	52
Baie St. Paul	273	316	180	129	117	.....	19
Beauharnois	222	110	307	257	214	.....	32
Buckingham	348	194	566	320	188	.....	162
Campbell's Bay	294	690	244	265	234	.....	82
Causapscal	1,506	1,128	1,025	1,013	968	.....	129
Chandler	1,684	601	1,595	1,528	1,341	.....	256
Chicoutimi	1,418	1,622	1,181	922	873	.....	347
Coaticook	1,288	386	996	968	996	.....	11
Cowansville	188	107	177	169	155	.....	27
Dolbeau	306	1,843	1,327	1,297	1,295	.....	41
Drummondville	610	221	838	728	480	.....	580
East Angus	73	127	260	225	111	.....	34
Farnham	123	105	146	127	117	.....	27
Granby	540	291	669	480	379	.....	132
Hull	668	599	1,159	728	578	9	275
Joliette	409	273	822	756	249	3	66
Jonquière	884	461	784	602	401	.....	214
Lachine	939	741	1,055	925	819	.....	230
Lachute	379	190	437	367	239	.....	83
La Malbaie	249	128	232	149	164	.....	55
La Tuque	2,692	738	1,066	1,065	1,046	.....	43
Lévis	1,436	386	1,899	1,409	1,360	.....	216
Longueuil	336	300	404	245	223	.....	131
Louiseville	313	102	417	310	255	.....	70
Magog	239	47	309	452	220	.....	135
Matane	3,738	2,879	2,758	2,504	2,500	.....	191
Megantic	1,109	337	939	887	851	.....	31
Mont Laurier	437	223	460	460	416	.....	33
Montmagny	187	102	407	255	240	.....	56
Montmorency	172	14	455	295	168	.....	155
Montreal	34,493	27,721	27,431	29,022	19,580	81	10,657
Plessisville	123	61	201	263	88	.....	51
Pointe aux Trembles	733	430	619	689	519	.....	144
Port Alfred	163	409	260	226	138	.....	93
Québec	4,051	6,713	5,504	3,603	2,715	.....	3,029
Richmond	90	65	138	78	66	.....	24
Rimouski	1,225	680	749	895	671	.....	55
Rivière du Loup	1,683	1,549	571	487	469	.....	111
Roberval	238	70	268	244	213	.....	75
Rouyn	1,495	1,085	1,630	1,764	1,274	.....	195

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 29 TO NOVEMBER 2, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ste. Agathe	207	333	202	170	156	.....	31
Ste. Anne de Bellevue	227	54	290	253	221	.....	26
Ste. Thérèse	418	278	353	343	281	.....	58
St. Hyacinthe	831	636	768	657	572	3	142
St. Jean	740	382	953	892	628	.....	80
St. Jerome	534	273	580	555	480	.....	109
St. Joseph d'Alma	297	42	421	249	202	.....	110
St. Paul l'Ermite	1,122	408	927	884	827	.....	183
Shawinigan Falls	1,220	284	1,486	1,132	946	.....	408
Sherbrooke	1,229	493	1,724	1,408	928	47	329
Sorel	464	149	689	431	362	.....	73
Thetford Mines	1,287	93	1,780	1,495	1,248	.....	337
Three Rivers	1,005	511	1,681	938	726	.....	896
Val d'Or	917	460	657	542	458	.....	147
Valleyfield	762	491	978	635	416	.....	263
Verdun	2,363	1,959	2,311	2,370	1,568	.....	660
Victoriaville	306	150	436	331	265	.....	103
Ontario	**107,393**	**78,382**	**94,288**	**101,577**	**71,880**	**1,054**	**17,614**
Arnprior	191	95	258	216	160	1	34
Barrie	335	203	464	365	275	.....	110
Belleville	916	413	819	1,042	669	.....	153
Bracebridge	602	491	328	230	229	.....	58
Brampton	239	443	288	298	174	.....	59
Brantford	1,601	1,083	1,713	1,700	1,335	8	236
Brockville	265	88	364	349	243	.....	77
Carleton Place	63	88	101	83	72	.....	10
Chatham	661	299	960	1,085	545	19	225
Cobourg	101	35	167	124	99	.....	19
Collingwood	124	201	206	162	171	.....	10
Cornwall	1,077	155	1,332	1,161	842	16	202
Dunnville	92	84	156	125	99	.....	18
Fergus	91	89	100	85	61	.....	13
Fort Erie	658	608	261	213	213	.....	20
Fort Frances	891	1,286	290	207	264	.....	57
Fort William	2,588	3,181	1,129	1,265	1,137	.....	274
Galt	922	684	678	702	525	.....	84
Gananoque	81	24	118	93	81	.....	19
Goderich	143	63	224	167	139	.....	30
Guelph	673	422	746	702	528	.....	118
Hamilton	6,428	5,673	6,393	7,764	4,775	86	998
Hawkesbury	88	44	326	194	69	2	31
Ingersoll	116	128	196	175	118	.....	25
Kapuskasing	2,049	1,600	1,612	1,612	1,631	.....	26
Kenora	1,358	1,457	242	126	155	.....	45
Kingston	1,010	713	1,270	1,321	815	.....	290
Kirkland Lake	945	786	1,239	1,004	779	20	196
Kitchener	1,403	1,269	1,152	1,408	1,100	4	150
Leamington	458	116	495	534	302	.....	112
Lindsay	206	63	252	179	174	.....	16
Listowel	128	87	183	170	109	.....	31
London	2,818	1,624	2,621	3,416	1,992	172	563
Midland	293	178	346	327	282	.....	91
Napanee	85	55	153	103	69	.....	12
Newmarket	165	106	182	176	142	.....	40
New Toronto	1,850	1,187	1,607	1,368	1,081	.....	198
Niagara Falls	838	376	1,004	1,038	759	2	204
North Bay	1,651	1,302	1,640	1,543	1,362	52	254
Orangeville	82	47	131	113	63	9	34
Orillia	363	348	438	447	334	2	84
Oshawa	1,174	1,305	1,463	1,261	1,028	17	473
Ottawa	6,059	2,194	5,849	5,710	3,907	32	686
Owen Sound	369	135	473	472	300	3	98
Paris	59	138	42	41	36	.....	4
Parry Sound	461	330	473	401	438	.....	87
Pembroke	1,194	1,030	1,016	979	929	.....	125
Perth	161	100	193	175	133	3	19
Peterborough	1,164	798	1,114	1,259	850	.....	194
Picton	118	23	177	135	107	4	35
Port Arthur	2,563	5,129	1,441	1,513	1,189	.....	354
Port Colborne	254	250	336	245	231	.....	79
Port Hope	92	93	115	102	91	.....	24
Prescott	217	124	254	203	181	.....	25
Renfrew	604	349	239	309	211	.....	79
St. Catharines	1,479	876	1,718	1,988	1,416	.....	484
St. Thomas	666	339	775	877	627	12	132
Sarnia	904	344	1,000	911	753	.....	157
Sault Ste. Marie	1,811	1,821	958	816	787	.....	107
Simcoe	299	167	358	389	286	3	66
Smiths Falls	207	50	225	242	210	.....	33

REPORT OF EMPLOYMENT AND SELECTIVE SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 29 TO NOVEMBER 2, 1944

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Stratford	461	314	551	529	357	29	110
Sturgeon Falls	54	45	235	208	71	.....	43
Sudbury	3,194	3,901	2,754	2,375	2,517	46	361
Tilsonburg	74	41	216	182	160	.....	11
Timmins	1,585	1,365	2,414	2,081	1,756	32	651
Toronto	35,337	21,377	25,483	32,128	20,029	315	5,770
Toronto Junction	3,919	2,414	3,257	3,688	2,497	.....	516
Trenton	323	230	384	425	343	.....	44
Walkerton	284	162	630	333	218	.....	39
Wallaceburg	404	190	644	719	617	.....	80
Welland	1,404	1,563	1,076	1,078	773	.....	129
Weston	1,548	1,582	956	903	1,313	.....	155
Windsor	3,843	1,692	4,865	5,019	3,169	165	1,132
Woodstock	460	717	420	489	378	.....	86
Manitoba	**13,270**	**7,568**	**13,619**	**12,730**	**6,750**	**1,182**	**4,898**
Brandon	637	664	491	472	300	.....	209
Dauphin	795	804	477	266	138	.....	182
Flin Flon	326	209	147	168	232	3	24
Portage la Prairie	170	134	261	198	155	21	77
Selkirk	133	40	142	105	97	.....	23
The Pas	331	349	156	91	75	1	28
Winnipeg	10,878	5,368	11,945	11,430	5,753	1,157	4,355
Saskatchewan	**8,571**	**5,679**	**10,515**	**9,416**	**4,831**	**347**	**2,787**
Estevan	236	200	210	184	198	.....	86
Moose Jaw	953	563	1,197	1,320	776	13	410
North Battleford	309	201	462	246	145	.....	77
Prince Albert	1,236	944	1,012	868	548	21	416
Regina	2,570	1,392	3,358	3,904	1,684	240	699
Saskatoon	1,623	1,073	2,825	2,069	1,082	70	662
Swift Current	320	282	188	173	125	2	44
Weyburn	190	113	195	141	99	.....	55
Yorkton	1,134	911	1,068	511	174	1	338
Alberta	**13,363**	**7,155**	**13,004**	**12,502**	**8,361**	**542**	**3,214**
Black Diamond	239	102	135	119	140	.....	15
Blairmore	137	242	152	134	121	.....	12
Calgary	3,683	1,631	4,540	4,309	2,714	226	1,286
Drumheller	499	572	238	277	139	.....	54
Edmonton	7,066	3,159	6,509	6,161	4,139	303	1,515
Edson	602	619	117	117	165	.....	15
Lethbridge	543	379	654	757	437	13	153
Medicine Hat	403	228	515	506	395	.....	114
Red Deer	191	223	144	122	111	.....	50
British Columbia	**28,902**	**13,614**	**30,761**	**26,414**	**19,122**	**815**	**10,102**
Chilliwack	392	100	388	368	345	.....	75
Courtenay	255	273	181	149	188	.....	93
Cranbrook	408	391	281	280	234	.....	68
Dawson Creek	214	44	183	182	180	.....	32
Duncan	649	415	286	302	310	1	54
Fernie	64	159	71	65	57	.....	24
Kamloops	611	372	481	376	350	.....	94
Kelowna	393	177	425	407	394	.....	94
Nanaimo	316	84	375	347	273	.....	183
Nelson	462	396	473	342	267	.....	198
New Westminster	1,521	617	2,234	1,799	1,074	39	1,171
North Vancouver	398	180	368	263	258	.....	246
Penticton	271	85	270	259	272	.....	29
Port Alberni	547	217	401	355	341	6	123
Prince George	886	594	749	668	636	9	94
Prince Rupert	594	329	602	521	432	.....	102
Princeton	248	196	99	89	88	13	21
Trail	501	246	438	415	264	2	159
Vancouver	17,172	7,243	19,615	16,677	10,957	684	6,378
Vernon	533	274	592	488	424	12	138
Victoria	2,065	1,019	1,987	1,744	1,375	49	662
Whitehorse	402	203	262	318	403	.....	64
Canada	**271,350**	**189,761**	**254,937**	**248,734**	**175,522**	**4,338**	**65,183**
Males	182,104	141,358	160,751	150,117	111,006	1,243	36,851
Females	89,246	48,403	94,186	98,617	64,516	3,095	28,332

Offices in Manitoba during the five weeks ending November 2, 1944, was 458 as compared with 473 in the preceding period and 382 during the four weeks October 1 to October 28, 1943. Placements decreased under both comparisons, the daily average being 274 during the period under review, in contrast with 286 in the previous four weeks and 342 during the period terminating October 28 last year. Except for a slight gain in construction, all industrial groups showed reductions in the daily average of placements when compared with the four weeks ending October 28, a year ago, the largest decrease being in manufacturing followed by smaller losses in services, public utilities operation and trade. Industrial divisions in which the majority of placements were effected were: manufacturing 2,476; services 2,074; trade 1,767; public utilities operation 849; construction 353 and mining 169. There were 3,247 men and 3,503 women placed in regular employment.

Saskatchewan

Employment opportunities, as indicated by orders received at Employment Offices in Saskatchewan during the period under review, showed a daily average of 296, in comparison with 252 in the previous four weeks and 266 during the period ending October 28, a year ago. The average number of placements registered daily was 179 during the five weeks ending November 2, in contrast with 161 in the preceding period and 193 during the four weeks terminating October 28, 1943. When comparing placements by industrial groups with the period ending October 28 last year, none of the changes was large. The most significant being moderate declines in agriculture, services, public utilities operation and manufacturing, and an increase in trade. Industries in which employment was found for over 100 workers included: services 1,567; trade 1,339; manufacturing 1,044; public utilities operation 450; agriculture 338; construction 229 and mining 104. Regular placements numbered 2,677 of men and 2,154 of women.

Alberta

Orders received at Employment Offices in Alberta during the five weeks ending November 2, 1944, called for an average of 461 workers daily in comparison with 484 in the preceding period and 620 during the four weeks ending October 28, 1943. There was a daily average of 307 placements in contrast with 293 in the previous four weeks and 383 during the period terminating October 28, last year. The reduction in the daily average of placements from the four weeks ending October 28, a year ago, was greatest in construction with losses much smaller in volume being shown in manufacturing, mining, trade, public utilities operation and services. A moderate gain in agriculture and a small increase in forestry and logging were the only advances reported. Industrial groups in which the largest number of placements were effected included: services 2,280; trade 1,647; manufacturing 1,565; agriculture 1,237; public utilities operation 809; construction 591 and mining 472. Placements in regular employment numbered 4,972 of men and 3,389 of women.

British Columbia

During the period ending November 2, 1944, the daily average of positions offered through Employment Offices in British Columbia was 997, compared with 1,037 during the four weeks ending September 28, and 936 in the period terminating October 28, 1943. Placements were fewer under both comparisons, the daily average being 687 during the five weeks under review, as compared with 734 in the preceding period and 692 during the four weeks ending October 28 last year. The gain in the daily average of placements over the period ending October 28, a year ago, although small, showed appreciable increases in forestry and logging, public utilities operation, trade and services, and were partly offset by a fairly large decline in manufacturing and moderate losses in construction and mining. Placements by industrial divisions included: manufacturing 5,917; services 4,238; trade 2,891; forestry and logging 2,381; public utilities operation 2,199; construction 1,707 and mining 274. There were 12,718 men and 6,404 women placed in regular employment.

Labour Law

Labour Legislation in Saskatchewan, Nova Scotia, New Brunswick, Prince Edward Island and Yukon Territory, in 1944

Saskatchewan

THE second session of the Saskatchewan Legislature to be held during the year opened on October 19 and closed on November 10, 1944. New laws were passed setting up Departments of Labour, Social Welfare, and Co-operatives and Co-operative Development, and providing for collective bargaining, annual holidays with pay and extension of health services. Laws dealing with old age pensions and mothers' allowances were amended.

Collective Bargaining

The Trade Union Act, 1944, which will come into force on Proclamation, repeals the Industrial Disputes Investigation Act and the Freedom of Trade Union Association Act. It also repeals The Labour Relations Act, which was passed at the first session of 1944 and which applied The Dominion Wartime Labour Relations Regulations (P.C. 1003, Feb. 17, 1944) to employer-employee relations which are ordinarily within the exclusive legislative jurisdiction of the Province (L.G. July, 1944, p. 912). The new Act, enables the Government of Saskatchewan to enter into an agreement with the Dominion Minister of Labour for the administration of the Dominion Regulations within the Province.

The Act applies to every employer having three or more employees and to every employer having less than three, if one of his employees is a member of a trade union which includes employees of one or more employers among its membership. "Employer" includes the Crown in the right of the Province but does not include an employer whose relations with his employees are within the exclusive legislative jurisdiction of the Parliament of Canada or one whose industry is defined by the Wartime Labour Relations Regulations (P.C. 1003) as essential to the prosecution of the war.

The Act declares the right of employees to organize, join and assist trade unions and to bargain collectively through representatives of their own choosing. "Trade union" means a labour organization which is not company-dominated.

Provision is made for a Labour Relations Board of seven members, appointed by the Lieutenant-Governor in Council and equally representative of employers and employees and, if the Lieutenant-Governor in Council considers it desirable, of the general public. The Board may make orders determining whether the unit of employees appropriate for collective bargaining is an employer unit, craft unit, plant unit or a subdivision of it, or some other unit, and what trade union, if any, represents a majority of employees in an appropriate unit. Orders of the Board may also require an employer to bargain collectively, to disestablish a company union, and to reinstate an employee discharged contrary to the Act and compensate him for his monetary loss, and may require any person to refrain from violation of the Act or from any unfair labour practice.

Where there is doubt as to which trade union represents the majority of the employees, the Board may direct a vote to be taken by secret ballot of all employees eligible to vote, and must do so on application of any trade union which 25 per cent or more of the employees in any appropriate unit have, within six months preceding the application, indicated as their choice as bargaining representative, either by membership in such union or by written authority. In any such vote a majority of the employees eligible to vote constitutes a quorum and if a majority of those eligible to vote actually vote, the majority of those voting determines the trade union which represents the majority of employees for bargaining. "Employee", as defined for purposes of the Act, excludes any person having authority to employ or discharge employees or regularly acting on behalf of the management in a confidential capacity, but includes any person who is on strike or locked out in a current labour dispute and who has not secured permanent employment elsewhere.

A certified copy of any order or decision of the Board must be filed within one week with the Registrar of The Court of King's Bench

and thereupon becomes enforceable as a judgment or order of the Court. The Board may, however, rescind or vary such order. Where any person fails to comply with such an Order, the Court may refer to the Board any question as to the compliance or non-compliance of such person. Application to enforce an Order of the Board may be made to the Court by, and in the name of, any trade union affected.

In addition to other penalties imposed, the Lieutenant-Governor in Council, upon application of the Board and upon being satisfied that any employer has wilfully disregarded or disobeyed an Order filed by the Board, may appoint a controller to take possession of the employer's business, plant and premises and operate it on behalf of the Crown until the Lieutenant-Governor in Council is satisfied that, upon the return of the business or premises to the employer, the Board's Order will be obeyed.

The Board has the powers of a Commissioner appointed under the Inquiries Act and may take any evidence it sees fit, under oath or otherwise, whether admissible as evidence in a court of law or not. The Board, with the approval of the Lieutenant-Governor in Council, may make regulations for carrying out the Act.

The Minister of Labour may establish a Board of Conciliation to investigate, conciliate and report upon any industrial dispute and may make regulations regarding the appointment of such boards, their procedure, remuneration, and the nomination of chairmen by the parties to the dispute or by himself. A trade union representing the majority of employees in any unit may enter into an agreement with an employer to refer a dispute or disputes or a class of disputes to the Labour Relations Board and the Board must hear and determine any dispute referred to it by either party under such agreement. The findings of the Board are final and conclusive and binding upon the parties and are enforceable as an Order of the Board.

The Act contains provisions relating to trade unions, which are similar to sections of the Ontario Rights of Labour Act, 1944. These provide that a trade union and its acts are not to be deemed unlawful by reason only that one or more of its objects are in restraint of trade; that an act done by two or more members of a trade union, if done in contemplation or furtherance of a trade dispute, shall not be actionable, unless such act would be actionable if done without any agreement or combination; and that a trade union may not be made a party to an action in any court nor a collective agreement be made the subject of such an action unless this can be done irrespective of the provisions of the Act.

On the written authority of any employee and on request of a trade union representing the majority of employees in any bargaining unit of his employees, an employer must deduct union dues from the wages of the employee until the latter has made written withdrawal of the authority. The employer must furnish the trade union with the names of employees who give or withdraw such authority.

Every collective agreement entered into between an employer and a trade union representing the majority of employees in an appropriate bargaining unit, after the Act comes into force, must contain, and every such agreement made before that date is to be deemed to contain, a provision that the agreement is to remain in force for one year and thereafter until either of the parties, or a trade union claiming to represent the employees in any appropriate unit, has given one month's notice to terminate or revise the agreement. Upon giving or receiving such notice the employer must bargain with the trade union representing the majority of employees in an appropriate bargaining unit, with a view to a renewal or revision of the agreement or the conclusion of a new agreement.

A maintenance of membership clause must also be included in a collective agreement made after the coming into force of the Act and be deemed to be included in an agreement made before that date, at the request of a trade union representing the majority of employees in any appropriate bargaining unit. The clause is to provide that, during the term of the agreement, as a condition of employment, the members of such trade union shall maintain their membership in the union and that all new employees shall apply for membership within 30 days of entering employment, and maintain it during the term of agreement. The Lieutenant-Governor in Council may, on such terms and for such period as he may prescribe, exclude from the operation of any maintenance of membership clause any or all persons who are or have been members of His Majesty's Forces or of the Allied Forces during the present war or who have served or are serving in any capacity with these Forces.

Failure to enter into a written agreement, including a maintenance of membership provision, if requested by a trade union representing the majority of the employees of a bargaining unit or to carry out the terms of the agreement, subject to any law or regulations passed by authority of the Parliament

of Canada, is an unfair labour practice. It is also an unfair labour practice for an employer or his agent:—(a) to interfere with or coerce an employee in the exercise of any right conferred by the Act; (b) to interfere with the formation or administration of any labour organization or contribute financial or other support to it; provided however that the employer may allow the bargaining unit representing the majority of his employees to confer with him for bargaining or union business without deductions from wages or loss of time, or permit use of his premises and notice boards for purposes of the union; (c) to fail or refuse to bargain with representatives (not necessarily being the employees of the employer) of a trade union representing the majority of the employees in an appropriate unit; (d) to refuse to negotiate during working hours with a representative of a trade union with which he has a collective agreement, with a view to settling disputes and grievances of employees covered by the agreement, or to make deductions from the wages of such union representatives for time spent in such negotiations; (e) to discriminate in regard to hiring or tenure of employment or any term or condition of employment or to use coercion or intimidation, in order to encourage or discourage membership or activity in or for a labour organization or participation in any proceeding under the Act; provided that nothing in the Act is to prevent an employer from making an agreement with a trade union requiring membership and maintenance of membership in such trade union as a condition of employment, or the selection of employees by the advice of the union, or any other condition with regard to employment, if such union has been selected by a majority of employees in any such unit as their bargaining representative; (f) to require as a condition of employment that any person shall abstain from joining or assisting a trade union or exercising any right provided by the Act; (g) to interfere in the selection of a trade union as representative of employees for bargaining; (h) to maintain a system of industrial espionage or to employ or direct any person to spy upon a member, or upon proceedings or offices, of a labour organization, or upon the exercise by any employee of any right under the Act; (i) to threaten to shut down or move a plant, or part of it, in the course of a labour dispute; (j) to declare or cause a lock-out or to make or threaten any change in wages, hours, conditions of employment, benefits or privileges while any application is pending before a board of conciliation appointed under the Act.

It is an unfair labour practice for an employee or any person acting on behalf of a labour organization: (a) to use coercion or intimidation to encourage or discourage membership in or activity in or for a labour organization; provided that nothing in the Act is to prevent a person who is acting on behalf of a trade union from attempting to persuade an employer to make an agreement with that union to require as a condition of employment membership, or maintenance of membership, in that union or the selection of employees on the advice of a trade union or any other condition of employment, if such union has been selected by a majority of employees in such unit as their bargaining agency; (b) to take part in, or persuade or attempt to persuade any employee to take part in, a strike, while an application is pending before the Board or any matter is pending before a board of conciliation appointed under the Act.

Any person who takes part in, aids, abets, counsels or procures any unfair labour practice is guilty of an offence and, in addition to any other penalty imposed by the Act, is liable, on summary conviction, for a first offence to a fine of $25-$200, if an individual, and $200-$5,000 if a corporation, and for a subsequent offence to such fine and to imprisonment for a term not exceeding one year. No prosecution may be instituted under this provision without the consent of the Board.

Holidays With Pay

The Annual Holidays Act which, except for one section, is to come into force on Proclamation, provides that all employees, except those employed at a farm, ranch, market garden or similar place or in undertakings where only members of the employer's family are employed, shall be entitled after each year of employment with any employer to an annual holiday of two weeks. The employee must be permitted to take his holiday in one period of two weeks or two periods of one week and to take the entire holiday within ten months of becoming entitled to it. The employee is to be paid for the holiday at the rate of one twenty-sixth of his total wage for the year immediately preceding the date on which he becomes entitled to the holiday. This payment is to be made not later than the day immediately preceding the commencement of the holiday or, if it is taken in two periods, one half of the amount is to be paid the day preceding the commencement of each period.

A section, which is to come into effect at the end of the war unless proclaimed in force at an earlier date, provides that if, on com-

plaint of the employer, it is proved to the satisfaction of a magistrate or justice of the peace that an employee has engaged in paid work during his holiday, the magistrate or justice shall order the employee to refund the amount paid him by his employer or authorize the employer to deduct it from the employee's wages.

If a special holiday falls within the period of the annual holiday, the latter is to be increased by one working day and the employee paid, in addition to payment for his annual holiday, the wages to which he is entitled for the special holiday.

If employment is terminated more than thirty days after its commencement, the employer must pay the employee, in addition to any other amounts due him, one-twenty-sixth of his total wage for his period of employment, unless the employee has had an annual holiday under any Act, custom or agreement or under his contract of service, in which case the additional payment is only to cover the period between the date on which he became entitled to his last annual holiday and the termination of his employment.

The Act is not to affect provisions as to paid holidays contained in any agreement or contract of service, if they are more favourable to employees, but it is to supersede any which are less favourable. Agreements to deprive employees of the benefits of the Act are void. An employer is forbidden to require an employee to return to him, or to accept, the whole or any part of the amount paid in respect of the annual holiday or to discharge or threaten to discharge an employee who gives evidence in any proceeding under the Act or gives information to the Minister of Labour or his representatives regarding any employee's holiday or payment made for it.

Employers having three or more employees to whom the Act applies must keep any prescribed abstract of the Act or regulations posted on their premises. An employer having one or more employees covered by the Act must keep a holiday book showing, in the case of each employee, the dates of commencement and termination of employment, date on which he becomes entitled to each annual holiday and dates on which it is taken, the employee's total wage, holiday wage and all deductions from the latter, the amount paid the employee in respect of each annual holiday, the amount paid upon termination of employment, and date of payment, and any other particulars that may be prescribed by the regulations. The holiday book may be incorporated with any other holiday or wages book required by any other Act of the Legislature. The Minister or any person authorized by him may inspect the book and require the employer to verify entries on oath and supply further information.

Money paid an employee in respect of his annual holiday is deemed to be salary or wages and subject to all statutory deductions which the employer is required to make.

For purposes of the Act the employment of any employee with the person by whom he is employed when this provision comes into force is to be deemed to have commenced on the latest of the following dates: (*a*) one year immediately preceding the date on which this provision comes into force; (*b*) the actual date of entering employment with that employer; or (*c*) the date on which the employee becomes entitled to any annual holiday under any Act, custom or agreement or under his contract of service.

A provision, which will cease to have effect at the end of the war or on an earlier date proclaimed by the Lieutenant-Governor in Council, enables an employee, by written agreement with his employer, filed with the Deputy Minister of Labour, to forego his annual holiday, in which case the employer must within ten months after the date when the employee became entitled to the holiday, pay him his holiday wage for the year preceding that date.

The Lieutenant-Governor in Council may make regulations for carrying out the Act. Penalties are provided for violation of the Act or regulations.

Department of Labour

The Statute was repealed which was enacted during the first session of 1944, setting up the Department of Reconstruction, Labour and Public Welfare and provision was made for three new Departments.

The Department of Labour Act provides for the establishment of a separate Department of Labour with power to collect and publish statistical information relating to labour conditions; to inquire into and report on labour legislation in force outside the Province and recommend any changes considered advisable in the labour law of Saskatchewan; and to consider and report upon any petition or recommendation for a change in Provincial labour laws which may be presented by any trade union, employers' organization, or other organization or person.

The Department may also provide facilities for finding employment and for making avail-

able throughout the Province information relating to opportunities for employment and availability of labour. The Department is to administer the laws relating to labour administered by the Department of Reconstruction, Labour and Social Welfare and, in addition, the Elevator and Hoist Act, the Female Employment Act, the Masters and Servants Act, the Steam Boilers Act, the Theatres and Cinematographs Act, the Trade Union Act, and the Annual Holidays Act.

Health and Welfare

The Department of Social Welfare Act provides for such a Department with duties relating to social welfare similar to those assigned to the Department of Reconstruction, Labour and Public Welfare (L.G. 1944, p. 912).

The Health Services Act authorizes the appointment of a Health Services Planning Commission, whose duties include determining the cost of, and means of financing, health services; outlining the boundaries of health regions and assessing their needs; planning a scheme of compulsory health insurance for one or more urban centres; and recommending medical graduates and registered nurses for post-graduate training.

The Public Health Act was amended to make provision for a scheme of full-time health services in any health region established under the Health Services Act.

Miscellaneous

Amendments in the Old Age and Blind Persons Pensions Act ratify a supplementary agreement with the Dominion Government under Order in Council, P.C. 3377, May 29, 1944.

An amendment in the Child Welfare Act enables the Minister of Social Welfare to register a notice of the granting of an allowance in the appropriate Land Titles Office, if the child or its parents have an interest in any land.

The Reconstruction and Rehabilitation Fund Act provides that the Lieutenant-Governor in Council may authorize the Provincial Treasurer to raise money by loan for such a fund, not exceeding in the aggregate $5,000,000.

The Department of Reconstruction Act provides for a separate Department of that title to deal with those matters relating to reconstruction which were assigned to the Department of Reconstruction, Labour and Public Welfare (L.G. July 1944, p. 912).

The Department of Co-operation and Co-operative Development Act provides for such a Department with power to encourage and assist co-operative enterprise, provide for inspection of the affairs of co-operative associations, collect and disseminate information and statistics relating to co-operative development, and establish a research service to investigate problems relating to co-operative organization and development.

Nova Scotia

During the session of the Nova Scotia Legislature, which began on March 1 and ended on April 6, 1944, statutes were enacted to authorize the application of the Dominion Wartime Labour Relations Regulations to employer-employee relations which are within the jurisdiction of the Province and to provide for regulating steam boilers and pressure plants and for workmen's compensation to blind workmen. Laws relating to apprenticeship, workmen's compensation, coal mines and old age pensions were amended.

Collective Bargaining

The Wartime Labour Relations (Nova Scotia) Act, which came into force on Proclamation June 21, 1944, provides that the Dominion Wartime Labour Relations Regulations (P.C. 1003, Feb. 17, 1944) and, if the Lieutenant-Governor in Council so orders, any amendment to such Regulations shall apply to employers and employees whose relations with one another are ordinarily within the exclusive legislative jurisdiction of the Province and to organizations of such employers and employees.

Apprenticeship

Amendments in the Apprenticeship Act provide for the appointment of a full time Director of Apprenticeship. Formerly the Deputy Minister of Labour was, ex officio, Director. Local apprenticeship committees of not more than five members are also to be appointed to advise the Provincial Apprenticeship Committee on questions arising in any designated trade or group of trades in a single industry or area. Members of these committees are to serve without remuneration but may be reimbursed for necessary expenses.

The Act is made applicable to female as well as to male apprentices and provision is made for amending the Schedule of designated trades. The section forbidding employment of a minor in a designated trade for more than three months, except under a contract of apprenticeship under the Act, was amended

to enable the Minister of Labour, on the recommendation of the Provincial Apprenticeship Committee, to make an exception in cases where the minor is confined to specialized or repetitive work. All contracts must provide for a period of not less than 2,000 hours of productive labour in the trade, instead of one year, as formerly.

The provisions were repealed which enabled the Lieutenant-Governor in Council to make regulations prescribing the rates at which bonuses might be paid to employers of apprentices and authorized the Minister to direct the payment of such bonuses. A new section empowers the Provincial Apprenticeship Committee, with the approval of the Minister, to assess and collect from employers and employees in each designated trade or group of trades such amounts as may be fixed by the Regulations to assist in defraying the cost of maintaining a system of apprenticeship and instruction in such trade or group.

Workmen's Compensation

The Blind Workmen's Compensation Act authorizes the Provincial Treasurer to pay to the Workmen's Compensation Board the full cost of compensation in excess of $50 payable in respect of an injury to any blind workman employed in an industry under Part I of the Workmen's Compensation Act, provided such employment was approved by the Canadian National Institute for the Blind or other organization designated for the purpose by the Lieutenant-Governor in Council. The Institute or organization has exclusive jurisdiction as to the nature of the work a blind workman may do and as to his proper placement. It also has right of access at all reasonable times to a blind workman's place of employment, provided the person in charge consents. Where an employer employs a blind workman or changes his employment without the Institute's approval, he is deemed to have waived his rights under the Act. The Board may fix the assessment to be levied on the employer of a blind workman at such amount as may be deemed fair, having regard to the provisions of the Workmen's Compensation Act.

The Workmen's Compensation Act was amended to provide that any person now receiving compensation at the rate of 55 per cent or 60 per cent of average earnings shall be entitled to compensation at the rate of 66⅔ per cent of such earnings from May 1, 1944. Minimum compensation in disability cases was raised from $8 per week or average earnings to $10 per week or average earnings, in respect of accidents happening after April 6, 1944. Procedure is laid down under which any person entitled to do so may lodge an objection to a claim for compensation filed with the Board. Such person may notify the Board in writing, within ten days of the date on which the claim has been reported to him, stating the nature of the objection and the reasons for it. A copy of the notice must be given or mailed to the workman. As formerly, the Board must hold an inquiry into the matter within forty-five days of the lodging of the objection.

The section providing for medical aid was revised, with a number of changes. The Board is authorized to provide such medical aid as it may consider necessary and the workman is entitled to artificial members and appliances and dental appliances and to have them replaced or repaired at the direction of the Board, and to spectacles and their renewal. Formerly, medical aid was given for 30 days only unless the Board extended this period on the ground that further treatment would benefit the workman and conserve the Accident Fund. Artificial members and apparatus were formerly kept in repair for one year and dental appliances were not provided although the services of a dentist were included. Application for payment of accounts for medical aid must now be made within three months after the aid has been rendered, instead of one year as heretofore. The clause dealing with care of the workman at the time of the accident was amended to make it clear that the employer must, at his own expense, obtain the necessary medical aid or convey the workman to a place where he can receive it.

Dermatitis venenata, due to employment in any industrial process involving the handling of irritants was added to the list of industrial diseases for which compensation is payable.

Coal Mines

Amendments in the Coal Mines Regulation Act provide for the issuing of certificates to mine surveyors. Applicants for such certificates must be at least 20 years of age, have completed a course in elementary surveying approved by the Minister of Mines and have had 12 months experience as assistant in surveying underground mine workings. Any person who at the coming into force of the amendment (April 6, 1944) has had three months normal employment at work requiring a mine surveyor's certificate is entitled to a certificate under the Act without further examination.

A new section requires that, once in each quarter, on a date specified in a notice posted for seven days previously in a conspicuous

place at the mine, the manager or underground manager shall be available to exhibit a plan of the mine to workmen wishing to examine it and shall point out the ventilation courses, travelling roads and alternative routes. "Plan" is defined as a plan made from the original signed notes of a surveyor holding a certificate under the Act. New and more stringent rules are laid down governing abandonment of mines.

The section granting exemption in certain cases from the provisions of the Act relating to stationary engineers was revised. Such provisions are not to apply to persons operating engines of 200 h.p. or less underground when the engine is furnished with power by compressed air, or when it is furnished with power by electricity and the operator holds an electrical machine operator's certificate under the Act.

Stationary Engineers

The Engine Operators Act, which came into force on July 1, 1944, applies to compressor plants, including machinery and equipment for compressing or storing air or other gas under pressure when the brake rating of the motive power exceeds 25 h.p. except when the motive power is steam, in which case machinery and equipment are to form part of a steam plant; hoisting plants exceeding 25 h.p. used for raising or lowering materials; internal combustion engine plants; portable traction and stationary steam plants; and steam boilers exceeding 2 h.p. where the pressure exceeds 15 pounds per square inch.

The Act does not apply to any plant or to any operator or fireman governed by the Mines Act or the Coal Mines Regulation Act or to railways or to vessels subject to Part VII of the Canada Shipping Act. Neither does it apply to workmen acting under the personal supervision of an engine operator who is in charge of a compressor plant, a portable tractor or stationary steam plant, or an internal combustion engine power plant or to workmen engaged in installing or testing such plant. These exceptions are not to permit the operation of hoisting plants by any person other than an engine operator.

The Act provides for the appointment of a Board of Examiners of not less than three nor more than five persons, to examine candidates for engine operators' and firemen's certificates. The Minister of Labour, with the approval of the Lieutenant-Governor in Council, may make Regulations prescribing qualifications of members of the Board; establishing different classifications of engine operators and firemen and defining the duties of each class; prescribing evidence of training, experience and character to be furnished by applicants for certificates; fixing fees; and generally, providing for the carrying out of the Act. An applicant for a certificate as engine operator or fireman must be a British subject and must also have passed the examination required by the Board or hold an equivalent certificate from another province in Canada, or, at the coming into force of the Act, have had, in the opinion of the Board, sufficient service and experience as engine operator or fireman.

Every owner of a plant to which the Act applies must send to the Minister information as to the horsepower of the plant and the pressure at which safety valves on boilers and tanks are set to relieve pressure. On receipt of such information and payment of the fee the Minister may issue a certificate of registration. Any change in the plant thereafter must be reported to the Minister within fifteen days. The certificate of registration and the operator's certificate must be displayed in the engine room. Provision is made for inspection of plant.

No person may perform or be employed or permitted to perform the duties of an engine operator or fireman unless he has the required certificate, but if the operator or fireman is absent from duty without having given seven days' notice, his duties may be performed by any person, under competent supervision, for not more than seven days.

Chauffeurs

An amendment in the Motor Carrier Act requires every motor carrier to notify the Registrar of Motor Vehicles within three days of his dismissal or suspension of any licensed operator or licensed chauffeur.

Employment of Non-residents

The Nova Scotia Labour Act, which is to remain in force until May 1, 1945, is a re-enactment of a statute first passed in 1933 and renewed annually. The Act forbids any person or corporation employing 25 or more workers to hire any person who has not been a resident of Nova Scotia for at least a year unless the person hired produces a certificate from the Government Employment Agent or Municipal Clerk in the place where he is to be employed stating that there are no unemployed persons resident in such place capable of doing and willing to do the work.

Old Age Pensions

An amendment in the Nova Scotia Old Age Pensions Act, which is retroactive to September 6, 1933, when the Act came into force, enables

the Lieutenant-Governor in Council to make and carry out agreements with the Governor General in Council for a scheme of old age pensions in the Province and for payments by the Dominion to the Province for the provision of pensions and to provide for payment of pensions under such agreement and in accordance with any Act of the Dominion or the Province or any Order in Council made under such Act. Formerly, agreements and payment of pensions were only authorized in accordance with the Dominion Old Age Pensions Act and Regulations. The Provision is repealed, which was enacted in 1943, enabling the Pension Authority to alter, suspend or discontinue any pension or supplemental allowance.

Miscellaneous

An Act of 1920, which enabled the Council of the City of Sydney to pass by-laws for the early closing of shops, was amended by the repeal of a section exempting from penalty any pharmaceutical chemist or druggist or any proprietor or employee of any shop who supplied medicines, drugs or medical appliances after the closing hour fixed by a by-law.

An amendment in the Halifax Charter authorizes the City Council, to provide for the establishment of a Committee, upon which the Council and employees are to be represented, to hear and consider all matters concerning the relationship between the city and its employees and to define the matters with which the Committee is to deal.

New Brunswick

The New Brunswick Legislature, which met on February 22 and was prorogued on April 6, enacted laws to make the Dominion Wartime Labour Relations Regulations applicable to employments within the jurisdiction of the Province, and to provide for a system of apprenticeship. The Mothers' Allowances Act was revised and amendments were made in the Industrial Standards Act and in statutes dealing with workmen's compensation and regulation of mines and factories.

Collective Bargaining

The Wartime Labour Relations Act, which came into force on Proclamation on May 1, 1944, provides that the Dominion Wartime Labour Relations Regulations (P.C. 1003, February 17, 1944) shall apply to employers and employees whose relations with one another are normally within the exclusive legislative jurisdiction of the Province and to organizations of such employers and employees. The Minister of Health and Labour, or other Minister designated for the purpose, may, with the approval of the Lieutenant-Governor in Council, make agreements with the Dominion Minister of Labour for the administration of the Dominion Regulations in the Province. The Lieutenant-Governor in Council may, by Proclamation, make any amendment to the Dominion Regulations applicable within the Province.

Apprenticeship

The Apprenticeship Act, which came into force on Proclamation on July 15, 1944, enables the Minister who is designated to carry out the Act, with the approval of the Lieutenant-Governor in Council, to make agreements with the Dominion Government, municipalities and other parties. The Act is generally similar to laws passed in Ontario in 1928, in British Columbia in 1935, in Nova Scotia in 1937 and in Alberta, Saskatchewan, Manitoba and Prince Edward Island during the present year.

The New Brunswick Act provides for the appointment of a Director of Apprenticeship who, under the Minister, is to have charge of carrying out the Act, supervising plans of apprenticeship training and inspecting all training conducted under the Act. Provision is also made for a Provincial Apprenticeship Committee consisting of an equal number of representatives of employers and employees together with one representative each of the Department of Labour and the Department of Education and an independent person as chairman.

The Act applies to skilled trades appropriate for contracts of apprenticeship and the Committee is to determine what trades are in this category. The Committee must also register apprentices and keep a record of contracts; decide the nature and duration of related technical courses to be given to apprentices; and determine all disputes arising out of an apprenticeship contract or plan. The Committee may certify apprenticeship contracts as binding upon the parties; approve assignments of contracts and plans of training; terminate any contract for cause; grant credits for experience in the trade, as a workman or a member of the Armed Forces, and for training in a vocational school or in the Forces; provide for periodic tests and final examinations and for the granting of improver's or journeyman's status; issue certificates; and appoint local advisory committees, equally representative of employers and employees, for any trade or group of trades.

An apprentice must be at least 16 years of age and he and the employer must satisfy the

Apprenticeship Committee that they are suitable persons to enter into an apprenticeship contract. A contract must provide for an agreed scale of wages, which must not be less than those fixed for apprentices in the trade by collective agreement or, failing an agreement, those established under the Labour and Industrial Relations Act; for increases in wages at fixed intervals; for a period of apprenticeship of at least 4000 hours, with time credits for previous experience in the trade and in the Armed Forces; for the maximum hours per day and days per week to be spent in employment and the number of hours to be spent in technical instruction; for a probationary period of at least three months; and for the transfer of the apprentice to another employer or the cancellation of the agreement for cause. No contract is binding unless certified by the Committee.

Either party may suspend a contract for gross misconduct on the part of the other party, with the consent of the Director or of a local Advisory Committee. In such cases the Director must make an immediate inquiry into the circumstances and report to the Apprenticeship Committee which must then, and within three weeks of the suspension, and after any further inquiry it may consider necessary, cancel the contract or make an order terminating the suspension and fixing the wages payable to the apprentice for the period of suspension. At any time before cancellation the parties may themselves terminate the suspension of the contract.

A plan for training apprentices agreed upon in writing by one or more employers and one or more trade unions may be put into effect if approved by the Committee. Such plan may provide for the form and requirements of the contract to be made, which must comply with the Act, and for the ratio of apprentices to journeymen permitted to each employer, the age and number of apprentices, and any other matters considered advisable.

The Lieutenant-Governor in Council, upon the joint written petition of one or more employers and one or more trade unions and if satisfied that a sufficient proportion of the employers and employees in the trade in the area desire it, may order a plan of apprenticeship training which has been approved by the Apprenticeship Committee to apply in respect of the entire trade designated, in the area or areas specified in the Order. Where any training plan has been so declared to apply, no person may be apprenticed in such trade in the area except in accordance with the plan.

The Director, on written complaint of any interested person or of his own motion, may investigate any alleged violation of a contract or plan of apprenticeship and report to the Committee. The Committee may make further inquiries before rendering its decision which is final and binding upon the parties. A decision that there has been a violation of a contract renders such contract voidable at the option of the aggrieved party.

The Lieutenant-Governor in Council may, upon recommendation of the Apprenticeship Committee, make regulations fixing compensation to be paid to an apprentice while pursuing a course of related technical training, and generally for the carrying out of the Act.

No apprentice may be required to do any work in a plant where work has stopped because of a labour dispute.

The Province is to provide such facilities for conducting the courses of related technical instruction as the Lieutenant-Governor in Council deems adequate and meet the cost of such courses.

For violation of the Act or regulations or of an Order of the Committee concerning suspension of a contract a fine of $100 may be imposed.

The Minors and Apprentices Act was repealed by a separate statute.

Fair Wages

Several amendments were made in Part 5 of the Labour and Industrial Relations Act, 1938, which provides for a Fair Wage Officer to investigate complaints and a Fair Wage Board to determine minimum rates of wages and maximum working hours. A new section authorizes the appointment of one or more Wage Investigators who are to have all the powers of the Fair Wage Officer in inquiring into wages, hours of labour and working conditions.

The Fair Wage Board is to have three members, instead of five, but, as formerly, employers and employees are to have equal representation, with a disinterested person as chairman. Other changes enable the Board to fix rates which employers may charge for board and lodging; provide that Orders of the Board may be general in their application or may establish different rates of wages for different classes of employees and may apply to the whole Province or to any part or parts of it; and require employers to keep accurate records which are to be open for inspection by the Fair Wage Officer or a Wage Investigator.

Workmen's Compensation

Amendments in the Workmen's Compensation Act increase the maximum amount of earnings on which compensation is based from $1,500 to $2,000 and raise the scale of compensation.

In cases of permanent total disability compensation equal to the average earnings of the workman is payable, with a maximum of 66⅔ per cent of $2,000 a year. For temporary total disability compensation is 66⅔ per cent of average earnings, with the same maximum as in permanent cases and a minimum of $8 per week or the amount of average earnings, if these are less than $8. Formerly, in all total incapacity cases compensation was 60 per cent of average earnings with a maximum of 60 per cent of $125 a month and a minimum of $8 per week, or average earnings if less.

Compensation for temporary partial incapacity has been raised from 60 per cent of diminution of average earnings, calculated on a basis of not more than $125 a month, to 66⅔ per cent calculated on a basis of not more than $2,000 a year.

The Board is now authorized to keep artificial members or apparatus in repair and to replace them when necessary.

Compensation to a widow is increased from $30 to $40 per month and total aggregate compensation to dependents from 60 per cent of $125 a month to 66⅔ per cent of $2,000 a year. An amount not exceeding $125 for extra burial expenses may be paid in cases where the body of the workman has to be transferred for a considerable distance.

Mines

The section of the Mining Act requiring a mine operator to appoint a man to inspect working levels and timbering, was amended to provide that more than one such inspector may be appointed. A new provision requires every place in a mine where men are at work to be inspected by a foreman or official of the company at least twice a week.

A change was made in the section forbidding any miner except those working with machines under the long wall system to work at the face, except when a foreman and the surface crew are on duty. This section now forbids any miner to work underground at the coal face except when a foreman is on duty and forbids any, except those working with machines under the long-wall or short-wall system or those engaged in drilling and blasting in preparation for mining or driving main levels, to work at the face unless the regular surface crew is on duty.

A new section requires suitable scales for weighing coal to be provided at the bank head of every mine brought into operation after the passing of the Act and employing forty men or more.

Department of Labour

An amendment in the Executive Council Act provides for the appointment of a Minister of Labour and also of a Minister of Health and Social Services. Formerly the Departments of Health and Labour were joined under one Minister. The amendment came into force, on Proclamation, on July 1, 1944, and a Minister of Labour was appointed on that date. Consequential amendments were made in a number of Statutes including the Factories Act, the Industrial Standards Act, and the Steam Boiler and Pressure Vessel Act.

Steam Boilers

The Act respecting Stationary Engineers, Steam Boilers and Pressure Vessels was amended to give it the short title of "Steam Boiler and Pressure Vessel Act" and to provide that the Board of Examiners appointed under it may have more than three members.

Mothers' Allowances

The Mothers' Allowances Act, 1944, is a revision, with amendments, of the Statute which was passed in 1930 but which was not put into force until 1943 and is now repealed. The new Act, which came into effect on Proclamation on May 1, 1944, provides for the payment of an allowance to any mother who has in her care one or more children under 16 years of age and who is a widow or the wife of a man who is totally and permanently disabled or is a patient in a sanitarium for the treatment of tuberculosis or has deserted her at least two years prior to her application for an allowance. An allowance may also be paid to a foster mother caring for one or more children if both parents are dead or disabled.

Application for an allowance is to be made to the Director who administers the Act and who must be satisfied that the applicant is a suitable person to have charge of the child; that there is not sufficient means available for its support; that the child is a resident of the Province and has been so for three years, or since birth; that the child is a British subject, or that its mother is a British subject or, if dead, was a British subject at the time of her death or before her marriage; and that the applicant is not an Indian to whom the Indian Act applies.

The maximum allowance is $60 a month, the actual scale of allowances being fixed by Regulations which the Lieutenant-Governor in Council is authorized to make. Such Regulations may also deal with other matters, including property and income qualifications of applicants.

If a child reaches the age of 16 during the school year the Director may continue the allowance until the end of such year. No

allowance is payable in respect of a child who is not attending school as required by the School Attendance Act.

Old Age Pensions

An amendment in the Old Age Pensions Act, which is, retroactive to the commencement of the Principal Act, enables the Lieutenant-Governor in Council to make supplementary agreements with the Governor General of Canada in Council.

Time to Vote

In the revision of the New Brunswick Elections Act a section was added requiring every employer to allow each elector in his employ one hour, in addition to the noon hour, for voting without making any deduction from his pay or exacting any other penalty.

Housing and Public Works

An amendment in the New Brunswick Housing Commission Act enables the Housing Commission of the City of St. John to borrow money for the purposes of the Act up to $10 per capita of the population, instead of $5, as formerly.

The St. John Housing Development Act authorizes the City Council to expropriate lands and premises for housing development and slum clearance.

An Act to authorize Municipalities to establish Reserve Funds empowers the Council of any municipality to provide by resolution for a reserve fund for construction and improvement of public works.

Prince Edward Island

In Prince Edward Island the legislative session began on February 15th and ended on March 17, 1944.

Apprenticeship

The Apprenticeship Act, which will come into effect on Proclamation, is generally similar to statutes enacted in recent years in other provinces, as noted above in the summary of the New Brunswick Apprenticeship Act.

The Prince Edward Island Act provides for the appointment of a Director of Apprenticeship whose duty it is to promote interest in apprenticeship, assist in establishing a permanent system of apprentice training and supervise it and collaborate with educational authorities in training apprentices. Provision is also made for the appointment of a Provincial Apprenticeship Committee of five members.

The Act applies to the building trades, set out in the Schedule, namely, bricklayer, mason, carpenter, painter and decorator, plasterer, plumber and electrician. The Lieutenant-Governor in Council, on recommendation of the Minister, may add trades to the Schedule or withdraw them from it. The Minister may also recommend the designation of a trade on petition of a representative number of employers or members of a trade union or on receipt of a written agreement between a representative association of employers and a representative group of a union of employees in that trade.

No person may enter into a contract of apprenticeship in a designated trade except in accordance with the Act and no employer may, without the consent of the Apprenticeship Committee, employ a minor in a designated trade for more than three months except under contract of apprenticeship, unless such minor has already completed the customary apprenticeship or is confined to specialized or repetitive work. In the latter case the Minister, on recommendation of the Committee may grant exemption for the period that the minor is engaged on such work.

Contracts of apprenticeship must be in prescribed form and be signed by the employer and the person to be apprenticed and if the latter is a minor by his parent, or guardian. The minimum age for entering into apprenticeship is 16 years. No contract is valid until registered by the Director, but such registration is not a guarantee that all provisions of the contract are valid. An apprentice may be transferred or a contract terminated by consent of all parties if such action is recommended by the Committee and registered by the Director. The Committee may cancel a contract for cause. Contracts of apprenticeship in a designated trade existing before the coming into force of the Act must be registered within three months but are to remain unaffected by the Act in other respects. Where there is no formal contract, the Act is to apply after three months from its coming into force. No contract may be entered into for less than one year or for less than 2,000 hours of productive labour in the trade.

The Lieutenant-Governor in Council may make regulations governing qualifications, courses of training, hours of labour and rates of wages, examinations, certificates and fees, registration of employees in a designated trade,

number of apprentices to be employed by any employer in such a trade, rates of bonuses to be paid to employees, and, generally, for carrying out the Act. A penalty not exceeding $10 a day may be imposed for contravention of the Act or Regulations.

Old Age Pensions

An amendment in the Prince Edward Island Old Age Pensions Act provides that the Board of Pension Commissioners may alternatively be referred to as the Old Age Pension Commission.

Yukon Territory

A section added to the Workmen's Compensation Ordinance provides that compensation for the loss of a tooth shall be the actual cost of replacing it by an artificial tooth or denture, the dental services required being determined by a qualified dental practitioner and approved by a qualified medical practitioner provided and paid by the employer.

The Motion Picture Ordinance forbids any person to operate a moving picture machine where motion picture entertainment is offered for gain unless he holds an operator's licence issued by one of the Canadian Provinces and a permit from the Treasurer of the Yukon Territory. Operators must be 18 years of age and must devote their entire time to their machines while operating them and examine them daily. Safety rules are laid down governing construction and equipment of projection rooms and operation of machines.

Recent Regulations under Dominion and Provincial Legislation

AN Order has been made providing for compensation to civilian Government employees injured as a result of war or war circumstances. The rate of out-of-work benefit for discharged members of the Women's Services must not exceed the rate of pay of the person at the time of her discharge. Money granted to discharged persons for vocational and technical training, undergraduate and post-graduate university education, must not be liable to Income taxation.

In the Provincial field, Alberta has extended exemption from the Hours of Work Act to certain occupations in rural districts. British Columbia has made the annual Orders to employees engaged in the mercantile industry, extending the provisions of the Hours of Work Act for a specified period, and governing payment for overtime during the Christmas season. Orders under the Quebec Minimum Wage Act have been renewed governing stationary enginemen and firemen; shoe counter manufactures; ice industry and trading; tailors and dressmakers; the mattress and upholstering industry; taverns; taxicabs and automobiles, foundries and forest operations, in specified areas. Saskatchewan has made new Orders under the Minimum Wage Act, and has revised regulations governing beauty culture, and hairdressing and barbering trade schools. New regulations have been made under the Saskatchewan Trade Schools Regulation Act.

Dominion

The Civilian Government Employees (War) Compensation Order, made November 22, 1944 and gazetted November 27, provides for compensation to employees injured as a result of war or war circumstances. It stipulates that the Order will be administered by the Canadian Pension Commission, and the provisions of the Pension Act not inconsistent with these provisions, must apply to every claim for pension made under this Order, regarding the employee as a member of the Forces at the time of the accident.

A salaried employee who sustains a war injury or a war flight injury, is to be granted leave with pay, for a certified period, providing this period does not exceed 180 days.

Employees with a salary range of $3,000 or less will receive a pension corresponding to that of a Lieutenant; $3,001 to $3,750, to that of a Captain; $3,751 to $5,000 to that of a Major; $5,001 to $6,500 to that of a Lieutenant-Colonel; $6,501 to $8,000, to that of a Colonel; and $8,001 or over, to that of a Brigadier. The rates of pension are set out in schedules A and B of the Pension Act.

In the case of an employee serving without remuneration, or that of a part time employee, rating will be according to the salary paid to a permanent full time employee for performing similar duties. This rating must be made, in the first instance, by the Deputy Minister of the Department concerned who must

certify the rating, in writing, to the Commission before the employee becomes exposed to the risk of war injury or war flight injury. If the Commission makes any adverse change in this rating, the applicant for pension may appeal to the Treasury Board whose decision is final.

A salaried employee who qualifies for a pension is not entitled to receive it until the date following the completion of the initial period of treatment, or 180 days after the occurrence of the injury, whichever is the earlier date.

Benefits under this Order are in addition to any which may be received by the employee or his/her dependents under the provisions of the Civil Service Act or the Civil Service Superannuation Act, but the former benefits are subject to deduction of any other compensation received because of war or war flight injury from any source to which the employee has made no direct contribution.

Officers of the Department of Veterans' Affairs may examine, give treatment to, and admit to hospital any employee suffering from a war injury, unless the Commission decides that the disability is not attributable to a war injury, in which case the treatment, at the expense of the Department, will be discontinued after seven days after notification of the decision of the Commission. The Department may examine, re-examine, give treatment to, admit to hospital, and re-admit to hospital any employee who is in need of such services, in the opinion of the Department, in respect of an injury previously determined to be attributable to a war injury or a war fight injury.

The Commission may make regulations for the purpose of putting this Order into effect by making provisions for prescribing the person and manner of making application, the records, documents or other information needed by the Commission in connection with any application.

Pensions under P.C. 196/4417 of June 18, 1941, or P.C. 311/6181 of August 4, 1943 may be increased in accordance with this Order, effective November 22, 1944. All payments arising under this Order must be taken from the funds provided from the War Appropriation.

National Selective Service Regulations

Order in Council P.C. 8999, made November 29, 1944, amends P.C. 7994 (L.G. 1942, p. 1058) made September 4, 1942, governing the administration of the National Selective Service Regulations, 1942.

The new Order adds a further clause to section one, which now stipulates that the control and supervision of the officers, clerks and employees of the Unemployment Insurance Commission in addition to the several premises occupied by the Commission are now placed at the disposal of the Minister of Labour for a period ending on a date to be fixed by proclamation, to the effect that the war no longer exists, or on any earlier date fixed by Order in Council. The Minister may utilize both personnel and premises for the administration of the National Selective Service Regulations, 1942, and necessary measures undertaken by the Department of Labour for re-establishment in employment of war veterans and civilian war workers, and will administer in co-operation with the Unemployment Insurance Commissioners, The Unemployment Insurance Commission Act, 1940, in addition to the administration of the National Selective Service Regulations, 1942. The rights, duties, functions and powers of the Unemployment Insurance Commission are therefore extended to the Minister of Labour for this period.

The same clause is added to section five, which now states that the officers, clerks and employees of the Unemployment Insurance Commission, under the control and supervision of the Minister of Labour, will perform any other duties required of them in connection with the administration and enforcement of the National Selective Service Regulations, 1942, and amendments, in addition to duties required of them under the Unemployment Insurance Act, and necessary measures undertaken by the Department of Labour for re-establishment in employment of war veterans and civilian war workers.

Post-Discharge Re-Establishment Order Amended

Order in Council P.C. 108/8367 made October 31, 1944 and gazetted November 6 amends The Post-Discharge Re-Establishment Order (P.C. 5210) (L.G. 1944, p. 935).

Subsection (6) of paragraph 5 is rescinded which stipulated that when a person is discharged from the Canadian Women's Army Corps, the Royal Canadian Air Force (Women's Division), or the Women's Royal Canadian Naval Service, the rate of out-of-work benefit must not exceed the rate of pay of the discharged person at the date of their discharge.

Subsection (7) of paragraph 5 relating to the out-of-work benefit to married women is renumbered as subsection (6).

P.C. 128/8367 made and gazetted on the same dates stipulates that money granted to a discharged person under the sections of The Post-Discharge Re-Establishment Order governing benefits for vocational and technical training, undergraduate and post-graduate university education, must not be liable to taxation under the Income War Tax Act.

Other Orders

The following Orders in Council are summarized in the *Manpower* Section of the LABOUR GAZETTE: P. C. 8726 concerning lay-off procedure under National Selective Service Regulations, and P.C. 9148 regarding pay of members of the Military Forces detailed for duty in civilian employment.

Provincial

Alberta Female Minimum Wage Act

An Order in Council, made October 17, 1944, and gazetted October 31, rescinds Order 11 of the Board of Industrial Relations fixing the maximum price which an employer may charge for meals and lodging.

Alberta Hours of Work Act

Order 28A, made November 3, 1944, and gazetted November 15 extends to October 31, 1945, the exemption of cooks, cookees, bull cooks, night watchmen, barn bosses, and blacksmiths engaged in the lumbering, logging and railway tie industries, from the provisions of the Hours of Work Act requiring a weekly rest day and limiting hours to 9 a day and 54 a week. As formerly the exemption applies only to operations in rural districts more than 10 miles from any city or in towns or villages of less than 1,000 inhabitants.

British Columbia Female Minimum Wage Act

The annual supplementary Orders governing payment for overtime during the Christmas season were gazetted November 23.

Order No. 24 Supplementary (1944) made by the Board of Industrial Relations November 17, 1944, and gazetted November 23, stipulates that persons employed overtime in the mercantile industry under the Hours of Work Order given below must receive one and one half times the regular rate of pay for all time worked in excess of eight hours per day on December 22, or in excess of 48 hours during the week ending December 23, 1944.

Temporary employees of any age in the mercantile industry working less than 40 hours per week between November 27 and December 31, 1944 (both dates inclusive), must receive not less than 35 cents per hour.

The provisions of Order No. 24 guaranteeing a daily minimum wage for part-time workers are waived for the stated period.

By order No. 59 Supplementary (1944) the same provision is made for male employees in the mercantile industry under the British Columbia Male Minimum Wage Act.

British Columbia Hours of Work Act

The amended temporary order permitting shop employees to work overtime during the pre-Christmas period was made by the Board of Industrial Relations November 17, 1944, and gazetted November 23. The Order provides that persons employed in retail establishments in the mercantile industry in British Columbia may be permitted to work in excess of the daily eight hour limit prescribed under the Act.

Employees in retail establishments in the mercantile industry in Vancouver, together with the area known as Point Grey, the District of Burnaby, the District of West Vancouver, North Vancouver, the District of North Vancouver, Victoria, Esquimalt, the District of Oak Bay, and the District of Saanich, may work two hours in excess of the eight hour limit per day, on Friday, December 22, and Saturday, December 23, 1944.

Employees in mercantile retail establishments in areas other than the above may work two hours in excess of the eight hour limit on Friday, December 22, and three hours in excess on Saturday, December 23, 1944.

Quebec Minimum Wage Act

Renewals: The following Orders under the Quebec Minimum Wage Act have been renewed until January 1, 1946, by Orders gazetted November 25: Order No. 6 governing stationary enginemen and firemen in the district of Montreal; Order No. 7 relating to shoe counter manufactures; Order No. 34 pertaining to the ice industry and trading in the city and district of Quebec; Order No. 31 governing tailors and dressmakers in the city of Quebec; Order No. 32 regarding the mattress and upholstering industry in Quebec City, Levis and Quebec-West; Order No. 23 relating to taverns in the district of Montreal; Order No. 26-A governing taxicabs and automobiles for hire in the city and district of Montreal; Order No. 36 pertaining to foundries in the city of Hull, and Order No. 39, relating to forest operations.

Saskatchewan Minimum Wage Act

New Orders from 1 to 6 inclusive under the Act were made November 16, 1944, and gazetted November 17. The Orders supersede all previous Orders 1-6 inclusive, and are to come into effect December 4, 1944. *Order No. 1* governs all classes of employees in Saskatchewan cities and within a radius of five miles, with the exception of agricultural workers, domestic servants, Government employees, employees in establishments operating games of skill, and in hotels, restaurants, refreshment rooms, boarding and rooming houses.

The normal working week must not exceed 48 hours. During a week in which a civic or statutory holiday occurs, the working hours must be reduced from 48 by the number of working hours the establishment is closed for business. Work is considered part time work where the working hours are reduced by six or more from the normal working week, or from such week as reduced by one or more civic or statutory holidays. Overtime is time worked in excess of 48 hours or the normal working week or such week as reduced by holidays, as above, subject to the hours provisions of the Factories Act.

Experienced employees must receive a minimum of $16.80 per week, except when engaged solely in the delivery of merchandise or messages. Inexperienced employees must receive not less than $11 per week for the first three months, $14 per week for the next three months, and $16.80 thereafter. Employees engaged solely in delivering merchandise or messages, on foot or on bicycle, must receive a minimum of $7.50 per week for the first three months, and $10 per week thereafter. When an employee furnishes a bicycle, the wage must be increased by 50 cents per week. Qualified operators of vehicles must receive not less than $16.80 per week.

Part time employees must receive not less than 35 cents per hour and for a period of at least three consecutive hours on any day they are required to report for work. Part time employees engaged solely in delivering merchandise or messages on foot or on bicycle must be paid not less than 25 cents per hour. Unless the employer obtains a written permit from the Minimum Wage Board, the number of part-time employees must not exceed 25 per cent of the total number of full-time employees, except in the case where four or less full-time employees are employed when one part-time employee may be engaged.

Overtime must be paid for at the rate of 35 cents per hour, or a pro rata rate of the regular wage, whichever is the greater.

No more than 25 per cent of the total number of employees must be inexperienced, except when the total is less than three, unless a permit is first obtained from the Board. This does not apply to apprentices approved by the Board. In the case of indentured apprentices the wages stipulated in the indenture may supersede the above rates, provided that a copy of the indenture is first filed with and approved by the Board.

All Orders of the Minimum Wage Board must be posted prominently.

Order No. 2 governs the hotel and restaurant industry, and includes boarding and rooming houses where there are more than five beds set apart for roomers, any place where meals are supplied daily to more than five persons for remuneration, and refreshment rooms, in the Saskatchewan cities and within a radius of five miles.

The normal working week must be a maximum of 48 hours. When a statutory or civic holiday occurs the work week must be reduced by 8 hours. Part time is where the working hours are less than 40 in any week. Overtime is time worked in excess of 48 hours. Experienced employees must be paid not less than $16.80 per week and inexperienced employees not less than $11 per week for the first three months, $14 per week for the next three months, and $16.80 per week thereafter.

Where a uniform is required, and is not supplied by the employer, the weekly rate must be increased by 50 cents.

Part-time employees must be paid at a rate of not less than 35 cents per hour and for 3 consecutive hours on any day they are required to report for work. The number of part-time employees must not exceed 25 per cent of the total number of full-time employees except where there are three or less full-time employees, in which case one part-time employee may be engaged. Overtime must be paid for at the rate of 35 cents an hour or a pro rata rate of the regular wage, whichever is the greater. Inexperienced employees must not exceed 25 per cent of the total number of employees, except where the latter number is less than three, in which case one inexperienced employee may be engaged.

Where meals or lodging are furnished by the employer and accepted by the employee as part payment of wages, deductions of 20 cents for each meal, and 25 cents for each night's lodging may be made.

Order No. 3 governs all classes of employment where a bowling alley or billiard hall, skating rink, curling rink, dance hall, theatre or shooting gallery or other games of skill are carried on in Saskatchewan cities and within a five-mile radius.

A maximum of 48 hours of work per week constitutes a full working week. Part time is where the normal working week is reduced by six or more hours. Overtime is time worked in excess of 48 hours per week.

Employees must receive not less than $16.80 per week, while part-time employees must receive not less than 35 cents per hour and for a period of at least three hours on any day they are required to report for work except in the case of men and/or boys who are granted admission to skating rinks for the purpose of sweeping the ice. Overtime must be paid for at not less than 35 cents per hour or a pro rata rate of the regular rate of pay, whichever is the greater.

Order No. 4 governs all classes of employment in, and within a five-mile radius of the towns of Assiniboia, Biggar, Canora, Estevan, Gravelbourg, Humboldt, Kamsack, Lloydminster, Indian Head, Maple Creek, Melfort, Melville, Moosomin, Nipawin, Rosetown, Rosthern, Shaunavon, Tisdale, Watrous, Wilkie and Wynyard, with the following exceptions: agriculture employees, domestic servants, government employees, persons engaged in establishments in which games of skill are carried on, employees engaged in hotels, restaurants, boarding and rooming houses and refreshment rooms.

The normal work-week consists of 48 hours, while part time is where the hours are reduced by six or more from the normal working week. Overtime is time worked in excess of 48 hours a week or of the usual number of hours worked during a normal work-week.

Experienced employees must receive not less than $14 per week, except where they are engaged solely in the delivery of merchandise or messages, on foot or on bicycle, or as operators of horse-drawn vehicles.

Inexperienced employees must be paid not less than $9 per week during the first three months, $12 per week for the second three months, and $14 per week thereafter.

Employees engaged solely in delivering merchandise or messages, on foot or on bicycle, must be paid at a rate of wages not less than $7 per week. Where a bicycle is supplied by the employee this rate must be increased by 50 cents per week. Qualified operators of motor or horse-drawn vehicles must be paid not less than $16.80 per week.

Part-time employees must receive not less than 35 cents per hour and for a period of not less than three consecutive hours on any day on which they are required to report for work. Part-time employees who are engaged solely in delivering merchandise or messages must receive not less than 25 cents per hour. Overtime must be paid for at a rate of not less than 35 cents per hour or a pro rata rate of the normal wage, whichever is the greater.

Inexperienced employees must not exceed more than 25 per cent of the total number of employees, except when this number is less than three, in which case one inexperienced employee may be engaged, unless the employer first receives written permission from the Board. This section does not apply to apprentices approved by the Board.

In the case of an indenture of apprenticeship, the wages stipulated in the indenture may supersede the rates set out in this Order, provided that a copy of the indenture is first filed with and approved by the Minimum Wage Board.

Order No. 5 governs the hotel and restaurant industry, including boarding and rooming houses in which there are five or more beds for the use of lodgers, any place where meals are supplied daily for a consideration to more than five persons, and refreshment rooms in the following towns: Assiniboia, Biggar, Canora, Estevan, Gravelbourg, Humboldt; Kamsak, Lloydminster, Indian Head, Maple Creek, Melfort, Melville, Moosomin, Nipawin, Rosetown, Rosthern, Shaunavon, Tisdale, Watrous, Wilkie, Wynyard, and within a five-mile radius.

A normal working week must not exceed 48 hours. Where a statutory holiday occurs in any week, the working hours must be reduced, during that week, by eight. Part-time is where the working hours do not exceed 40 in any one week. Overtime is time worked in excess of the normal working week.

Experienced employees must receive not less than $14 per week. Inexperienced employees must be paid at a rate not less than $9 per week for the first three months, $12 per week for the second three months, and $14 per week thereafter.

Where a uniform is required and is not supplied by the employer, the weekly wage must be increased by 50 cents. Part-time employees must receive not less than 35 cents per hour and must be paid for at least three consecutive hours for any day they are required to report for work. Employees working in excess of the normal working week must be paid not less than 35 cents per hour, or a pro rata rate of the regular wage whichever is the greater. Inexperienced employees must not exceed 25 per cent of the total number of employees except where the latter number is less than four, when one inexperienced employee may be engaged.

Where meals or lodging are accepted by the employee as part payment of wages, deductions must not exceed 20 cents for each meal, and 25 cents for each night's lodging.

Order No. 6 governs all classes of employment in places where a bowling alley or billiard hall, skating rink, curling rink, dance hall, theatre, shooting gallery or other establishment operating games of skill is carried on in the following towns: Assiniboia, Biggar, Canora, Estevan, Gravelbourg, Humboldt; Kamsack, Lloydminster, Indian Head, Maple Creek, Melfort, Melville, Moosomin, Nipawin, Rosetown, Rosthern, Shaunavon, Tisdale, Watrous, Wilkie, Wynyard, and within a five-mile radius.

The normal work-week must not exceed 48 hours. Part time is where the working hours are reduced by six or more from the normal working week. Overtime is time worked in excess of the regular working week.

Employees must be paid not less than $14 per week. Part time employees must be paid at a rate of not less than 35 cents per hour and for a period of at least three consecutive hours on any day on which they are required to report for work, except in the case of men and/or boys who are granted admission to skating rinks for the purpose of sweeping the ice.

Employees working in excess of the normal working week must be paid at a rate of not less than 35 cents per hour, or a pro rata rate of their regular rate of pay, whichever rate is the greater.

Saskatchewan Regulations for Beauty Culture, Hairdressing and Barbering Trade Schools

A revision of these Regulations with minor changes was gazetted November 30, 1944, and came into effect December 4.

"Deputy Minister" is substituted throughout for "Commissioner". The maximum amount which may be charged to or received from the public for each service rendered by trade schools, irrespective of materials and ingredients used, is $2.75 for cold waving, complete; 10 cents for a manicure, complete; 10 cents for marcelling, complete; 10 cents for a rinse, complete; and 5 cents for a singe, complete. Notices setting forth the amounts which may be charged the public must be conspicuously displayed within the workroom, and must be headed, in bold type "MAXIMUM CHARGES".

The regulations governing barber shops issued by the Department of Public Health must be adhered to, as formerly.

The subsection is omitted which stipulated that each student upon completing a course of instruction must take an examination from examiners appointed by the Commissioner, and upon passing this examination, must receive a certificate, paying a fee of $3 for each examination, and $2 for re-examination.

Saskatchewan Trade Schools Regulation Act

New Regulations were made under the Trade Schools Regulation Act, November 24, 1944, and gazetted November 30, rescinding the previous Regulations, O.C. 54/44. The new Regulations came into effect December 4, 1944.

Application for registration of a trade school must be forwarded to the Deputy Minister of Labour with a certified cheque payable to the Provincial Treasurer of Saskatchewan for the required fee, a copy of the contract for taking a course of instruction, a statement of courses of instruction offered by the trade school and the fee for each, the texts, books and other supplies required by each student and the charge of each, a copy of every catalogue, sales circular and advertisement used in connection with the trade school, a copy of any certificate used by the school, and certificates of the local Health Officer and Fire Chief regarding the construction, sanitation and condition of all buildings, equipment, tools and machinery. Every registration under this Act expires December 31 in the year of its registration. No changes in the course of instruction, fees, and supply requirements after a trade school is registered, may be made without the consent of the Deputy Minister.

Application for renewal of registration must be forwarded to the Deputy Minister together with the renewal fee, and a statement indicating any changes in courses, fees and supplies required. The fee for registration or renewal for one course is $25, $10 for each additional course, and a maximum of $200 for more than 18 courses.

Every operator of a trade school and every person who advertises or offers a correspondence or home study course must deposit security of $1,000 with the Deputy Minister.

When a person who has contracted to take a course at a trade school gives written notice to the operator of the school that he wishes to discontinue instruction, the operator must refund money for weeks of instruction not taken, except for 10 per cent of the total purchase price of the course, when the fee for the course is a fixed amount for the complete course divided into lessons. When the fee covers a course which is divided into weeks of study, the operator must refund the money for those lessons not taken, except the payment for an additional five weeks of instruction. When the fee for the course is divided on the basis of months of instruction, the operator must refund payment for those months of instruction not taken, except for the fee for one additional month. When students do not pay for their course in advance, the

same provisions apply. Correspondence lessons must not exceed 10 per cent of the total number of lessons or one month's tuition, whichever is less, in one consignment. The next consignment must not be sent to the student until the previous consignment has been completed, or a period of one month has expired. Where any dispute arises regarding this regulation, the Deputy Minister's decision is final.

In each trade school, the teachers' qualifications; standards of shop, laboratory and classroom instruction; student admission requirements; length of courses; conditions and construction of all buildings; use of proper safety devices to render machinery safe for school purposes; and the suitability of the premises and equipment for teaching courses, must all be subject to the approval of the Deputy Minister. Any appointment or change in the teaching staff, or the premises, must be submitted in writing to the Deputy Minister.

The minimum age for admission to any course is 16, unless the Deputy Minister is satisfied that the provisions of the School Attendance Act have been complied with.

No person must offer any course of instruction for sale unless he is a salesman certified by the Deputy Minister, and the trade school concerned is registered under the Act. Certificates to salesmen of courses expire each December 31, but may be terminated or suspended at any time by the "Minister", who is the member of the Executive Council charged with administering the Act.

No operator of a trade school may guarantee a position to any student.

The Deputy Minister must approve any advertisement relating to the trade school, and such an advertisement must not appear in the "Help Wanted" columns of any publication. Advertisements must clearly state the name of the trade school concerned, no misleading implications must be contained, and there must be no reference to prices charged to the public for work performed by students in the school. No reference must be made to the approval by the Deputy Minister, except by stating: "Registered under The Trade Schools Regulation Act, Saskatchewan".

The certificate of registration of a trade school must be conspicuously displayed under glass at the entrance to the school. Every trade school operator must submit a statistical report to the Deputy Minister as required.

Paris Branch of I.L.O. Functioned Four Years in Secret

IT was announced recently by Mr. Edward J. Phelan, Acting Director of the International Labour Office that the I.L.O's Paris branch office had resumed open operations in its former premises on the Boulevard St. Germain after four years of work in secrecy during the Nazi occupation.

Mr. Phelan said that he had received from Miss Rommel, who has been secretary of the Paris Branch for several years, the first report she had been able to make to him directly since the Germans took possession of the city some four years ago. The report disclosed that large quantities of I.L.O. publications were distributed by the branch during the German occupation. "These reports were eagerly sought after," Mr. Phelan said, "for the material they contained on what was happening in the outside world". They were obtained from the Geneva office of the I.L.O. with which Miss Rommel was able to maintain intermittent contact.

Among those who were reported as obtaining such publications regularly were the General Confederation of Labour and the National Council of Resistance officials of the Ministry of Labour in Paris and the editors of the underground press.

As the Paris offices of the I.L.O. were seized by the Nazis soon after their occupation of the city, the work of distributing reports was carried on by Miss Rommel from two small rooms in her own home, which soon became a centre of intense but secret activity. Requests for information and documentation of all kinds were received in steadily increasing numbers and demands grew for the I.L.O's publications, especially the French edition of the monthly International Review. The latter, according to Miss Rommel's report, "was not only a source of documentation unique in the Occupied Zone because of its objectivity; but also as a source of strength and hope." When Paris was liberated on August 25, 1944, Miss Rommel's secret office had been functioning for almost four years without molestation by the Nazis.

Since the Paris Branch has been re-established in its pre-war offices, Miss Rommel's report indicates that it is busier than ever. I.L.O. publications, as well as material with joint labour-management production committees and with recent social legislation of other countries is most frequently requested, she said.

Prices and Price Control

Activities of the Wartime Prices and Trade Board July-September, 1944

Civilian Supplies and Price Problems during the Quarter—Control of Prices and Supplies in the Transition Period

WITH the development of the military offensive in Europe, attention turned increasingly to the problem of reconverting to peacetime production once the high level of war requirements was reduced. Manufacturers making plans for the transition and the post-war period were anxious to know under what conditions they would be able to produce civilian goods. For this reason the Chairman of the Wartime Prices and Trade Board, Mr. Donald Gordon, in a speech given in Toronto on September 11, outlined the procedure to be followed by the Board in its control of prices and civilian supplies.

During the three months reviewed in this summary there were few signs of improvement in the supply of civilian goods. While there was some increase in the production of small hardware items and some other articles, production of most durable goods was still held up by war production programs and the shortage of labour. Textile, leather and paper products remained in short supply. Dry weather restricted the output of dairy products. On the other hand, stocks of tea and coffee improved so that rationing could be suspended, and the crop of fruits and vegetables was satisfactory.

The pressure of rising costs continued and made it necessary to provide financial relief for various manufacturers of textiles and wood products so as to maintain ceiling prices on their products. Further steps were taken to combat the lowering of the quality of apparel.

Decontrol

In his speech before the Canadian Club in Toronto, the Chairman of the Board pointed out that it was "the administrative objective of the Wartime Prices and Trade Board to reduce and simplify its system of wartime controls by withdrawing, as soon as practicable, all orders prohibiting or restricting the manufacture of finished civilian products".

War production and essential civilian needs must, of course, get prior claim on all necessary materials and labour. Many of the Board's restrictive orders can, however, be withdrawn, since simpler and more direct controls over the use of raw materials and plant facilities have been developed by the Wartime Industries Control Board, while National Selective Service is responsible for the efficient utilization of labour. To ensure adequate production of essential civilian goods, the Wartime Prices and Trade Board has the authority to direct manufacturers to produce stated amounts of certain articles, to arrange for special allocations of materials, and to request appropriate labour priorities. The indirect method of ensuring essential supplies by restricting non-essential end products can thus be avoided.

Manufacturers will, therefore, be able to produce articles freed from restrictions only if materials and labour become available in excess of more essential requirements. The removal of restrictions will, however, make it easier for them to plan their future civilian output so that when production can be started there will be no undue delay.

While the Chairman's announcement clarified the Board's position, it did not represent any break with previous practice, since the Board has always endeavoured to remove regulations and restrictions as soon as they were no longer thought to be necessitated by wartime conditions. A considerable number of end product restrictions were removed during the winter of 1943-44 and restrictions on new entrants and new lines of business were relaxed in June, 1944.

As materials and labour become available and manufacturers are able to take advantage of the removal of restrictions, many goods that were not sold in the "basic period" of the price ceiling will appear on the market. The Chairman emphasized in his speech that maximum prices for these goods are fixed strictly in accordance with the "basic period" principle, that is to say, on the basis of the price at which they would have sold in the basic period, taking into account their use-

fulness, serviceability, durability and intrinsic worth.

Strict control of prices on the basis of "basic period" values is to be continued into the period of transition since the potential inflationary pressures are likely to remain great. While reduction of war contracts will in time work strongly in the opposite direction, the early stages of the transition period are likely to be complicated by some continued shortages and bottlenecks in reconversion, by large pent-up consumer demand and by war inflated costs. These latter factors will tend to exercise an upward pressure on prices, as was the case after the last war, when prices rose abruptly for nearly two years, after which they declined even more abruptly for more than a year. In maintaining the price ceiling on the present occasion, therefore, the objectives are not only to prevent inflation but also to lessen the risk of subsequent deflation. Continued price control is also expected to increase the opportunities for developing domestic and export markets capable of sustaining a large volume of production and employment.

It was recognized, of course, that manufacturers of new civilian goods might, in some instances, have difficulty in operating under basic period ceilings, owing to wartime increases in costs that could be absorbed only while producing on government account and at full capacity. In exceptional cases, some price adjustments may be authorized, but only if financial need can be shown and if the "squeeze" of increased costs cannot be absorbed or offset by the manufacturer or distributor. The Chairman pointed out, however, that "we have also reason to believe that a good many of these cost increases will or should be of a temporary character". Without any lowering of wage rates, costs may fall as a result of increased labour efficiency in civilian production, reduced labour turnover and overtime, better and cheaper materials, lower shipping rates, technical improvements and increased volume of civilian production.

Since the establishment of maximum prices for goods not sold in the basic period and for newly established businesses has become a major problem of price control, the Board revised the regulations regarding the pricing of these "new goods" so as to make their application more uniform and more effective while at the same time reducing the administrative burden as far as possible.

The procedure that had previously been established for setting maximum prices for "new" consumer goods was modified in some respects and was extended to services and capital goods. In the retail field, the administration of the regulations respecting "new" goods and new entrants into business was to a considerable extent decentralized, much of the work being transferred from the Retail Trade Administration to the local offices of the Board.

Metals

Supply: With shifts in war production the supply of certain metals, particularly aluminum, magnesium and zinc, became adequate for current war and civilian requirements. The Board made arrangements with the Metals Controller to permit the unrestricted use of copper and copper base alloys in the manufacture of such goods as builders' hardware, plumbing, safety pins and zippers.

Certain steel shapes, such as sheets, were in very tight supply during the quarter and only limited quantities were available for civilian production. Certain sizes of bar, pipe and cold-roll strip were in reasonable supply and considerable quantities were released for civilian products.

Controls: In accordance with the procedure outlined by the Chairman a great many prohibitions and restrictions on the production of metal civilian goods were withdrawn during the quarter. Among the end products released from prohibitions are some 500 items whose production was forbidden under Order A-579, ranging from adhesive tape sleeves to stadiums. Also permitted are toasters, irons and other small domestic electric appliances, tricycles, metal coffins, lawn rollers and numerous other articles. Actual production must, of course, await the availability of labour and materials.

Simplification and standardization measures that were revoked included restrictions on the manufacture of furniture, plumbing and heating equipment, screws and rivets, various hand tools, jewellery and other items.

By the end of the quarter relatively few restrictions on production remained in operation but articles still under control included radios, washing machines, refrigerators and other large household appliances as well as commercial laundry equipment and equipment for commercial cooking and refrigeration. These articles contain various materials and components which are still restricted. The production of bicycles, farm machinery and office machinery also continued to be restricted.

Civilian Production: While there was no general improvement in supplies of civilian metal goods, there was some increase in the production of kitchen utensils, small articles like safety pins, and various hardware items. Progress was made towards the completion

of production programs for certain household appliances—e.g., washing machines, electric ranges, warm air furnaces—some of which had been held up by shortages of manpower and component parts.

The 1944 production of small arms ammunition was increased as a result of military cutbacks and better supplies of copper sheet. It was, therefore, possible to issue a limited amount of ammunition to sportsmen.

Improvements in the supply of tinplate and blackplate made it possible to take advantage of the extremely favourable apple crop by increasing the pack of various apple products.

Building Materials: During the three months under review it became apparent that building materials were one of the most serious tight spots in the civilian economy. The great increase in construction permits issued in 1944 brought into sharp relief the downward trend in the output of bricks, soil pipe, furnaces, bathtubs, plumbing fixtures, cement blocks and certain items of builders' hardware.

The shortage of building supplies was mainly a reflection of the overall shortage of labour though in the case of furnaces and plumbing fixtures, shortages of components and raw materials were also significant.

The Board made efforts to obtain improvements in the labour supply of some of these industries, so far as might be done without prejudice to military requirements, and in some cases, labour priorities were increased on the recommendation of the Interdepartmental Labour Priorities Committee. However, at the rate of construction currently contemplated, severe shortages in many lines are likely to continue for some time.

Textiles and Leather

Shortages and increasing costs of production remained particularly noticeable in the field of apparel, and led to problems of quality deterioration.

The Canadian allocation of cotton fabrics from the United States for the third quarter of 1944 was reduced by about one-third, though the allocation for the fourth quarter was somewhat higher. Some reduction, therefore, had to be made in the amounts of cotton fabrics allocated to clothing manufacturers and an improvement in the total supply of cotton articles cannot be expected in the near future.

The supply of essential articles will, however, be protected by the exercise of control over the types of imported fabrics and their distribution as well as by the system of production directives. It is planned to introduce a production program for men's fine shirts early in 1945.

Rayon too was in short supply, owing in part to heavy requirements for the synthetic rubber tire program. A production program for women's hosiery was started in the fourth quarter so as to promote better supplies. Acetate yarns, allocated to Canada by the United States War Production Board to meet in part the diversion of domestic viscose yarns to the tire program, are bulk purchased by the Commodity Prices Stabilization Corporation. Owing to the shortage of rayon throwing yarns, first quality yarns have had to be used as filling in low price dress goods, and a subsidy was authorized to offset the increase in costs.

The output of worsted suitings could not be maintained at the level specified in the directive issued in June, owing to an increase in the production of battledress uniforms. Negotiations were, however, carried on for the supply of a substantial quantity of British worsted suitings in the spring of 1945 when an increasing demand for suits for demobilized servicemen may arise.

With the curtailment of war contracts worsted spinners and weavers have found it increasingly difficult to absorb rising costs of operation. A subsidy was authorized in August, payable to domestic spinners and weavers, subject to profit control.

Some tightening of civilian leather supplies resulted from a reduction in Canada's allocation of South American hides on the one hand, and high military requirements on the other. Steps were taken to make the best use of available supplies. Among these were the release of "visole" synthetic soling material for adult in addition to juvenile footwear, and the controlled allocation of horsehides.

In contrast to the metals field, only a limited number of minor end product controls on apparel were withdrawn during the quarter. Among these were restrictions on men's and boys' furnishings, hats, small leather goods, the number of zippers in garments, the shapes and colours of buttons, restrictions on bias binding, shoe laces and other articles. There was some relaxation of restrictions on the production of footwear and luggage.

In view of the growing importance of the problem of maintaining price quality relationships, particularly in textiles, the Board's "Standard Division" was reorganized and enlarged during the quarter. The Division's investigators co-operate with Administrators to bring about the maintenance of quality standards. The Division prepares regulations, checks up on consumer complaints, and undertakes investigations both at the retail and the manufacturing level, to detect or prevent quality degradation. The Board's regulations

requiring the labelling of textiles and footwear are designed to make it possible to trace defective articles back from the retailer to the manufacturer.

In August retailers' markups for women's, misses' and children's dresses, coats and suits were limited to those taken in the basic period, but not to exceed 45 per cent of selling price. This ceiling on markups, more readily enforceable than basic period ceilings on this type of merchandise, is designed to check the excessive markups which had been taken by some specialty stores.

Foods

Dairy Products: The dry summer weather caused a deterioration of dairy pastures and a consequent decline in milk production. The overall shortage of dairy products was thus intensified and was reflected chiefly in a further decline in butter production, since fluid milk for domestic consumption and cheese for the United Kingdom were first charges on available supplies of milk.

In order to make the greatest possible amount of butterfat available for butter production monthly sales of fluid cream by distributors in the principal markets of Canada were restricted to the amount (in pounds of butterfat content) sold in June, 1944. The policy of reducing the butter ration by one-half pound every eight weeks was continued so as to build up an adequate reserve for the winter.

Tea and Coffee: As a result of improved shipping conditions stocks of tea and coffee improved to the point where rationing could be discontinued. Rationing ceased on September 19.

Fruits and Vegetables: As a further step in the Board's policy of bringing important fruits and vegetables under price control, maximum prices were set for apricots in July.

In setting prices for the 1944 crop of late summer fruits, the markup allowed to truckers in 1943 was eliminated. As truckers tend to sell near the point of production, the adjustment was aimed at promoting wider distribution of supplies. The price of peaches was fixed below last year's level, since the 1943 crop had been very low, and prices correspondingly high.

Maximum prices for canned fruits and vegetables were substantially the same as last year. As before, subsidies were paid on various canned fruits and vegetables, and the growers' subsidy on raw tree fruits, paid through the processor, was authorized again this year. Growers' subsidies on various vegetables are paid by the Department of Agriculture.

Owing to better crop conditions and adequate supplies of blackplate, the 1944 pack of fruits and vegetables was considerably better than that of the previous year. Tomatoes and tomato juice were canned in greater quantities. The apple crop was exceptionally good and an unlimited supply of metal containers was authorized to prevent spoilage of excess supplies.

Arrangements for the distribution of canned vegetables were very much simpler than those made in the previous year, and the carrying of excessive reserve stocks was avoided.

Ice: The hot summer weather resulted in a shortage of ice in August, particularly in Western and Central Ontario. Arrangements for conserving ice supplies included curtailment of the icing of carloads of fruits and vegetables and suspension of the icing of shipments of beer, ale and porter.

Other Foods: During the quarter standard maximum prices replacing basic period price ceilings, were set for soybeans, peas, processed cherries and canned poultry.

Used Cars

More effective control of used car sales has now been introduced. Since the production of passenger cars for civilian use has been suspended, the used car market has become increasingly important. Standard maximum prices for used passenger cars had been fixed by an order of the Motor Vehicles Controller. Enforcement of regulations was, however, difficult owing to the surreptitious manner of many transactions. Dealers frequently required a trade-in as a condition of sale, and by undervaluing the trade-in, could "evade" the price ceiling. This practice also enabled them to pay more than ceiling prices for some of their purchases.

Under the new regulations introduced in August, private purchases of used cars are restricted to one per year. Dealers are required to sell cars without demanding a trade-in, to persons holding an essentiality certificate and willing to pay cash. Where a trade-in is involved the value must be "fair and reasonable". Private sellers are not permitted to require a trade-in as a condition of sale, and must, in any advertisement, state their name and address and particulars as to the make of car and selling price. Finally, all transactions in used cars must be registered with the Board.

Rentals

Congested housing conditions in war industry areas and military centres made a further

tightening of rental regulations necessary. The Board extended the protection against arbitrary eviction at short notice enjoyed by occupants of houses and apartments, to tenants of "shared accommodations" (i.e. flats and rooms). Under regulations made in July such tenants must be given six months notice if the landlord desires the accommodation as an extension of his own residence or as a residence for his father, mother, son, daughter, or daughter-in-law. Well behaved tenants cannot be evicted for any other reasons.

For the protection of landlords in special cases of hardship, the Regional Rentals Officer may exempt any lease of shared accommodation from these regulations. The regulations do not apply to boarders nor do they apply to accommodation in Halifax, Montreal, Kingston and certain other cities where specific rent control regulations are in force.

Prices, Retail and Wholesale, in Canada, November, 1944

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported By the Dominion Bureau of Statistics

THERE was a rise of 0·3 points in the Dominion Bureau of Statistics official cost-of-living index between October 2 and November 1; the increase was from 118·6 to 118·9. The food index advanced from 130·8 to 131·6, mainly because of seasonal increases in egg prices. These were partially offset by further small declines for fresh vegetables. The fuel and light index fell from 108·7 to 108·1, due to a decrease in the electricity index from 93·2 to 91·4. Reductions in electricity rates during the past year have provided a stabilizing influence upon the general cost-of-living index. Other group indexes remained unchanged in November as follows: rentals 112·0, clothing 121·6, homefurnishings and services 118·4, and miscellaneous items 108·9.

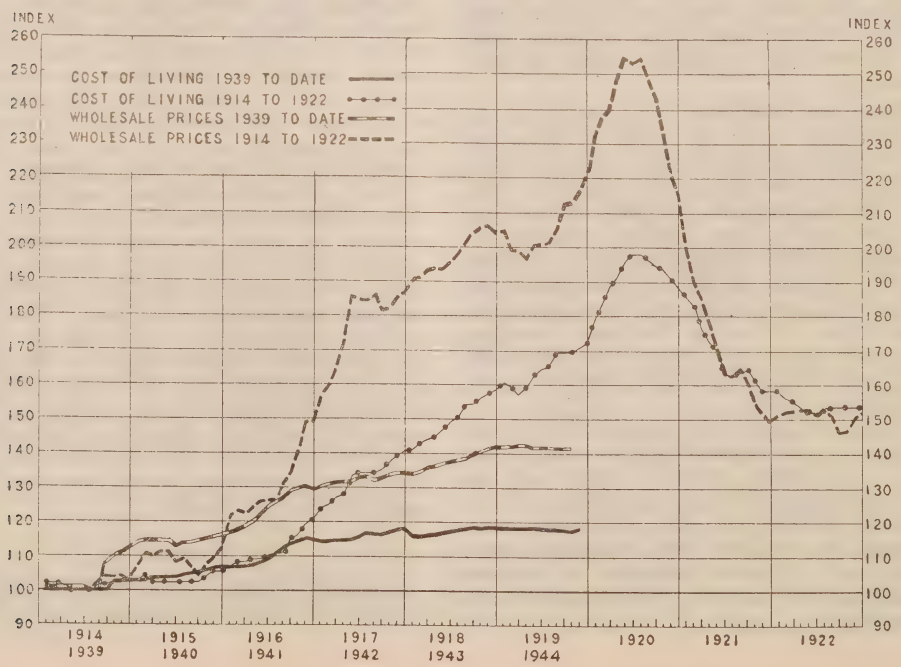
Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1944

BASE: PRICES IN JULY, 1914 and in AUGUST, 1939=100

* Based on the 1926 average as 100 per cent.



The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a $4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Domiinon average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between $600 and $2,800 in 1938. The average expenditure was $1,413.90, divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent), $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last-named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index brought the total family living expenditure to $1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weights, was published in the Labour Gazette for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941, (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the Labour Gazette under the title *Activities of the Wartime Prices and Trade Board.*

Wholesale Prices, November, 1944

The general wholesale price index remained unchanged for November at 102.4, with advances in the animal products group balanced by declines among vegetable products and chemicals. The decline in vegetable products from 94·7 to 94·6 was attributable mainly to price reductions for oats, potatoes and onions which outweighed small increases for rye and barley. The chemical product index fell from 100·1 to 99·9. The offsetting rise in animal products from 106·3 to 106·7 was produced by price increases for eggs, lard, cured meats, steers and lambs, although there were moderate declines in carcass meat prices, calves and hogs. Other component group indexes remained unchanged for November as follows: fibres and textiles 91·7, wood products 118·1, iron products 117, non-ferrous metals 79·7, and non-metallic minerals 101·8.

The wholesale price index of Canadian farm products rose fractionally from 103·0 for October to 103·1 for November. The field product section fell from 91·6 to 91·5, while animal products increased from 122·0 to 122·5.

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)‡
1913		79·7	88·3	74·3	76·9	88·0	70·3		
1914		80·0	91·9	72·1	75·4	88·9	70·3		
1915		81·6	92·7	69·9	73·8	96·8	70·9		
1916		88·3	103·3	70·6	75·4	110·8	74·5		
1917		104·5	133·3	75·8	83·8	130·3	81·5		
1918		118·3	152·8	80·2	92·2	152·3	91·4		
1919		130·0	163·3	87·6	100·7	175·1	101·2		
1920		150·5	188·1	100·2	119·9	213·1	110·3		
1921		132·5	143·9	109·1	127·6	123·4	112·5		
1922		121·3	121·9	113·7	122·2	147·0	112·5		
1926		121·8	133·3	115·9	116·8	139·1	106·1		
1927		119·9	130·8	114·5	114·4	135·6	105·1		
1928		120·5	131·5	117·3	113·2	135·5	104·8		
1929		121·7	134·7	119·7	112·6	134·8	105·0		
1934		95·6	92·7	93·2	102·1	97·1	97·8		
1935		96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936		98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937		101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938		102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939									
August 1	**100·0**	100·8	99·3	103·8	99·0	100·1	100·9	101·3	100·0
September 1	**100·0**	100·8	99·4	103·8	98·9	99·6	100·8	101·3	100·0
October 2	**102·7**	103·5	106·3	104·4	104·4	99·6	101·0	101·7	103·8
December 1	**103·9**	103·8	104·7	104·4	105·4	103·3	104·1	102·0	104·3
Year		101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940									
January 2	**103·0**	103·8	104·5	104·4	105·5	103·3	104·3	101·8	104·2
April 1	**103·8**	104·6	104·8	104·4	105·9	107·8	106·1	101·8	105·5
July 2	**104·8**	105·6	105·3	106·9	107·9	109·1	106·9	102·2	106·4
October 1	**106·2**	107·0	106·1	107·7	108·0	113·5	109·7	102·8	108·4
Year		105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941									
January 2	**107·4**	108·3	109·7	107·7	108·6	113·7	110·8	103·1	110·4
April 1	**107·7**	108·6	110·1	107·7	108·9	114·3	111·7	102·9	110·7
July 2	**111·0**	111·9	116·6	109·7	110·5	115·1	113·0	105·6	114·9
October 1	**114·6**	115·5	123·2	111·2	112·1	119·6	117·3	106·5	120·1
December 1	**114·9**	115·8	123·8	111·2	112·7	119·9	117·9	106·7	120·6
Year		111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942									
January 2	**114·5**	115·4	122·3	111·2	112·9	119·9	118·0	106·8	119·9
April 1	**115·0**	115·9	123·7	111·2	112·9	119·8	118·1	107·1	120·6
July 2	**117·0**	117·9	130·3	111·3	112·5	120·0	117·9	107·1	123·9
October 1	**116·9**	117·8	129·8	111·3	112·8	120·1	117·8	107·1	123·7
Year		117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943									
January 2	**116·2**	117·1	127·3	111·3	112·8	120·2	117·8	107·5	122·5
April 1	**116·7**	117·6	128·7	111·3	112·7	120·2	117·8	107·7	123·2
July 2	**117·9**	118·8	131·8	111·5	113·4	120·5	117·8	108·2	125·1
October 1	**118·4**	119·3	132·9	111·9	113·3	121·1	118·2	108·3	125·8
Year		118·4	130·7	111·5	112·9	120·5	118·0	108·0	124·5
1944									
January 3	**118·1**	119·0	131·5	111·9	112·7	121·1	118·4	108·9	125·3
February 1	**118·0**	118·9	130·9	111·9	113·0	121·3	118·4	109·1	125·1
March 1	**118·1**	119·0	131·1	111·9	113·0	121·3	118·4	109·0	125·1
April 1	**118·2**	119·1	131·5	111·9	113·0	121·4	118·4	109·0	125·4
May 1	**118·3**	119·2	131·7	111·9	112·5	121·5	118·5	109·0	125·4
June 1	**118·1**	119·0	131·1	111·9	112·5	121·5	118·4	109·0	125·1
July 3	**118·1**	119·0	132·0	111·9	108·9	121·5	118·3	109·0	125·6
August 1	**118·0**	118·9	131·5	111·9	108·7	121·5	118·5	109·0	125·3
September 1	**117·9**	118·8	131·2	111·9	108·7	121·5	118·4	109·0	125·2
October 2	**117·7**	118·6	130·8	112·0	108·7	121·6	118·4	108·9	124·9
November 1	**118·0**	118·9	131·6	112·0	108·1	121·6	118·4	108·9	125·3

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.
‡ Commodities in the cost-of-living index excluding rents and services.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939–NOVEMBER, 1944, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR NOVEMBER, 1944

Commodities*	Per	Aug. 1939	Dec. 1941	April 1943	July 1943	Oct. 1943	Jan. 1944	April 1944	July 1944	Sept. 1944	Oct. 1944	Nov. 1944	Price Nov. 1944
Beef, sirloin steak	lb.	100·0	120·7	141·6	145·2	143·7	143·0	143·0	153·8	154·1	154·5	154·1	43·0
Beef, round steak	lb.	100·0	125·7	153·2	157·8	155·7	154·4	154·4	166·2	167·1	167·1	166·7	39·5
Beef, rib roast	lb.	100·0	125·5	151·3	163·5	172·6	173·5	173·9	172·2	172·6	172·2	172·2	39·6
Beef, shoulder	lb.	100·0	132·7	168·6	178·0	180·5	180·5	179·9	162·9	161·6	161·6	161·6	25·7
Beef, stewing	lb.	100·0	136·7	177·8	184·1	181·7	180·2	180·2	169·0	169·0	169·0	169·0	21·3
Veal, forequarter	lb.	100·0	139·3	173·4	178·1	182·8	180·5	175·7	174·6	173·4	174·6	174·0	29·4
Lamb, leg roast	lb.	100·0	109·9	136·3	156·3	135·6	130·6	142·3	162·3	152·5	151·1	148·2	42·1
Pork, fresh loins	lb.	100·0	125·3	134·2	138·1	139·2	138·8	138·8	138·8	138·8	138·8	140·8	36·6
Pork, fresh shoulder	lb.	100·0	127·0	141·3	145·9	148·0	147·4	146·4	146·4	146·4	146·4	143·9	28·2
Bacon, side, med. sliced	lb.	100·0	132·3	139·4	139·7	140·3	140·3	140·3	140·3	140·0	140·0	140·6	45·7
Lard, pure	lb.	100·0	151·3	161·4	162·3	162·3	162·3	155·3	151·8	150·9	151·8	152·6	17·4
Shortening, vegetable	lb.	100·0	134·7	136·8	137·5	137·5	137·5	137·5	137·5	137·5	137·5	136·8	19·7
Eggs, Grade "A" fresh	doz.	100·0	156·4	136·5	144·1	178·0	161·2	136·5	136·2	152·3	155·3	171·1	52·0
Milk	qt.	100·0	111·0	95·4	95·4	95·4	95·4	95·4	95·4	95·4	95·4	95·4	10·4
Butter, creamery prints	lb.	100·0	140·5	146·2	142·1	142·5	145·8	146·2	143·2	144·3	145·4	145·8	39·8
Cheese, Canadian, mild	lb.	100·0	174·6	163·5	165·4	165·9	168·3	165·4	163·9	163·5	163·9	164·4	34·2
Bread, white	lb.	100·0	106·5	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	106·3	6·7
Flour, first grade	lb.	100·0	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	127·3	4·2
Rolled oats, bulk	lb.	100·0	112·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	114·0	5·7
Corn flakes, 8 oz.	pkg.	100·0	101·1	101·1	101·1	101·1	101·1	101·1	100·0	100·0	100·0	100·0	9·2
Tomatoes, canned, 2½'s	tin	100·0	129·9	132·1	132·1	131·1	136·8	137·7	138·7	138·7	138·7	138·7	14·7
Peas, canned, 2's	tin	100·0	117·5	120·0	120·8	121·7	123·3	124·2	124·2	123·3	123·3	123·3	14·8
Corn, canned, 2's	tin	100·0	128·3	131·9	132·7	134·5	134·5	135·4	134·5	134·5	134·5	133·6	15·1
Beans, dry	lb.	100·0	129·4	127·5	129·4	129·4	131·4	131·4	133·3	133·3	133·3	133·3	6·8
Onions	lb.	100·0	108·2	122·4	144·9	149·0	146·9	157·1	159·2	134·7	124·5	116·3	5·7
Potatoes	15 lb.	100·0	89·9	143·3	166·5	137·2	137·8	147·3	153·0	137·5	128·4	123·2	40·4
Prunes, medium	lb.	100·0	115·8	124·6	127·2	126·3	129·8	123·7	122·8	123·7	122·8	122·8	14·0
Raisins, seedless, bulk	lb.	100·0	104·0	102·0	107·3	104·0	102·0	103·6	114·6	115·9	115·9	113·2	17·1
Oranges, medium size	doz.	100·0	132·5	136·2	143·3	147·8	140·3	139·6	141·0	141·6	141·6	141·6	41·5
Lemons, medium size	doz.	100·0	111·3	132·9	136·9	145·8	138·2	136·6	139·7	144·6	144·0	144·6	47·0
Jam, strawberry, 16 oz.	jar	100·0	111·3	115·7	115·1	†115·1	114·5	115·1	114·5	114·5	115·1	114·5	18·8
Peaches, 20 oz.	tin	100·0	101·5	105·1	109·6	†109·6	108·1	108·6	†108·1	†108·1	†108·1	†108·1	†21·3
Marmalade, orange, 16 oz.	jar	100·0	118·3	126·5	130·3	131·1	131·8	131·1	130·3	130·3	130·3	130·3	17·7
Corn syrup, 3½ lb.	jar	100·0	138·0	155·7	155·0	154·7	154·0	155·0	155·7	155·7	155·7	155·7	46·7
Sugar, granulated	lb.	100·0	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	132·3	8·6
Sugar, yellow	lb.	100·0	131·3	133·3	133·3	134·9	134·9	134·9	134·9	134·9	134·9	134·9	8·5
Coffee	lb.	100·0	141·6	130·8	130·8	131·1	131·1	131·1	131·1	131·1	131·1	131·4	44·4
Tea black, ¼ lb.	pkg.	100·0	145·2	131·3	131·6	131·6	131·6	131·6	131·6	131·6	131·6	131·6	38·7

* Descriptions and units of sale apply to November, 1944, prices.
† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—																				
1—Charlottetown	44·4	40·6	38·5	27·9	21·7	....	....	36·6	....	45·1	19·1	20·2	50·6	9·0	41·7	35·0	7·3	4·6	6·0	10·0
Nova Scotia—																				
2—Halifax	44·1	40·8	38·2	27·3	22·8	21·3	45·0	36·9	27·3	44·0	18·8	19·9	57·8	11·0	44·5	34·8	8·0	4·6	6·1	9·9
3—New Glasgow	45·7	42·9	41·4	26·6	22·5	....	46·2	39·3	32·6	46·9	18·2	20·0	54·8	10·0	44·3	36·1	7·3	4·9	6·1	10·0
4—Sydney	47·6	41·6	35·2	30·9	23·7	....	45·7	41·3	....	45·7	18·3	19·9	55·3	12·0	44·3	35·7	7·3	4·5	5·9	9·8
5—Truro	44·4	40·4	36·0	28·2	18·1	....	45·0	37·0	30·9	45·3	18·5	20·4	57·0	10·0	43·4	34·3	6·7	4·9	6·0	10·1
New Brunswick—																				
6—Fredericton	44·7	40·7	45·8	27·4	20·3	29·7	44·4	36·8	31·3	46·7	18·1	19·7	53·2	10·0	43·2	35·0	7·3	4·8	6·3	9·5
7—Moncton	45·6	41·4	41·2	27·1	21·2	....	45·8	36·3	30·1	47·6	18·0	20·0	55·2	10·0	42·9	34·8	8·0	4·6	5·8	10·0
8—Saint John	45·3	43·1	38·5	26·7	22·6	29·6	44·5	40·3	29·5	45·0	18·3	19·7	57·7	11·0	43·1	35·5	7·3	4·3	6·0	9·7
Quebec—																				
9—Chicoutimi	39·8	35·7	37·4	27·3	21·9	....	46·3	30·0	29·4	49·0	19·6	20·7	52·8	10·0	39·7	33·3	6·7	4·3	....	9·9
10—Hull	41·2	38·6	37·3	25·7	18·9	30·7	....	32·2	28·1	46·3	16·7	19·1	53·3	10·0	38·2	32·1	5·3	3·8	5·5	9·5
11—Montreal	42·7	39·5	43·9	24·9	20·0	25·0	40·3	33·3	26·3	46·0	17·6	19·2	56·4	10·5	39·2	34·1	6·0	3·8	5·4	9·3
12—Quebec	40·6	36·7	34·8	23·3	18·7	29·3	37·4	30·9	26·1	41·4	17·9	19·4	53·5	10·0	39·6	34·3	5·5	3·6	5·8	9·7
13—St. Hyacinthe	36·3	34·8	34·4	24·3	19·5	31·8	34·1	28·2	25·0	47·8	17·9	19·5	52·3	9·0	39·2	32·0	5·3	4·1	6·0	9·8
14—St. Johns	41·7	39·7	39·5	26·8	17·3	32·7	....	....	28·0	46·7	18·3	19·7	51·8	9·0	38·5	32·1	5·3	4·1	5·5	9·7
15—Sherbrooke	43·5	40·3	40·7	26·7	18·8	32·5	40·7	33·1	26·2	38·8	18·4	19·7	53·7	10·0	38·1	35·2	5·3	4·2	6·0	9·8
16—Sorel	39·3	36·8	41·0	24·7	19·6	....	36·7	32·2	25·3	45·5	17·8	19·3	48·8	9·0	39·5	32·2	5·3	4·0	5·3	10·0
17—Thetford Mines	32·7	35·4	27·7	24·5	17·5	....	....	25·0	24·1	37·6	17·4	19·5	47·6	8·0	38·7	31·7	5·3	4·0	5·3	9·6
18—Three Rivers	39·4	35·9	35·4	24·6	20·2	....	....	28·8	26·0	46·3	17·9	19·6	53·8	10·0	38·4	34·7	6·0	4·0	5·5	9·7
Ontario—																				
19—Belleville	41·1	38·3	40·5	25·7	21·6	28·2	41·7	36·8	28·8	45·5	17·1	19·2	50·8	10·0	39·4	31·0	6·7	4·2	5·3	8·7
20—Brantford	44·0	40·4	40·9	26·0	18·9	29·7	43·3	38·2	27·7	45·9	16·9	19·5	53·2	10·0	39·3	35·4	6·7	4·2	5·4	9·1
21—Brockville	46·5	42·6	43·0	25·9	20·6	....	44·5	36·2	29·7	44·8	17·4	19·4	52·4	10·0	38·3	30·5	6·3	4·1	5·6	8·9
22—Chatham	43·4	40·0	40·9	26·0	19·9	31·3	42·0	37·9	32·5	46·2	17·0	19·3	48·8	10·0	38·4	35·8	5·3	4·1	5·2	8·7
23—Cornwall	43·4	40·0	39·8	26·0	17·5	....	43·7	36·3	27·3	45·5	17·4	19·5	51·0	10·0	39·4	30·7	6·0	4·1	5·8	9·2
24—Fort William	43·3	39·5	37·6	25·5	22·0	....	43·0	36·7	29·9	45·9	17·4	18·9	55·4	11·0	39·5	33·4	6·0	4·0	5·1	8·8
25—Galt	43·3	40·3	40·2	25·4	23·0	30·0	45·3	37·0	26·5	46·5	17·2	19·2	51·4	10·0	39·2	36·7	6·7	4·1	5·7	8·8
26—Guelph	43·0	40·4	39·2	26·6	24·5	31·2	42·9	39·3	28·4	46·1	17·0	19·2	51·7	10·0	39·8	35·4	6·0	4·1	5·7	8·9
27—Hamilton	44·3	41·1	41·2	25·5	22·8	29·7	43·7	39·9	29·0	46·5	17·3	19·1	54·2	11·0	40·3	37·3	6·0	4·2	5·5	8·8
28—Kingston	43·3	38·8	38·3	25·7	18·6	....	41·8	37·2	27·4	46·0	16·6	19·2	53·0	10·0	39·2	32·2	6·0	4·3	5·3	9·1
29—Kitchener	43·2	40·6	40·5	25·2	22·6	30·6	44·3	38·5	27·5	45·9	17·4	19·5	47·1	10·0	39·5	33·7	6·3	4·0	6·1	8·8
30—London	43·7	40·3	40·9	25·5	21·9	29·9	42·8	38·1	26·1	44·9	17·9	19·3	53·6	10·0	39·2	32·9	6·0	4·0	5·6	8·9
31—Niagara Falls	43·2	39·5	41·2	25·2	19·5	29·9	43·9	38·6	27·5	44·1	16·9	19·4	53·5	10·5	39·9	33·0	6·0	4·2	5·7	8·7
32—North Bay	44·1	41·0	42·4	26·1	18·9	29·3	42·9	37·8	29·6	46·0	17·5	19·5	55·3	11·0	39·5	33·7	6·7	4·2	6·3	9·6
33—Oshawa	43·7	40·6	43·0	25·6	21·9	31·3	44·0	38·1	28·0	46·5	17·2	19·5	55·2	10·0	39·8	32·7	6·0	4·1	5·6	8·8
34—Ottawa	43·9	41·0	42·9	26·1	22·1	29·1	43·3	36·2	29·1	48·7	17·5	19·1	55·4	10·0	38·8	31·7	6·7	3·9	5·7	8·9

COAL AND RENTALS IN CANADA, NOVEMBER, 1944

Canned Vegetables														Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
15·0	15·5	15·9	6·6	6·6	35·0	14·0	18·5	43·8	68·4	39·1	—	36·8	50·8	8·6	8·1	54·1	38·0	.....	11·57	24·00–28·00 (c)	1
14·6	14·5	15·1	7·3	5·4	39·9	15·2	15·5	48·4	52·7	38·2	20·0	37·0	50·9	8·5	8·3	49·7	38·0	.....	12·29	27·50–31·50	2
15·0	15·2	15·6	6·5	5·1	42·4	14·6	18·1	44·8	50·7	39·7	....	38·5	50·7	8·2	8·2	51·5	38·0	.....	8·42	16·00–20·00	3
14·9	15·1	15·0	6·7	5·5	41·1	13·8	18·5	48·4	58·7	....	....	36·9	50·5	8·6	8·4	49·6	37·8	.....	6·75	18·00–22·00 (c)	4
15·1	15·2	15·1	7·0	5·5	36·4	14·2	18·4	47·7	48·8	39·3	....	37·6	51·9	8·7	8·5	51·1	38·0	.....	11·41	26·50–30·50	5
14·9	15·4	15·4	6·6	6·0	39·4	14·6	16·1	42·7	53·8	39·6	....	38·7	50·7	8·5	8·3	49·7	38·0	.....	12·09	21·00–25·00 (c)	6
15·0	15·3	15·2	6·7	5·2	36·9	13·5	....	44·1	53·1	40·2	....	38·3	50·1	9·0	8·8	53·0	38·0	.....	11·57	26·00–30·00 (c)	7
14·9	15·0	15·1	6·8	4·8	38·9	14·0	16·6	47·2	50·3	39·6	20·3	36·0	50·8	8·4	8·3	47·9	38·0	.....	12·70	20·50–24·50 (c)	8
14·7	14·9	15·7	6·9	8·8	37·7	16·6	18·7	42·3	55·5	39·8	....	40·1	47·9	8·5	8·2	52·3	39·6	18·00	.....	.....	9
14·0	14·6	15·1	7·1	7·1	41·8	13·8	17·7	39·2	43·6	37·0	....	36·4	47·0	8·3	8·0	45·4	38·9	16·75	.....	15·50–19·50	10
13·2	14·1	14·5	6·6	5·9	34·4	14·3	17·7	40·1	41·9	37·6	19·3	35·0	47·1	8·0	7·9	46·9	39·6	16·65	.....	23·00–27·00 (c)	11
14·0	14·3	14·7	6·7	7·1	32·1	14·2	17·7	42·6	50·8	37·3	....	35·5	47·7	8·1	7·9	43·5	39·8	16·32	.....	26·00–30·00 (c)	12
13·4	14·7	15·2	7·0	7·5	38·4	14·1	17·6	40·7	47·3	38·9	....	36·4	44·0	8·0	7·8	42·3	40·6	15·75	.....	16·00–20·00 (c)	13
14·1	14·7	15·0	6·7	7·9	37·3	14·6	18·0	41·5	48·0	38·2	....	37·3	47·8	8·0	7·9	40·7	40·0	15·50	.....	.....	14
14·4	15·8	17·0	6·3	6·9	31·1	14·8	18·7	42·0	44·7	39·7	....	39·3	49·9	8·0	8·0	39·0	39·5	17·50	.....	20·00–24·00 (c)	15
14·9	14·5	17·0	7·4	8·5	36·5	15·0	17·7	45·0	55·0	40·0	....	37·3	48·9	7·9	7·7	45·8	40·0	16·25	.....	.....	16
13·7	14·4	15·1	6·0	7·5	29·1	15·0	18·3	40·8	49·5	39·8	....	38·4	50·1	8·0	7·5	48·3	39·3	19·00	.....	14·00–18·00 (c)	17
14·9	14·6	14·8	6·4	7·3	32·7	15·0	20·0	40·4	49·8	39·5	....	37·7	48·8	8·5	8·0	47·2	40·6	16·00	.....	20·00–24·00 (c)	18
13·0	14·1	14·8	6·3	5·8	43·9	14·1	17·1	41·1	48·2	38·0	....	33·7	46·3	8·5	8·4	43·7	38·9	16·00	.....	.....	19
14·4	14·6	15·0	6·5	5·4	40·4	14·8	16·3	43·8	46·6	35·9	....	33·3	47·5	8·4	8·3	46·7	39·4	16·00	.....	22·00–26·00	20
14·0	13·9	14·6	6·5	5·3	43·0	13·3	18·3	41·4	47·7	....	....	34·6	49·3	8·3	8·1	43·3	38·4	16·00	.....	20·00–24·00	21
14·5	14·7	14·7	5·7	4·9	43·2	14·3	....	34·5	42·7	36·4	....	33·6	45·4	8·7	8·5	41·7	38·4	16·00	.....	21·50–25·50	22
14·7	14·9	15·0	7·0	5·7	43·4	15·5	17·7	37·5	40·4	....	....	35·5	46·1	8·2	8·2	45·3	38·6	16·50	.....	23·00–27·00 (c)	23
14·2	14·5	14·7	6·7	4·9	45·6	13·9	18·5	42·8	45·7	38·3	....	36·5	44·1	8·6	8·5	42·1	38·0	16·80	.....	25·50–29·50	24
14·0	14·6	14·6	6·4	5·4	38·4	14·7	16·7	42·7	49·1	34·4	....	33·5	46·5	8·5	8·3	44·6	39·4	16·00	.....	22·00–26·00	25
14·1	14·3	14·7	6·3	5·0	37·2	13·4	16·4	40·4	45·5	35·9	20·0	32·6	45·2	8·6	8·5	42·9	38·5	16·00	.....	22·50–26·50	26
13·8	14·2	14·5	6·1	6·2	44·1	14·3	17·0	43·7	47·0	35·4	19·4	33·4	46·0	8·1	8·1	42·2	39·3	15·50	.....	26·00–30·00	27
13·6	14·1	14·5	6·5	5·7	42·8	14·3	16·0	39·7	45·8	36·5	....	34·7	45·8	8·1	7·9	43·4	38·8	16·00	.....	29·00–33·50	28
14·4	14·7	15·0	6·5	5·6	38·3	13·6	16·7	40·6	48·3	36·3	....	32·9	45·5	8·7	8·5	39·8	39·4	16·00	.....	26·00–30·50	29
14·3	15·0	15·1	6·2	5·2	41·6	13·3	18·0	38·9	44·1	36·0	....	33·3	45·3	8·6	8·4	44·2	39·2	16·50	.....	26·50–30·50	30
13·2	13·7	14·9	7·3	4·9	43·6	13·0	....	40·5	46·0	36·4	18·9	34·5	44·0	8·5	8·7	44·3	39·6	14·63	.....	25·00–29·00	31
14·5	14·4	14·6	6·3	4·8	45·0	13·8	17·5	41·6	49·0	38·8	....	36·3	46·3	9·0	8·9	51·4	39·4	17·25	.....	23·00–27·00	32
14·0	14·3	14·6	7·2	5·5	38·7	13·9	17·7	39·7	49·9	36·0	....	34·7	44·7	8·6	8·4	46·8	39·3	16·00	.....	23·00–27·00	33
14·3	14·7	14·6	6·8	5·9	41·9	13·7	17·4	40·4	47·6	37·1	....	35·8	49·5	8·3	8·1	44·5	39·0	16·75	.....	31·00–35·00	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

	Beef							Pork												
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound	42·0	39·5	39·4	24·9	23·1	....	45·3	37·0	27·3	45·4	17·0	19·4	51·2	10·0	40·0	31·3	6·0	3·9	5·4	9·4
36—Peterborough	44·8	41·2	42·0	25·9	21·3	32·0	43·6	38·8	30·2	46·4	17·2	19·1	49·7	10·0	39·2	34·7	6·0	4·2	5·4	8·6
37—Port Arthur	43·6	40·0	39·4	24·7	21·9	28·0	36·4	36·8	28·0	48·4	17·7	18·8	54·3	11·0	39·8	35·0	6·3	4·2	5·6	9·3
38—St. Catharines	44·0	40·7	42·0	25·3	20·6	30·7	42·0	41·0	25·9	46·3	17·3	19·1	52·4	10·5	39·9	35·3	6·0	4·2	5·5	9·0
39—St. Thomas	43·9	40·5	41·7	25·2	23·0	30·1	44·7	39·1	30·0	46·1	17·3	19·6	51·7	10·0	39·7	33·4	6·0	4·2	5·9	9·4
40—Sarnia	42·0	39·3	41·2	25·9	21·4	32·7	42·4	37·8	29·9	45·8	18·1	19·5	53·4	10·0	40·1	33·8	6·0	3·9	6·3	9·4
41—Sault Ste. Marie	43·6	40·3	38·5	26·8	21·9	....	42·2	37·0	29·3	44·3	17·8	19·1	54·6	11·0	39·5	32·4	6·7	4·0	6·0	9·1
42—Stratford	41·6	39·3	39·7	25·8	22·7	....	42·0	37·5	28·0	45·6	17·7	20·0	51·2	10·0	39·5	34·1	5·3	3·9	5·9	9·1
43—Sudbury	43·9	40·3	40·9	25·6	23·1	28·6	39·2	37·3	29·3	43·8	17·4	19·5	54·9	11·0	39·6	32·8	6·7	4·2	6·3	9·2
44—Timmins	44·4	40·6	41·9	26·0	21·9	29·7	43·3	38·7	29·1	44·5	18·7	19·5	57·8	12·0	39·3	33·7	6·7	4·3	5·4	9·5
45—Toronto	43·8	40·3	41·6	25·6	22·7	30·4	43·0	38·0	25·9	49·3	17·4	19·1	55·8	11·0	40·0	37·4	6·7	4·2	5·4	8·7
46—Welland	41·5	37·8	41·0	26·0	22·3	30·7	....	37·7	28·3	43·4	17·2	19·4	52·1	11·0	40·1	35·6	6·7	4·2	5·3	8·9
47—Windsor	43·7	40·3	41·3	24·9	23·4	31·0	43·8	38·6	29·2	45·7	17·6	19·2	55·1	11·0	39·2	35·8	6·0	4·2	5·3	8·8
48—Woodstock	42·7	39·5	39·5	25·5	19·2	....	43·7	36·8	26·5	44·8	17·0	19·0	51·0	10·0	39·4	31·3	6·0	3·8	5·8	8·8
Manitoba—																				
49—Brandon	42·8	38·2	40·3	25·2	20·0	....	40·3	36·0	25·5	46·5	16·8	21·1	50·1	10·0	38·0	34·0	7·1	3·8	5·7	9·0
50—Winnipeg	41·9	37·6	34·1	24·5	21·7	27·5	39·0	36·6	29·2	47·3	17·0	19·5	52·2	9·0	37·4	34·3	8·0	3·7	5·3	8·8
Saskatchewan—																				
51—Moose Jaw	42·6	38·1	38·3	23·9	18·4	....	39·3	34·6	26·7	46·1	15·2	20·7	....	11·0	37·3	34·5	7·2	3·8	5·6	8·7
52—Prince Albert	36·2	33·2	33·0	22·8	17·4	....	36·0	36·0	27·7	35·8	16·1	20·1	42·0	10·0	38·6	34·0	6·0	4·3	....	8·8
53—Regina	41·0	37·5	36·0	24·2	21·5	25·3	36·0	34·4	24·9	43·1	15·8	21·7	47·3	10·0	37·3	35·0	6·8	4·0	6·1	8·8
54—Saskatoon	42·2	37·6	36·2	25·0	19·8	27·3	40·0	34·8	27·5	45·3	15·7	20·0	48·3	10·0	37·3	34·7	7·2	3·7	5·3	8·9
Alberta—																				
55—Calgary	44·1	39·4	39·1	25·2	22·7	27·2	39·0	35·0	29·6	48·6	15·8	19·9	49·7	10·0	38·0	35·6	7·2	3·9	5·4	8·8
56—Drumheller	40·5	37·0	38·3	24·0	20·0	....	....	35·0	26·7	44·7	16·9	21·7	46·4	10·0	39·4	38·2	8·0	4·4	5·7	9·0
57—Edmonton	40·2	35·3	37·3	22·5	21·2	27·0	36·0	34·1	26·5	45·5	15·5	20·1	48·0	10·0	37·5	34·9	7·2	3·9	5·3	8·7
58—Lethbridge	42·0	37·0	36·4	24·3	19·6	25·3	39·7	34·4	26·7	44·7	16·3	21·0	49·0	10·0	38·0	35·7	8·0	4·0	....	8·7
British Columbia—																				
59—Nanaimo	46·7	42·3	44·0	27·2	26·0	....	44·2	41·0	30·1	50·4	18·7	20·6	46·7	12·0	43·2	36·4	9·0	4·3	....	9·2
60—New Westminster	45·4	40·3	42·2	25·8	24·1	....	42·0	39·6	27·7	47·1	17·3	19·9	46·8	10·0	41·1	34·5	8·0	4·2	6·0	9·3
61—Prince Rupert	46·0	43·3	42·7	25·3	24·3	29·3	42·7	41·3	31·3	49·4	19·0	20·9	52·4	15·0	41·7	38·0	10·0	5·0	....	9·6
62—Trail	44·8	40·6	44·0	25·8	24·8	29·2	44·6	38·8	30·3	46·8	17·2	22·5	51·8	13·0	40·0	34·3	9·0	4·2	5·9	9·3
63—Vancouver	46·8	41·8	42·6	26·4	24·6	29·7	42·6	38·8	28·8	49·5	17·1	19·2	46·9	10·0	40·7	34·3	9·6	4·2	5·7	9·0
64—Victoria	45·4	41·7	43·4	26·7	24·4	31·7	44·4	39·4	29·5	47·6	17·7	20·3	47·4	11·0	41·8	34·8	9·0	4·3	6·6	9·1

(a) Inclusive of all sales taxes

COAL AND RENTALS IN CANADA, NOVEMBER, 1944

Canned Vegetables														Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 3½ lb. jar	Granulated, per lb	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ¼ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (b)	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$ (a)	$ (a)	$	
14·0	14·7	.....	6·3	4·9	42·8	14·3	16·7	41·8	50·1	37·0	....	34·7	43·7	8·6	8·5	48·4	38·9	16·50	.....	16·00–20·00	35
13·6	14·0	14·5	6·1	5·5	39·3	14·1	15·4	39·2	48·4	36·9	22·0	33·9	46·8	8·5	8·5	44·3	39·0	16·75	.....	24·00–28·00	36
14·2	14·9	14·5	6·5	4·9	44·7	13·1	18·1	42·1	49·9	38·1	....	35·2	43·7	8·5	8·4	41·9	38·1	16·50	.....	23·00–27·00	37
14·0	14·7	15·0	6·9	5·8	43·7	14·0	18·6	42·7	47·6	34·3	18·7	32·9	47·4	8·5	8·2	43·9	39·0	15·75	.....	27·00–31·00	38
14·5	15·0	15·1	6·2	6·0	42·8	13·4	....	44·6	43·7	34·7	....	33·9	46·2	8·7	8·6	44·4	39·5	16·00	.....	21·00–25·00	39
14·9	14·8	15·1	7·1	5·5	46·2	12·7	15·0	42·5	46·8	35·0	....	34·3	46·5	8·8	8·8	43·9	39·5	16·50	.....	23·00–27·50	40
14·6	14·7	14·7	6·5	5·3	46·1	13·4	18·0	37·5	47·0	36·5	....	34·9	45·1	8·4	8·4	41·6	39·0	17·00	.....	23·00–27·00	41
14·7	14·5	15·0	6·1	5·1	41·7	13·7	15·8	41·6	45·7	35·3	18·7	33·7	46·7	8·8	8·6	44·4	38·7	16·00	.....	21·00–25·00	42
14·4	14·6	14·9	6·1	5·3	41·5	14·1	16·9	38·6	48·2	38·3	....	35·4	48·4	8·8	8·5	45·0	38·5	17·75	.....	28·00–32·00	43
15·0	15·0	14·9	6·3	5·5	46·7	13·4	18·8	41·8	50·9	40·7	....	35·2	49·0	8·9	8·8	39·4	38·8	19·50	.....	24·50–28·00	44
13·5	13·8	14·3	6·1	4·8	40·2	13·8	15·9	42·5	43·1	35·1	....	32·5	45·7	8·2	8·0	44·5	38·7	15·50	.....	32·50–36·50	45
14·1	14·0	15·0	9·2	5·0	43·8	14·4	....	43·3	45·0	35·8	19·2	33·6	45·2	8·3	8·3	41·7	39·1	15·50	.....	.....	46
13·9	15·0	14·7	6·0	5·1	42·2	13·0	17·4	37·3	39·7	35·2	....	33·4	47·1	8·2	8·0	39·8	38·5	16·00	.....	25·00–29·00	47
14·3	14·5	14·4	6·3	5·1	36·5	14·5	17·8	41·0	45·5	36·0	....	34·0	46·4	8·6	8·6	45·4	39·1	16·00	.....	22·00–26·00	48
15·9	14·8	15·5	7·2	4·4	33·7	14·4	15·7	39·4	42·9	41·0	....	38·1	43·7	9·1	9·0	44·2	38·2	.....	8·37	21·00–25·00	49
15·5	15·6	15·9	7·0	3·7	38·0	13·9	16·4	40·1	42·5	39·4	21·3	36·6	43·2	9·0	8·9	37·6	37·9	.....	12·95	26·00–30·00	50
16·9	15·5	15·4	6·4	5·8	40·7	13·8	16·3	38·3	44·8	....	22·6	37·5	42·5	9·3	9·4	42·7	38·6	.....	10·30	21·00–25·50	51
16·1	16·7	16·3	7·5	6·9	27·7	15·0	16·0	38·2	43·1	39·6	23·3	38·8	47·5	9·9	9·6	39·6	37·8	.....	10·50	19·50–23·50	52
16·8	15·5	15·8	6·6	5·2	37·3	14·3	16·3	38·2	40·4	40·1	21·6	36·6	46·8	9·2	9·6	42·0	38·0	.....	11·50	27·50–31·50	53
17·1	16·2	16·6	7·4	5·3	34·8	15·3	17·3	40·9	47·1	39·8	23·0	38·5	45·7	9·6	9·7	44·2	37·7	.....	10·10	22·00–26·00	54
15·0	14·7	14·7	7·5	5·6	40·4	14·3	16·3	40·0	48·6	36·4	21·1	34·2	45·3	9·0	9·1	41·5	37·4	.....	8·25	26·00–30·00	55
16·9	15·7	16·6	7·7	6·5	45·6	13·3	17·1	44·4	49·9	39·7	23·3	35·7	45·2	9·5	9·7	42·5	38·0	.....	.....	20·00–24·00	56
15·2	15·0	15·5	7·3	5·9	37·3	14·5	17·1	42·6	42·0	38·6	21·3	34·6	44·4	9·2	9·4	42·8	37·6	.....	5·40	24·50–28·50	57
15·6	14·1	14·7	7·1	5·9	35·0	12·6	17·0	41·2	48·0	37·6	20·6	32·4	45·1	9·3	9·4	45·0	37·5	.....	4·90	22·00–26·00	58
15·0	15·0	15·1	8·1	5·5	50·8	12·0	16·9	41·4	39·7	37·7	20·1	31·8	45·1	8·9	8·8	40·9	38·4	.....	.....	17·00–21·00	59
14·9	14·2	15·0	7·2	4·8	43·8	11·5	15·7	39·3	38·0	35·0	20·4	33·8	43·4	7·9	7·8	36·4	38·2	.....	13·00	20·50–24·50	60
16·2	15·8	16·4	8·3	6·4	51·1	13·1	16·5	48·0	47·8	38·5	22·0	33·3	44·7	8·8	8·6	44·3	39·0	.....	13·65	20·00–24·00	61
15·0	15·7	16·5	8·5	4·9	47·1	13·0	16·3	37·4	44·7	34·7	23·4	36·0	48·8	9·0	8·9	39·2	37·7	.....	10·75	23·00–27·00	62
14·9	14·5	14·6	7·2	4·8	45·2	12·4	15·0	39·6	38·4	36·2	20·4	30·3	42·9	8·0	8·0	39·0	37·9	.....	13·00	23·50–27·50	63
15·2	15·1	15·4	7·4	5·7	48·2	14·5	15·1	38·5	39·3	36·7	20·5	32·1	43·2	8·9	8·4	43·1	38·3	.....	13·25	21·00–25·00	64

(b) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(c) Rents marked (c) are for apartments or flats. Other rent figures are for single houses. Apartment and flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(Average Prices in 1926=100)

Commodities	Commodities 1944	1913	1918	1920	1922	Nov. 1926	Nov. 1929	Nov. 1933	Nov. 1939	Nov. 1941	Nov. 1942	Nov. 1943	Nov. 1944
All commodities	510	64·0	127·4	155·9	97·3	97·7	95·7	68·9	80·3	93·9	96·9	102·4	102·4
Classified according to chief component material—													
I. Vegetable Products	113	58·1	127·9	167·0	86·2	96·3	93·5	61·0	68·5	79·8	86·0	94·7	94·6
II. Animals and Their Products	74	70·9	127·1	145·1	96·0	97·9	108·4	63·5	80·8	101·8	104·8	109·7	106·7
III. Fibres, Textiles and Textile Products	61	58·2	157·1	176·5	101·7	96·5	89·8	70·9	79·2	96·7	91·9	91·9	91·7
IV. Wood, Wood Products and Paper	50	63·9	89·1	154·4	106·3	98·8	93·1	64·4	85·0	96·8	102·8	115·9	118·1
V. Iron and Its Products	43	68·9	156·9	168·4	104·6	99·3	93·4	86·1	101·9	112·8	115·8	116·0	117·0
VI. Non-Ferrous Metals and Their Products	17	98·4	141·9	135·7	97·3	90·0	96·7	66·2	74·5	77·6	79·7	79·7	79·7
VII. Non-Metallic Minerals and Their Products	81	56·8	82·3	112·2	107·0	99·4	92·8	85·1	86·5	98·1	99·3	100·5	101·8
VIII. Chemicals and Allied Products	71	63·4	118·7	141·5	105·4	99·5	95·1	81·0	83·9	103·8	102·3	100·3	99·9
Classified according to Purpose—													
I. Consumers Goods	207	62·0	102·7	136·1	96·9	97·5	94·3	73·0	80·6	96·7	96·7	97·4	97·1
Foods, Beverages and Tobacco	114	61·8	119·0	150·8	90·2	97·5	100·3	67·1	79·0	96·5	101·1	103·3	100·8
Other Consumers' Goods	93	62·2	91·9	126·3	101·4	97·5	90·3	77·0	81·6	96·8	93·8	93·4	94·6
II. Producers' Goods	366	67·7	133·3	164·8	98·8	97·2	95·1	64·3	75·4	85·4	89·6	98·9	99·7
Producers' Equipment	24	55·1	81·9	108·6	104·1	100·8	94·5	85·4	96·5	107·9	110·1	114·4	118·5
Producers' Materials	342	69·1	139·0	171·0	98·2	96·8	95·2	62·0	73·0	82·9	87·3	97·2	97·6
Building and Construction Materials	111	67·0	100·7	144·0	108·7	97·9	98·2	80·7	93·9	112·1	116·5	126·4	127·4
Manufacturers' Materials	231	69·5	148·1	177·3	95·8	96·5	94·5	58·8	69·4	77·9	82·3	92·2	92·6
Classified according to origin—													
I. Farm—													
A. Field	154	59·2	134·7	176·4	91·2	95·9	91·1	60·8	66·8	79·0	82·5	90·5	90·1
B. Animal	88	70·1	129·0	146·0	95·9	97·7	105·2	64·6	82·2	99·0	100·8	102·3	100·6
Farm (Canadian)	63	64·1	132·6	160·6	88·0	98·0	101·5	54·6	64·9	74·1	86·5	104·2	103·1
II. Marine	16	65·9	111·6	114·1	91·7	103·4	109·7	69·5	80·8	106·9	119·0	138·0	130·5
III. Forest	58	60·1	89·7	151·3	106·8	98·8	92·9	64·6	84·7	98·4	102·3	115·2	117·3
IV. Mineral	194	67·9	115·2	134·6	106·4	98·5	92·1	81·7	87·6	97·4	98·7	99·3	100·3
All raw (or partly manufactured)	213	63·8	120·8	154·1	94·7	97·4	97·2	59·3	72·1	85·4	92·7	104·0	103·3
All manufactured (fully or chiefly)	297	64·8	127·7	156·5	100·4	97·4	93·4	71·7	80·3	93·1	92·4	93·8	93·7

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	526		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
		(a)		(b)		(a)		(c)				(d)		(b)
1913	64·0	79·1	69·8	70·7	.....	.....	.....	.....	1125	.....	.....	.....	.....	.....
1914	65·5	79·7	68·1	71·8	.....	(g) 100	(g) 100	(h) 100	1090	814	.....	.....	748	628
1915	70·4	80·7	69·5	72·5	.....	123	.....	.....	1204	855	.....	.....	805	676
1916	84·3	87·0	85·5	77·9	.....	146	.....	.....	1379	908	.....	.....	882	724
1917	114·3	102·4	117·5	91·6	.....	176	.....	.....	1583	996	.....	.....	1024	786
1918	127·4	115·6	131·3	107·5	.....	203	.....	204	1723	1064	.....	.....	1225	850
1919	134·0	126·5	138·6	123·8	.....	215	.....	222	1854	1177	.....	.....	1282	912
1920	155·9	145·4	154·4	143·0	.....	249	.....	224	2512	1458	.....	.....	1536	1019
1921	110·0	129·9	97·6	127·7	.....	226	191·2	200	1805	1320	.....	.....	1428	1034
1922	97·3	120·4	96·7	119·7	.....	183	167·5	164	1445	1101	.....	.....	1194	952
1926	100·0	121·8	100·0	126·4	.....	172	144·5	162	1387	1063	.....	.....	1053	1010
1928	96·4	120·5	96·7	122·6	.....	166	144·6	161	1358	1069	(f)	(f)	994	1006
1929	95·6	121·7	95·3	122·5	.....	164	141·2	161	1305	1066	1103	1150	988	1004
1930	86·6	120·8	86·4	119·4	100·0	157	126·5	158	1155	1041	.....	.....	963	981
1933	67·1	94·4	65·9	92·4	85·7	140	91·0	131	1047	932	.....	.....	904	795
1937	84·6	101·2	86·3	102·7	108·8	154	111·2	137	1136	965	984	973	1021	923
1938	78·6	102·2	78·6	100·8	101·4	156	107·1	137	1174	1000	1005	998	1036	951
1939	75·4	101·5	77·1	99·4	102·8	158	111·2	138	1146	999	1011	1029	1071	990
1940	82·9	105·6	78·6	100·2	136·6	184	143·0	151	1273	1034	1047	1051	1195	1035
1941	90·0	111·7	87·3	105·2	152·6	199	183·5	174	1398	1082	1140	1111	1311	1073
1942	95·7	117·0	98·8	116·5	159·4	200	209·6	193	1569	1173	1242	1176	1416	1109
1943	100·0	118·4	103·1	123·5	162·8	199	218·2	203	1706	1244	1372	1267	1513	(e) 1002
October	101·9	119·3	103·0	124·4	162·5	199	220·2	205	1732	1258	1396	.....	1532	.....
November	102·4	119·4	102·9	124·4	162·7	199	220·2	205	1742	1256	1389	.....	1559	.....
December	102·5	119·3	103·2	124·4	163·4	199	220·0	205	1757	1262	1389	1266	1565	(e) 1001
1944—January	102·5	119·0	103·3	124·2	164·0	199	220·6	206	1767	1264	1392	.....	1566	.....
February	102·7	118·9	103·6	123·8	164·6	200	221·3	206	1768	1272	1386	.....	1567	.....
March	103·0	119·0	103·8	123·8	164·9	200	222·9	206	1765	1283	1387	1268	1559	(e) 1005
April	102·9	119·1	103·9	124·6	165·5	200	223·1	207	1773	1291	1397	.....	1558	.....
May	102·5	119·2	104·0	125·1	166·1	200	223·4	207	1773	1292	1398	.....	1565	.....
June	102·5	119·0	104·3	125·4	166·1	200	.....	.....	1757	1296	1407	1269	(i) 1565	(e) 1001
July	102·5	119·0	104·1	126·1	167·1	201	.....	.....	1757	1285	1413	.....	1566	.....
August	102·3	118·9	103·9	126·4	167·5	202	.....	.....	1757	1274	1410	.....	1558	.....
September	102·3	118·8	104·0	126·5	167·1	202	.....	.....	1761	1281	1402	1273	1559	(e) 1003
October	102·4	118·6	104·1	126·4	.....	201	.....	.....	.....	.....	1426	.....	.....	.....
November	102·4	118·9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week or month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943 (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at September 30, 1944

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as $425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is $300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds $125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is $300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to $150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of $200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of $225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

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*Amended by Orders in Council P.C. 6367, August 10, 1943, and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT SEPTEMBER 30, 1944

—	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners	11,177	14,865	12,319	12,097	13,937	57,025
Average monthly pension	24·18	24·38	24·43	22·06	22·53	23·55
*Percentage of pensioners to total population	1·41	1·65	1·70	2·61	2·30	1·46
*Percentage of persons over 70 years of age to total population	3·16	4·67	3·99	4·54	5·11	4·90
*Percentage of pensioners to population over 70 years of age	44·71	35·39	42·48	57·60	44·96	29·70
Dominion Government's contributions for quarter ended September 30, 1944	$627,705 54	$825,719 82	$682,754 88	$595,378 41	$825,555 89	$3,023,645 20
Amounts charged to War Appropriation for quarter ended September 30, 1944, included in Dominion Government's contributions for the same period	†	$182,913 68	$147,854 87	$135,250 85	$272,368 91	$584,688 12
Dominion Government's contributions April 1–September 30, 1944	$1,187,883 18	$1,587,910 50	$1,589,550 18	$1,178,293 65	$1,391,463 21	$5,951,164 71
Amounts charged to War Appropriation, April 1–September, 30, 1944, included in Dominion Government's contributions for the same period	$95,455 44†	$327,191 13	$560,376 52‡	$268,178 79	$306,031 72	$1,133,782 07
Dominion Government's contributions from inception of Act	$20,109,070 95	$27,760,898 51	$26,636,049 56	$12,801,546 55	$19,946,579 10	$123,717,906 48
Amounts charged to War Appropriation since amendments underWar Measures Act and included in Dominion Government's contributions from inception of the Act	$311,087 69†	$652,425 39	$560,376 52	$307,729 72	$358,290 44	$1,984,341 06

—	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners	1,869	48,430	12,834	9	184,562
Average monthly pension	18·59	23·98	24·70	24·44	
*Percentage of pensioners to total population	2·05	1·40	1·52	0·08	
*Percentage of persons over 70 years of age to total population	6·59	3·18	3·33	1·61	
*Percentage of pensioners to population over 70 years of age	31·15	44·03	45·84	4·66	
Dominion Government's contributions for quarter ended Sept. 30, 1944	$76,226 77	$2,729,206 89	$749,399 03	$688 13	$10,136,280 56
Amounts charged to War Appropriation for quarter ended Sept. 30, 1944, included in Dominion Government's contributions for the same period	$15,245 35	$569,596 52	$163,746 22	$127 43	$2,071,791 95
Dominion Government's contributions April 1–Sept. 30, 1944	$154,038 44	$5,121,803 75	$1,400,443 34	$1,471 29	$19,564,022 25
Amounts charged to War Appropriation, April 1–Sept. 30, 1944, included in Dominion Government's contributions for the same period	$30,807 68	$1,062,751 16	$288,797 15	$272 00	$4,073,643 66
Dominion Government's contributions from inception of Act	$2,087,385 16	$60,794,536 69	$24,936,282 34	$26,184 22	$318,816,439 56
Amounts charged to War Appropriation since amendments under War Measures Act and included in Dominion Government's contributions from inception of the Act	$62,021 26	$2,198,655 70	$581,627 02	$583 02	$7,017,137 82

* Percentages based on the estimated population as at June 1, 1943—Dominion Bureau of Statistics.

† Amount of $149,792.18 chargeable to War Appropriation for quarter ended September 30, 1944, to be adjusted in December 1944 statement.

‡ Dominion Government's contributions under the War Appropriation for the period Sept. 1, 1943–March 31, 1944, amounting to $288,541.49, charged to 1944-45.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT SEPTEMBER 30, 1944

—	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners	240	327	352	733	643
Average monthly pension	24·67	24·76	24·61	24·65	24·31
*Percentage of pensioners to total population	·030	·036	·048	·158	·106
Dominion Government's contributions for quarter ended Sept. 30, 1944	$13,699 08	$18,428 24	$19,398 79	$40,609 69	$39,260 97
Amounts charged to War Appropriation for quarter ended Sept. 30, 1944, and included in Dominion Government's contributions for the same period	†	3,890 02	4,151 67	8,272 50	11,441 45
Dominion Government's contributions April 1-September 30, 1944	26,842 62	36,309 56	$46,236 64	$80,138 11	$69,916 72
Amount charged to War Appropriation April 1-September 30, 1944, and included in Dominion Government's contribution for the same period	$2,427 88†	$7,279 22	$16,075 19‡	$16,300 94	$14,422 12
Dominion Government's contributions from inception of amendment to Old Age Pension Act	$235,467 79	$353,205 65	$355,840 74	$799,844 48	$677,366 15
Amounts charged to War Appropriation since amendment under War Measures Act and included in Dominion's Government's contributions from inception of amendment to Old Age Pensions Act	$8,042 63†	$15,129 03	$16,075 19	$25,607 68	$19,237 44

—	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners	1,470	109	2,309	326	6,509
Average monthly pension	24·30	22·32	24·79	24·92	
*Percentage of pensioners to total population	·038	·120	·067	·039	
Dominion Government's contributions for quarter ended Sept. 30, 1944	$81,157 11	$5,424 17	$132,250 89	$18,707 72	$368,936 66
Amounts charged to War Appropriation for quarter ended Sept. 30, 1944, and included in Dominion Government's contributions for the same period	$15,756 36	$1,084 83	$28,027 83	$3,972 59	$76,597 25
Dominion Government's contributions April 1-September 30, 1944	$161,732 75	$10,856 83	$258,124 09	$36,814 03	$726,971 35
Amounts charged to War Appropriation April 1-Sept. 30, 1944, and included in Dominion Government's contributions for the same period	$31,048 10	$2,171 36	$52,575 55	$7,411 00	$149,711 36
Dominion Government's contributions from inception of amendment to Old Age Pensions Act	$1,688,169 44	$98,446 43	$2,406,470 60	346,369 82	$6,961,181 10
Amounts charged to War Appropriation since amendment under War Measures Act and included in Dominion Government's contributions from inception of amendment to Old Age Pensions Act.	$55,580 19	$4,422 58	$108,992 74	$15,284 09	$268,371 57

* Percentages based on the estimated population as at June 30, 1943—Dominion Bureau of Statistics.

† Amount of $3,000.90 chargeable to War Appropriation for quarter ended September 30, 1944, to be adjusted in December 1944 statement.

‡ Dominion Government's contributions under the War Appropriation for the period Sept. 1, 1943-March 31, 1944, amounting to $8,285.86, charged to 1944-45.

Conventions of Labour Organizations

DURING the autumn conventions were held by three of the great labour organizations of the English-speaking world. The British Trades Union Congress convened at Blackpool, England, October 16 to 20. The American Federation of Labour assembled at New Orleans, Louisiana, November 20 to 30 and the Congress of Industrial Organizations at Chicago, Illinois, November 20 to 24. The deliberations of the three bodies were in large measure centred in wartime activities and the social structure that would be created after the war. Summaries of the proceedings of all three conventions are given in the following pages.

British Trades Union Congress

THE seventy-sixth annual convention of the British Trades Union Congress was held in Blackpool, England, October 16 to 20, 1944. It was attended by 725 delegates, representing 193 affiliated trade unions with 6,642,317 members, an increase of over 600,000 from the total reported at the convention of 1943. The President was Mr. Ebby Edwards, General Secretary of the Mine Workers Federation of Great Britain, the first representative of the miners to preside in 34 years.

Address by Congress President

In his presidential address, Mr. Edwards said that many of the wartime developments in industry had reinforced the trade union movement. Membership had increased greatly and inter-union relationship had made progress. Organization among women workers had placed women trade unionists on a footing of equality with their men comrades.

With regard to wartime controls, Mr. Edwards said that probably no aspect of the system of labour control was more irksome from the workers' point of view than the denial of his right to choose his own job and to move freely from job to job. He questioned the necessity for such controls in the post-war period, but admitted that, in so far as it promotes an orderly and fundamentally fair transfer of members of the armed services to civilian life and employment, it should be accepted by the Unions. At the same time, a like control of trade and industry must be provided. In this way the starting up of those industries and trades which primarily serve basic social needs, and are of first importance to national recovery and the whole community, irrespective of class, will be facilitated, he asserted. However, he said, "it must be a cardinal principle that neither the control of labour, nor the control of industry can be entrusted to any authority without the active participation of the representatives of labour.

Mr. Edwards discussed at some length, the problem of rebuilding the international trade union movement and asserted it was the duty of the British trade unionists to give aid and counsel to trade unionists in other countries who were endeavouring to rebuild working class organizations. He urged his hearers to make up their minds as to their duty and responsibility with respect to the German working class, and gave it as his opinion, that in view of the harsh treatment meted out to the German trade unionists by the Gestapo, "our good will and our deep desire for full international co-operation will not . . . . justify refusal to admit German working class organization to our fellowship."

He claimed the right of labour to "a responsible voice and active share" in the formulation and application of the terms of peace. "We must", he said "now give our minds to mobilizing and using the resources of all nations to reinforce the people's will to peace, to safeguard their security, and to ensure their prosperity."

Report of General Council

The agenda of the convention reflected the pre-occupation of British labour with the war and to problems emerging from it, especially as affecting trade union policy and organization. On the broad question of post-war conversion and recovery, the convention had before it for discussion a special interim report on post-war reconstruction prepared and sub-

mitted by the General Council. This report called for increased national ownership and control of Britain's basic industries. It was suggested that coal and transport be nationalized immediately, and that in other basic industries preliminary steps should be taken to unify each industry under a Board, with labour and management having equally responsible roles. This report was accepted by the convention.

The convention also endorsed the General Council's acceptance of the Government's employment and social service policies, "as being important steps in what they consider to be the right direction." Criticism was, however, made of aspects of the proposed social legislation, notably the provisions for insurance against industrial injuries, the limitation of sickness and unemployment benefit, the introduction of the contributory principle and the fixing of benefits without regard to earnings.

It was recalled that "the T.U.C. has made it clear on a number of occasions that if British industry is to be flexible and progressive after the war, labour must be prepared to face necessary changes." It was admitted, however, that the T.U.C. had no overriding authority over its individual unions and, consequently, the Council recognized that basic alterations in trade union structure were impracticable. Nevertheless, the Council "urged the continuance of amalgamation, federation and joint consultation between the various existing bodies." It was suggested further that in defining the territories of various unions and encouraging the recognition of union cards in related industries, the changing character of modern industry was a factor of paramount importance, and must be taken into account.

The Congress gave approval to the General Council in its effort to convene a world trade union conference, at which the political, economic, and social aspects of post-war problems could be explored.

Provision was made for the appointment of a Preparatory Committee to consider the procedure of the conference; this committee to include representatives of the All-Union Central Council of Trade Unions of the U.S.S.R., the British Trades Union Congress and the trade unions of the U.S.A. It was arranged to have the Preparatory Committee meet not later than December 4, 1944.

Definite approval was given the General Council in its action to secure authority to approach the Government for a legalizing of agreements embodying the principle of a 40-hour week and affirming it to be the policy of the Congress to secure the 40-hour standard throughout industry, with two weeks' annual holiday with pay.

Some of Resolutions Adopted

Among the recommendations contained in some of the adopted resolutions were the following:

Calling upon the Governments of the United Nations to insert in the peace settlement a statement of social principles and objectives as recommended in the resolution covering social provisions in the peace settlement adopted by the I.L.O. conference at Philadelphia in April, 1944.

Urging the British Government to make sure that suitable relations are established between the I.L.O. and any other international organizations which now exist, or may be established, for the promotion of economic and social well-being.

Requesting the Governing Body of the I.L.O. to take such steps as may be possible to extend the membership of the I.L.O. to include, amongst other nations, the U.S.S.R.

Calling for restitution by the German people to the countries that were "plundered and exploited to serve Germany's aims of conquest and domination" and also for the re-establishment of British trade and industry and the rebuilding of cities and villages destroyed by air attacks, or long range bombardments.

Empowering the General Council to develop a policy and program that will enable the British Trade Union movement to pay its full part as follows: (1) the re-establishment of the international working class movement; (2) to promote the creation of a Trade Union International embracing all *bona fide* trade union organizations; (3) to explore at the forthcoming World Trade Union Conference (in February, 1945) the political, economic and social war problems of common interest; (4) to work out the principles of a just treatment of the German people and the application of those principles in order to create and foster a genuinely democratic trade union movement in the settlement of Germany's future.

Urging the immediate nationalization of certain industries, notably transport, fuel and power, and iron and steel.

Pressing for public control in different ways and in varying degree over the whole of economic life, as for example, the control of prices and monopoly practices.

Going on record as favouring the continuance of join production committees in the post-war period and the extension of this principle into the spheres of production, industry and commerce generally.

Asking the Government to adopt the principle of equal pay for equal work in all government establishments and to enforce it in all contracts carried out by the government.

Recording the conviction of the T.U.C. that wage regulation machinery during the post-

war period must be based upon voluntary agreements arrived at through collective bargaining and calling for legalized enforcement, if required, of agreements relating to minimum standards of wages and conditions of employment, thus replacing wartime powers of enforcement.

Approving the British Government's "White Paper" on social insurance and pledging "the support of the trade union movement against any attempt by vested interests, of whatever kind, to whittle away or sabotage the plan."

Endorsing, subject to "certain reservations", the British Government's policy with respect to health insurance.

The Congress was addressed by representatives of the Labour Party, the Co-operative Union, the American Federation of Labour, the All-Union Central Council of Trade Unions of the U.S.S.R., the International Federation of Trade Unions and the French Council of Resistance.

Mr. G. A. Isaacs, M.P., Secretary of the National Society of Operative Printers and Assistants and a member of the General Council of the Congress for many years, was elected Chairman of the Council for the forthcoming year.

American Federation of Labour

THE American Federation of Labour held its sixty-fourth annual convention at New Orleans, Louisiana, November 20 to 30, 1944. Nearly 600 delegates were in attendance representing 6,806,913 members—an "all-time" record.

Report of Executive Council

The executive council in a lengthy report advocated the setting up immediately of machinery that would eliminate the causes of future wars and provide for the full employment of workers.

It asserted that because of wage freezing through the "Little Steel" formula, hourly wage rates in the United States are at a level so low as to cause alarm; that "wages have been held down while prices of living necessities have soared." It was claimed further, that "to-day's low wages are of greatest significance," and that (1) unless they are raised, then after the war millions of workers and their families will be condemned to live in poverty, and (2) these low wages will reduce buying power to such an extent that full production and full employment cannot be maintained. To avoid this, substantial wage increases must be secured for both union and non-union labour. Unions affiliated with the A.F.L. were urged to make a concerted drive for wage increases for all workers during the coming year and to stimulate legislative action to raise the wage floor provided in the Fair Labour Standards Act.

The council demanded prompt enactment of legislation to extend coverage of old-age insurance, to broaden and strengthen unemployment compensation on a uniform national basis, as a vital post-war measure, and that provision be made for health and disability insurance.

On the matter of world peace the council considered that the United States has a responsibility for helping to plan and operate agencies to keep the peace among nations; to develop policies for promoting world economic welfare, as well as an adequate body of international law backed by a world court.

A plan drafted by the Post-War Committee of the council was included in the report, and covered labour's viewpoint on "all the national and international problems that will follow victory."

Presidential Address

In his keynote address, President Green discussed the war at some length and pledged the continued support of "the army of production" to "our brave men who are serving in the armed forces of the nation." He declared that in addition to winning the war there was the complementary problem of concluding a just and lasting peace which will provide security, freedom and justice throughout the world. He forecast a degree of unemployment in the period immediately following the war, due to the necessity of converting industry from wartime to peacetime production and the return of many thousands of soldiers from the several war fronts. He insisted that these returning veterans be provided with jobs and thus not be compelled to undergo the "pangs of unemployment" as did the veterans of the first world war. He urged that preliminary steps be taken at once, so that the reconversion period be shortened as much as possible. Following this reconversion period, the President forecast another of unusual industrial activity to meet a heavy demand for new civilian goods.

Referring to the wage program following the war, he asserted that there must be estab-

lished and maintained a balance between the productive power of the nation and the consuming power of the masses of the people. He referred to the technological advances made in industry during the war and enumerated several specific instances where manpower was being replaced by improved machines which produced more and better goods. He analyzed the national income and emphasized the need of putting into the hands of consumers the purchasing power necessary to purchase the products of industry and agriculture. After the war the war purchases of the government must be replaced largely by civilian purchases of civilian goods, he declared.

The President concluded his address with a plea for labour unity and the dangers inherent in disunion, especially in the post-war era. He said: "I emphasize the importance of this subject and I hope the erring ones who left us will return, heed the call and come back home to the house of labour."

President Roosevelt's Message

In a message to the convention, President Roosevelt commended the part that labour had played in the national war effort. "It is the task of us at home to leave nothing undone so that our fighting men may continue gaining their glorious victories on every front," he declared. Regarding the post-war period, he continued: "I know that such co-operation will continue after the war is won, so that we can win a peace for the world which will be just and lasting and in the interest of safety, protection and the well-being of generations yet unborn."

Addresses of Government Labour Officials

Miss Frances Perkin, Secretary of Labour for the United States, in addressing the convention, reviewed briefly the labour legislation enacted in the United States during the Roosevelt administrations. Continuing, she said: "The labour movement with this body of statutes as defence . . has to-day perhaps the greatest opportunity that has ever been offered to any such group organization to serve this generation and all the people of the country." She foresaw a new era of mutual co-operation between employers and labour unions, which she designated "the constructive period for the American labour movement." The effort should be, she asserted, to develop an orderly pattern based on justice and realistic knowlege of industrial and economic facts, so that "like many another old-fashioned weapon, the strike too can be unloaded . . and not used, although retained just to give a sense of security." She urged an increasing public responsibility in the labour movement along the lines of participation in the general life of the community, in its charities, culture, education, better housing and in "the spiritual values so necessary to the full practice of democracy."

General Brehon Sommervell

The Chief of the Army Service Forces, General Brehon Somerville, emphasized the urgent need for increasing the production of war materials if victory was to be achieved with the minimum of time and casualties. He pointed out that 100,000 more workers were required in plants producing essential war materials and urged the delegates at the convention to do all they could to recruit these with the least possible delay.

Mr. Joseph D. Keenan

Mr. Joseph D. Keenan, Labour representative on the National War Production Board, discussed labour-management team-work in the production of war materials. He quoted as follows from an address of President Roosevelt to indicate the extent of this co-operation: "At our peak, American labour and management have turned out airplanes at the rate of 109,000 per year; tanks—57,000 per year; combat vessels—573 per year; landing vessels—31,000 per year; cargo ships—19 million tons per year; and small arms ammunition—23 billion rounds per year." In war production everything possible must be done to win the war, Mr. Keenan said. At the same time, labour, more than any other part of the national economy, can and must pool its resources, strength, influence and statesmanship in advancing the cause of liberty, justice, peace and prosperity throughout the world.

Mr. Paul V. McNutt

Mr. Paul V. McNutt, Chairman of the National War Manpower Commission, in his address to the convention enumerated four problems, which he asserted were "really not separate to be solved separately," but are essentially inter-related and "add up to one answer—victory and lasting peace." He stated them as follows: (1) To defeat Germany; (2) To defeat Japan; (3) To meet the challenge of reconversion; (4) To meet the challenge of peace. He was insistent in urging the full unity of the allies in carrying on the war and in preparing for peace. He deprecated "home front indifference" and called for an all-out war effort on the part of the government, industry and labour alike. He declared that labour unions "have a responsibility to see that democracy works within the ranks of labour," for, "after victory in Europe we will still be only half way to winning the war."

Mr. E. N. Scheiberling

The National Commander of the American Legion, Mr. Edward N. Scheiberling, in his address, indicated the purposes of that organization as a protective force for the veterans of two world wars and of the nation as a whole: (1) Protection of the country against future wars through an organized citizen-militia ready to spring to military service should war come; (2) Protection of American institutions through opposition to all foreign ideologies that seek to undermine our economic, social and political ways of life; (3) Protection of our economic system through full post-war employment and the greatest encouragement to individual initiative and sound business leadership; (4) Protection of comrades of World Wars I and II through adequate care and rehabilitation programs.

Mr. Arthur D. Altmeyer

Social security as it functions in the United States was the theme presented to the convention by Mr. Arthur J. Altmeyer, chairman of the National Social Security Board at Washington. He pointed out that even with full employment, the chief causes of human destitution continue to exist. "Sickness alone in normal times has been a far greater cause of cessation of earnings and consequent destitution than has unemployment," he said. Then there are the hazards of permanent disability, old age and premature death to be considered. Against these, not even individual savings, private insurance and the help of friends are sufficient. He spoke approvingly of contributory social insurance and urged its extension to provide protection against all these economic hazards, not only those of old age, premature death and unemployment. He urged the creation of a unified, comprehensive contributory system, requiring only one contribution and designed to cover all workers, and suggested many amendments that would improve the application of the present Federal-State unemployment insurance laws in the Uinted States.

Fraternal Delegates

Mr. John Brown, fraternal delegate from the British Trades Union Congress, in his address to the convention, stated that the present membership of the B.T.U.C. was "certainly in excess of 7,000,000." But, he continued, "this increase in power has brought with it great responsibilities," and he gave it as his opinion that the trade unionists of Great Britain were using their power to advance the common good.

With respect to the initiative of the B.T.U.C. in calling a world conference of trade unionists he affirmed that the problems of trade unionists "are pretty much the same . . . in all highly industrialized and progressive countries." He continued: "We feel that there can be no guarantee of justice in social relations, of peace and order in the world, of better conditions in industry, without a strong and united trade union movement."

Mr. Brown sketched the centuries-long struggle of labour to secure the right of collective bargaining in Britain and the subsequent conflicts over wages, hours of labour, social security, housing, etc., and concluded with the assertion that "on this common platform the American Federation of Labour and the British Trades Union Congress meet . . . to serve the common people . . ."

Mr. A. R. Johnstone, fraternal delegate from the Trades and Labour Congress of Canada, after discussing Canada's war effort, described in some detail the attitudes and aspirations of Canadian labour in the post-war period—the abolition of poverty, provision for full employment, the adoption of a 40-hour week with no reduction in earnings, the public control of cartels and monopolies, etc. He urged the representatives of National and International unions to put forth additional efforts to organize Canadian workers, a request that was given the approval of President Green.

Resolutions Adopted

The resolutions presented to the convention covered a wide range of human interests in many parts of the world. Among those of general interest, the following recommendations were contained:

Appointment of duly accredited representatives of the A.F.L. to participate in the peace conference was demanded.

Renewal of the "no strike" pledge and reaffirmation of the policy of assisting the war effort both financially and "as soldiers in the army of production." At the same time it was insisted that Government and industry should respect the rights and preserve the agreements of labour and to apply these in good faith.

Instructing the Executive Committee to approach President Roosevelt with a view to having the "Little Steel Formula" abrogated or liberalized to permit the purchasing power of both organized and unorganized workers to keep pace with the cost of living.

Approving the report of the A.F.L. executive advocating a national system of unemployment compensation; extension of old age and survivors' insurance to all persons employed by private employers and to State employees. Further, that the social security rights of persons in the armed services be more adequately

protected and that a national system of health insurance, with health services for all workers and their families, be set up.

Advocating the use of organized labour and co-operatives' organizations in the free countries to promote the rehabilitation of trade unions and democratic institutions in all the war-torn countries.

Insisting that there shall be no reduction in wages in the post-war era, and that the National War Labour Board adopt immediately a policy that would prevent employers reducing wages, unless such reductions are mutually agreed upon through collective bargaining, or by an order of the National War Labour Board, following full investigation.

Authorizing the president of the A.F.L. to take the initiative in renewing conferences with the United Mine Workers of America and the Congress of Industrial Organizations with a view to "the formation of a thorough Federation, embracing every trade and labour organization in American, organized under the Trade Union System."

Instructing the executive of the A.F.L. to take such legal, legislative, or administrative action as deemed necessary to protect the membership of international unions in the matter of collective bargaining negotiations and the right of representation before Government agencies.

The invitation of the British Trades Union Gongress ot a World Conference of Trade Unionists to be held in London, in February, 1945, was rejected.

It was decided that the A.F.L. would call a conference of charter organizations of the International Federation of Trade Unions to meet in the United States as soon as feasible, for the purpose of planning the reconstruction of the International Federation of Trade Unions. It was further decided to initiate the raising of a substantial fund to help finance the rebuilding of the I.F.T.U.

The President, William Green, and Secretary-Treasurer, George Meany, were re-elected unanimously. The Federation will hold its convention for 1945 in Chicago.

Congress of Industrial Organizations

WITH a delegate attendance of 567 representing a membership of approximately six million, the Congress of Industrial Organizations held its seventh Constitutional Convention in Chicago between November 20 and 24.

The most important resolutions adopted by the Congress had to do with the "no-strike" pledge, wage policy and the cost of living, post-war planning, employment of veterans, international labour unity, and the CIO Political Action Committee.

Report of President Murray

The report of President Philip Murray summed up the activities of the CIO during the preceding year. The main goal continued to be "the quickest military defeat over our Axis enemies, the utter destruction of Nazism, and avoiding any possibility of a negotiated peace." Until this was attained the "no-strike" pledge must be continued intact, he declared, prophesying that "history will record the remarkable self-discipline imposed by labour while maintaining its "no-strike" pledge in the face of any and all provocative acts."

Stabilization.—"The key to maintaining national unity at home," he stated, "has been the need of preventing inflation." He asserted that although wages had been "completely stabilized," equally effective action had not been taken against profits or prices. Corporations had been permitted to extract for themselves "the full benefits of increased labour productivity achieved during the war." To offset the increase in the cost of living he asserted that wage adjustments should be permitted, after which "the line should be held and firmly held." In the transition period increased wages would be necessary to assure the continued mass purchasing power necessary to encourage the production of peacetime goods.

He asserted that wartime controls could not end with the termination of the European war, since "the temptation of many industrialists to raise the prices of their products in the face of a limited supply may well cause a precipitate inflationary crisis." Stating that post-war production should not be left to the "uncontrolled whims," of such industrialists as thought of curtailing production and profiting from higher prices and lower wages, he urged a reconversion program for full employment and production, to be worked out by government in co-operation with industry, labour, agriculture and all other affiliated groups.

Guaranteed Annual Wage.—"A necessary step for full employment is the establishment of the principle of a guaranteed annual wage through American industries. There is no sound reason why industrial workers should continue to be the only substantial group in America who cannot figure their income in yearly terms but must live from week to week, or even from day to day, without knowing if they will have any income at all on the morrow," the report states. It is claimed that "the introduction of the guaranteed annual wage would be the strongest propelling factor

in assuring the demand for peacetime goods that would guarantee full production and full employment."

Manpower.—Reviewing the manpower situation since the outbreak of war, the report opposes national compulsory service in civilian life, and calls attention to "such causes of manpower difficulties as lack of housing, inadequate transportation, insufficient child care and other community facilities, and sub-standard terms and conditions of employment," which, it states, cannot be solved by arbitrary methods of compulsion.

Wages.—The report describes the efforts of various CIO unions to eliminate the "Little Steel" formula, which confines wage increases to 15 per cent above the level of January, 1941. It was stated that "the government's agencies now have conceded that there has been a minimum rise of 30 per cent in the retail price of goods and services bought by wage earners," and claimed that the actual total rise in living costs to March, 1944, was 45 per cent.

Reconversion.—A CIO Reconversion Committee had been established in June, 1944, to study "matters affecting the employment of CIO members arising from cancellations, cutbacks and changes in war production, and scheduling of civilian production." The report states that the type of planning which made the war production program successful must be applied to reconversion problems. "America must continue to use the War Production Board method of setting goals and co-operatively combining our intelligence and resources to achieve them. . . . The government simply cannot let go of our economy and expect its many parts to work together smoothly without some planning agency which equips itself with adequate information about the economy and fixes goals."

Organization.—An over-all increase of CIO membership in the United States and Canada of approximately 650,000 had taken place since the last convention. The two largest organizations were the United Automobile Workers, with 1,671 plants under contract and an average paid-up monthly membership of 1,051,455, and the steelworkers, with a total enrolled membership of 983,901.

Labour Representation.—The report states that "participation by labour union people in government agencies has come to be more accepted. . . . During the past year the problem has shifted from assent to the question of availability of CIO members to serve in as many places as were open to them." CIO members are utilized chiefly in the local, regional and national offices of four war agencies, the War Production Board, War Manpower Commission, War Labour Board and Office of Price Administration.

Political Action.—The CIO Political Action Committee had been first set up in July, 1943. Its purpose was "to educate and unite the people of America and to present to them the tremendous issues at stake in the 1944 election." United action with the AFL and the Railway Brotherhoods was sought, and was achieved in certain instances, the report states, particularly with the rank and file. The PAC succeeded in securing a large registration and a large turn-out of voters on election day, according to the report. "Candidates of both major parties were supported, depending solely on their stand on issues."

Other Activities.—The report also deals with activities of CIO committees in such fields as research and education, public relations, legislation, veterans' affairs, abolition of racial discrimination, war relief, health and welfare, Lousing, Latin-American affairs, and international labour unity.

Message of President Roosevelt

A message from President Roosevelt expressed the hope that the members of the Armed Forces would return to "a land of peace and well-being." He stated the American men and women on the production front had done "everything humanly possible" in providing weapons and supplies, and urged a continued effort with the aim of shortening the war and saving lives.

Mrs. Roosevelt

Mrs. Franklin D. Roosevelt appeared before the convention and addressed the delegates. She spoke of the necessity for study and thinking on the part of all citizens in order to meet the "challenges of peace" as the "challenges of war" had been met.

"I hope," she declared, "that we are going to educate ourselves, as citizens, to know a great deal more about our representatives than we have ever known before, to follow them up, to offer legislation in our communities, in our states, and in our nation, to watch conditions and know the whole of our communities, to work for the things in each community that we want to see adopted on a national scale."

Referring to the re-establishment of veterans, she stated that the interests of returned men were "bound up with the interests of every other citizen in this country." Continuing, she declared: "There can be no real lasting good for any veteran which is not also a lasting good for everyone in the community in which he lives. It is all very well to talk about G.I. bills for this and the other thing. I hope that we have really good bills. I hope we give educational opportunity. I hope we help in any way we can to give our boys a chance to make up what they have lost, but I hope we never forget that unless we think about what

is good for every citizen we are not really going to help them in the long run."

Hon. Henry A. Wallace, Vice-President of the United States

In his address to the convention the Hon. Henry A. Wallace, Vice-President of the United States, declared that the goal for post-war America was sixty million jobs. If this were not attained, there was a serious danger that the battle for a permanent peace would be lost also. "America unemployed means a world unemployed, and a world unemployed means violence no matter what kind of peace organization we may have."

He did not consider that the achievement of full employment would be easy. One important step would be the working out of a plan to "enable the average working man to earn $2,500 a year." This would help to furnish a market for "our tremendously productive agricultural and manufacturing plant."

Outlining the problems in achieving high wages, he continued:

> The enlightened big business man . . . . recognizes that profits due to technological progress must be reflected in high take-home wages, lower prices to the consumer, and investment in research and plant expansion. A large corporation with adequate reserve can adopt such policies on behalf of the general welfare. But a small or young concern without reserves and having no prospect of accumulating reserves under present tax laws will have to discharge many of its workers at the first breath of depression no matter how great its prosperity during the war. A new business, even though it has a big volume and makes big profits two-thirds of the time, has to pay so much of its profits to government that it cannot stand even a small shock of depression without firing its workers. Some type of government payroll insurance must be found to tide sound, young business over temporary depressions. Possibly a modification in tax laws will serve the purpose. Large, old concerns must be prevented from increasing already over-large pools of dead capital. Vital, young concerns must be given an incentive to employ more people. Little men with big ideas must be given a chance to employ labour. To meet this problem means that post-war, daring over-all concepts, must be put promptly to work. Without such concepts vigorously carried out some form of government socialism is a certainty.

Hon. Harold L. Ickes

The Hon. Harold L. Ickes, Secretary of the Interior, referring to the post-war period declared that "the productivity of American workmen is staggering," and asserted that the "backlog of consumer demands" would not be sufficient in itself to maintain employment for very long. He declared that high wages would be necessary to increase the demand for consumer goods, and laid stress also on the need for building up the nation's capital structure, both privately and publicly owned.

General Sommervell

General Brehon Sommervell, United Army Service Forces, outlined some of the difficulties in supplying the troops. "The war is entering a phase of acute specialization," he said, and declared that shortages existed in many critical items. He read a message from General Eisenhower asking for "an immediate increase in shipments, particularly of artillery and mortar ammunition, tanks and trucks." (The convention later authorized a cabled reply to General Eisenhower quoting renewal of the "no-strike" pledge and dedicating the CIO to "still greater effort" in production.)

"No-Strike" Pledge

Described by President Murray as a "sacred obligation" to those "fighting and dying" in various parts of the world, a resolution reaffirming the "no-strike" pledge of the CIO was unanimously adopted. The resolution calls for the continuance of the pledge until the "complete and absolute destruction of the German and Japanese military forces." It states that disputes must be settled peacefully through collective bargaining, mediation or disposition by the National War Labour Board and points to the task of organized labour to "prevent special groups from exploiting labour or benefiting from the sacrifices of others" through political action towards the attainment of a solution of basic economic problems.

National Wage Policy

The resolution of wage policy which was adopted by the convention reiterated the arguments expressed in President Murray's report in favour of wage adjustments beyond those allowed by the "Little Steel" formula. The resolution also called for a raising of minimum wage standards to 65 cents an hour, and for opposition on the part of the War Labour Board to the "anticipated desire" of some employers to cut wage rates during reconversion, at a time "when the need of maintaining an increased purchasing power to secure full production and full employment has become so clear."

Veterans and Seniority

During the course of the convention several speakers made reference to the provision of jobs for veterans. The point was frequently made that the interests of returning veterans were similar to those of workers at home,

and could best be served through the carrying out of a program of jobs for all, thus avoiding competition between veterans and workers for a limited number of positions.

In regard to seniority, a resolution was passed in which the CIO (1) recommended to affiliated unions to provide in their collective bargaining agreements that veterans who are employed for the first time in their plants be accorded cumulative seniority rights for the time spent in service since September 1, 1940, the date of the passage of the Selective Service Act; and (2) pledged protection of the accrued seniority of veterans who upon their discharge seek to return to their old jobs. The resolution deplored the action of certain administrative officials who have promoted the illusion among veterans that their way of securing jobs is through displacing workers with longer seniority."

The convention decided also to continue its present policy of waiving initiation fees in the case of veterans wishing to join a CIO union.

Post-War Program

Implementation of a program to provide sixty million peacetime jobs was urged in a resolution which also advocated protection for workers during the reconversion period. The resolution asked for payment of expenses for the transportation of transferred workers back to their homes, federal unemployment benefits up to $35 a week for the full period of unemployment, retraining of war workers and veterans with guaranteed maintenance allowance to be provided, and federal aid to state and local governments for public works to be used to take up the slack in reconversion unemployment. Present weekly wages should be maintained "as a minimum", and a guaranteed annual wage established. Government should assume its share of responsibility for full employment by undertaking "enterprises which are beyond the capacity of private industry." The resolution also called for expansion of international trade, and welcomed the conferences at Dumbarton Oaks and Bretton Woods.

International Labour Unity

A resolution on international labour unity referred to the co-operation which had already been established between the CIO and the Latin-American organization, the CTAL. Such collaboration should be extended in order that labour might present a united voice in the peace settlement and guarantee that Nazism be wiped out and war criminals punished.

It was resolved that:

> (1) The CIO endorses and approves President Murray's action in accepting an invitation of the British Trades Union Congress to attend both a preliminary conference in London on December 4 of representatives of the British Trades Union Congress, the Soviet Union, and of the United States, and the full conference in the same city early in January of next year.
>
> (2) The CIO supports the project of a new single powerful international labour body that shall include all the unions of free countries on a basis of equality, excluding none and relegating none to a secondary place and be capable of defending the interests of the common man.

Mr. Murray explained that the CIO had frequently met with representatives of the British Trades Union Congress and requested admission to the International Federation of Trade Unions. This had been refused on the grounds that the IFTU constitution only permitted one labour body to be represented from each country, and the United States was already represented by the AFL. No such objection had been raised regarding the forthcoming world labour conference, for which the British TUC had issued invitations to all trade unions of recognized standing. At this conference the CIO would press for future representation in a new world labour movement.

Labour-Management Production Committees

A resolution on labour-management committees pointed out that CIO locals had participated in over 1,500 of the committees. It stressed their present contribution to war production and their potential importance in the reconversion period, and urged:

> (1) That these Committees and our membership be commended for their valuable work in the prosecution of the war, and be encouraged to continue and to develop these functions on production problems as part of and an extension of union-employer relationship;
>
> (2) The Government of the United States continue to assist these Committees, not primarily in a promotional way, but as a technical service in this field of union-employer dealings.

Political Action

The convention enthusiastically adopted a resolution to continue the CIO Political Action Committee in its present form, with Mr. Sidney Hillman as chairman. Mr. Hillman addressed the delegates and reviewed the recent accomplishments of the PAC. He referred to its work of "political education" of the masses of the people through promoting consideration and discussion of important issues," and stressed the intention of continuing in this task.

Other Resolutions

Among the many other resolutions adopted by the delegates were the following:

> Approving the sale of bonds through the payroll savings scheme, urging its continua-

tion after the war as an opportunity for systematic saving, and calling upon CIO members to buy bonds to the limit of their ability for the duration.

Supporting price guarantees to farmers and stressing the mutual benefit to farmers and industrial workers of full employment and maximum production programs.

That the CIO continue its "fundamental task of organizing the unorganized into strong and powerful industrial unions," with special reference to a united drive for full employment after the war.

Urging every effort through education and legislation to combat race hatred and bigotry.

Commending the activities of the National CIO War Relief Committee.

Supporting permanent legislation for hot lunches for school children.

Asking a government program for the training of young workers, and opportunity for all young workers who qualify for entry into college to do so.

Opposing child labour.

Asking repeal of the Smith-Connally Act, and of state anti-labour legislation.

Calling for national and state legislation establishing minimum standards of health and safety.

Commending the work of CIO women's auxiliaries.

Favouring a sound forestry program, and a program to ensure year-round employment for wood-workers.

Supporting the Italian Confederation of Labour in its work of re-establishing a free trade union movement in Italy.

Favouring equal pay to women for equal work in all plants under CIO contract, and state legislation to prevent wage discrimination against women; provision in union contracts for adequate rest and lunch periods, maternity leave without loss of seniority, and group insurance including maternity benefits.

Favouring slum clearance projects and low-cost public and private housing programs.

Urging passage of social security legislation.

Favouring federal aid to states for expanding educational facilities and promoting an adult education program.

Calling for unity with the AFL and the Railway Brotherhoods in pressing for passage of important legislation.

Advocating a system of voluntary co-operation and labour consultation in the transfer of workers to strategically important war establishments, and pledging full support in manning such plants.

Calling for elimination of the poll tax and extension of the right to vote to all citizens 18 years of age and over.

Favouring tax relief to persons with incomes below $5,000 and to small business and new business enterprises.

Favouring maintenance of rent and price control.

Election of Officers

Philip Murray was re-elected as President without opposition, and James B. Carey was unanimously returned to office as Secretary-Treasurer.

Canadian Labour Papers

THE following is a list of labour papers published in Canada, compiled by the Industrial Information Division of the Wartime Information Board. The list is intended to include all the official publications of *bona fide* labour organizations, omitting political papers even though they may be published by various labour groups. Any omissions or errors in affiliation, etc., should be brought to the attention of the Wartime Information Board.

Canadian Labour Papers

Abbreviations:
Trades and Labour Congress of Canada, TLCC
Canadian Congress of Labour, CCL
Confédération des Travailleurs Catholiques du Canada (Canadian and Catholic Confederation of Workers) CTCC

L'Aiguilleur—Monthly
Locale 115, des Travailleurs Amalgames de la Confection pour Hommes d'Amérique (CCL). 7 Ouest, Rue Prince Arthur, Montreal, P.Q.

Allied Labour News
Kingston Allied Labour Association, 256 Bagot St., Kingston, Ontario.

A.T.E. Bulletin—Monthly
Association of Technical Employees (TLCC), Room 314, 57 Bloor St. W., Toronto, Ontario.

B.C. District Union News
International Union of Mine Mill and Smelter Workers (CIO-CCL), 716 Holden Building, 16 E. Hastings St., Vancouver, B.C.

B.C. Lumber Worker—Semi-monthly
B.C. District Council, International Woodworkers of America (CIO-CCL), Room 504 Holden Building, Vancouver, B.C.

Beacon—Semi-monthly
International Union of Mine, Mill ans Smelter Workers, Local 598 (CIO-CCL), Box 456, Sudbury, Ontario.

Belleville Beacon—Monthly
United Automobile, Aircraft and Agricultural Implement Workers, UAW-CIO (CCL), 224 Front St., Belleville, Ontario.

Booster—Monthly
Brotherhood of Express Employees, 74 King St. East, Toronto 2, Ontario.

C.A.I.A. Union Pilot
Lodge 1625, International Association of Machinists (TLCC), 106 Redwood Avenue, Toronto, Ontario.

Canadian Aircraft Worker—Monthly
Canadian Aircraft Workers' Association (CCL), P.O. Box 636, Fort Erie Ontario.

Canadian Association of Railwaymen's Journal—Monthly
Canadian Association of Railwaymen, 216 Avenue Building, Winnipeg, Manitoba.

Canadian Mineworker—Monthly
United Mineworkers of America, District 18 (CCL), 10010-102 St., Edmonton, Alberta.

Canadian Railway Employees' Monthly—Monthly
Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL), 230 Laurier Ave. W., Ottawa, Ontario.

Canadian Seaman—Semi-monthly
Deepsea and Inlandboatmen's Union (TLCC), Room 405 Holden Bldg., 16 E. Hastings St., Vancouver, B.C.

Canadian Unionist—Monthly
Canadian Congress of Labour, 230 Laurier W., Ottawa, Ontario.

Citizen—Weekly
"An Independent Weekly Published in the Interests of all Workers", 54 Argyle St., Halifax, Nova Scotia.

Commentator—Monthly
Trail and District Smelter Workers' Union Local 480, International Union of Mine, Mill and Smelter Workers (CCL-CIO), 1298 Bay Avenue, Trail, B.C.

Conciliator—Weekly
Oil Workers' Industrial Union Local No. 1, of the World's First Co-operative Refinery, Regina, Saskatchewan (CCL).

Contact—Quarterly
Canadian Communications Union (Canadian Federation of Labour), P.O. Box 445, Edmonton, Alta.

De Havilland Aircraft Worker—Monthly
De Havilland Aircraft Local 112, UAW-CIO (CCL), 617 Yonge St., Toronto, Ontario.

Detonator—Monthly
Local 251, United Electrical, Radio and Machine Workers of America-CIO (CCL), 133 Brock St. S., Whitby, Ontario.

Effort
Aircraft Lodge 719, International Association of Machinists (TLCC), 210 Cuthbertson Block, Fort William, Ontario.

Excavator—Quarterly
National Union of Operating Engineers, District No. 1 (TLCC), 890 Greenwood Avenue, Toronto, Ontario.

Federated Railwayman—Monthly
Division No. 4, Railway Employees' Dep't., A.F. of L. (TLCC), Room 407, Crescent Bldg., Montreal, P.Q.

Fisherman—Weekly
"Representing the Organized Fishermen of British Columbia", 138 E. Cordova St., Vancouver, B.C.

Ford Facts
Local 200, United Automobile Workers (CCL), 32-40 Wyandotte St. E., Windsor, Ontario.

Gazette—Daily
United Mine Workers of America, District 26 (CCL), Gazette Publishing Co., Glace Bay, Nova Scotia.

Halte-Là—Monthly
Journal des Syndicats Nationaux (CTCC), Chicoutimi, P.Q.

Hotel and Restaurant Employee—Monthly
Local Joint Executive Board, Hotel and Restaurant Employees International Alliance and Bartenders International League of America (TLCC), 325 Yonge St., Toronto, Ontario.

L'Imprimeur—Monthly
Organe des ouvriers syndiqués de l'imprimerie (CTCC), 1231 Demontigny est, Montreal, P.Q.

La Jeunesse Ouvrière—Monthly
"Journal des Jeunes Travailleurs", 1037 Rue St. Denis, Montreal, P.Q.

Justice—Monthly
Union internationale des ouvriers du vêtement pour dames (TLCC), 397 St. Catherine St. W., Montreal, P.Q.

Labour Digest—Monthly
Hamilton and District Trades and Labour Council—A.F.L., P.O. Box 154, Hamilton, Ontario.

Labour Review—Monthly
Canadian Federation of Labour, 126A Sparks St., Ottawa, Ontario.

Labour Statesman—Monthly
Vancouver Trades and Labour Council (TLCC), Labour Headquarters, 529-531 Beatty St., Vancouver, B.C.

Labour World—Monde Ouvrier (Bilingual) Weekly
Quebec Federation of Labour (TLCC), P.O. Box 6094, Montreal, P.Q.

Liberation
Journal des Ouvriers Unis des Textiles d'Amérique (TLCC), 4634 Notre Dame W., Montreal, P.Q.

Local 195 News
United Automobile Workers, Local 195, UAW-CIO (CCL), 42 Chatham East, Windsor, Ontario.

Local 439 News
United Automobile Workers, Local 439, UAW-CIO (CCL), 924 King St. W., Toronto 3, Ontario.

252 Highlights
Amalgamated Local 252, UAW-CIO (CCL), 617 Yonge St., Toronto, Ontario.

756 Review
Aircraft Lodge 756, International Association of Machinists (TLCC), 413 Granville St., Vancouver, B.C.

Main Deck—Semi-monthly
Shipyard General Workers' Federation of B.C. (CCL), 339 West Pender, Vancouver, B.C.

Le Mouvement Ouvrier—Monthly
"Journal de la Famille Ouvrière" (CTCC), 1037 St. Denis, Montreal, P.Q.

Les Nouvelles Ouvrières—Monthly
Organe du Congrès canadien du Travail, Room 7, 415 E. St. Catherine, Montreal, P.Q.

News
Carborundum Local 162, United Gas, Coke and Chemical Workers, 362 Queen St., Niagara Falls, Ontario.

Packinghouse Worker (Canadian Edition)—Bi-weekly
United Packinghouse Workers of America (CCL), 1207 Bay St., Toronto, Ontario.

Parlons Franc (Bilingual)—Monthly
Tramways Employees' Association of Montreal, Local 790, Amalgamated Association of Street and Electric Railway Employees of America (TLCC), 1153 St. Denis, Montreal, P.Q.

Peterborough U.E. News
Local 524, United Electrical, Radio and Machine Workers, 291 George St. North, Peterborough, Ontario.

Postal Tribune (Bilingual)—Monthly
Canadian Postal Employees' Association, Box 66, Montreal, P.Q.

Printing Workers' Courier (Bilingual)—Monthly
International Printing Trades Unions of Canada (TLCC), 4805 City Hall Avenue, Montreal, P.Q.

Railway Mail Clerk—Monthly
Dominion Railway Mail Clerks' Federation, 1811 16th St. West, Calgary, Alberta.

Railway Review—Quarterly
National Union of Railwaymen (Canadian Federation of Labour), Royal Bank Bldg., Winnipeg, Manitoba.

Rural Mail Courier—Quarterly
Rural Mail Couriers' Association, Globe Printing Co., Toronto, Ontario.

Sal Union News—Monthly
United Electrical, Radio and Machine Workers of America, Local 519 (Small Arms Ltd.) CCL, 1615 Lakeshore Drive, Toronto, Ontario.

Searchlight (Bilingual)—Monthly
Canadian Seamen's Union and Canadian Fishermen's and Fishhandlers' Union (TLCC), 6 Wellington St. E., Toronto, Ontario.

Spitfire (Bilingual)—Monthly
Aircraft Lodge 712, International Association of Machinists (TLCC), Room 200, 1502 St. Catherine St. W., Montreal, P.Q.

Steel—Monthly
United Steelworkers of America (CCL), 905 Dominion Bank Bldg., Vancouver, B.C.

Steel Labor (Canadian Edition)—Monthly
United Steelworkers of America—CIO (CCL), Room 218, 1207 Bay St., Toronto, Ontario.

Toronto Garment Worker—Monthly
Local 253, United Garment Workers of America (TLCC), 441 Queen St. W., Toronto, Ontario.

Trades and Labor Congress Journal—Monthly
Trades and Labour Congress of Canada, 172 Maclaren St., Ottawa, Ontario.

Le Tramway—Monthly
Le Syndicat des Employés de Tramways de Montréal (CTCC), 1231 Demontigny est, Montreal, P.Q.

Le Travail—Monthly
Organe Officiel de la Confédération des Travailleurs Catholique du Canada (CTCC), 1231 de Montigny est, Montréal, P.Q.

Trucker (Bilingual)—Monthly
Motor Carriers Syndicate of Province of Quebec, Inc., 188 Shannon St., Montréal, P.Q.

Typographical Bulletin—Monthly
Toronto Typographical Union, No. 91 (TLCC), Room 115, 331 Bay St.,

UAW-CIO Oshaworker—Semi-monthly
United Automobile, Aircraft and Agricultural Implement Workers of America, Local 222 (CCL), 17½ Simcoe St. North, Oshawa, Ontario.

UAW-CIO War Worker (Brantford-Simcoe Edition)—Monthly
United Automobile Workers of America (CCL), 10 Temple Bldg., Brantford, Ontario.

UAW-CIO War Worker (St. Catharines)—Monthly
United Automobile, Aircraft and Agricultural Implement Workers of America (CCL), 19 Queen St., St. Catharines, Ontario.

UAW-CIO War Worker (Toronto Edition)—Monthly
United Automobile Workers of America (CCL), Room 302, 1221 Bay St., Toronto 5, Ontario.

UE News-East Toronto
Local 514, United Electrical, Radio and Machine Workers of America (CCL), 345 Broadview Ave., Toronto, Ontario.

UAW-CIO War Worker—Monthly
United Automobile, Aircraft and Agricultural Implement Workers of America (CCL), 448 Main St. N., Weston, Ontario.

Union Digest
Local 177, United Packinghouse Workers of America (CCL), Moose Jaw, Saskatchewan.

Union Pilot
Lodge 717, International Association of Machinists (TLCC), 78 Wellington St. W., Toronto, Ontario.

United Automobile Worker-CIO—Monthly
United Automobile Workers of America (CCL), 1207 Bay St., Toronto, Ontario.

UE News-Canadian Edition—Monthly
District 5 Council, United Electrical, Radio and Machine Workers of America (CCL), 406 Manning Chambers, Toronto, Ontario.

UE News—Monthly
United Electrical, Radio and Machine Workers (CCL), Central Bldg., 45 Richmond St. W., Toronto 1, Ontario.

United Steelworker—Monthly
Local Unions of the United Steelworkers of Toronto, Hamilton and Oshawa Districts (CCL), Room 218, 1207 Bay St., Toronto, Ontario.

CIVIL SERVICE AND TEACHERS' PUBLICATIONS

Civil Servants' Digest—Monthly
Amalgamated Civil Servants of Canada, 196 Main St., Hull, P.Q.

Civil Service Bulletin—Monthly
Civil Service Association of Alberta (TLCC), Terrace Bldg., Edmonton, Alberta.

Civil Service Review—Quarterly
Civil Service Federation of Canada, Ottawa, Ontario.

Civil Service News—Monthly
Civil Service Association of Ottawa, Blackburn Bldg., Ottawa, Ontario.

A.T.A. Magazine—Monthly
Alberta Teachers' Association, Imperial Bank Bldg., Edmonton, Alberta.

B.C. Teacher—Monthly
B.C. Teachers' Federation, Aldine House, 1300 Robson St., Vancouver, B.C.

The Bulletin—Monthly
Nova Scotia Teachers' Association, 148½ South Kline St., Halifax, Nova Scotia.

The Bulletin—Monthly
Ontario Teachers Federation, 30 Bloor St. West, Toronto, Ontario.

The Bulletin—Monthly
Saskatchewan Teachers' Association, 201 Bank of Montreal Chambers, Saskatoon, Saskatchewan.

Educational Courier—Monthly
Ontario Public School Men Teachers' Federation, and the Federation of Women Teachers' Associations of Ontario, 345 Lauder Avenue, Toronto 10, Ontario.

Educational Review—Monthly
New Brunswick Teachers' Association, 71 Park Street, Moncton, New Brunswick.

Manitoba Teacher—Monthly
Manitoba Teachers' Association, 105 Lipton Street, Winnipeg, Manitoba.

Prince Edward Island Teachers' Magazine
8½ Felling St., Charlottetown, P.E.I.

REPORT OF NATIONAL WAR LABOUR BOARD

ARISING OUT OF ITS

PUBLIC INQUIRY INTO LABOUR RELATIONS AND WAGE CONDITIONS

together with a

MINORITY REPORT

(*Printed as a supplement to the* LABOUR GAZETTE, *February, 1944*)

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1944

Report of National War Labour Board

THE Report of the National War Labour Board, signed by the Chairman, the Hon. Mr. Justice C. P. McTague, and by Mr. Leon Lalande, employers' representative, together with a Minority Report, signed by Mr. J. L. Cohen, former employees' representative, were tabled in the House of Commons on January 28, 1944.

The reports arose out of an inquiry undertaken by the Board into labour relations and wage conditions in Canada. Public hearings were held by the Board in Ottawa between April 15 and June 17, 1943, during the course of which a considerable number of representations were made by labour and business organizations and by various other interests.

The reports were transmitted to the Minister of Labour during August, and were "carefully studied by the Government in considering modifications of its labour policy", according to a statement made by the Prime Minister on December 4.

Majority Report

To:

The Honourable, the Minister of Labour for Canada, Ottawa, Ontario.

Introduction

The Public Inquiry conducted by the National War Labour Board under the authority contained in P.C. 1141, dated the 11th day of February, 1943, was undertaken primarily with a view to ascertaining present causes of labour unrest in this critical war period; to making recommendations to the government as to the steps which it might take to bring about better labour relations; to making to the parties directly interested suggestions for the betterment of relations not necessarily involving government intervention or regulation.

The formal hearings were held in Ottawa between April 15, 1943, and June 17, 1943. Fortunately unusual interest was taken and we had the benefit of a great many briefs and a large volume of representations from many and varied interests. Since the proceedings have been transcribed and appear in print, we deem it unnecessary to detail the appearances before us.

The Inquiry naturally divided itself into two main branches as anticipated by the Order in Council authorizing it. The first had to do with the field of labour relations generally and the second with the question of wages and cost of living bonus in wartime. Our recommendations will follow the same order.

Since what recommendations we propose must flow from the factual situation which we find it is perhaps but logical that we should undertake to outline the facts as we find them including those of a historical kind leading to present conditions which, while far from happy, are not at all impossible of cure or at least betterment.

The most serious question involved at the present time is that of the right of collective bargaining. It must be kept in mind that this is a right which in a practical way has been recognized in Canada for a period of half a century. The recognition of the right has been far from universal. By far the majority of employers have resisted it over the period. Generally speaking, the great mass of employers, until comparatively recent years have employed all weapons in their power to resist and discourage the trade union movement. There have been exceptions, of course. The Canadian Railway Association and the various Standard Brotherhoods of Railway Employees can and do point to a proud record of employer and employee relationships in the field of collective bargaining over a long period of years. Many of the American Federation of Labor Unions have had an equally long and constructive relationship with employers. When it is remembered, however, that the International trade unions represent but approximately 20 per cent of Canadian labour generally it is apparent on a comparison with other countries such as England, Sweden and Australia that Canada's trade union movement has been very, very slow indeed. Until comparatively recent years we have been in the main an agricultural country. That factor, together with resistance to the movement by reactionary industrial employers, induced by the fear motive or other even more selfish motives, has served to hold in check any widespread advance in the movement of trade

unionism for quite a period of years. One would have thought that with the Treaty of Versailles after the last war and its emphasis upon labour's right to freedom of organization, the development would have been more rapid even without government stimulus by legislation. That there was such a paucity of legislation may be accounted for to some extent by the difficulties inherent in our dual constitution. It is perfectly natural that labour should have felt generally resentful in such circumstances, particularly when it had the opportunity of observing the progress made in insuring its place in society in the sister Dominions of Australia and New Zealand and later in the United States. The feeling of frustration became accentuated with the depression years commencing in 1929 when a great part of labour had to exist on relief furnished by the State on account of industry's failure to furnish even a reasonable measure of employment. In those days was fostered the aggressiveness which has marked the labour movement both here and in the United States in the last few years. The feeling of utter helplessness and hopelessness acquired during the depression years has naturally led to unorganized labour's willingness to be organized under a new regime of aggressive unionism which had its birth as a protest against more conservative leadership and a form of organization which a large section of labour felt was unable to cope with corporations adopting large amalgamation and mass production methods. The development is natural. The industrialists who condemn it must accept a large measure of responsibility for it. It was not to be expected that labour could be denied what it conceived to be its rights over a period of years by refusal to bargain with it collectively and remain quiescent, especially after its bitter experience of the depression period. At any rate, a large section of labour is militant and determined to exact its rights in the present period of large industrial expansion for war production. On the other hand, a large section of industry is equally determined to yield none of those rights.

In the struggle thus resulting there has come to the fore a new type of labour leader. He appears to be motivated by an interest which is divorced to a large degree from the long term interest of his constituents. His ambition is to organize quickly by stirring up unrest. He does not hesitate to campaign with vilification of the employer no matter how undeserved it may be. Neither does he scruple about misrepresenting what he can accomplish if his prospects will consent to be organized. His success is measured by the volume of union dues which can be collected and by his periodical report to his Congress of the number of new members acquired. Naturally such tactics result in employers adopting every conceivable device to resist union organization. When union organization is in process in a plant employers who have never before recognized the union principle, adopt the expedient of inspiring the formation of an independent company union and even financing it or they promptly make agreements with Shop Committees selected by themselves. In time of war it is a futile sort of process both ways, far from constructive. Its results are far-reaching. The majority of labour leaders and a great many industrialists do not adopt such tactics. Nevertheless, a certain type of labour organizer in his anxiety to obtain numerical results does not confine his activities to unorganized plants but extends them into plants and concerns already organized by a rival union and so results the jurisdictional dispute with unnecessary stoppages of work and production. In this time of war no body of men is entitled to greater credit for keeping the wheels of war industry going than certain groups of union leaders. However, every time the unscrupulous leader gains a concession through pressure methods including illegal strikes the lot of the constructive leader, particularly one whose union is affiliated with the rival Congress, becomes much more difficult.

Labour itself, which is fundamentally sound and loyal, suffers from a good deal of irresponsible leadership. Its total legitimate ends cannot be acquired overnight. The movement is large and it is dynamic. Recalcitrant industry cannot stop its progress. Its progress is more likely to suffer almost irreparable harm from the activities of the conscienceless professional organizer. A few years from now the names of many organizers to-day very prominent in the news will either be forgotten or remembered only too well for their disservice to the cause they pretended to promote. Others whose names are not so prominent to-day will be remembered for the very constructive and creditable part they played in a time of national crisis with great credit to the movement as a whole. A few years from now we venture to predict there will be left little if any unorganized industry.

The glib use of the term labour as all inclusive covers a multitude of sins and leads to grave inaccuracies in building up even an argument. Eighty per cent of labour in this country is unorganized. Furthermore there was considerable evidence before us that a goodly portion of it has serious objection to being organized in the International Movement. The Catholic Syndicates in Quebec are organized on an entirely different ideal-

istic basis from the international unions. Even among the international unions there are grave differences of viewpoints. See Labor and Democracy (1939 Edition) by William Green. All of these facts must be kept in mind when one attempts to deal with the labour problem in any general way. The easy use of the general term labour on which to base an argument is an old political trick ever becoming more popular. If there is to be a code of labour relations it must take cognizance of unnecessary and undesirable tactics on the part of labour organizers as well as of industry. To adopt a hush, hush attitude either way is to proceed from an unsound and deficient premise.

II—Collective Bargaining

To depart from the field of general observation, there can be no doubt that a large section of organized labour sees as the only solution to existing unrest the introduction into war-measure legislation or order, insofar as war industry is concerned, the principle of collective bargaining as exemplified by the Wagner Act in the United States. We think it can be stated also, conservatively, that a considerable part of industry, while not advocating the principle, is prepared to accept it as necessary in present conditions in the interests of industrial peace. It is difficult to gauge the view of the great majority of people, including unorganized labour, which is still by far the great body of labour in this country. As was to be expected, this large body of public opinion did not even attempt to present its views beyond, in some cases, advancing the idea that if compulsory bargaining were to become law it should not interefere with the right of workers to organize in local or shop unions as contrasted with international or national unions. Some sections also made plain their idea that no worker should ever be compelled by law or by agreement to become a member of any trade union. The same viewpoint was expressed by organizations of professional men engaged in industry.

In the field of Labour Relations, the present government announced in principle in P.C. 2685 its view of what the relationship between industry and labour should be in the interest of the war effort for the war period. That it was considered to be better for the national interest that P.C. 2685 should not be coercive is clearly indicated in the report of the conference between the Government and Labour (Labour Gazette, June, 1940), where the Prime Minister is reported as emphasizing "that it was better not to proceed by coercion if the results could be achieved otherwise." Both industry and labour to a large extent appear to overlook the fact that P.C. 2685 was an integral part of an over-all wartime policy. Prior to the passing of P.C. 2685, the first Excess Profits Tax Act had been passed to prevent war profiteering by industry and the Wartime Prices and Trade Board had been set up to control prices and consumable commodities. Prior to P.C. 2685 and subsequently, very substantial increases in individual income tax were put into effect. It was not until December, 1940, that the principle of wage control was introduced. In other words, the principle enunciated in P.C. 2685 was an integral part of the general policy. It had to work if the general policy was to work. We agree with the Prime Minister that it would have been preferable if the interests concerned could have made it work by co-operating together without compulsion; the fact as we see it, is that it has not worked. It would be idle to speculate as to where the chief degree of fault lies. The only solution that we see is to make collective bargaining compulsory under a Code providing a set of rules that will be fair to both parties and in the national interest and administered by an umpire who cannot be called in question. The guests invited to the feast under P.C. 2685 scorned the invitation. Now they must be gathered in from the streets and lanes, the highways and byways, and compelled to get along together.

Generally speaking, we have reached the conclusion from the evidence that under present war conditions it is in the national interest that the principle of collective bargaining should be made compulsory. Without going into details, any such measure must take into cognizance that the national interest is more important than that of either industry or organized labour. Since a great deal of the present unrest is founded on mutual distrust, provision must be made against abuses which may be practised by industry against labour or vice-versa. In other words, if there is to be a Code it must be one that recognizes the realities of the situation. It must be designed to eliminate as far as possible reasons for mutual distrust. Such a Code should be administered by an independent Board in the sense that its members should have no direct connection as industrialists or be officers of any labour organization.

The principles enunciated thus briefly are not too easy to put in the form of an Order in Council, simple though they may appear when stated baldly. However, there are many valuable suggestions to be found in the briefs submitted to us and the experience of other countries in the field of compulsory bargain-

ing should furnish a valuable guide. If it is felt advisable that we be consulted in the framing of such a Code we shall bring to it our best efforts and experience. For the purpose of our report we prefer to deal with the matter in principle only.

It should be mentioned, perhaps, at this stage, that there are matters of policy involving the constitutional aspects present in the situation. With these, of course, as a Board we have nothing to do. That the matter of compulsory bargaining is engaging the interests of the various provinces there can be no doubt. During the present year compulsory collective bargaining has become law in British Columbia, Alberta and Ontario. It has been in force in Nova Scotia for some years. According to the evidence before us the problem is presently in course of study in the provinces of Quebec, Manitoba and Saskatchewan with a view to the enactment of legislation. Government must make the decision as to whether it is better in the national interest that this particular problem should be left to be dealt with by the Provinces in toto or whether, as a war measure and for the war period, there should be framed a general Dominion Code applying to war industry properly defined no matter where situated. At any rate, care should be taken to see that there is no over-lapping. Another view is that there should be a Dominion Code to be made applicable in those Provinces where compulsory collective bargaining is not provided in law at present, and not applicable to such provinces as already have such a law, and to cease to be applicable in such provinces where compulsory bargaining Acts are passed in the future. It is our own view that there should be enacted or provided by Order in Council a Dominion-wide Code as to compulsory collective bargaining, applicable to war industry and that the provinces should be left to deal with non-war industry within their own confines. As long as some of the provinces refrain from enacting compulsory collective bargaining legislation we believe that as far as war industry is concerned the simple and direct method is to have the subject dealt with for the war period by Dominion Order in Council under the War Measures Act. An Order in Council covering only war industry properly defined will tend to ensure against overlapping.

The above deals with the matter to the point where a bona fide collective bargaining agreement has been concluded. The next problem is how should disputes arising during the term of an agreement, or disputes between employer and employees where there is no formal agreement, be dealt with. In this connection we assume, of course, that disputes as to who is the proper bargaining agent entitled to represent the workers in any unit (the term is used to cover craft unions and industrial unions as well) will be dealt with under the compulsory Bargaining Code. At the present time these disputes, as well as any others, are dealt with under the Industrial Disputes Investigation Act, supplemented by various Orders in Council. It is summarizing the evidence before us conservatively to say that this method of dealing with disputes in the conditions that exist today is the source of much and almost universal dissatisfaction. The requirement of a strike vote before the machinery of the I.D.I. Act can be invoked meets equal condemnation from labour and industry. The long delays and complicated methods of having surveys done by commissioners and Boards of Conciliation are the object of heated criticism by both. It seems to us that in the national interest in time of war compulsory arbitration is what is required. Both labour and industry appear quite prepared to accept the principle as a necessary measure of discipline in the war interest as long as it is carried out by an independent body with despatch and fairness. In other words, no matter what provision is made for the settling of disputes in a collective agreement or where there is no collective agreement the parties, if unable to effect settlement, must submit the matter to an arbitration board which might be the same or another division of the Board set up to administer the Collective Bargaining Code. The decision of a Board must be accepted as final. Failure of such acceptance, if accompanied by a strike or lockout action, must be met by appropriate sanctions in the way of fine or imprisonment or both preferably under the Defence of Canada Regulations. Obviously such a method of dealing with disputes involves the suspension of the Industrial Disputes Investigation Act for the war period as well as the revocation of some existing Orders in Council. It may involve also the setting up of panels of such a Board in the different provinces and an associated mediation service as well. Prompt action in settlement of disputes is the desire of all parties.

III—Labour-Management Co-Operation

Before going on to deal with the question of wages it may be appropriate at this stage to discuss certain questions raised by labour in quite an emphatic way. To anyone with an eye to see and an ear to hear it must be clear that labour, more particularly organized labour, is suffering from a sense of frustration as far as the war effort is concerned. It

wants to take a responsible part in production, the planning of production and the revising of planning when the same becomes necessary. As far as production is concerned, that is a matter between labour and industry. The principle of the Labour-Management Committee is one widely adopted in England and becoming more and more prevalent in the United States. To some extent it has been recognized here, particularly in the aircraft industry and in some crown companies. However, there appears to be a tendency on the part of management to fear encroachment on its functions and to be somewhat scornful, and certainly dubious, about labour's ability to take a constructive part. Such an attitude reveals a failure to appreciate the realities of the situation. Production depends as much on labour as on management. What is needed for war production is labour-management co-operation, call the instrument to attain it what you wish. Toleration and patience are required. Labour-Management co-operation in production should not be confused with grievance procedure or committees. Management would do well to promote it, foster it and guide it. To refuse to have anything to do with it is to fail to understand the world we are living in and to be stubborn. Stubbornness merely begets stubbornness, and production suffers.

Generally speaking industry in Canada has adopted a rugged individualistic viewpoint to the problem of labour relations. This is a viewpoint which appears to be outmoded in the light of modern conditions. In the Scandinavian countries Employers' Associations were an early development. In England the same development has taken place. There the various employers in a class of industry associate together to deal with the labour union concerned on the mutual problems of labour relations. In fact in many classes of industry general joint councils representative of employers and labour have been created to establish general policy in labour relations in the industry. In Canada we have had such a development in the construction industry. It is a development that could be widened in this country with great benefit to both industry and labour. We feel sure it would go a long way to eliminating mistrust and unnecessary friction which has a tendency to be emphasized when the bargaining takes place in too narrow a field. Indeed such a policy might well be extended eventually to a general national Council of Industry and Labour for the purpose of research and development of labour relations policy on a national basis.

IV—Labour Representation on Government Boards

The questions of production planning and revision of plans concern government as well as industry. Labour feels it is entitled to representation on Government Boards dealing with production. We think so too. Fine technical qualifications are not the only requirement for direction of production. Actual production is as much the problem of labour as technical planning is the problem of someone else. The executive end can well be the problem of both, and labour has an important place in a well-rounded out economy. Besides labour representation insures an understanding, a means of communication to the ranks, of the importance of the work which is often singularly lacking. Labour feels as well that it should have representation on Boards whose work generally affects labour's interests. We feel so too. A great deal of misunderstanding and confusion in respect of the principles involved could be overcome to a large degree if labour were represented on such Boards. Then again, labour is uneasy about cessation of production in certain lines, uneasy as to what is going to happen to it, or where or when or whether a place is to be found for it in other activities. If labour had some advance notice, through its own representatives, a much better feeling would prevail and more confidence in Government would result. To give labour representation on such Boards as local selective service boards and deny it representation on policy-making boards is only to pay lip service to an important principle.

V—Wages and Cost of Living Bonus

As to wages and cost of living bonus, generally speaking, labour does not understand or fully appreciate government policy in respect of price control and supplementary wage stabilization. It feels that the sacrifice imposed upon it is disproportionate, and a considerable proportion of it is dubious about the necessity for stabilization of wages. There are exceptions of course among labour leaders, but not too many. It would appear that no adequate attempt has been made by government or its agencies to educate the common man to the value or objective of the policy from his viewpoint. It is our view that no time should be lost in such a program of education. The impact of income taxes on individuals and on corporations is not understood. Loose statements regarding war profiteering by executives of corporations and by corporations are made in such a man-

ner as to indicate a general conviction that there can be no question about the truth of the statement. No doubt the statements will continue to be made and will carry conviction and be taken for granted until some real effort is made to make clear the real situation. Such a process of education requires a simplified method of making plain the impact of income taxes and, especially in the case of corporations, excess profits taxes. Labour has a general uneasy feeling that it is being deceived. It should be undeceived by Government making the real situation simple, plain and easy to understand.

Generally speaking, labour advances the argument that there is no logical or necessary relationship between wage control and price control. It argues that wages could be left to collective bargaining and that if purchasing power is thus unduly enhanced it can be taken up by a more rigid and extended rationing system, by taxation, compulsory savings and investment in government securities. Naturally, there is merit in the argument, but it seems plain that if the controls were fully relaxed prices would soar so rapidly and rationing and compulsory savings be so far behind that the harm would be done and the wage-earner find himself in the worst possible position in the community. That very problem is one that appears to be concerning the United States and there labour is advocating rolling back prices to what they were some time ago. In the United States labour appreciates the danger of inadequate price control. In this country, where price control is reasonably adequate and on the surface appears to be going smoothly, labour perhaps is not quite as appreciative of what is likely to happen to it if price control were to break down as the result of an over-increase in wages. The relation between commodity prices and wages is not merely founded on logic; economics is a nearer relation than logic. When wages go up, either costs go up or they do not. Anyone will admit the proposition that increased wages do not necessarily mean increased costs, but our judgment would be that in a very great number of cases they do. With our limited knowledge of economics and the country's finances we should not care to take the responsibility to recommend the abandonment of wage control. It is our considered opinion that it is in labour's best interests to see that it is maintained, although, perhaps, with some modification. If it were to be abandoned some considerable time would have to elapse to enable new methods and extension of existing means to absorb enhanced purchasing power. It seems clear to us that the Government, having once adopted a policy of wage control it would be highly dangerous at this stage of the war in the interests of labour to effect any complete change-over.

Much emphasis has been placed by labour on the moral and political justice of establishing a floor to the wage control policy. Some organizations advocated a minimum wage of 50 cents per hour. The consensus of labour opinion, however, was more conservative. It advocated that there should be freedom of collective bargaining without control in the case of workers earning up to 50 cents per hour. There is a great deal of merit in such a proposition. Statistics as to the amount of money required for bare necessities in an average family clearly demonstrate that the head of a family on a wage of 50 cents per hour for a 48-hour week ($24.00 weekly) cannot provide his family on the standard necessary for normal health. Rigid control at such a level of earnings in the case of a family is hardly defensible, politically and morally. Even in a war economy a policy which consigns human beings to economic serfdom when a large portion of the community escapes it is imcompatible with the ideals on behalf of which we are waging war.

The question is what should be done about it. One solution would appear to be to accede to labour's proposal to leave workers earning up to a rate of 50 cents per hour free to bargain without controls. Such a solution would be based, however, on the assumption that all such workers are heads of families—a completely unwarranted one. It must be obvious that with employment figures as they are now that in such families there is frequently more than one earner and more than one cost of living bonus being paid. On the basis of the case developed before us, families in such a position would become the beneficiaries of relief primarily required for the wage-earner who is the sole support of his family. Another answer would appear to be a system of family allowances to be paid for by the Dominion Government. There can be no doubt that the administration of such a system will present complexities and complications. However, it probably can be done. The family allowance could be made available to the worker who is head of a family for each child below the age of 16 years, the allowance to be on a reducing scale for each subsequent child. It may be that Government will find it too complicated to introduce such a system. If that be the case then we recommend that all workers earning less than 50 cents per hour base wage be allowed to bargain free from any Governmental control. In other words, we prefer that workers earning 50 cents per hour or less should be left free to bargain

without controls. However, if such a recommendation would, in the opinion of the Government's financial advisers, place too great a burden on the price ceiling, we recommend in the alternative a system of family allowances on the principles enunciated above. We are aware that family allowances usually find their place in a general program of social security, rather than as a part of a wage control policy. But substandard wages are indefensible at all times; and if the authorities having the responsibility of policy with regard to fiscal matters and cost-price relationships do not see their way clear to remove during the war emergency the control of wages below the level of 50 cents, then we can think of no other solution for the case of the head of a family who is receiving a substandard wage, than a system of family allowances.

We have found a good deal of dissatisfaction among workers with respect to the cost of living bonus. When P.C. 7440 first established this principle, payment of the cost of living bonus as far as the employer was concerned was to be on an optional or voluntary basis. In other words, it was recommended that if there were to be wage increases, these should take the form of a cost of living bonus. When P.C. 8253 was passed, the only cost of living bonus which became mandatory was one already being paid or one due by reason of the increase in the cost of living index number above the index number for October, 1941. The National War Labour Board was also given the power to award further cost of living bonus based either upon the cost of living index as at August, 1939, or at the date of the last general wage increase, whichever was later. Evidently the alternate base was established on the unwarrantable assumption that any increase given after August, 1939, was solely to indemnify the worker against increased living costs. In the result there is a widespread variation in the amount of cost of living bonus which the worker and his family simply cannot understand. It is understandable in some cases where the assumption was correct, but otherwise we find ourselves in the same perplexity as labour. Labour's proposed solution is to level the cost of living bonus up to the high point. That is to make it uniform based on the rise from August, 1939. Such a solution would be convenient, but would undoubtedly work a hardship on many employers besides which it might well be unacceptable to large classes of labour like the railway employees, who consider their cost of living bonus at the maximum as the quid pro quo for their agreement to forego wage increases for the duration of the war. The solution is not easy. One must try to find the least harmful answer. Ours is to convert all cost of living bonus payments into the base wage rate. We recognize that employers may object from the point of view of possible post-war adjustments of wages, but in the circumstances we feel it is the best answer to a rather knotty problem. If the principle of the cost of living bonus is to be continued from a new base, consideration might be given to making it payable only to workers below a certain level of earnings.

Labour has much criticism of the method of computing the present cost of living bonus. It believes that the cost of living index as compiled by the Dominion Bureau of Statistics is not a fair criterion, and that it is antiquated. Furthermore it is of the opinion that the methods of securing information as to cost of living changes are loose and inaccurate. Also it contends that the weighting of the various components is unscientific and fails to reflect the relatively greater food costs to low wage earners. It is able to make out a good case in respect of many of the items such as food and rent in different localities. We understand that the index is in process of some overhaul at the present time. In this connection we suggest that it should not be assumed that the original base is correct. Times are changing rapidly. Prunes are, perhaps, not so popular or available as they once were. Health standards are improving, or should be improving, and houses at certain rents provide little comfort if they are not available. It may be that if the cost of living principle is to be maintained a fresh start can be made with a more up-to-date base; this à propos of our recommendation that the present cost of living should be converted into the base rate. It would be advisable to have labour represented on any body charged with the responsibility of setting up a new base.

In a general way, from the point of view of form and any intelligent understanding of what it means, P.C. 5963 is in need of a general overhaul. No doubt it was compiled under difficulties and pressure. In our opinion it can be much simplified. A good deal of its content is unnecessary. It can be revised in much more logical fashion. The number of sections can be reduced and its definitions can be made less complex. Generally speaking simplification is in order.

In principle, as to wage adjustments, P.C. 5963 may express what was intended, but in practice it has not achieved its purpose. In its administration on the principle of comparable jobs in the same locality or a comparable locality, the general result has been a continuing upward revision of wage-rates.

As adjustments are made, new norms of comparison are set up. Regional Boards are human and prone to generosity. This Board is open to the same accusation. Wage control up to this time has been far from inviolate. It is by no means perfect. When it is recalled that up to the end of February 1943 over 83 per cent of the applications for increases or the setting up of new classifications were made by employers and over 11 per cent were joint applications, one cannot be too critical of labour's activities. Employers in the excess profits tax bracket have not entirely forgotten that fact in erring on the side of generosity. Moreover, various Boards are inclined to be casual where authorization only is asked or where the parties are in agreement. What should be done with Section 25 is difficult to say. It may be that the Board should be granted power to adjust gross inequalities and injustices without reference to the locality principle. It seems to us that the present process cannot be allowed to continue indefinitely if price control and wage control are to survive. On the other hand, we are of the opinion that the principle of the incentive wage has not been emphasized sufficiently. At this stage of the war with a pronounced shortage of manpower a most important compensating factor should be incentive wages based on production. Incentive wages should be left to the general discretion of the National War Labour Board and the Regional Boards. So also should be left the right to authorize or direct changes in working conditions which have the effect of directly or indirectly increasing wages. The Boards should have the power to reduce wage rates; it is conceivable that in order to cure maladjustments or inequities in the wage structure of an employer or of an industry, a reduction of unsound rates may be necessary.

In discussing the overhaul of P.C. 5963, we are of the opinion that the penalty sections need recasting and extending. We have observed cases of where strikes are threatened if the Board does not render a decision favourable to the Union concerned. There has been recently at least one case of a strike to compel government action to alter existing laws. There are also cases of where strikes have been called where the decision has not been favourable. Union organizers have been known to forward organizational activity on the assurance of higher wages. If the work of the Boards is to be effective then penalties must be found to eliminate this kind of agitation. These might also be dealt with under The Defence of Canada Regulations.

VI—Women's Employment

Another question which is relevant to the subject of wages and cost of living bonus is wages to women workers. This question was raised in several of the briefs placed before us. The Orders in Council dealing with wages, P.C. 7440, P.C. 8253, and P.C. 5963, do not deal specifically with women's wages, although P.C. 5963 does deal with the cost of living bonus payable to women workers. As the law stands at the present time, there is no present time, there is no distinction as to wages between sexes. In other words, wages go with the classification of workers, be they male or female. With a great number of female workers absorbed in industry the question is by no means a minor one. Certain of the labour unions subscribe to the principle of "equal pay for equal work". The slogan is a little too general. Results and costs have a good deal of relevance. Our study of the question leads us to the conclusion that the solution worked out in Australia is the sensible one. The Australian Act proceeds from a practical and factual approach. There a separate Board is set up composed of a Chairman, one representative appointed by the Commonwealth, one on the nomination of another employer and two on the nomination of labour. This Board has complete jurisdiction in the matter of women's employment. It deals with each application on its merits after argument by employer and trade union involved, if any, and in each case sets the scale of wages to be paid women and the period or periods of apprenticeship, if any. It is our considered view that it is unwise to deal with the question on any arbitrary rule basis because in certain lines of production we believe that the average woman is equally or more efficient than the average man. In other lines, the women workers, perhaps, cannot hope to equal male efficiency. In Australia the wage paid women doing work ordinarily done by men can in no case be less than 60 per cent of the man's wage. At any rate we feel that the matter should be dealt with as in Australia. The Australian Act can well serve as a guide for any Order in Council which may result if our recommendation is implemented. Such a Board should of course have the power to decide whether or not women should be permitted to work at all in a particular plant or industry.

VII—Income Taxes

There are some other matters which are contributing to unrest and absenteeism which perhaps do not come directly in our field but rather in the field of income taxation. With

the question of the amount of taxes to be levied we do not presume to offer any suggestions. We feel that is outside the scope of our inquiry—strictly in the field of the Finance and National Revenue Departments. However, we have not the slightest doubt that the methods of deduction presently employed are causing a general tendency to shirk and avoid overtime work. It must be remembered that income taxation now is directly affecting a large body of workers who are unaccustomed to payment of the tax. Under present deduction methods the worker, naively if you like, reaches the conclusion when he examines his net pay cheques, that the greater part of his return for overtime work goes into income tax. Hence he shies from overtime work and extra shifts. There is no use arguing he is wrong. To him his net pay-cheque is a stronger argument than any other. In this connection, in the interests of production, we recommend that a change in the methods of deductions be instituted which will dispel the illusion that the last dollar in the pay envelope is taxed higher than the first. Our survey leads us to the conclusion that the question is more serious than what may be thought generally. The additional production which should be achieved by following the recommendation we think will compensate amply for the trouble involved in making a change over from present tax deduction mechanics. In the same connection we find that a large proportion of the workers are extremely sceptical about the amount of compulsory savings being deducted. They have no tangible evidence by way of receipt that they have a credit, so to speak, with the Government. It may be that after an income tax year's experience, the dissatisfaction will disappear. However, we do think the National Revenue Department should give some consideration to a method of giving interim receipts or authorizing employers to give them at set periods, subject to subsequent audit, so that the worker will have some tangible evidence that he has a credit even though it may be a contingent one.

VIII—Recommendations

Naturally, it is not to be expected that our report will be entirely approved by any particular section. However, if it is kept in mind that we are only at a certain stage in a rapidly moving panorama of events, both labour and industry may tend to be patient and assist in mutual effort to carry any developments suggested by us into further stages of betterment. This is a time of sacrifice. No one is expected to better his position out of the war effort except insofar as to enable him to come up to a reasonable minimum standard. Both labour and industry must submit themselves to harder discipline, law and order in wartime. Strikes only serve to move the clock back and obstinacy on the part of industry to reasonable demands stops it working. If the recommendations set forth herein are implemented in whole or in part then it must be kept in mind that there is still the important problem of administering any Code or Codes that may result. Administration is just as important as any Code. Both labour and industry are entitled to expect impartiality, despatch and firmness in the solution of their problems. A mere report is no effective guarantee of any such qualities. These must be brought into play in the resulting process of administration.

For the purpose of easy reference our recommendations may be summarized as follows:

1. *In the Field of Labour Relations*
   - (*a*) The setting up of a National Labour Relations Board to administer a Labour Code providing for compulsory bargaining. Such a code should provide proper safeguards against abuses by either labour or industry. Penalties for infractions on the part of either industry or unions could be dealt with under The Defense of Canada Regulations.
   - (*b*) All disputes arising during the currency of collective agreements or where there is no formal collective agreement to be dealt with by compulsory arbitration under the jurisdiction of the National Labour Relations Board, with agencies set up in each province and with mediation services attached. Strikes and lockouts to be outlawed and appropriate penalties provided under the Defence of Canada Regulations. Suspension of the Industrial Disputes Investigation Act until the proclamation of peace and revocation of Orders in Council inconsistent with the above.
   - (*c*) The above to be applicable to war industry only according to proper definition.
   - (*d*) Subsidiary to the above but without any new legislative action by the Government, the following:
     - (i) The setting up of Labour-Management Committees in all industry including Crown companies.
     - (ii) Labour representation on all Government Boards having to do with war production and on Boards dealing with matters directly affecting labour as such.
     - (iii) The establishment of employers' Associations by industries with a view to setting up joint Industry-Labour Councils to deal with matters of policy in the field of labour relations in a given industry. It is hoped that this will lead eventually to the establishment of a National Council composed of employers and labour to deal with labour relations

policy generally and make recommendations to the Government as to proposed changes in legislation.

2. *As to Wages and Cost of Living Bonus*

(*a*) Continuance of National War Labour Board and Regional Boards in substantially the form presently existing but with different personnel if deemed advisable.

(*b*) General overhaul of P.C. 5963, with particular objectives as follows:

(i) The establishment of a floor of 50c. per hour up to which there shall be no control or in the alternative the establishment of a system of family allowances payable by the Government to heads of families falling in such category as described in the body of the report.

(ii) The amendment of Section 25 so as to limit the Board's jurisdiction to increase wages to the rectification of gross inequalities and injustices without reference to the comparative principle. Incentive wages and changes in working conditions in the interest of production should also be within the Board's jurisdiction. The power to reduce unsound wage rates should also be given.

(iii) Conversion of all cost of living bonuses into the base rate, and discontinuance of the present principle of cost of living bonus or, as the Government sees fit, starting of cost of living bonus from a new base on a revised cost of living index.

(iv) Appropriate penalties for infractions of the Order or its spirit under Defence of Canada Regulations.

(*c*) The establishment of a Women's Employment Board to deal with women's wages in industry along the lines of The Australian Act.

(*d*) Education of the public on the government's wartime fiscal policy, particularly as to how the worker and primary producer are affected.

3. *Income Tax Deductions*

Change in methods of income tax deductions so as to put deductions on a more level basis and dispel the prevailing impression that overtime pay is taxed at unduly heavy rates. Interim receipts on some basis to evidence compulsory savings credits.

IX—Commentary

It was hoped that the Board would be able to arrive at a unanimous report. Since the preceding draft of this document was prepared we have received Mr. Cohen's dissenting opinion. Certain expressions and language in that opinion make it necessary for us to comment.

In the very first paragraph of Mr. Cohen's report it is described as an *independent* report. It may be that no innuendo was intended but on the other hand it could be interpreted quite logically to contain the suggestion that our report is not an independent one but one that is dictated or influenced by the government. It is perhaps unnecessary for us to enter any formal denial. Not only is our report completely independent of government dictation but it is also completely free from any bias in favour of any particular interest.

If our report is not to be deemed independent because it takes serious cognizance of government fiscal and economic policy in time of war then we cheerfully plead guilty. We are very seriously concerned with the effects of inflation on the life of the worker. We can conceive no greater disaster that could befall the workers of this country than the collapse of the price ceiling particularly if it were to take place shortly before or shortly after the peace is won. That the price ceiling is in a dangerous position must be inferred from the evidence of Mr. Gordon. We prefer to assume that Mr. Gordon's evidence is not only sincere but also that he is not mistaken.

Believing as we do that there are inequalities and injustices in the existing wage structure—we have so stated in our report—still we are quite convinced that in labour's interest in wartime it is most unwise to gamble recklessly with the price ceiling. That is why we propose the family allowances in the low wage area as an alternative to a floor and that is why we propose the present solution of the muddled cost of living bonus by merging it in the base rate. To pay an extra 25 cents per week to all labour means a raise in the yearly wage roll of between $28,000,000 and $35,000,000. To multiply that figure several times to give effect to Mr. Cohen's proposals staggers us to a greater extent than it does Mr. Cohen. If we were solely inspired by the motive of present and immediate popularity with labour we might exercise less caution. If the price ceiling collapsed as a result we are afraid that in the ensuing misery the popularity would collapse as well.

We have no idea of invading the income tax field to recommend special class concessions. The Commissioner and the Government are already apprized of the situation with respect to overtime work and cost of living bonus. We do not deem it necessary to prepare special exhortations to labour, industry or the Government; nor do we presume to formulate a definition of the "national interest".

X—Conclusion

In closing we wish to extend our thanks and appreciation to all of the various labour and

industrial organizations for the free, frank and candid way in which they placed their troubles and suggestions before us. It was obvious that all were striving to be helpful. We are appreciative also of the helpful memorandum prepared for us by the staff of the International Labour office. We hope some tangible good will result from all this earnest co-operation and our own modest efforts. The Inquiry was timely.

All of which is respectfully submitted.

NATIONAL WAR LABOUR BOARD.
(Sgd.) C. P. McTague, *Chairman.*
(Sgd.) Léon Lalande, *Member.*

Ottawa, August 19, 1943.

Minority Report

To:

The Honourable, the Minister of Labour for Canada, Ottawa, Ontario.

Section 1—Introduction

1. As my colleagues have pointed out in the Report to which they subscribe, the National War Labour Board has conducted and completed its Inquiry. The object of the Inquiry, as announced at the opening session on the 15th of April, was as far as humanly possible, to get to the root of matters which create unrest, thereby retarding production and injuring the welfare of the nation. Unfortunately, we are not in complete agreement, either as to the nature of the problem or as to the specific Recommendations which should be made. I am therefore submitting herewith an independent Report on the matters covered by the Inquiry.

Section 2—The National Interest

2. The subject of the Enquiry, "wage conditions and labour relations", involves a consideration of practically all of the factors which increase or lessen the productivity and effectiveness of the nation. The question must be considered in relation to the war, and more particularly in relation to the special characteristics of the war in which we are now engaged.

3. The chief characteristic of this war is the complete dependence of the military forces upon the economy of the nation and the soundness of the home front. The kind of war machines required places a premium upon the acquisition of heavy industry and impels the discovery of new methods and materials which can have a tremendous post-war significance. This has made a complete new industrial development necessary, particularly in Canada, which only in recent years developed from a relatively agricultural economy to a fuller industrial economy. To a great extent, existing industries have been diverted to military needs with little delay or cost, as for instance the automotive industry. Generally speaking, and to an extent of which the public is hardly aware, new industries have been and are being created at great cost and effort. These new industries also put new life into, as well as impose new burdens and responsibilities upon, existing industry. In the process, the nature of economic activities has been transformed and the productive capacity of the nation greatly enlarged.

4. These new industries, and the revival and more intensive use of existing industries, have been hammered out by meeting the needs of war. They have been made possible to a great extent by the use of public funds or credit or public assistance of some kind. Their immediate purpose is to secure the needs of the military forces and until victory is won that need is paramount. But it is idle to ignore the fact that the complete economic transformation which has thus been brought about cannot, and will not, be discarded when the war is at an end. Hundreds of thousands of men and women who have been drawn into industry and given special training, as well as hundreds of thousands of workers who were formerly in industry, but generally unemployed or underemployed, have now found that a nation at work, impelled by the war needs, can employ everyone and even tremendously increase their productive ability. It is idle to assume that Canada could support itself or function if it demobilized this vast industrial army, or attempted to return them to the casual activity or to the unemployment or underemployment which was formerly their lot.

5. The same can be said of the enormous equipment of plant and industrial capacity. This plant and capacity is so extensive, so new and challenging in its potentialities, that the basis has been laid down for a new Industrial Revolution. The Hon. Mr. Howe, speaking in the House of Commons on the 11th of June, 1943, after an astoundingly illuminative report to Parliament on the productive capacity of the nation, stated as follows:—

"Canadian industry has developed remarkably under the stimulus of war. Never again will there be any doubt that Canada can manufacture anything that can be manufactured elsewhere."

This complete transformation of Canada's economy, and its relation to an internationally industrial world, is here to stay and will continue to operate and develop further. Were the war to be concluded to-morrow we could not ignore for a moment, if the nation is to prosper, the vast industrial transformation of the country or the role it will have to play in a new world economy.

6. Just as Canada's role in a world at war is shaped by the war and by the particular characteristics of the war, so will Canada's role in a world at peace be shaped by the peace and the particular characteristics of that peace. Canada at war is really framing and equipping a Canada at peace, with the ever-pressing fact that Canada at peace must not only keep employed those now working, but must provide work for those now valiantly fighting on the various war fronts. This has profound implications, if we are to estimate correctly the urgency and magnitude of the problems, and at the same time the opportunities, which face us.

7. The aim of the Axis powers in this war is economic effectiveness and self-sufficiency by world domination—slavery on a global scale. The aim of the United Nations is a coalition of peoples, each supplementing and aiding the other while at the same time benefiting from the special capacities and contributions of each. Canada will either play an active part in this process of economic collaboration and establish a basis upon which it will continue and expand the industrial development of recent years or she must fall into the abyss of poverty, on the edge of which our people has been tottering for decades. Canada will either work with or work against history. To work with history, assures us active participation in a fruitful future. To work against history—to turn away from participation in the economic activity and collaboration which must follow the victory—is to isolate ourselves economically. Such a course would condemn Canadian workers and farmers to unnecessary poverty, freeze the size and limit the potential development of our middle classes, and confine industry to small scale operations with all the uncertainties thus entailed. Our effectiveness in the war depends upon the complete integration with which we use our transformed economy. By the same process, we equip ourselves to play a role in the post-war period as important as that we are filling in the war period.

8. There has been an inclination in Canada to drift on these issues and to take it for granted that just as the war will be won by the armed collaboration of the United Nations, with our own fighters playing a noble role, so, somehow, events will make us secure in the peace. That doctrine is false. It is treacherous to the destiny of Canada. It can spell the doom of our future ability properly to maintain ourselves. Let there be no mistake, the role and place of Canada in an integrated global peace economy will be determined by the fitness and ability we demonstrate in the global war economy. Apprenticeship for the future is now. There will be no time later for schooling.

9. The national program now, is production for war. At the same time, the force of history will enable and require us to use that capacity for our national effectiveness in peace. This constitutes the national interest, equipping ourselves to win the war and thereby equipping ourselves to function properly in the peace. It is a program, and the only program, which can enable the employment of all, which can enable all classes of the population to contribute and use their resources, experience and ability, and which can give agriculture a full partnership within a prosperous nation. It can enable Canada to function effectively. It can enable our capital and labour—the full utilization of our economic and our human resources, our talents and energies—to play a significant, a constructive and a national role, now in the war and later in the post-war world wide economy. It is only by reference to the national interest, thus defined, that we can ascertain the rights and obligations of all of us and discern that which is good or bad, wise or unwise, operative or outmoded.

10. Artificial restraints, avoidable and therefore unnecessary, upon our economic—and hence upon our military—effectiveness, are clearly against the national interest of all. The two fronts, the military front and the home front, are inexorably related. Just as military defeat can mean poverty and enslavement for the whole of Canada, so economic and domestic weakness can result in military disaster. The basis for a strong home front is a genuine national program making possible the fullest utilization of the nation's capacities. However, this is an active not a passive principle. It is not made possible by a passive attitude to forces which make for maximum national capacity to produce and function. It is secured only by enabling and evoking the wholehearted and spirited participation by all of the people in fulfilment of the national need. These standards, once achieved in the war, will continue in the peace, but only if a secure basis is provided upon which all elements of the nation—industrial, commercial and agricultural, management as well as labour—are able to make their full contribution to the national welfare.

11. A prime requisite is recognition of the fact that expressly in a war economy, human resources, particularly men and women who are trained, constitute the nation's most expensive expendables. The chief resources of a nation are its resources of labour power. They provide the very base upon which the nation must construct its program. To use that labour power unwisely, to reduce the energy, health or skill of workers and consequently their capacity for efficient production, is a policy which if continued can only have dire results for the nation. The human resources of a nation adequately equipped, enabled to exert their utmost and to co-operate fully in the work of the nation, is the guarantee and the only guarantee of the nation's effectiveness and its productive future.

12. Full and effective mobilization of our resources depends not only upon the physical welfare of our workers, basically important as that is, but also upon their morale and their sense of security in relation to the whole national program. The day has gone when the public, or any section of it, can be a mere onlooker while affairs of importance are transacted upon the national stage. Modern needs—industrial and otherwise—require the full participation of the whole people, actively and enthusiastically. When, instead of participation, workers are met with a policy of exclusion—whether from the deliberations of industry or government—when, instead of participation, workers are met with a policy which ignores their just claims, to say nothing of the benefits which could accrue to all from co-operation with labour and from a sound labour polity, the national interest is damaged. It is most natural that the worker will measure general statements about the war and about the absolute importance of being conditioned by war needs, by the degree with which his own fundamental rights and interests are being scrupulously respected. The failure to protect these rights, the denial of just claims, exclusion from active participation within and with industry, and within and with government, leads the worker inevitably to doubt all statements about the war and the sincerity of those who make them. The National interest is thus undermined.

13. It must not be forgotten that the worker acutely remembers the want and suffering which he and his family have undergone during the last twenty-five years. To him, it is a tragic contradiction that the years of peace spelled depressions, mass unemployment, starvation relief, and a callous indifference to the waste of human lives; while a ravaging war brought work and opportunity and a miraculous display of the productive powers of the nation. This contradiction must be eradicated if we are to secure maximum war effort, if we are to organize the nation as it marches through the war with *its* needs, to peace with *its* needs. The contradiction can only be eradicated by concrete action now. The "status quo" can in no way be given a mantle of respectability, let alone reverence. More parliamentary committees on post-war planning, no matter how well-intentioned and sincere, will not remove bitter memories of the tragic past or replace them with optimistic hopes about the future. The war effort itself has demonstrated to all, whether engaged in industry, commerce or agriculture, that given the will there is a way. The Canadian people have drawn their own conclusions from their experiences in the course of this war. They are convinced that the question is not one of technique of government or production but one of determination—determination to realize for the people of Canada the four freedoms of the Atlantic Charter. It is from this broader standpoint, as well as the technical questions related thereto, that we must consider the problems of the Inquiry. We are not concerned only with correcting specific wrongs and rendering justice where error or selfishness has resulted in injustice or maladjustment. We are concerned with convincing the people of Canada about the danger to the nation presented by the war and the reality of the objectives which will crown the peace. It is only by this means that the war, and everything related to war effort, will guide and discipline personal and group conduct.

14. This involves the task of making clear to all that the transformed economic role of Canada will be used for the benefit of all and to enable the utilization of all of our resources, capital and labour, industry and agriculture, trade and commerce. It involves the task of planning a national program which will make available for the common welfare of the country as a whole the constructive contributions of all sections of our people and the full utilization of our capital resources and facilities. The achievement of this program now for war, later for peace, and nothing else, constitutes the national interest.

15. The Inquiry was instituted because there appeared to be matters in the field of labour relations and wage conditions seriously affecting the national interest. The evidence has more than emphasized the pressing need for a sound and comprehensive labour policy as a prime factor in national and productive effectiveness. This is reflected in the anxiety

manifested by so many who appeared at the Inquiry that standards of citizenship be established and that concrete plans be worked out enabling these standards to be applied. It is obvious that in the main they desire that a new measure of national interest be propounded related to present-day needs and those of the immediate future. Many questions were put forward at the Inquiry, all of them important to the war effort. The more important of these, and appropriate Recommendations, will be dealt with in this Report.

Section 3—Collective Bargaining, Union Recognition and Unfair Labour Practices

16. The first question which presents itself for consideration, and which indeed is associated with many other problems is the question of the organization of workers for collective bargaining to recognize and deal with these organizations so that through them workers can play a constructive part in the national effort.

17. It is important to understand from the outset that the concept of collective bargaining implies much more than the mere mechanics of management sitting down with union representatives to arrange or discuss a specific contract. That is its first task: to assist the worker as much as possible at the basic point which determines his ability to function as a member of society, namely, his access to food, clothing, rest and shelter. But that process only begins the achievement of the ultimate objective of collective bargaining, which is to secure for labour generally the right to participate, and, by trade unions, the means of participating, in shaping the pattern and progress of society. If we accept this concept of collective bargaining it becomes clear that we are not dealing only with the rights of workers but with the question of whether the nation can benefit from, and whether its full effectiveness requires that, collective bargaining shall be established so that the instruments by which labour can freely participate with and within the nation, can be organized and established.

18. Is the national interest advanced by such a development of labour organization? Is the national interest damaged by actions which oppose labour organization? Put in more concrete form, the question assumes two aspects:—

1. Does the full exercise by workers of freedom of association and collective bargaining contribute to the co-ordination and effectiveness of the productive powers of the nation and to the fuller participation by the people in all other phases of the war activity?

2. What should be the attitude of the nation towards any actions which interfere with their exercise, and how should the national interest express iteself?

19. The right of workers to organize and to form associations, through which they may deal collectively with their employers and play a full role in the affairs of the nation, is freely admitted. Likewise for many years and on many solemn occasions it has been officially declared. During the present war, the outstanding example is Order in Council P.C. 2685, which was proclaimed by the Dominion Government in June, 1940, and heralded as a very charter of liberty for labour and its right to organize. No social right can exist however unless it is protected against trespass. If the exercise of that social right serves the national need, trespass on the right betrays the national interest. Actually, in respect to the right of the workers to organize, many employers have felt themselves entitled or obliged to engage in activities which have come to be known as "unfair labour practices." These have made it impossible for workers to exercise the rights which they are officially told they "should have". The forms of these "unfair labour practices"—discrimination, "company unions". and persistent refusal to recognize or deal with a designated bargaining agency—are too well-known, and the record of the Inquiry is too replete with references to these matters, to require any detailed elaboration here. Our concern is with the effect of these things on the national interest.

20. When employers resort to "unfair labour practices" and resist collective bargaining they not only trespass upon the rights of labour, they injure the national interest. The morale of the worker is affected and his production is lowered. Time and energy is consumed in establishing organizations and protecting them against the opposition of the employer. Workers' Organizations which could assist the national effort are stifled or destroyed. The worker and his friends become infected with a deep skepticism about the war motives of employers and government, and skeptical about the war itself and its objectives.

21. This is only natural when the worker, furnished with government declarations assuring him of freedom of association, observes employers actively interfering with and wherever able actually destroying workers' organizations while government stands idly by. Such a situation not only produces industrial unrest but strikes at the roots of the whole structure of war morale. It destroys the very foundation upon which a co-ordinated national effort can be built. To be

warned on the one hand that Hitler's first act was the destruction of trade unions and labour organizations generally, while, at the same time workers see employers spending time and energy in preventing unions from coming into existence in Canada at all is a situation, to put it mildly, which discourages the worker and weakens his faith in the whole war program. Hitler's barbarous acts were not only directed against the physical destruction of trade unions and the physical liquidation of labour leaders. His aim and purpose was to reduce labour's standards by these means and to depress the role of labour in the nation. To observe tendencies of a similar nature in Canada, although lacking the barbarism and brutality of Hitler, mocks the very ideals which the worker is told constitute the war aim and objective, and strikes at the roots of his effectiveness.

22. It is true that many of the problems and attitudes relating to labour matters in Canada to-day result from the fact that we have failed to develop and broaden our industrial attitudes and relationships corresponding with our industrial development. An artificial limitation thus operates upon production and upon national integration. We do not serve the national interest if we postpone recognition of this fact. Such a course only delays remedy.

23. What is the appropriate, the effective remedy? There is no merit in the approach which seeks to find scapegoats, and it is wrong to attribute to this or that type of union organization, or to the malevolence of some trade union leader, or to rivalries between unions, the industrial disturbances which have been so seriously affecting the nation. It is true that there are good and bad characters, as well as wise and unwise, within the trade union world as within other sections of society but it is idle to ascribe industrial instability to any such phenomena. To be angered by wartime strikes instead of tracing and curing the cause, solves nothing and delays the initiation of a program which by its efficiency and fairness would not only avoid but logically condemn any strike action. The order of the day is wisdom, with our courage directed to the future, not blame and recrimination over the past. Little is now to be gained by discussing whether a government representative who shuts down a war plant on issues which may have been unsubstantial or even unjust, is merely to be charged with bad judgment, while workers or their leaders, who may do likewise on issues which may be substantial as well as just, are to be charged with disloyalty. A bad labour policy will continue to develop bad labour situations. The first essential is to establish the bedrock upon which a correct labour policy can be based.

24. It is relevant at this stage to ascertain what legislation in fact has been enacted by the Dominion authority since the outbreak of the war bearing on the question of union recognition and collective bargaining.

25. Wartime legislation having a bearing on union organization has been confined mainly to:

1. Order-in-Council P.C. 3495, enacted on the 7th day of November, 1939, by which employment in war industries was made subject to the provisions of the Industrial Disputes Investigation Act.
2. The declaratory Order-in-Council P.C. 2685, which declared in effect that employees *should be* free to organize and *should be* free to bargain collectively.
3. Order-in-Council P.C. 4844, enacted on the 6th July, 1941, a somewhat ineffective instrument dealing with discrimination of any employee "for the reason that he is a member of or is working on behalf of a trade union."

26. Without going into details, Order in Council P.C. 3495, extending the scope of the Industrial Disputes Investigation Act, tended to hinder rather than assist union organization. It made all employment in industries so covered, subject to the restrictive provisions of the Act. At the same time, under cover of the delayed procedure of the Act, employers were able to engage actively in resisting and sometimes in destroying union organization. The Industrial Disputes Investigation Act was never designed to deal effectively, and in no way could, with issues of collective bargaining and union recognition.

27. The Industrial Disputes Investigation Act is most ineffective, and even provocative and harmful, as a means of dealing with strikes in wartime. The requirement of a strike vote before the machinery of the Industrial Disputes Investigation Act is put in operation asks the worker to declare his intention to go on strike before official authority takes any notice of the matter. Having thus aroused strike sentiment, the Act and its administrators assume that the strike threat is neither serious nor imminent. The long delay and confusion resulting from the appointment of an investigator to decide if a commissioner should be appointed to advise if a Board of Conciliation should be set up to consider what recommendation should be made to the parties, has become the object of derision by management as well as labour and by the public generally.

28. Order in Council P.C. 2685, had little or no effect on the situation except to raise

high the hopes of the workers that, Government policy having been declared on the question of collective bargaining, employers, with or without pressure from government agencies, would implement those rights which the Order in Council declared workers "should have". Generally speaking, these hopes were dashed to the ground as employers found that with complete impunity they could pay little or no regard to the declaratory Order. The final collapse of Order in Council P.C. 2685, as an aid to union organization or collective bargaining resulted from the emphatic pronouncement of the then Minister of Labour in the House of Commons on the 4th day of June, 1941, that the Order was only a recommendation to employers, and that it was not binding upon them. That pronouncement of the Minister was followed precipitately by Order in Council P.C. 4020, on the 6th of June, 1941, which set up the Industrial Disputes Inquiry Commission. The administrative policy of that Commission, whatever was the legislative intention, virtually cut across the path of effective union organization by use of the proposal which came to be known as the 'Kirkland Lake Formula'.

29. As to Order in Council P.C. 4844, its ineffectiveness is illustrated by the fact that only in June 1943, two years after its original enactment, was any provision included tending toward enforcement. The record on this point may be completed by reference to the fact that until December 1942, when Order in Council P.C. 10802 was enacted, the Government itself discouraged recognition of unions by Crown companies, thereby setting a woeful example to other employers. The net result is that neither the legislative nor administrative practice of the government has been designed, or applied, to assist or facilitate union recognition and collective bargaining. In the final analysis, the process has even been hindered. It is an under-statement to say that as a result of this unsatisfactory legislative and administrative record workers and the public generally are now dubious about the sincerity or clarity of government policy.

30. It is clear from the record, if one need go into so obvious a matter, that constructive benefit accrues to industry as a result of the wholehearted acceptance of union organization. One need only refer to the evidence of railroad management and of employers in the construction industry. They testified emphatically to the positive benefits resulting from clear acceptance of collective bargaining and union recognition. How is this to be secured for the rest of industry and commerce—by trial and error and by the passage of time, or by means of legislation?

31. The frustration, doubt and unrest which has resulted from the government labour policy, as so far expressed, can only be eradicated now by clear and decisive action. It is the task, and should be the aim, of statesmanship and sound government in a situation of crisis to move forward and assist others to move forward to the prompt solution of pressing national problems. Legislation is the means by which government discharges that responsibility. As my colleagues point out, large sections of our people advocate or concur that legislation is needed to deal effectively with the whole issue of collective bargaining. There is no other means of catching up with time and thus effecting that 'Magna Charta of Industrial Liberties' which the Prime Minister so eloquently referred to in his volume on 'Industry and Humanity', (Revised edition 1936, p. 109) in which he stated:

> "Labour is entitled to its Magna Charta of Industrial Liberties. The more comprehensive the charter is, the more explicitly its stipulations are worded the wider their application, the better for the peace of industry, and all that industrial peace makes possible."

The time to translate that noble objective is now, when its application is most urgent, and its benefits can be most effective. The authority of the War Measures Act is available for that very emergency and it should be utilized without delay to bring into operation a Dominion-wide Labour Code which will declare rights and obligations within industry and assure their enforcement. It cannot be stated too emphatically that this is no time to follow a course which may only diminish symptoms and fail to cure the disease. To avoid fundamental issues now, is to invite greater difficulty later.

32. Such a proposal does not ignore the fact that there are constitutional aspects to these matters as they relate to peacetime legislation, nor, as pointed out by my colleagues, that the matter of compulsory collective bargaining has been engaging the legislative interest of some of the provinces. Having regard to this fact, there appear to be three alternative legislative courses:

1. That the matter be dealt with entirely by the provinces.
2. That there should be framed a general Dominion Labour Code applying to all industry or enterprise relating to the war effort, anywhere in the Dominion.
3. That such a Dominion Labour Code be made applicable in those provinces where compulsory collective bargaining legislation does not prevail, and non-applicable in such provinces which have already enacted such legislation or which may subsequently do so.

33. The first and third alternatives are neither practical, nor are they consistent with

our record and policy of wartime legislation. As to the first, labour unrest and industrial instability would only be aggravated by variations of treatment between one section of the population and another, or between one industry and another. As to record and policy, all labour legislation during the war has recognized the necessity of an integrated over-all Dominion policy on wartime legislation. In addition to these factors, it should be pointed out also that question has been seriously raised as to whether any provincial legislation which has been enacted since Order in Council P.C. 3495, that is, since November 7, 1939, has any legal validity as to any industry now covered by the Industrial Disputes Investigation Act as extended by the Order in Council.

34. Having regard to the whole situation, the only sound, consistent, and effective treatment is the enactment of a Dominion-wide Labour Code by Order in Council under the War Measures Act, by which the right of the worker to organize is protected and the obligation of employers to bargain collectively with organizations so formed is made compulsory. Provisions should be included assuring these rights against trespass or interference by any unfair labour practice, including protection against discrimination, against the refusal of employers to bargain collectively, and against "company unions" properly defined. It cannot be emphasized too clearly that facilities must be provided for summary application and treatment. Delay is a swamp which breeds fear and suspicion. Its mire can, at the same time, engulf the best of intentions and conceal the worst. Despatch, fairness, and thoroughness must be the keynote.

Recommendation No. 1.—It is therefore recommended, that a Dominion Labour Code, as above described, be enacted and put into operation without delay.

35. I am pleased to note that my colleagues agree with this proposal, but there are several incidental, and yet important, features on which we appear to be in disagreement. It is important of course that the Code should provide appropriate enforcement machinery which will ensure despatch and fairness of administration with adequate penalty provisions so that the measure will be effective. In my opinion, however, the tribunal administering the Code must itself be empowered to effect enforcement. I fail to see any merit in the proposal which would link the Defence of Canada Regulations with the enforcement of the Labour Code. It has already been suggested that too many government departments interfere in too many ways with labour matters. To attach the Department of Justice as a part of the administrative activities of the board which will administer the Labour Code takes a backward step not a forward one. Nor can I agree with the observation made by my colleagues as to the composition of the body which should administer the Code. In my opinion it is most important, whatever its number, that the Board, except as to the Chairman, should be composed of direct representatives, equally, from management and from labour. The practical experience which such representatives could carry with them on such a Board is indispensable for its successful operation. It is idle to talk about judicial application or a judicial approach until practical standards have been established by which judicial action is to be governed. The establishment of these practical standards is a creative and important aspect of the administration of a Labour Code, and the active participation of direct representatives of management and labour is a prerequisite to a realistic and successful treatment of the whole problem. It should not be forgotten that one of the objectives of the Code, and its administration, is to bring management and labour together for the welfare of the nation. That is a task which cannot be accomplished by proxies, no matter how talented or judicious. Nor do I agree with the formulation of my colleagues of the definition of the industries which should be covered by the Code. They suggest a narrow, restrictive, definition of "war industry". In my opinion that is a grave error. The Code should be made applicable to *all* employment related directly or indirectly to the war effort, and this should be clearly defined, firstly so that it covers the whole of an industry, any part of which is engaged in war work, and also to include all auxiliary industries or operations which relate to the effectiveness of the war effort. In this, as in all else, we must avoid different treatment between one section of the population and another, and a Labour Code which does not substantially cover all employment which is important in relation to the war effort, would create more discrepancies and bring on more instability. It is obvious, of course, that as to employment not important to the war effort the provincial legislation, if it exists, would apply. I agree in this respect with the observation of my colleagues that whatever ultimate course should be adopted as to federal or provincial legislation would perhaps be clearer as a result of the experience which will be gained during the war period.

Section 4—Compulsory Arbitration of "Grievance" Disputes

36. It was generally agreed at the Inquiry, both by labour and management, that any dispute arising out of the interpretation or application of a collective bargaining agreement already concluded (for convenience referred to here as "grievance" disputes) should be the subject of compulsory arbitration for the period of the war. At the present time, these disputes, as well as others, are dealt with under the Industrial Disputes Investigation Act, supplemented by a number of Orders-in-Council. The ineffectiveness of the Industrial Disputes Investigation Act as a means of effecting peace in industry has already been referred to. It is clear that in the national interest and particularly in time of war, a more summary and effective machinery is required.

37. *Recommendation No. 2.*—It is therefore recommended that the Code include provision for the compulsory arbitration of "grievance" disputes, with adequate machinery, including appropriate penalties for enforcement, to secure summary and effective administriation. Obviously, as my colleagues observe, such a method of dealing with "grievance" disputes involves the suspension of the Industrial Disputes Investigation Act for the period of the war, as well as the revocation of many Orders-in-Council dealing with the subject.

Section 5—Other Disputes

38. If legislation is thus provided to deal with disputes relating to collective bargaining, union recognition, jurisdictional conflicts, unfair labour practices and to "grievance" disputes arising out of collective agreements reached, and remembering that wages and cost of living bonus and associated questions are dealt with by the Wartime Wages Control Order, it is obvious that virtually the whole area of dispute between labour and management would be covered by wartime labour legislation. Matters not already covered by these enactments are little likely, if at all, to provoke serious dispute. It is desirable however that even as to this residue a summary procedure be provided for their conciliation.

39. *Recommendation No. 3.*—It is therefore recommended, that as part of the machinery for administration of a Dominion Labour Code, permanent Boards of Conciliation should be constituted, available on the summary application of either party to the dispute, to deal with matters not otherwise covered by the Labour Code or by the Wartime Wages Control Order. While, as indicated, the realm of dispute here is narrow, it would be wiser to provide for appropriate sanctions as to these matters also.

Section 6—Planning in Industry

40. I concur fully with the observations made by my colleagues with respect to the necessity of labour-management co-operation in and concerning production. The degree of such co-operation measures the extent to which our productive capacity is fully organized and operating effectively in the national interest. Practical experience with joint production program has demonstrated that they materially increase production. I understand that Great Britain, largely as a result of co-operative planning and the full participation made available to her workers, has the highest per capita productivity rate of any warring nation. That record ensures her an effective place in the world economy organization after the war. It is to be regretted that in Canada, official statistics notwithstanding, virtually nothing has been done in the direction of establishing joint production committees. Prime Minister King, referring to post-war representation on world bodies, recently spoke of representation on a functional basis. The use of the term "functional" to describe the test by which a nation's right will be determined to participate in this or that phase of the world economy after the war, is a realistic anticipation of the factors which will determine Canada's place in the post-war world. It is not at all certain that management has fully heeded the intimation, or its significance in relation to its own ability to function effectively in a post-war economy; certainly it does not appear adequately to have realized that removing hindrances to trade union organization and co-operating fully with labour so that Canadian industry can be most effective, is an essential basis for an effective Canada. The future Canada, its "functioning" future, depends upon the realization of this. It cannot be made too clear that joint production committees are not clearances for grievances nor are they to be mere passive arrangements for letterbox suggestions. The worker must be taken into confidence and must be assured, in turn, that his confidence will not be abused. Above all, such committees should not be used as screens for mere speed-up plans which do not take the health and welfare of the worker into account, or which do not furnish him with the reward and incentive to which he is entitled. The worker has no desire to keep his efficiency down so long as his health and endurance is not endangered and so long as he knows that he will share in the economic results which flow from increased individual efficiency. But the worker can have no assurance or knowledge as to the value or merit of any incentive or improved production plan unless he is an active participant in all that relates to its

introduction. Multiplied manifold, in terms of the number of workers employed, it is obvious that the national interest is enhanced, and the ability of the nation to support itself is improved, if the people actually engaged in industry participate jointly with each other in all matters respecting planning and production.

41. The question of joint planning for production takes on three aspects, namely, production within a given plant or enterprise, production within a given industry or operation, and production on a national scale. It is in the interests of every section of industry, and of the community as a whole, that a constructive plan should operate at each of these three levels.

Recommendation No. 4.—It is therefore recommended, that:

1. The Ministry of Munitions and Supply call a conference of appropriate government officials with representatives of management and labour in each industry to adopt a model working plan for plant joint production committees.
2. Joint Production Industrial Councils be set up for each industry or operation as a whole, composed of direct representatives of management and organized labour, co-operating with the suitable government departments or operations.
3. An over-all National Industrial Council should be set up composed in the same manner as the Joint Production Industrial Councils, for the purpose of co-ordinating and utilizing most effectively the work and activities of the Joint Production Councils in the interests of maximum production and industrial planning.

Section 7—Representation on Government Boards or Administrative Bodies

42. There is the same need for enabling labour to co-operate fully and effectively with government agencies. This refers particularly to the various Government Boards and agencies, policy-making or administrative, which have been set up as part of the country's war apparatus. Labour was most emphatic at the Inquiry about its right to proper representation on such bodies. It was pointed out, for instance, by the General Conference Committee, representing the eighteen Standard Railway Labour Organizations and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, an organized group representing 140,000 railway workers in Canada, that it was their firm view that the objective of the Government and the Wartime Prices and Trade Board had been to "control the index" and not to control the cost of living, and, furthermore, that many practical considerations in connection with rationing as it related to the life of the worker had been overlooked or been improperly handled by the authorities. They were without information they indicated as to subsidies paid and the reasons or justifications for such payment. Proper representation of labour on the Wartime Prices and Trade Board and upon similar bodies would avert suspicion and help to correct bad judgment. In connection generally with labour's claim for representation on all government boards, agencies or directorates I concur fully with the statement of my colleagues that the claim so made "is valid, not only in labour interests, but in that of the country."

With the exception of the War Labour Boards, a few Crown companies and the Canadian Broadcasting Commission, and that recently arranged, labour is without any representation on any important government war board or agency. Such a situation reflects a woeful disregard, not only of labour's right to be represented on these bodies, but of the benefits which must accrue to the national interest if labour's experience is utilized and if labour generally is treated as a full and active participant in the whole war effort. No time should be lost in remedying so deplorable a situation.

Recommendation No. 5.—It is therefore recommended that labour be afforded proper representation on all policy-making or administrative government boards or bodies.

43. Before parting with this portion of the Report, it appears to me to be appropriate to stress that these questions, collective bargaining, planning for production in industry and representation of labour on government boards, are not matters which affect workers only. They affect the whole nation. The question is not whether we should allow the worker to exercise his rights; the question is whether we should allow the nation to be wronged. Until collective bargaining is established, until labour participates fully in production and planning, until labour is given proper recognition by government, the nation is not at its best; it is not most effective. This is against the national interest both in respect to the war and in respect to the severe "functional" tests which will be imposed upon all sections and interests in Canada by the world economy later.

Section 8—Wage Control

44. The Inquiry disclosed an unsatisfactory situation with respect to wage conditions in Canada. Considerable substandard and inequitable wages exist within and between

plants, within and between industries and within and between geographical areas.

45. While low wage areas exist in all provinces, the clearest case of concentrated substandard wages in a concentrated industrial province appears to be that of the Province of Quebec. The evidence at the Inquiry was clear on this point with special reference to vital and health statistics to the serious disadvantage of the Quebec population. It must be said that other factors, for instance lack of adequate agencies or health facilities, contribute to the alarming health and death rate situation. But the depression of the standard of living resulting from low wages must definitely play an important and vital role.

46. There should be no second-grade citizens within a democracy. In that connection I had occasion to say in April, 1941, and deem it relevant to quote here that:

"I know of no principle which justifies the proposition that any group of people, of any province or of any industry, are mere stepchildren of the Canadian social order and expected to be satisfied with a lower standard of living than that generally approved by contemporary social and economic standards."

47. What has been the wage policy of Canada, and how has this policy affected the situation of substandard and inequitable wages? We have already observed that wartime legislation in respect to collective bargaining was quite ineffective. The result was that the influence of union organization as a corrective in the wage situation was minimized if not substantially ignored. What is the legislative record of the Dominion Government on the subject of wages itself? An examination of that record discloses also that no action was taken materially to assist the correction of substandard or inequitable wages and that much of the legislation that *was* enacted, only aggravated the situation.

48. The first reference to wages in wartime Dominion legislation is to be found, again, in the declaratory Order-in-Council P.C. 2685, in which it was declared that:

"fair and reasonable standards of wages and working conditions should be recognized and (that) where any temporary adjustments in remuneration are made due to war conditions they might well be in the form of bonus payments."

49. This declaration clearly recognized two situations in respect to the wage problem:

(1) The recognition at fair and reasonable standards of wages and working conditions, which inherently involved the revision of wages or working conditions which were *not* fair and reasonable, and

(2) The need of temporary adjustments in remuneration due to war conditions, which would obviously refer to increases in the cost of living. In respect to this situation, it was indicated that remuneration to take care of such temporary adjustments due to war conditions might be in the form of bonus payments.

50. No provision was made to implement this declaration and it cannot be said that it had any perceptible effect. Some wages were increased, but more generally only in those industries in which union organization already prevailed or was seriously threatened. In the non-unionized areas, the element of labour scarcity was the main operative factor, and that did not begin to make itself felt until later in 1940.

51. Strife and instability were the consequence. In the meantime, on the 16th of December, 1940, the Dominion enacted Order-in-Council P.C. 7440, which purported to set up a wage policy for war industry covered by the Industrial Disputes Investigation Act, as extended by Order-in-Council P.C. 3495.

52. Generally speaking, the principle set out in Order-in-Council P.C. 7440, was that existing wages, unless they were lower than wages for the same classification in the 1926-29 period, were to be deemed fair and reasonable. This presumption could be overcome only if it could be established that the wage condition in the 1926-29 period was either unduly depressed or unduly high. The language of the Order-in-Council contained no reference to any standard by which it could be determined that the 1926-29 level was depressed or high, and in effect the Order-in-Council came to be regarded as freezing any wage which was not low in comparison with its 1926-29 level.

53. No attention was paid to the fact that between 1926-29 and 1940, extensive changes and improvements had taken place in industry which had a direct effect on the effort, skill and productivity of workers. This was often reflected in the difficulty found in trying to establish a comparison between classifications in 1940 or 1941 and similar classifications in the 1926-29 period. The terminology itself gave no sufficient clue either to the work performed or produced, the relative unit cost, or the justifiable reward to the worker. The productivity of labour has increased as compared with 1926-29, and very much so in 1943 as compared with 1940 as a result of the momentum and technical development of wartime industry. As a result, the per unit labour cost in production has been steadily declining, as Government statistics themselves show and as Government representatives have

admitted. None of this was taken into account or provided for in the formula presented by Order-in-Council P.C. 7440, nor has it been considered in any of the subsequent Orders, notwithstanding the real relationship between the factor of increased productivity and the abstract notion that wage increases directly involve inflation.

54. The matter came to an issue in the case of Peck Rolling Mills, a plant engaged in steel processing. The employees there sought a wage increase in their base rate of 32c per hour which included also a 15c per day cost of living bonus. A Board of Conciliation was appointed, and a report rendered in March 1941, in which a majority of the Board ruled that according to Order-in-Council P.C. 7440, the basic minimum wage of 32c per hour for an adult male worker in that plant was a "fair and reasonable" wage because there was no proof that *within the City of Montreal* a higher level had prevailed for such employment in 1926-29. The report of the Board excluded any standard but *local* rates or wage conditions in determining whether the 32c rate was "fair and reasonable".

55. Provision had been made in Order-in-Council P.C. 7440 for a review of reports of Board of Conciliation and for remitting back to a Board any report which was not in conformity with the provisions of the Order. An application to have this done in this case was rejected, with the result that the Peck Rolling Mills report became the authorative interpretation of Order-in-Council P.C. 7440.

56. An attempt was made to correct the manifest unfairness of this decision by enacting an Order in Ccouncil which increased the minimum wage on war contracts from 30c to 35c per hour for men and from 20c to 25c for women. Some of the evidence at the Inquiry suggested considerable evasion of this Order in Council, in spirit if not in letter. Furthermore, the Board was advised during the Inquiry that some employers, particularly in Quebec, were even declining to accept war contracts because it would bring them under the 35c and 25c wage minima. This corroborates the evidence at the Inquiry of the existence of extensive sub-standard wage conditions.

57. The Wartime Wages and Cost of Living Bonus Order was enacted on the 24th of October 1941 despite the prevailing condition of substandard and inequitable wage conditions.

58. Neither that Order in Council, nor the present Order in Council P.C. 5963 which replaced it, in any way took into account increased productivity or the need of further increasing production or the difficulties and inequities which existed in the Canadian wage picture. As a result, friction has resulted between labour on the one hand, and the operation of the rigid and inflexible formulae of the Wartime Wages Control Order on the other.

59. Labour has not disagreed with the policy of maintaining wage controls with a view to a stable wartime economy, including stabilization of wages. My colleagues are quite wrong in stating that labour has asked for an abandonment of controls. On the contrary, labour has asked for their continuance during wartime, and their extension during the post-war period. What labour has asked for is that the control policy be just and realistic and that controls should not be used as a screen behind which to deprive labour and the country of the benefits which would accrue if production needs and production results are taken into account and if injustices or mal-adjustments in the wage structure are corrected.

60. Section 25 of the Order in Council is the pivotal section as to wages. It virtually reproduces the Peck Rolling Mill formula of the "local wage", adequate or otherwise. Its restrictive provisions are unsound in a real program of economic stabilization and injurious both to labour and national effectiveness. The section, as now worded, interferes with necessary and with reasonable and equitable wage adjustments and its net effect is to disturb rather than to integrate wage control with a general policy of stabilization. No smooth surface for national operation is ever obtained by freezing injustices. They persist and protrude, and interfere with effective planning. Wisdom, apart from justice, dictates that this be recognized.

61. Substandard wages usually create low labour productivity. As a result, particularly when the substandard wage creates unrest and industrial instability, the net and practical effect of a low wage standard is to inflate the unit cost of production and thus injure the total productivity of the nation. It is unsound to conceive as necessary the maintenance of substandard or inequitable wages to ensure a stabilized economy. Where substandard or inequitable wages affect productivity, either directly by their effect on the morale, skill and endurance of the worker, or indirectly by their effect on the stability or continuity of industrial operations, it is substandard wages which present the inflationary threat while correction of these, in the net result, assists stabilization.

62. During the Inquiry, labour expressed its full recognition of the fact that special conditions operating in a wartime economy, mainly characterized by the predominance of production of war goods and a relative decrease of consumer goods, with a simultaneously expanding national income, do contain a threat of inflation unless proper controls are exercised. Labour expressed its consistent opposition to inflation as a means whereby money gains could be wiped out and real wages lowered. But just as, in recognition of this fact, there has been no general wage demand by labour so it is erroneous under the influence of a mechanical notion of the relationship between wages and inflation, to institute—as in effect Section 25 does institute—a general bar to the correction of unsound, substandard or inequitable wages.

63. The argument directed by the authorities on the question of the relationship between wage increases and the threat of inflation is based almost entirely upon "free market" theories which do not take into account the different situation which now prevails in a market which is not free. Canada operates to-day however in a controlled market, in a market in which the quantity of any goods which can be produced is regulated by the distribution of raw materials, in which the selling price and sales conditions are controlled and in which many consumer commodities are rationed, with purchasing power completely cancelled out as a price factor. What then is the relationship of wage increases to inflation in such a "controlled" market?

64. In the first place, it is necessary to contradict the statement made by Mr. Donald Gordon, Chairman of the Wartime Prices and Trade Board, at the Inquiry session of May 25th, when he stated that:

"Under present conditions every increase in wage rates unless it is accompanied by a corresponding increase in output involves an increase in costs which must be borne by the community."

If the implication is, as seems to have been intended, that "borne by the community" means inflation, the statement is a wrong one.

65. So far as the question of inflation is concerned—evidenced by a growing disparity between consumer goods and purchasing power which can be used to purchase such goods—all wage increases in respect to the production of non-consumer goods, that is, war production generally, can be disregarded entirely as a cost factor, although such increases appear later in the total available purchasing power. Such wage increases, that is, increases in the wages of those producing war goods or services, may increase the cost of conducting the war, but they are not reflected as a cost item in the production of consumer goods, and consequently play no part, as cost, in the relationship between consumer goods and distributed purchasing power. So far, then, as production cost is a factor in inflation, only the cost of producing consumer goods, as distinguished from the cost of producing war goods, is to be reckoned with.

66. Even as to these, Mr. Gordon is wrong in his assertion that every such increase in wage rates "involves an increase in cost which must be borne by the community". That statement ignores the extent to which the profit element is still elastic or the fact that economies can be effected in other factors in the cost of producing or distributing consumer goods or services. The present questionable practice of costly advertising for the sole purpose of keeping a trade name alive is an instance of cost saving which can be readily effected and, undoubtedly, there are many others which are known to those actively operating the price control machinery. Assuming, however, that profits, or that economies resulting from more economical methods of production or distribution, do not absorb, or do not altogether absorb the increased cost which would result from an increase in the wages of workers producing consumer goods, there is nothing to suggest that the present policy of subsidies to the production or operation of consumer goods and services, where absolutely necessary, would not take care of the situation. There is no justification for pursuing a policy of subsidizing producers of "consumer goods" without, at the same time, dealing with the labour phase of such industries.

67. The alleged inflationary threat resulting from the increased distribution of purchasing power represented by more wage payments either to workers engaged in producing consumer or war industry goods, is already being taken care of by taxation, by compulsory and voluntary savings, by price and volume control of commodities and by rationing. With price and volume control and rationing in effect, the mere distribution of more purchasing power could not possibly have an effect on the price of consumer goods. The only result, and one to be desired, is to effect a more equitable distribution of such consumer goods as are produced by giving more people purchasing power and therefore opportunity to share in the purchasing of such consumer goods as are on the market. The distribution of more purchasing power in an area or industry now paying substandard or inequitable wages would, of course, result in extra

claims an consumer goods. This, on the other hand, as has been done in Great Britain, can be taken care of by distributing and diverting to such areas extra food, furnishings or other essentials which would absorb the extra purchasing power. It is idle to ignore the fact that, while rationing proceeds on the abstract assumption that every unit of the population consumes an allotted amount, those who receive substandard or inequitable wages are not able to purchase the rationed allotment theoretically set aside for them. Meanwhile, others with surplus purchasing power, actually procure more than the share set aside for them. This is accomplished in a number of ways, as for instance, the patronage of restaurants and hotels to supplement food rationing.

68. It is wrong to assume that price control of goods or services which are not rationed, by itself effects an equitable distribution of goods without a fair distribution of purchasing power. It merely means that those with purchasing power can purchase excessively, unless they do so in a measure which becomes an offence under the Regulations, while others, without purchasing power, do not get their allotted portion. Correcting substandard and inequitable wages, and effecting a more equitable distribution of purchasing power, with price and volume control in operation, would effect a more equitable distribution of consumer goods without adding to the price paid by the consumer. If, under purchasing power pressure, labour and materials are increasingly diverted from luxury products to essential consumer commodities, that would be a development much to be desired. The distribution of more purchasing power, by correcting unsound or inequitable wages, might mean that citizen "A" who can now buy more than he needs would spend less on such things and would be obliged to save more, while citizen "B" who is now not able to buy the things he needs, would then be furnished with purchasing power enabling his to share in the purchase of such consumer goods as are available. This would only mean that citizen "B" would be able to buy the unit of goods which had been allotted for him and which citizen "A" has been able to buy without really needing it. Thus citizen "A" and "B" would share more equitably in the purchase of consumer goods and citizen "A" would be obliged to divert more of his money to government bonds or savings. In effect, such a policy would take as its point of departure the fundamental principle of apportioning the national income, by central authority, in order to maintain the greatest civil equity and satisfy the basic needs of the entire population so far as war condition and available supplies will permit. Applied specifically to the war situation, if citizen "B", who is now ill-equipped with purchasing power, is a war worker, his relative inability to compete with citizen "A" and therefore share equitably in the purchase of consumer goods, can have a serious effect on the war effort by the decrease in health, lowered production, unnecessary absenteeism, disturbed morale and general discontent and instability which features a low wage situation.

69. In summary, it is wrong to assume that wage increases necessarily carry an inflationary threat or even that they always add to the net cost of producing consumer goods. Certainly wage increases outside the consumer goods area play no role as a cost factor. Likewise, with price and volume control and rationing governing many commodities the extra purchasing power, after taxation deductions, which would be distributed by wage increases, whether to those engaged in war industry or otherwise, can only have the effect:

(*a*) of assisting those receiving such increases to buy the share of goods rationed for them,

(*b*) of assisting those receiving such increases to compete, on a reasonably fair basis for the purchase of non-rationed consumer goods and services as are available for purchase, and

(*c*) of increasing savings or the purchase of government bonds and certificates.

The inflationary threat is confined entirely to the cost factor resulting from wage increases to workers engaged in producing consumer goods and, where profit or cost savings cannot absorb the cost of these, the policy of subsidy is available to protect labour as well as management in such subsidized consumer industry. In contrast to these conclusions, Order in Council P.C. 5963, and its predecessor Order in Council P.C. 8253, were drawn on the assumption that every wage increase automatically results in the increased cost of the things we buy and that every wage increase automatically adds to an inflationary spiral.

70. The restrictive character of Order in Council P.C. 5963, and its inability to meet the realistic problem of wages in relation to production, is to be found in Section 25 which reads as follows:

"25. If the National Board finds that a range of wage rates or a single wage rate forming part of the basic scale of wage rates paid by an employer on November 15, 1941, is low as compared with the ranges of wage rates or single wage rates, respectively, generally prevailing for the same or substantially similar jobs, positions or occupational classifications in the locality or in a locality which, in the opinion of the Board is comparable, it may direct such increased

range of wage rates or single wage rate to be paid as it finds fair and reasonable having regard to all circumstances deemed by it, in its discretion, to be material."

71. It will be observed from an examination of this clause that the first portion of the section is quite inflexible. No discretion is given to any War Labour Board with respect to any wage application, unless the single and specific provision of the Order in Council has been first complied with, namely, that it has been established that the wage is low in relation to a wage for the same or similar classification in the same or comparable locality. The section gives no right, at this time when every stimulus should be given to production, to take into account the extra productivity of workers, or other practical questions related to the application of labour power to the ends of production. At the same time, where wages over a whole area or industry are low, Section 25 legislates two wrongs into one right. Workers in a specific locality or in a given industry may be receiving the same wage but it may still be a wage which should be increased in all equity and in the interests of the country and the war effort. The section as now worded forbids such correction.

72. Careful consideration of the situation leads to the conclusion that the interests of the nation would be best served by replacing Section 25 by a section which would furnish the War Labour Board with authority to deal with wages which are substandard or inequitable, or when greater productivity or manpower needs justify a wage revision. Such a policy would realistically reflect the actual wage conditions prevailing in Canada and the problems they give rise to in effecting a program of maximum national productivity. A wage structure, if it is to meet the national interest, must be designed to evoke and make possible the maximum national productiveness. It is impossible, by a single legislative formula, to provide automatically for all the contingencies which must be taken into account in relating a policy of wage control to such a program. The problem in each case is one of judgment, based factually on the national interest. The Government itself has taken occasion to announce that Order in Council P.C. 5963, was not intended to freeze wages but only to control them, reconciling the war needs and the correction of manifest injustices on the one hand, and the policy of price control and stabilization on the other. Upon that basis, the legislation dealing with wage control should be drafted in harmony with the purpose announced.

Recommendation No. 6.—It is therefore recommended that Section 25 be replaced by a section, revised in the manner above indicated, stabilizing wages, but enabling adjustments and increases to be made where dictated by the national interest,

(*a*) if an increase is justified by greater productivity,
(*b*) if the wage is substandard or inequitable,
(*c*) if an increase is justified by manpower needs.

Such a revision of Section 25 of the Wage Control Order would bring it in harmony with the views expressed by the National War Labour Board, as announced in the press statement issued by the Board on the day of its appointment, in which the following was stated:

" . . . . It is our understanding that neither the Government or the text of the Order which we are now charged with administering expects or requires a legalistic or narrow technical approach, particularly in cases where, by comparison with others, or having regard to standards reasonably necessary for proper morale, wage rates are inadequate or depressed."

That statement of principles is based upon a realization of the fact that production cost is determined by the quantity and quality of goods and services produced—by the value created by labour—and not merely by the money measure of its wages.

Section 9—Floor to the Wage Control Policy

73. Much emphasis has been placed on the moral and political justice of establishing a floor to the wage control policy. Some organizations advocated a minimum wage of 50c per hour, but the general consensus of labour opinion was that there should be freedom of collective bargaining without control, for workers earning up to 50c per hour or less. My colleagues agree with me that there is a great deal of merit in such a proposition and, as is pointed out, statistics as to the amount of money required for bare necessities in an average family clearly demonstrate that the head of a family cannot provide for his family on the standard necessary for normal health even on a wage of 50c per hour for a 48-hour week ($24.00 weekly) working 52 full weeks in the year, without even making any allowance for tax or other wage deductions. As my colleagues state, rigid control at such a level of earnings is hardly defensible, politically and morally. Particularly in a war economy, when we are concerned with the greatest effectiveness possible, a policy which consigns human beings to economic serfdom when a large portion of the community escapes it is not only incompatible with the ideals on

behalf of which we are waging war, but impractical in a program of maximum efficiency.

74. Under these circumstances, and having regard to the discussion in the preceding section with respect to the question of inflation, the obvious solution would appear to be to leave wage rates of 50c per hour or less free for bargaining without controls, but with the provision for adjudication if the parties are unable to agree.

Recommendation No. 7.—It is therefore recommended, that the War Labour Code should provide that employers and workers should be free of any control, and that the full right of collective bargaining should prevail, with respect to wages of 50c per hour or less, thus exempting such wage rates, or their daily or weekly equivalent, from the operation of the Wage Control Order. In the event of disagreement, the actual wage to be paid should be determined by the War Labour Board holding jurisdiction, but it should be made clear that in exercising such authority the Board is to be free of any restrictive formula and should fix the wage, having regard to all the equities and to the recognition of "fair and reasonable standards of wages." This does not mean that 50c in any given situation is necessarily an adequate minimum wage and certainly a floor to wages is not a goal. It is only a protection against manifest injustice. Within such a field there is no justification for the application of any rigid restrictive formula.

75. I am utterly opposed to the alternative proposal of my colleagues of some plan of family allowance as a substitute for a floor to the Wage Control Order; the two matters have no conceivable relationship. My colleagues appear to base their proposal upon the assumption that families are adequately taken care of in the case of wages above 50c an hour, or that a married man without children, or even an unmarried person is not entitled to receive a wage rate of at least 50c per hour. The first proposition is wrong, in fact, unless we get into a bracket considerably higher than 50c per hour. The second proposition is wrong in principle and would be unworkable. The proposal to substitute some family allowance relief measure instead of correcting substandard wages ignores the true character of wages. Wages constitute the incentive for production by the worker and the means by which he receives his share of the value of the goods he has worked upon. To freeze substandard wages and supplement large families implies application of the "iron law" theory of wages, that wages need only cover mere subsistence and replacement. Furthermore, the proposition denies the principle of equal pay for equal work. It ignores the fact that unmarried workers may have dependants or that they are entitled to provide for a future in which they can support dependants. The principle of family allowance in a general program of social security is commendable, if it is available for all sections of society, rural as well as urban, but to put it forward as a substitute for the correction of substandard wages means to force all families, now in the substandard wage area, to become permanent wards of the state for the whole period during which the Order in Council would remain operative. It would create a situation in which part of our employee population would be economically free and able to support itself by its wages, while another part, and a great part, would be economically enslaved, dependent upon Government relief and bounty. Such a half-free half-slave proposition would be most destructive to the morale and effectiveness of the nation. It would have nothing but a provocative effect on those engaged in areas or industries in which substandard wages are now being paid, and the payment of family allowance to such of these workers as would qualify because of the size of the family would in no way offset the disturbing fact that their wages had been frozen at a substandard level. In this case, the proposal would not even lessen the symptoms, let alone cure the disease. It would add to the symptoms and would aggravate the disease. Furthermore, having regard to the fact that the cost of such a scheme would have to be borne by the general public out of general taxation, the proposal would impose upon those engaged in industry which is not substandard in its wage rates, or upon those who are not engaged in industry at all, the burden of subsidizing industries and areas maintaining substandard wages. I cannot think of any proposal which would do more damage to national unity, than one which would inevitably carry such taxation consequences.

Section 10—A Uniform Cost of Living Bonus

76. The record with respect to cost of living bonus payments in Canada adds chaos to confusion. As noted earlier, Order in Council P.C. 2685 contained the declaratory statement that "where any temporary adjustments in remuneration are made, due to war conditions, they might well be in the form of bonus payments."

77. This declaration was received in a variety of ways, more importantly as follows:

1. In the main, the declaration was ignored completely.
2. In some instances, and they appear to be quite in the minority, provision was made for supplementing wages, which were already considered fair and reasonable, by bonuses designed to take care of the increased cost of living.
3. In others, equally in the minority, wages, fair or otherwise, were supplemented by wage increases to compensate for increases in cost of living.
4. In still others, wages which were *not* fair and reasonable were left undisturbed while bonuses were provided, ostensibly to take care of the cost of living increases.

78. Order in Council P.C. 7440, enacted in December, 1940, besides laying down the policy with respect to the 1926-29 standard of fair and reasonable wages, purported to indicate a policy with respect to cost of living bonuses. It provided, by way of instruction to Boards of Conciliation and supposedly to employers, that cost of living bonuses were to be paid, supplementing wages which were considered fair and reasonable, to indemnify workers against increases in the cost of living.

79. The effect of Order in Council P.C. 7440 was little more than that of the declaratory statement of Order in Council P.C. 2685. Employers continued, in the manner already described, to pay or withhold cost of living bonuses, or to increase or fail to increase wages, according to the viewpoint of the employer, enlightened or otherwise, and according to the intelligence or effectiveness with which his workers were able to influence the decision. The result was, that by the time Order in Council P.C. 8253 was enacted in October, 1941, a confused mosaic of wages and cost of living bonus had been developed. The most careful research would probably fail to ascertain the extent to which in October, 1941, workers, whose basic wages were considered fair and reasonable, were receiving a cost of living bonus to compensate for increase in cost of living, or the extent to which wage increases had been given for that purpose, or the extent to which wage increases had been given merely to correct substandard wages, or the extent to which cost of living bonuses had been given as a colourable means of avoiding the revision of basic wages which were *not* fair and reasonable.

80. It was against this chaotic background that Order in Council P.C. 8253 was enacted in October, 1941, which, for the first time, made the payment of any cost of living bonus mandatory. It declared that from the date of that Order in Council onward every employer would be obliged to pay to his employees a cost of living bonus equal to the rise in the official cost of living index which would take place after the enactment of the Order. As a result, on the 15th of February, 1942, every employer became liable to pay a cost of living bonus of 60 cents per week to every employee, with exceptions for junior male workers and female workers which will be referred to later. To the extent that low wage industries had not been organized, and generally there was an affinity between low wage standards and lack of organization, low wage workers in the main had not been able to obtain any cost of living bonuses until the 60 cents payment became mandatory. By that time, even the official index established an actual increase in the cost of living of $4.25 per week. This inequitable situation was virtually frozen, save as subsequent applications have been partly able to correct the situation. The confused position of the cost of living bonus which had resulted from the previous history of Orders in Council P.C. 2685 and P.C. 7440 was virtually ignored. Where no cost of living bonus had previously been paid, the order only made it mandatory to pay the 60 cents which accrued on the 15th of February, 1942. On the other hand, if an employer was already paying a cost of living bonus pursuant to Order in Council P.C. 7440, he was required by Order in Council P.C. 8253, to continue the payment of that cost of living bonus, together with the further bonus made mandatory by Order in Council P.C. 8253. If he was only paying part of the cost of living bonus then payment of that part was made mandatory under the Order together with payment of the 60 cents in February, 1942. The net result of the Order was that it crystallized and preserved all of the discrepancies and variations which had developed by October, 1941, in respect to payment of cost of living bonuses.

81. The only relief permitted by the Order in Council was that under Section 34 an application could be made to the War Labour Board for leave to increase any cost of living bonus which was below the full amount. If such application was made, the War Labour Board had the discretionary right to increase the cost of living bonus above the amount then being paid, but in exercising this jurisdictin the Board was expressly limited at the most to calculating the bonus on the basis of the cost of living index in August, 1939, or in the month in which the workers involved had last received a general increase, *whichever date was later.*

82. This provision took it for granted that the last general wage increases to employees

who were not getting the full cost of living bonus in October, 1941, were increases which had nothing to do with correcting substandard or inequitable wages but were granted

(*a*) to compensate for the increased cost of living, and

(*b*) were sufficient to take care of the increased cost of living.

The order entirely ignored the factual situations in which wage increases had been given, whether in part or in whole, to correct substandard or inequitable wages or, in which such increases only partly took care of the increased cost of living. The section remained in this form until March, 1943, when, on the recommendation of the present National War Labour Board, the Order in Council was further amended by adding to Section 34 the following provisions:

"Provided, that where in the opinion of the National Board, the application of this subsection has resulted in, or will result in, unequal and unfair combinations of wage rates and cost of living bonuses within an industry, it shall be within the power of the National War Labour Board to order such adjustment of the cost of living bonus through the use of a month other than as prescribed above but not earlier than August, 1939, as the National War Labour Board may determine."

The effect of this amendment, of course, is limited to cases in which inequalities can be established "within an industry," with whatever limitations that formulation may involve.

83. The result is that cost of living bonuses now range from 60 cents, which still remains the only amount made mandatory for all employees by Order in Conucil P.C. 8253, up to $4.25, the full amount of cost of living bonus based on the official index. The evidence before the Inquiry was most emphatic, from employers and from representatives of labour alike, as to the dissatisfaction and the disturbance prevailing throughout the country as a result of these inequalities. The National War Labour Board, since its appointment in February, 1943, has made some revisions in that direction. It has corrected the situation in the aircraft industry in Montreal in which cost of living bonuses varied from $1.50 to $4.25, and it has made that bonus uniform at the rate of $4.25. It has made a similar ruling with respect to the aircraft plant at Malton. It has just issued a general order levelling all cost of living bonuses in the shipbuilding industry at $4.25.

84. The situation is still full of contradictions, inequities and inequalities in respect to payment of cost of living bonuses and the question is what should be done about it. Careful study leads to the conclusion that the most effective and equitable method of dealing with the problem and avoiding the confusion, with the resulting instability, which now exists, is to make the cost of living bonus uniform throughout the country at $4.25 per week.

85. There are two main arguments against this proposition. It is argued firstly, that in some instances wage increases have been granted during the war, not to correct substandard or inequitable or unequal wages, but to take care of cost of living increase. It is argued further, that the payment of the additional amounts which would be involved in the payment of a uniform cost of living bonus would unduly embarrass industry with, perhaps, an inflationary effect on the economy.

86. It is practically impossible to ascertain the extent to which any wage increases have been put into effect, since the outbreak of the war, solely to take care of increase in the cost of living. Experience with the whole situation leads to the reasonable conclusion that only a negligible number of such increases have been effected. As to the inflationary threat resulting from the levelling off of the cost of living bonus, we have already discussed the effect of purchasing power in a controlled market. As against the little, if any, likelihood of inflationary threat resulting from increasing the bonus, there is the balancing item of greater stability in production, if the present argumentation and confusion with respect to the cost of living bonus is removed. Apart from any other feature, a levelling of the cost of living bonus will have the effect of limiting the desire of labour to shift from plants or areas with a low cost of living bonus to plants or areas in which the full cost of living bonus is being paid. It should also be kept in mind that a great deal of the dissatisfaction with decisions of the War Labour Boards ,and with delays in decisions, result from the complexities involved in cost of living bonus application. All this would be removed, if the payment and amount of cost of living bonus was made uniform throughout the country. So far as the cost pressure on business is concerned, there is no reason why this cannot be met in the same way as any other factor is now treated by the Government, and by the Wartime Prices and Trade Board, with respect to pressures on industry which their present ceiling prices cannot absorb.

Recommendation No. 8.—Having regard to all these circumstances, it is therefore recommended that Order in Council P.C. 5963 should be so amended to make mandatory the payment to all employees, subject to what is hereafter contained as to

junior male employees and female employees, a cost of living bonus of $4.25 per week, to rise and fall uniformly with the official cost of living index.

87. It follows that I am in complete disagreement with the proposal put forward by my colleagues on this subject. Their recommendation that the irregularities and injustices in respect to the payment of cost of living bonus can be disposed of merely by converting all present cost of living bonuses into wage rates, appears to me to evade the actual problem. It would merely transfer to the sphere of wage, the inequities and inequalities which now exist in the sphere of cost of living bonus. The mere transference would not solve anything. In approaching this question one must balance two alternative conditions. If the cost of living bonus is increased to the full amount for all workers it can only operate unfairly in favour of those workers, receiving wage rates considered fair and reasonable, who had received wage increases *solely* to indemnify against increase in the cost of living. As against this, the proposal to ignore present inequities and injustices in regard to cost of living bonus, by merely merging all cost of living bonuses with wage rates, operates unfairly as to all workers who do not now receive a full cost of living bonus or who have not received sufficient, or any, wage increase to offset cost of living increase. As against these two considerations which is likely to operate more unfairly? Are we to ignore the group in the first category who, in addition to wages already fair and reasonable, have received wage increases *solely* to indemnify for cost of living increases or are we to ignore the group in the second category, namely, those who now receive less than the full cost of living bonus and who have not received wage increases to take care of increases in the cost of living? It seems obvious that to ignore the second category would result in far greater injustice and give rise to far more dissatisfaction than to ignore the first category which is demonstrably quite negligible. I am unable, therefore, to agree with the proposal put forward by my colleagues and I recommend instead that a full cost of living bonus be provided for all adult male workers.

88. I am unable to comprehend, let alone agree with, the recommendation of my colleagues that the principle of cost of living bonus should be abandoned. While no such reference is contained in the body of their report, the concluding summary of their recommendations recommends "discontinuance of the present principle of cost of living bonus, or as the government sees fit, starting of cost of living bonus from a new base on a revised cost of living index." Had this proposal been preceded by a recommendation from my colleagues that the Wartime Wages Control Order be amended to permit wage increases to compensate for increases in cost of living, the recommendation that the present cost of living bonus principle be discontinued might seem to be in order. But to make no provision for wage increases to compensate for increases in the cost of living, and at the same time to suggest abandonment of the cost of living bonus principle, is to serve notice upon workers that they must themselves, out of their present earnings, assume the full risk of any increases in the cost of living. The proposal is neither sound nor constructive and I am unable to agree with it in any measure.

Section 11—Cost of Living Bonus to Junior Male Workers and Female Workers

89. The provisions of the Wartime Wages Control Order as to payment of cost of living bonus to male employees under the age of 21 and to female employees is to be found in Section 48 of the Order. By virtue of that section the cost of living bonus to any male employee under 21 years of age is limited to 1 per cent of his weekly wage for each point in the index rise for which he is entitled to receive bonus. The cost of living bonus to female workers is likewise limited to 1 per cent of the basic weekly wage for each point, if she is employed at weekly wage rates of less than $25 per week. If she is employed at a weekly wage rate of $25 per week or more she is entitled to the full bonus of 25 cents per week per point. Thus, we have the anomalous position that women employed at weekly wage rates of less than $25 per week, and hence more in need of proper indemnity against the increased cost of living, are entitled to less cost of living bonus than those employed at weekly wage rates of $25 or more per week. I am equally critical of the distinction betwen male employees under 21 years of age and male employees over that age. If age is to be the dividing line in the case of males, as the means of sorting out those more likely to be on their own or with dependents to support, or otherwise entitled to the full bonus, as for instance, the nature of the work they perform, the appropriate age is 18. If wage rate is to be the dividing line as to women, to sort out those more likely to need an adequate cost of living bonus, or otherwise entitled to a full bonus, the appropriate wage division should not be set at a higher amount than $15.

Recommendation No. 9.—It is therefore recommended that the Wartime Wages Control Order be amended to provide:

(i) That all male workers of 18 years of age or over and all female workers employed at weekly wage rates of $15.00 or more should receive, uniformly with all adult male workers, the full cost of living bonus,

(ii) That all male workers under 18 years of age or female workers employed at rates of less than $15.00 per week should be paid a full cost of living bonus equal to 1 per cent of the wage rate for each point of increase in the cost of living index since August, 1939.

Section 12—Cost of Living Index

90. The computation and compilation of the present cost of living index has been seriously criticized on the ground that the index, as now compiled by the Bureau of Statistics, is not a fair criterion and that it is outmoded. Criticism has been directed against the means now used in securing and checking upon information as to cost of living changes, and it is contended that the "weighing" of the various components is unscientific. It is particularly pointed out that workers in low wage brackets necessarily spend a large proportion of their wage income on the very items in the budget which have been the subject of the greatest increase in cost. The result is that, as to such workers, the index is no reflection at all of the actual increase in their cost of living.

91. The damage which results from an improper index can hardly be exaggerated. Apart from the injustice which is done to workers whose earnings depend upon the rise or fall of the index, and the injury to their morale and well-being as well as to their productivity, an inaccurate index generally undermines public confidence in the whole government, and war program. All housewives, and most workers, thus acquire a contempt for official pronouncements and assurances and a disbelief in their accuracy or sincerity. Furthermore, to the extent that management or government base their thinking and planning upon fluctuation in the cost of living, an index which is inaccurate becomes responsible for wrong conclusions. Industry and government are thus misled, not guided, and great harm can accrue before errors in policy or program are ascertained or corrected.

92. I agree, in general, with the observations made by my colleagues on this subject and upon the necessity of a complete revision of the whole cost of living index and the method of its periodic revision.

Recommendation No. 10.—It is therefore recommended that, in participation with representatives of labour, the whole question of the cost of living index, its base, methods of computation and calcluation, should be reviewed and reconsidered.

Section 13—No Taxation on Overtime or Cost of Living Bonus

93. Another cause for concern is to be found in some of the features of the taxation policy and the present method of deduction for income tax from current wages. The evidence at the Inquiry was very emphatic, both on the part of management and representatives of labour, as to the unrest and general resentment resulting from the present policy and methods. The fact that deduction is made on the assumption that the wage check for a specific week reflects a normal weekly wage return for the worker operates unfairly, and certainly unwisely, if it penalizes the worker, or convinces him that he is penalized, if he works extra hours or an extra day. The evidence was conclusive that in consequence working extra time or overtime is often avoided. We understand that the question of tax deduction from wages is now under review in relation, for instance, to the coal mining industry, and it appears that the authorities are becoming aware of the harmful effect on production resulting from the present deductions. No time should be lost in working out a practical solution.

94. There was considerable argument put forward at the Inquiry from management as well as labour that wages received for overtime work should not be subject to any taxation liability. The application of this policy might involve some difficulty but it merits the most careful examination. To the extent that the imposition of a tax on overtime work discourages such work, the net result of such taxation is that there is neither production for the industry nor revenue for the nation. There is then nothing upon which a tax can be based and nothing is produced. As against this, a policy of waiving taxation on overtime work, in a great measure, involves no loss to the Department of National Revenue and at the same time adds volume to production.

Recommendation No. 11.—It is therefore recommended that there should be no deduction for income tax from any wages received for overtime work and that the authorities give serious consideration to the whole question of tax liability for wages received for overtime work. In this respect, it might be pointed out that the proposal of my colleagues that there should merely be no deduction on overtime wages would leave a backlog of liability which would operate to the advantage of the worker with the greatest mobility, and to the disadvantage of those who are most definitely settled in an area and so more easily available for collection of in-

come tax arrears. It does not seem to be in the interests of the country that we should accumulate either bad debts or bad feeling. I suggest a careful, realistic, examination by the authorities of the merits and consequences of such a proposal.

95. The evidence at the Inquiry was equally explicit with respect to the discontent resulting from taxation on the cost of living bonus. Having regard to the fact that the cost of living bonus is in the nature of a subsidy to the worker, to compensate him for an increase in the cost of living and thereby justify controlling his free activity in respect to wage negotation, it appears to me to be quite illogical to tax cost of living bonus. The taxation of a subsidy, to say the least, is an anomalous proposition.

Recommendation No. 12.—It is therefore recommended that the prevailing tax legislation be amended by Order in Council to exempt workers from any liability for income tax on amounts received as cost of living bonus.

Section 14—Certificates for Compulsory Savings

96. The Inquiry disclosed that a large proportion of workers are extremely skeptical about deduction from their wages by way of compulsory savings. They have no tangible evidence that they have a credit with the government, or any indication of the time or circumstance which entitle them to its return. It is desirable that workers should understand, in the clearest way possible, what portion of the deduction from their wages represents compulsory savings, and the conditions of repayment. The greater the assurance which workers have that they have a credit with the Government by way of compulsory savings, and hence some cushion against possible post-war unemployment, the more "savings conscious" does the worker become, and thus more likely to divert voluntarily whatever he can from his present earnings to the purchase of war bonds and certificates.

Recommendation No. 13.—It is therefore recommended that the Department of National Revenue arrange that every worker be furnished with a certificate, say at quarterly periods, either from the Department or the employer, recording the amount deducted for compulsory savings, and the terms and conditions relating thereto.

Section 15—Employment of Women in Industry

97. The growing introduction of women into industry is a serious problem. It is wrong to assume that a greater number of women are now employed in industry only because of the diversion of man power to the armed or industrial forces. The introduction of women into industry is a direct result of the intensification of our industrial economy. The employment of women is bound to continue and to grow as the industrial nature of our economy continues to expand.

98. It is important, therefore, that fundamental principles should apply with respect to wage policy in the employment of women. As is pointed out in the report of my colleagues, the Orders-in-Council now in force on the subject make "no distinction as to wages between the sexes". This is in harmony with the only sound principle which can apply to the employment of women, namely, the principle of "equal pay for equal work". Any attempt to apply any other formula would have a most disturbing effect.

99. The difficulty arises from two sources. The Government, having proceeded legislatively on the principle of "equal pay for equal work", has been timid about consistently applying the formula. The experience in the Ford plant at Windsor is illustrative. Time and again, the company and the Department of Munitions and Supply have intimated the need for recruiting women for employment in the Ford and similar plants. Time and again, the Union concerned has welcomed the introduction of women into employment as a means of increasing production. Time and again, so soon as it is asserted that it will be expected that the principle of "equal pay for equal work" will be applied, the insistent need for female labour seems to dissolve. Government and employers alike must make up their minds on the consistent and fearless application of the formula of "equal pay for equal work".

100. The second source of difficulty results from an understanding of the formula itself. There appears to be some fear, or misunderstanding, that the formula is to be given automatic instead of factual application, and that it may be argued that work done by a woman is equal to that of a man, disregarding the question of productive results or productive costs. That difficulty is one that can only be met by recognizing the fact, as my colleagues point out, that in certain lines of production the average woman is as efficient as, or may

even be more efficient than, the average man, while in other lines, women may not be able to attain the same efficiency as men. This involves the factual application to each plant or industry of the formula of "equal pay for equal work."

101. My colleagues propose the establishment of a special board to deal with the subject, following the pattern of the Australian Act on the subject. The proposal is put forward on the ground that such a Board could give special study and gain special experience in respect to a specific problem. After giving the matter some careful thought, I have concluded that the establishment of such a board is quite unnecessary if the principle of "equal pay for equal work" is applicable. It has not been demonstrated that industry itself could not deal with the problem, if it were made clear that the principle of "equal pay for equal work" is to be applied, nor has it been established that the Labour Boards now dealing with wage matters would not also be able to deal effectively with the question of women employment. It would appear to be most advisable that one Board should deal with all wages, whether of male or female workers, thus securing the benefit of an overall knowledge of, and experience with, wage matters, applied to all workers, male or female. Then too, on the general basis of the danger of the minimum becoming recognized as a maximum, the reference to the Australian provision that women's rates can in no case be set at less than 60 per cent of the men's rates will probably lead to difficulties. It may suggest a standard rather than a protection. What sounds like a warning in Australia may echo as an invitation in Canada. Having regard to the danger involved in the experiment, I am quite opposed to the proposal that a special Women's Employment Board be established, at least until we have really tested the ability of industry itself, or the present Labour Boards, to deal with the question.

Recommendation No. 14.—It is therefore recommended that the employment of women in industry should be encouraged to the fullest extent necessary in the interests of production, having regard to health and physical welfare, but that all employment of women be based on the consistent application of the wage principle of "equal pay for equal work".

Section 16—Manpower and Selective Service

102. The rational and most effective distribution of our labour power becomes daily more urgent as military and economic needs absorb more and more of our people. The problem is not an easy one and it cannot be made too clear that we cannot settle the manpower problem until we have settled the labour problem. Moving men and women by a stroke of the pen becomes an idle gesture if it means that we attempt to move labour power from one industry to another, or from one area to another without regard to the comparative situations, either as to labour relations or wage conditions. It is no secret to say that, in the main this has been the experience of attempts to re-direct men into employment in the coal mines.

103. The concept that labour power should be so distributed that most energy and efficiency is exerted where it can do most good is the highest practical application of the principle of national interest enunciated at the outset of this Report. It is just for that reason that we find that at this point the problems we have discussed, whether under the head of labour relations and associated questions, or under the head of wage conditions and associated questions, must be solved on a sound basis or that the national interest is defeated.

104. Let us see how the failure to settle the questions which this report has dealt with cuts directly across the path of a program of utilizing our labour power "in the most effective way and according to proper priorities for effective production." Let us examine the matter first in connection with labour relations. Disregarding the question of jurisdictional difficulties within the area or organized labour, which itself would be corrected, certainly largely cured, by adequate collective bargaining legislation and machinery, what is the result of transferring a worker from an industry in which labour is organized, in which collective bargaining prevails, in which joint-production councils operate and in which, at the industrial level, there is co-ordination of planning and production, to an industry in which these things do not prevail? It is idle to expect that the worker will enter his new field of employment and disregard the absence of a union, or of collective bargaining, or of joint consultation with management on planning or production. A transfer of labour power under such circumstances invites disturbance, dislocation and lowered production. The same conclusion emerges if we examine the question under the head of wage conditions or associated questions. Are we to transfer men from industries and areas in which fair and reasonable standards of wages are being paid to areas in which substandard wages prevail? Is it to be expected that this will secure free mobility and full performance

from labour? It would be naive to give an affirmative answer to either question. The same situation confronts us if we contemplate the result of transferring women from employment in which the principle of "equal pay for equal work" is consistently applied, to employment in which that principle is ignored, or if we transfer workers from plants in which a full cost of living bonus of $4.25 per week is paid to plants in which employees only receive 60c per week.

105. As we review these matters—whether under the head of labour relations or wage conditions—we perceive that what appear at first sight to be only the rights or interests of workers become the nation's need, and the national interest. Injustice and mal-adjustments in the sphere of labour shew themselves up as threats to maximum national performance. It then becomes a matter of national interest to abolish them so that they can no longer exert artificial limitations upon our national effectiveness.

106. There is no point at which the wisdom or justice or effectiveness of government policy is so clearly tested as on the key question of the use and distribution of our human resources. It forms the very hub of national program. Much interest is now being manifested in the methods by which a selective service program can be efficiently administered. Too little interest, if any, is being manifested in the principles and policies upon which any sound program must be based. Whatever course is followed, this much is clear, that we cannot devise and successfully administer a sound policy for the *distribution* of labour unless at the same time we devise and successfully administer a sound policy for the *treatment* of labour.

Recommendation No. 15.—It is therefore recommended that in devising and administering the selective service program, steps be taken to provide a sound policy for the *distribution* of labour based upon a sound policy for the *treatment* of labour.

Section 17—Codification of Wartime Labour Laws

107. One result of the almost complete absence of any federal legislation on labour matters, whether in the field of labour relations or remuneration, is the procession of Orders in Council which have succeeded each other since the outbreak of the war. The position of the layman who must find his way through the confusing labyrinth of these enactments is a very unhappy one. I am not sure that the lot of the lawyer is much better.

108. Confusion about the meaning of legal enactments is not merely a matter of inconvenience, whether to the lawyer or the laymen. That consideration in itself is relatively trifling. Confusion about the meaning of legal enactments leads to social disorder because of the confusion created as to rights and as to obligations. No law should ever be so framed that it reads as a promise when its actual legal intent is to deny. Some of our wartime legislative enactments, particularly in the field of labour, appear to have been framed to convey assurance against the very discipline which the instrument imposes. No stability, no clarity about the wisdom of government policy, no constructive canons of citizenship can be established on that basis. A law which is not clear is a law which is not frank. The public, certainly those directly affected by legal enactments, are entitled to frankness. Social action, social thought, even criticism and opposition, then proceeds on a clear and on a sounder basis, and the government and the public are then more likely to arrive at sound conclusions.

109. A clear codification of all Orders-in-Council dealing with all labour matters, with stress on the need for simplicity, clarity and frankness of expression is obviously called for.

Recommendation No. 16.—It is therefore recommended that at the same time as enactments are effected pursuant to the recommendations made above, a clear and succinct codification be enacted of all Orders in Council passed under the War Measures Act dealing with labour matters.

Section 18—Summary of Recommendations

110. For the purpose of summary, I may say at this point, that my recommendations are as follows:

1. That a Dominion-wide Labour Code be enacted by Order-in-Council under the War Measures Act in which the principle of collective bargaining and union recognition will be made compulsory, with provisions against trespass or interference by any unfair labour practice. These should be carefully listed and must include all forms of intimidation or discrimination, outlawing of "company unions" properly defined, and refusal to bargain or deal with the collective bargaining unit of the workers affected. The code should cover all employment related directly or indirectly to the war and this should be clearly defined firstly so that it covers the whole of an industry, any part of which is engaged in war work, and also to include all auxiliary industries or operations which relate to the effectiveness of the war effort. The Code should be administered by a National Board supplemented by Regional Boards made up, except as to

Chairman, of direct representation equally of management and labour. Suitable machinery should be provided for prompt and effective disposition of cases with adequate penalties ensuring enforcement.

2. That the Labour Code include provision for the compulsory arbitration of "grievance" disputes, with adequate machinery to secure summary and effective administration supported by appropriate penalties for enforcement.
3. That as part of the machinery for administration of the Labour Code, permanent Boards of Conciliation should be constituted, directly representative, except as to Chairman, of management and labour, such Boards to be available on the summary application of either party to the dispute, to deal with disputes not otherwise covered by the Labour Code or by the Wartime Wages Control Order.
4. That measures be taken to organize joint labour-management councils and in particular that:
   (i) The Ministry of Munitions and Supply call a conference of the appropriate officials of its own and the labour department and representatives of management and labour in each industry to adopt a model working plan for plant joint production Committees.
   (ii) Joint Production Industrial Councils be set up for each industry or operation as a whole, composed of direct representatives of management and labour, co-operating with the suitable government departments or operations.
   (iii) An over-all National Industrial Council should be set up composed in the same manner as the Joint Production Industrial Councils, for the purpose of co-ordinating and utilizing most effectively the work and activities of the Joint Production Councils in the interests of maximum production and industrial planning.
5. That labour be afforded proper representation on all policy-making or administrative government boards or bodies.
6. That Section 25 of the Wartime Wages Control Order be replaced by a Section stabilizing wages, but enabling adjustments and increases to be made:
   (*a*) if justified by greater productivity,
   (*b*) if the wage is substandard or inequitable,
   (*c*) if justified by manpower needs.
7. That all wage rates of 50c. or less be free of any control and that as to such wages free collective bargaining should prevail, with the provision that in the event of disagreement the wage to be paid should be determined by the War Labour Board holding jurisdiction. The discretion of the War Labour Board is to be exercised free of any restrictive formula and with due regard to all the equities and fair and reasonable standards of wages.
8. That the Wartime Wages Control Order be so amended as to make mandatory the payment to all adult male employees of a uniform cost-of-living bonus of $4.25 per week to rise and fall uniformly with the official cost-of-living index.
9. That the Wartime Wages Control Order should be amended to provide that all male employees of the age of 18 years or over, and all female workers employed at rates of $15.00 per week or more shall be entitled to the full cost-of-living bonus provided in recommendation No. 8, above, with the further provision that all male workers under 18-years of age, or female workers employed at rates of less than $15.00 per week, should be paid full cost-of-living bonus equal to 1 per cent of the wage rate for each point of increase in the cost-of-living index since August 1939.
10. That in participation with representatives of labour, the whole cost-of-living index, its basis, method of computation and calculation, should be reviewed and revised.
11. That existing tax legislation be amended by Order-in-Council so that there will be no deduction for income tax from any wages received for overtime work and that the authorities give serious consideration to the whole question of tax liability as to wages received for overtime work.
12. That existing tax legislation be amended by Order-in-Council to exempt workers from any liability for income tax on amounts received as cost-of-living bonus,
13. That the Department of National Revenue arrange that every worker be furnished with a certificate, either from the Department or the employer, recording the amount deducted for compulsory savings, and the terms and conditions relating thereto.
14. That the employment of women in industry should be encouraged to the fullest extent necessary in the interests of production, having regard to health and physical welfare, but that all employment of women be based on application of the wage principle of "equal pay for equal work."
15. That steps be taken to provide for the efficient and effective administration of a sound policy for the distribution of labour based upon a sound policy for the treatment of labour.
16. That a clear and succinct codification be enacted of all orders-in-council, dealing with labour matters, passed under the Wartime Measures Act.

Section 19—Conclusion

111. At the outbreak of the war labour volunteered its pledge of no strikes in wartime, thereby demonstrating its recognition of the role and responsibility of labour in the present war. Management and government have failed to reciprocate that pledge or to assist its implementation by proper legislation, proper administrative policy or co-operation with the organized representatives of labour. The default whether of management or government must be remedied; labour's no strike pledge must be revived and adhered to. The past, with the unhappy situation which led

to the Inquiry, must be replaced by a wiser and more constructive future.

112. The cause of labour is not a sectional cause and the problem of labour is not a sectional problem. At no previous time in history has it ever been so true that the crux of the nation's interest lies in a complete solution of the problems of the millions of men and women who toil in the factories, in the mines and on the fields. That situation is at the same time labour's opportunity and labour's responsibility. Labour must take its place and fill its role by dealing with the basic issues which face our nation and thereby make itself and the nation strong and secure. This will not be accomplished if labour remains divided, if it gives cause for confusion or prejudice about its real aims, and if the true relationship is not recognized between its problems and welfare and the problems and welfare of the nation.

113. Management and government must make their full contribution if natural progress and security are to be achieved. Management's opposition and enmity to labour organization is *its* 'strike'. It injures itself thereby; more importantly it injures the nation. Labour organization is a counterpart of the machine age and it is as destructive of the national interest to oppose the one as it is futile to oppose the other. Management should reciprocate labour's 'no strike' pledge by a 'co-operation with labour' pledge. It will thereby advance the principle that the ability of Canada to protect and care for its people must become the touchstone of our social and economic relationships.

114. Government is faced with a grave responsibility. The historic importance of our day cannot be over-emphasized. We are living in a crucial hour similar to the movements which swept away ideas and practices which acted as barriers to the free movement of trade and commerce, which resulted in the struggle for representative government and which culminated in the Confederation of the Dominion. The modest factory has now given place to a gigantic industrial system. The individual artisan has now been transformed to a modern working class—over two millions strong. Yet, the fact is, that our industrial relationships and their related moral precepts linger on from the past. They are not able to serve the present or the future needs of the nation. The matters dealt with in this Report, and the body of fact and opinion revealed in the Inquiry, reflect issues as important to our time as were the struggles for representative government in their time. Our present basic problem, indeed is, in effect, the extension of the principle of representative government, applied to industry and commerce and to government activities associated with industry and commerce. They are issues which will not permit superficial, opportunistic treatment. They will respond only to measures which are guided and dictated by the national interest as we have ascertained it.

115. My colleagues observe that the Inquiry was timely. With that I agree, but in the same sense action is timely! Canada dare not continue any longer a policy which cripples its effectiveness and endangers its future. The people of Canada are waiting for guidance and leadership. Government must not fail them. The historic hour calls upon government, at once, to lead and guide and, above all, to equip the nation, so that we can march, integrated and strong, to win the war and to guarantee the peace.

Respectfully submitted,

(Sgd.) J. L. Cohen,
Member,
National War Labour Board.

August 17, 1943.

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REPORT *of the* CANADIAN GOVERNMENT DELEGATES

TO THE

TWENTY-SIXTH SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

Philadelphia, April 20—May 13, 1944



(Printed as a supplement to the LABOUR GAZETTE, *June, 1944)*

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1944

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Report of the Canadian Government Delegates to the Twenty-sixth Session of the International Labour Conference

Philadelphia, April-May, 1944

Ottawa, May 24, 1944.

The Hon. Humphrey Mitchell, M.P.,
Minister of Labour,
Ottawa.

Sir,—The undersigned delegates, appointed to represent the Government of Canada at the Twenty-Sixth Ordinary Session of the General Conference of the International Labour Organization, have the honour to report that the Conference met at Philadelphia, United States of America, from the 20th of April to the 13th of May, 1944.

Organization of the Conference

2. Forty-one States Members of the Organization were represented at the Conference, the total number of delegates and advisers being three hundred and sixty.

3. The Canadian Delegation was composed as follows:

Government Delegates:[1]
Mr. Paul MARTIN, K.C., M.P., Parliamentary Assistant to the Minister of Labour, Ottawa.
Mr. Brooke CLAXTON, K.C., M.P., Parliamentary Assistant to the President of the Privy Council, Ottawa.

Government Advisers and Substitute Delegates:
Mr. Arthur MACNAMARA, Deputy Minister of Labour, Ottawa.
Mr. Vincent C. MACDONALD, K.C., Assistant Deputy Minister of Labour, Ottawa; Canadian Government Representative on the Governing Body of the International Labour Office.
Mr. Paul Emile RENAUD, First Secretary, Department of External Affairs, Ottawa.
Mr. Alfred RIVE, First Secretary, Department of External Affairs, Ottawa; Substitute Canadian Government Representative on the Governing Body of the International Labour Office.

Government Advisers:
Mr. W. D. KING, Deputy Minister of Trade and Industry for Alberta.
The Hon. James O. MACLENAGHEN, Minister of Labour for Manitoba.
The Hon. L. D. CURRIE, Minister of Labour for Nova Scotia.
The Hon. Charles DALEY, Minister of Labour for Ontario.
Mr. J. O'CONNELL-MAHER, Associate Deputy Minister of Labour for Quebec.
Mrs. Cora CASSELMAN, M.P., Ottawa.
Mr. Alfred CHARPENTIER, President, Confederation of Catholic Workers of Canada, Montreal.
Mr. H. C. GOLDENBERG, Department of Munitions and Supply, Ottawa.
Mr. Allan MITCHELL, Director of Employment Service, Department of Labour, Ottawa.
Mr. Eric STANGROOM, Unemployment Insurance Commission, Ottawa.
Mr. George Moir WEIR, Acting Director of Training, Rehabilitation Branch, Department of Pensions and National Health, Ottawa.
Mr. Walter S. WOODS, Associate Deputy Minister, Department of Pensions and National Health, Ottawa.

Government Substitute Advisers:
Mr. Jean-Pierre DESPRÉS, Secretary, Superior Labour Council of Quebec.
Mr. Louis FINE, Chief Conciliation Officer, Department of Labour of Ontario, Toronto.
Mr. Antoine GARNEAU, President, Health Insurance Commission of Quebec, Quebec.
Mr. Allon PEEBLES, Director of the Research and Statistics Branch, Department of Labour, Ottawa.

Government Delegation Secretary:
Mr. John MAINWARING, Department of Labour, Ottawa.

Employers' Delegate:
Mr. William Charles COULTER, President, Coulter Copper and Brass Co., Ltd., Toronto.

Employers' Advisers:
Mr. J. C. CAMERON, Professor at Queen's University, Kingston, Ontario.
Mr. J. R. KIMPTON, Assistant Manager, Department of Personnel, Canadian Pacific Railway, Montreal.
Mr. Hugh W. MACDONNELL, Legal Secretary, Canadian Manufacturers' Association, Toronto.
Mr. Ralph PRESGRAVE, Vice-President, J. D. Woods, Ltd., Toronto.
Mr. Allan C. ROSS, Ross-Meagher, Ltd., and Ontario Vice-President of the Canadian Construction Association, Ottawa.

Workers' Delegate:
Mr. Percy R. BENGOUGH, President, Trades and Labour Congress of Canada, Vancouver.

Workers' Advisers:
Mr. William L. BEST, C.B.E., Vice-President and Legislative Representative of the

[1] The Canadian Minister of Labour attended some of the most important meetings and addressed the Conference on April 21, as reported below.

Brotherhood of Locomotive Firemen and Enginemen, and Secretary of the Dominion Joint Legislative Committee, Railway Transportation Brotherhoods, Ottawa.

Mr. George BURT, Regional Director, United Automobile Workers of America, Windsor, Ontario.

Mr. Robert CARLIN, M.P.P., International Board Member, International Union of Mine, Mill & Smelter Workers, Sudbury, Ontario.

Mr. Norman S. DOWD, Executive Secretary, Canadian Congress of Labour, Ottawa.

Mr. Ernest INGLES, Vice-President, International Brotherhood of Electrical Workers, London, Ontario.

Mr. Edouard LAROSE, General Representative, United Brotherhood of Carpenters and Joiners of America, Montreal.

4. Immediately before the session was declared opened, the Honourable Frances Perkins, Secretary of Labour of the United States of America, read to the Conference a message of greeting from President Roosevelt, of which the following is an excerpt:

I see in the International Labour Organization a permanent instrument of representative character for the formulation of international policy on matters directly affecting the welfare of labour and for international collaboration in this field. I see it as a body with the requisite authority to formulate and secure the adoption of those basic minimum standards that shall apply throughout the world to the conditions of employment. As part of these arrangements, also, I see in the International Labour Organization an organization which shall serve the world for investigation and research, for discussion and debate. But more than that, it must be the agency for decision and for action on those economic and social matters related to the welfare of working people which are practical for industry and designed to enhance the opportunities for a good life for peoples the world over.

It is to the International Labour Organization that we shall look as the official international organization where ideas, experience and movements in the field of labour and social development may find practical and effective expression.

5. The Conference was then declared opened by the Chairman of the Governing Body of the International Labour Office (Mr. Carter Goodrich, representative of the United States Government).

6. The election of the officers of the Conference gave the following results:

President:

The Honourable Walter NASH, Government Delegate (New Zealand).

Vice-Presidents:

Mr. Mariano BUSTOS LAGOS, Government Delegate (Chile).

Sir John FORBES WATSON, Employers' Delegate (United Kingdom).

Mr. Robert J. WATT, Workers' Delegate (United States of America).

Under the Constitution the Acting Director of the International Labour Office (Mr. E. J. Phelan) is also the Secretary-General of the Conference.

7. The items placed on the agenda of the Conference by the Governing Body of the International Labour Office were as follows:

1. Future policy, program and status of the International Labour Organization;
2. Recommendations to the United Nations for present and post-war social policy;
3. The organization of employment in the transition from war to peace;
4. Social security: principles, and problems arising out of the war;
5. Minimum standards of social policy in dependent territories;
6. Reports on the application of conventions (Article 22 of the Constitution);
7. Director's Report.

For each of these items the Conference had before it a report prepared by the International Labour Office, embodying texts of declarations, resolutions or recommendations to serve as a basis of discussion.

The Conference had, further, on its agenda the following items:

8. Resolutions presented for consideration by Delegates in accordance with the Standing Orders of the Conference;
9. Election of the Governing Body of the International Labour Office in accordance with Article 7 of the Constitution of the International Labour Organization;
10. Participation of the Republic of Costa Rica in the International Labour Organization.[1]

8. The Conference decided to set up the following committees:

Selection (or steering) Committee.
Chairman: Sir Samuel Runganadhan (India).

Committee on Items 1 and 2.
Chairman: Miss Frances Perkins (U.S.A.).
Vice-Chairmen
Mr. Coulter (Canada).
Mr. Hallsworth (British Empire).

Committee on Item 3.
Chairman: Mr. Paul Martin, K.C., M.P. (Canada).

Committee on Item 4.
Chairman: Mr. Guillermo Padilla Castro (Costa Rica).

Committee on Item 5.
Chairman: Mr. Honig (Netherlands).

Credentials Committee.
Chairman: Mr. Van den Tempel (Netherlands).

Committee on the Application of Conventions.
Chairman: Mr. Ohlin (Sweden).

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[1] Under this item the Conference was called upon to give formal confirmation to the decision provisionally taken by the Governing Body of the Office to readmit the Republic of Costa Rica as a Member of the Organization. This confirmation was given unanimously by the Conference on April 21.

Committee on Resolutions.
Chairman: Mr. Trujillo Gurria (Mexico).
Vice-Chairmen:
Mr. Kirkaldy (British Empire).
Mr. Dowd (Canada).

Drafting Committee of the Conference.
Chairman: The President of the Conference.
Special Drafting Committee for the Proposed Declaration of the Aims and Purposes of the Organization.
Chairman: The President of the Conference.

Address by the Canadian Minister of Labour[1]

9. Before proceeding to discuss its agenda, the Conference heard an address by the Hon. Humphrey Mitchell, Canadian Minister of Labour (April 21). Mr. Mitchell expressed the good wishes of the Government of Canada and its people and the earnest hope that the deliberations of the Conference "will maintain the high standards of social endeavour that have been recently set in motion by (the Canadian) Government to eradicate from the lives of the men and women those three great basic fears: the fear of destitution through unemployment, the fear of destitution through old age, and the fear of destitution through sickness." After a short reference to the past and present relations of Canada and the International Labour Organization and the social measures adopted by both, Mr. Mitchell concluded:

"May we all leave this Conference inspired with the spirit of freedom that has contributed so much to the advancement of mankind. After all is said and done, your life and my life are only a heartbeat in the life of the nation or a civilization. May it be said of us here that we will have set in motion policies that have for their purpose the protection of men, women and children of our time and those who are to follow."

General Discussion of the Agenda

10. The Conference devoted its plenary sittings on April 24, 25 and 26 to a general discussion of items 1 and 2 on its agenda, namely:

1. Future Policy, Program and Status of the International Labour Organization;
2. Recommendations to the United Nations for Present and Post-war Social Policy.

11. Thirty-seven delegates took part in this discussion, including Mr. Paul Martin and Mr. Percy Bengough, respectively Government and Workers' delegates of Canada. Mr. Bengough said that the question of the future policy, program and status of the I.L.O. was, in his opinion, the most important question for consideration and decision that was before the Conference. The I.L.O. had the confidence of the people of the world. It had demonstrated its possibilities. There was no time now, nor was it necessary, to experiment in the endeavour to form another international organization to do the great work that had to be done.[2]

12. Mr. Martin, referring to the draft Declaration of the Aims and Purposes of the I.L.O.,[3] said that he welcomed the draft as a basis for discussion, but urged that it be revised so as to define with more precision the scope and functions of the Organization. There should be no room for doubt in the path which it was proposed the Organization should tread, particularly as it was recommended to the United Nations by the Office that it be repeated in affirmative terms in the peace settlement.

"The pattern which is beginning to take shape," he declared,

suggests that there will be a number of separate organizations, each of which will cover a particular phase of international economic or social relations. These separate international organizations are projected in the sphere of monetary and exchange policy, commercial policy, international collaboration to permit full employment, commodity policy, international investment, food and agriculture. It seems probable that there will be others.

In the view of the Canadian Government, these international organizations must eventually be brought together in an international framework. It is important that the functions of each should be clearcut and definite. Any tendency for one organization to take on vague general purposes which would encompass an excessive range of activities must be avoided if we are to avoid overlapping and confusion.

In regard to the internal affairs of the Conference, Mr. Martin suggested a change in the rules to provide for the attendance at the Conference, as part of national delegations, of two classes of observers: (1) representatives of the constituent states or provinces of the federal State; (2) representatives of important national bodies which have a direct and legitimate interest in the work of the I.L.O., but cannot properly be fitted into the existing composition of delegations as governmental advisers.

Certain questions as to the relation between the Organization and other international bodies, in particular the League of Nations, and as to the future program of the

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[1] For the full text see Annex 1.
[2] For the full text of Mr. Bengough's statement see Annex 2.
[3] See Annex 5.

Organization, Mr. Martin thought could hardly be settled at the present session. The necessary result of the expression of opinion given to the Conference should be the appointment by the Conference, or by the Governing Body of the Office, of a committee empowered to deal with resolutions or declarations affecting the future of the Organization.[1]

"Such a committee," he continued,

should meet as frequently as necessary, preferably in Montreal, and should, in active collaboration with the Office, discuss and revise the Office reports in the light of the discussion in this Conference.

The committee should have as its great task the fitting of the Organization into its proper and rightful place in the new international framework now beginning to emerge. Arrangements for collaboration between the International Labour Organization and other existing or projected organizations should be regarded as of a tentative and interim character, pending the establishment of a world council or the restoration of the League, or the creation of another central control agency . . . .

The work of the committee would crystallise in a report for submission to Governments with a view to action thereon at the next Conference.

13. In accordance with this view, the Canadian Government Delegates submitted for the consideration of the Conference, on April 26th, the following resolution:

Be it resolved that the Governing Body be asked to appoint a Committee to meet during and after this Conference as and when necessary for the consideration, in active collaboration with the Office and in the light of the views expressed in this Conference, of the following matters:

(*a*) the relationship of the Organization to other international bodies;
(*b*) the constitutional practice of the Organization and its clarification and codification;
(*c*) the status, immunities and other facilities to be accorded to the Organization by Governments as necessary to the efficient discharge of the responsibilities of the Organization;
(*d*) the method of financing the Organization;

And that the above Committee prepare a report or reports on such matters for submission to Governments in time for consideration of them with a view to action thereon at the next session of the Conference.

14. Another important resolution was submitted during the general discussion of items 1 and 2 by Mr. Beasley, Australian delegate. This resolution read as follows:

This Conference recommends to Governments that a Conference of representatives of the Governments of the United, associated, and other Nations, willing to attend, be called at an early date, to consider an international agreement on domestic policies of employment and unemployment; and this Conference pledges the full co-operation and the assistance of the International Labour Organization in calling such a conference on employment, and in helping to carry into effect appropriate decisions it might make.

15. These two resolutions along with the draft texts submitted by the Office, were referred to the committee set up to consider items 1 and 2 of the agenda, with the exception of the draft Declaration on the Aims and Purposes of the Organization, which was referred directly to a Special Drafting Committee.

Discussion of the Acting Director's Report

16. On May 8, the President of the Conference opened discussion on the Report of the Acting Director of the International Labour Office on the activity of the Organization since the last session of the general Conference. Thirty-two delegates took part in this debate, including Mrs. Cora Cesselman, Canadian Technical Advisor, who emphasized Canada's place in the world's economy, her war production effort and constantly improving social legislation.[2] The speeches delivered were rich in information concerning the conditions in the different countries. They were significant, too, for the warmth with which they expressed attachment to the International Labour Organization and the sense of the services which it can render. It was generally recognized that the basic need of the world after the close of the war will be the development of a civilization in which men and women can be assured of continuous work at fair rates of pay, and in which they will have a reasonable assurance against the three great tragedies of life: unemployment, sickness, and destitution in old age. Such a civilization could be developed only in an atmosphere of world peace and world co-operation. To this end the International Labour Organization had most important functions to perform: (*a*) in the establishment of cordial relations between management and labour; (*b*) in advancing the equalization of labour standards throughout the world; and (*c*) in furthering the development of social security.

17. In his reply (May 10) to the observations offered by the various speakers, the Acting Director of the Office stressed a few fundamental propositions. He pointed out that the Office should not be allowed to be-

[1] For the full text of Mr. Martin's statement see Annex 3.

[2] For the full text of Mrs. Casselman's speech see Annex 4.

come an academic research institution. Its task was to formulate for discussion at the Conference what it had discovered to be the general opinion of the constituent elements of the Organization.

The Acting Director noted that one of the outstanding features of the Conference had been the emphasis which had been laid upon the importance of vigorous action by the Organization in many parts of the world. The time, he believed, was rapidly approaching when the Organization should resume its American regional conferences. The first was held in Santiago-de-Chile in 1936, the second in Havana in 1939, and it was the intention to continue them at frequent intervals.

One other characteristic of this Conference, the Acting Director observed, was not that it differed from other Conferences, but that in the present circumstances of a world conflict raging on all the continents and in the two great oceans it should in its composition so closely resemble an ordinary meeting.

Turning to the question of the place of the I.L.O. in the new world organization which is progressively taking shape, the Acting Director said that there must be some general international framework within which the different agencies already created or being brought into being must find their place and some authority which will be responsible for the maintenance of peace and security and for the co-ordination of the activities of functional agencies. The various suggestions made to the Conference by the Office concerning relations with other international organizations were intended to implement this policy. The I.L.O. had, however, the special characteristic of its tripartite composition. It was important that in whatever new arrangements might be made its special character and functions should be respected and that it would at all events be given no less important a place than it had been given in its relations with the League of Nations in which it had the right of access to the highest authorities, namely the Council and the Assembly, whenever questions touching its interests were discussed.

The Acting Director said that, in this connection he was grateful to the Canadian Delegation for their resolution, which would result in transmitting to the Governing Body for further study certain detailed proposals concerning the facilities which the International Labour Office must have for carrying out its task.

Declaration on the Aims and Purposes of the International Labour Organization

18. The Special Drafting Committee appointed by the Conference to examine the proposed Declaration concerning the Aims and Purposes of the International Labour Organization held three sittings, in the course of which it took into account the observations made on the Declaration during the general discussion in plenary session, and the further observations drawn to its attention by delegates.

19. The Committee, after examining closely a number of proposals for rearranging the provisions of the proposed Declaration and simplifying the text, unanimously decided to propose to the Conference that the Declaration should be adopted substantially in the form in which it had been submitted by the Office. There was possible logical justification for almost any order of arrangement of its provisions, and in these circumstances the Committee thought it preferable to adhere to the order with which the Conference and the Governments had already become familiar.

The Committee also considered that it would be difficult to shorten or simplify the text substantially without omitting provisions which were regarded as important by one or another element in the Conference, and in these circumstances, it limited its efforts to simplify the text to breaking up various paragraphs into separately printed clauses.

In considering the various proposals made to it, the Committee was guided by the consideration that the Declaration was designed to be a statement of certain aims and purposes which were agreed upon by all elements in the Organization. In these circumstances, the Committee did not feel justified in accepting proposals, no matter how meritorious, the inclusion of which would clearly give rise to controversy, and it was guided in the revision of the wording of certain clauses by the desire to make the text acceptable to all groups in the Conference.

The Committee, in its report, having in mind the observations submitted by the Canadian Government Delegate, pointed out that the pledge contained in part IV of the Declaration that the I.L.O. would co-operate fully with other international bodies indicated clearly that the Organization realizes the part which other international agencies would be called upon to play, and that its own part, great as it might be in the treatment of social questions and in defining the social objective, was only a share of the task to be accomplished.

20. The Report of the Special Drafting Committee was approved by the Conference, without discussion, on May 10.

21. The full text of the Declaration, as finally adopted, will be found in Annex 5 to

the present report. As regards its contents, it should suffice to mention here that the Declaration reaffirms, among other principles, that "labour is not a commodity", that "poverty anywhere constitutes a danger to prosperity everywhere", and that "it is a responsibility of the International Labour Organization to examine and consider all international economic and financial policies and measures" in the light of these fundamental axioms.

Committee on Items I and II of the Agenda

22. The Committee on Items I and II had before it two main subjects: the first dealing with the future policy, program and status of the International Labour Organization (Report I submitted by the International Labour Office, with the exception of the Declaration on the Aims and Purposes of the International Labour Organization); the second dealing with recommendations to the United Nations on present and future social policy (Report II submitted by the International Labour Office).

23. After considering each of these questions in general discussion, the Committee appointed four sub-committees as follows:

Sub-Committee on Constitutional Questions,
Sub-Committee on Industrial Committees,
Sub-Committee on Economic Questions,
Sub-Committee on Axis Territories.

The first two Sub-Committees were concerned with Item I of the Agenda, and the second two with Item II.

24. At its meeting of 9th May, 1944, the Committee on Items I and II adopted the Reports of the Sub-Committees concerned with Item I on the agenda. These Reports were transmitted by the Committee to the Conference with the recommendation that the Conference adopt the Resolutions contained in the Reports.

Constitutional Questions

25. The Report of the Sub-Committee on Constitutional Questions contained the following three resolutions:—

Resolution concerning the constitution and constitutional practice of the International Labour Organization and its relationship with other international bodies;
Resolution concerning the international character of the responsibilities of the Director and the staff of the International Labour Office;
Resolution concerning the holding of a regional conference of the countries of the Near and Middle East.

The first resolution was submitted to the Committee in the name of the Canadian and United States Government Delegates. It was explained by Mr. Claxton to the Committee on May 5 that this resolution provides, in the first place, for interim machinery supplementary to normal procedures for the transmission of communications where the ordinary channels present serious difficulties which block the work of the Organization; second, it requests the Governing Body to begin work on regional and other special problems and to report to the next general session of the Conference what it has been able to plan and to set up for such special work; third, it provides that, during the period when a more permanent plan is being worked out, the Governing Body may and should deal with interim relations with new international organization; fourth, it requests the Governing Body to appoint a committee to consider the future constitutional development of the Organization, with a view to its long-term program; fifth, it provides for a committee of the Governing Body with power to act, should that become necessary in the interim, on constitutional matters that relate to the relationships of the International Labour Organization to other international bodies; and, finally, it authorizes the Governing Body to set the time and place of the next general Conference.

The three resolutions reported by the Sub-Committee on Constitutional Questions were adopted by the Conference at its eighteenth plenary sitting on May 12. The text of these resolutions will be found in Annexes 6, 7 and 8 to this Report.

Industrial Committees

26. The Sub-Committee on Industrial Committees met on May 8. An exchange of views took place, which revealed the unanimous desire of members of the Sub-Committee that action should be taken as rapidly as possible with a view to defining a policy for the constitution of committees for the main world industries and for translating that policy into action.

The Sub-Committee deliberately refrained from attempting to reach any definite conclusion as to whether the constitution of such committees, should be bi-partite (workers and employers only) or tri-partite. It was felt that this question would need further discussion by the Governing Body, and one member expressed the view that no single formula would cover the requirements of all committees or of all circumstances. Workers' members expressed a definite preference for a tri-partite constitution, and it was also pointed out in the discussion that such a constitution would offer the only means of insuring repre-

sentation to areas where occupational organization is still undeveloped.

With regard to the composition of the industrial committees, stress was laid upon a number of difficulties that would have to be faced by the Governing Body, for instance, the problem of determining the countries to be represented and the number of representatives to which they would be respectively entitled on the various committees. It was urged that the Governing Body should give the clearest possible guidance to those upon whom would fall responsibility for selecting employers' and workers' representatives.

The Sub-Committee did not attempt to reach conclusions as regards the possible scope of the activities of such committees. It took note, however, of a statement by the Indian Government member that it would be desirable for the committees, in so far as economic issues came up for their consideration, to confine their attention to the social aspects of those issues and of a statement by the French Workers' member that each committee should confine its attention to problems peculiar to its own particular industry, and should not attempt to deal with social problems of a general nature.

The Sub-Committee concluded its discussion by unanimously adopting the following resolution which, on May 12, was approved by the Conference in plenary sittings (Annex 9):—

That this meeting is of the opinion that the International Labour Office should proceed forthwith with the setting up of industrial sections and invites the Governing Body to elaborate regulations governing the activities of industrial committees.

Axis Territories

27. The Sub-Committee on Social Policy in Occupied Axis Territories held three sittings on 6th and 9th May. A general discussion took place on the resolution concerning government and administration by the United Nations of Germany and other totalitarian countries in Europe submitted by the Office as a basis for discussion. It was decided to recommend that the proposals submitted by the Office should be referred back to the Governing Body together with the minutes of the discussion.

A general discussion took place also in the Sub-Committee on the resolution concerning measures for the protection of transferred foreign workers and of foreign workers' organizations submitted by the Office to the Conference. The British Government member suggested that the present Conference was not the proper place at which a resolution concerning action to be taken by the United Nations in respect of a problem that would arise when the Allied forces occupied German territory should be formally adopted, and also pointed out that one of the most important United Nations (U.S.S.R.) was not represented at the Conference. He proposed that the text, as amended, should be referred to the Governing Body, along with the minutes of the discussion that had taken place, in the same manner as the proposed resolution concerning government and administration by the United Nations of Germany and other totalitarian countries in Europe.

On a vote being taken, it was decided by five votes to one to submit the text of the proposed resolution as amended to the full Committee with a view to its adoption by the Conference.

The resolution was adopted by the Conference as a whole at its eighteenth sitting held on May 12. The text of the resolution will be found in Annex 10 to the present report.

Economic Policy

28. The Sub-Committee on economic policies for the attainment of social objectives held three sittings on May 5, 8 and 9. It decided to recommend unanimously to the Committee on Items I and II to transmit to the Conference for adoption the draft Resolutions constituting Annexes 11 and 12 to this report, namely:

Resolution concerning economic policies for the attainment of social objectives, and

Resolution requesting the Governing Body of the Office to examine problems involved in labour provisions for internationally-financed development works.

By the Resolution concerning economic policies the Conference welcomed the creation of the United Nations Relief and Rehabilitation Administration; endorsed the declaration of the United Nations Conference on Food and Agriculture held in May, 1943; noted with satisfaction that the United Nations were giving careful attention to the establishment of effective international machinery for settling balances arising out of international trade and other transactions and for maintaining stability in rates of exchange; expressed the hope that they will examine wartime changes in industrial capacity, arrange for exchange of information on post-war industrial programs, and promote the expansion of international trade by appropriate commercial policies; recommended that arrangements be made by those nations whose productive capacities have been maintained during the war, by all other nations which are in a position to make materials available and by the appropriate international organizations, to give the highest priority consistent with the exigencies of war to immediately supplying the territories liberated from Axis occupation with materials and equipment required for

industrial installations, agriculture, transport, public works and utilities of an essential character; and urged that all practicable measures be taken to maintain a high and steady level of employment.

The Report of the Sub-Committee on economic policies was adopted by the Committee on May 10, and by the Conference on May 12.

Social Provisions in the Peace Settlement

29. The Committee on Items I and II, at its plenary sitting on May 10, considered the text of the Resolution of the Office concerning social provisions in the peace settlement, and the series of amendments and resolutions on this subject presented by members of the Committeee.

Amendments offered by the Australian and United States Government members affecting paragraphs 1 and 2 of the Office text were discussed together. The Australian Government member had proposed the calling of an international conference to consider "an international agreement on domestic policies of employment and unemployment." The United States Government member had initially proposed a substitute text for the Office suggestions. The Australian Government member proposed a substitute amendment to the amendment submitted by the United States Government to replace the substance of the United States text by an alternative text. In view of the divergence between these two texts, the Committee, at an earlier sitting, had postponed consideration of either amendment with the suggestion that the two Governments try to reach an agreement on a single draft. Negotiations took place in the interim, but it was found that there was no basis for agreement. The Australian Government indicated that it wished to arrive at a text providing at this time for formal undertakings and international obligations with regard to maintaining high levels of employment in advance of other international agreements in related economic fields. The United States Government was not prepared at this Conference and in advance of other conferences being prepared under other auspices to enter into international undertakings concerning domestic policies of employment. The United States Government agreed that the nations must acknowledge themselves as willing and having the duty to maintain high levels of employment by domestic policies in co-ordination with international economic policies. Consequently, the Committee had before it separate texts from the Australian and United States Government members. In the course of the discussion, it was pointed out by representatives of governments that they did not consider it to be appropriate, at this moment, to undertake any binding obligations concerning employment policies because other aspects of international collaboration must be settled before countries undertake such obligations. This point of view was protested against by the Australian Government member, who indicated that as Australia was greatly dependent on world conditions, the Australian Government considered that if the United States Government was unwilling to undertake obligations in the field of employment the Australian Government must hesitate before entering into discussions on other aspects of international co-operation.

The original text of the Australian amendment provided for consultation by Governments "with appropriate international authorities"; for governments to submit statistics "through an appropriate international organization"; for governments to report to an annual conference on their employment conditions and their policies to combat unemployment, and for representatives of governments and international authorities at a special conference called by "the appropriate organization." At the request of the workers' delegates of the Committee, the Australian Government member accepted an amendment to his proposal to provide that in each case the appropriate international authority should be the International Labour Organization.

The amendment submitted by the Australian Government, as revised during the discussion, was put to the vote. It was rejected by 22 votes to 17.

Following the vote on the Australian amendment, the amendment submitted by the United States Government member as a substitute for the Office proposals was taken for final discussion and for vote. The amendment was adopted by 46 votes to 3.

The resolution of the Committee on social provisions in the peace settlement was adopted unanimously by the Conference as a whole on May 12, with a slight amendment. The text as adopted will be found in Annex 13 to this report.

Part I of the resolution proposes a series of articles which are declared to be "appropriate for inclusion in a general or special treaty or agreement between nations desirous of giving early effect to the principles of the Atlantic Charter and of Article VII of the United States Mutual Aid Agreement." These articles include reaffirmation of the Declaration of Philadelphia. In them, each government recognizes its duty to maintain a high level of employment. They indicate that this and other standards of labour which are recited in

the text are of international concern and should be among the social objectives of international as well as national policy.

Part II of the resolution proposes that in case of danger of a substantial fall in general employment levels—and full employment is noted as one of the principal social objectives —the Governing Body shall call a special emergency conference of the I.L.O. to attempt to deal with the problem practically.

Part III of the resolution contains a series of specific suggestions for social provisions.

Part IV provides for continuing machinery by which the Governing Body may give further advice and counsel on these subjects as need and opportunity arise.

Part V is what has come out of the discussions on the Australian proposal. It recommends that Governments, in association with the Governing Body of the International Labour Office, consider the calling of a conference to consider an international agreement on domestic policies of employment and unemployment.

Committee on Employment

30. The Committee on Employment appointed as its Chairman Mr. Paul Martin, K.C., M.P., Canadian Government delegate. The Chairman explained at the outset that the Committee's duty was to place before the Conference general guiding principles on the organization of employment in the transition from war to peace.

31. The procedure for carrying out this task was the subject of a general discussion in the course of which it was suggested that the Committee should not interpret its terms of reference too strictly and that, in order to be of full use to the Governments, its conclusions should include proposals concerning possible methods of application. It was also indicated that these methods should not necessarily be suggested as applicable to all countries and that the proposals of the Office might conveniently be adjusted and expanded so as to deal more adequately with the conditions of particular countries such as the devastated countries of Europe or the less industrialized countries of America or Asia. It was decided therefore that the Committee should take the Office texts as the basis of discussion, should attempt to extract from them general guiding principles and should also present suggested methods and machinery for the application of these principles, bearing in mind the need for flexibility and alternative solutions.

32. As a result of its eleven sittings, the Committee submitted three Recommendations for adoption to the Conference, namely:

Recommendation concerning Employment Organization in transition from war to peace (Annex 15).

Recommendation concerning the Employment Service (Annex 16), and

Recommendation concerning the National Planning of Public Works (Annex 17).

In presenting these Recommendations to the Conference, Mr. Martin referred to the demand "in each country on the part of all people, of all shades of political opinion," that full employment be achieved in time of peace as it has been in war. He pointed out that the attainment of this objective is dependent upon the fullest economic and political collaboration of all the nations of the world (Annex 14).

33. The first Recommendation contains eleven general principles. In order to hasten the reabsorption and redistribution of all persons who desire to work, it is proposed that each Government should collect information in advance in order to indicate the workers who will be available upon demobilization and the employment opportunities that will be open to them.

It is further proposed that the assistance extended to persons returned to civil life should include reinstatement in their former jobs, the affording of all possible opportunity for other suitable employment and for advancement on the basis of their qualifications, and financial aid where it is economically feasible for them to settle on the land or to undertake professional or other independent work.

As regards industrial reconversion programs, it is urged that these should aim at minimizing unemployment in the transition period, and at facilitating the most rapid attainment of full employment for the production of needed goods and services. Contract cancellation should take the employment factor into account, and advance information should be given of dismissals and layoffs. The Committee rejected as unsound the idea that war industries should be kept in operation until some other forms of employment became available.

Three sections of the Recommendation are concerned with applications for work and for

workers, vocational guidance and training and retraining programs. It is suggested that the widest possible use of employment service facilities by employers seeking workers and by workers seeking employment should be encouraged by public authorities and by employers' and workers' organizations. Governments should endeavour to make vocational guidance facilities available to persons seeking work. Training and retraining programs should be developed in order to meet the needs of those who will have to be reinstated in employment or provided with new jobs.

The principle that Governments in co-operation with employers' and workers' organizations should formulate a positive policy in regard to the location of industry and the diversity of economic activity, and should facilitate the necessary mobility of labour, was widely approved.

The need of better standards of education and health supervision for young persons and for provision of the widest possible opportunities for acquiring skills for juveniles and young workers who were unable because of the war to undertake or to complete their training is recognized.

There is endorsement of the principle of complete equality of opportunity in post-war employment for men and women on the basis of their individual merit, skills and experience.

It is recommended that disabled workers, whatever the origin of their disability, should be provided with full opportunities for rehabilitation, specialized vocational guidance, training and retraining and employment in useful work.

The first Recommendation closes with a proposal that measures should be taken to regularize employment within particular industries and occupations most subject to fluctuations.

34. The second Recommendation deals with the functions of the employment service, which would acquire additional responsibilities in the demobilization period under the terms of the previous Recommendation and which, in the opinion of the Committee, should be materially strengthened to meet the needs of a long-term policy of full employment.

The Recommendation provides that the employment service, in co-operation with other public and private bodies concerned, should ensure the best possible organization of all types of employment as an integral part of the national program for the full use of productive resources. To this end, the employment service and related agencies should be responsible for collecting and making available information concerning labour supply, employment opportunities, the skills required to do particular jobs, changes in skill requirements within the different industries, employment and unemployment trends, the regularization of employment, the causes of unemployment, and other information of value in promoting full employment.

In addition, it is proposed that the employment service should in a number of particulars, assist and co-operate with other public authorities operating in related fields. It should for example, maintain close co-operation with authorities charged with responsibility for accelerating or slowing down public works in accordance with the current state of employment and unemployment.

35. The third Recommendation submitted by the Committee on Employment is concerned with the national planning of public works, and in the light of prospective post-war needs undertakes to lay down general principles amplifying the Public Works Recommendation of 1937. It is now proposed that each Member Nation should prepare a long-term development program which can be accelerated or slowed down in accordance with the employment situation in different parts of the country. It is further proposed that its execution be so timed as to have a stabilizing effect on the national and local employment situation, that consideration be given in applying this policy to the particular skills available, and that the central authority should, at the earliest possible moment, in the interest of soldiers to be demobilized, indicate what financial support for public works they will provide to local jurisdictions.

36. Two Resolutions were also included in the Report of the Employment Committee to the Conference (See Annexes 17 and 18 below). The first draws attention to the I.L.O. Conventions and Recommendations bearing upon the organization of employment in the transition period. It urges members who have not already done so to give consideration to their ratification or to making effective the provisions of such Conventions or Recommendations. The other deals with international public works and invites the Governing Body to call a meeting of the International Public Works Committee at the earliest opportunity.

37. The Report of the Committee, together with the Recommendations and Resolutions contained therein, was adopted unanimously by the Conference at its seventeenth plenary meeting on May 11.

Committee on Social Security

38. The Committee on Social Security devoted three sittings to a general discussion, in the course of which interesting descriptions were given of social security developments in different countries.

39. The general discussion having been completed, the Committee set up two sub-committees, one to examine the Recommendation proposed by the Office concerning medical care, and the other, a proposed Draft Convention concerning the maintenance of the pension rights of displaced persons. The remaining questions contained in Report IV of the Office were left to be examined by the full Committee.

40. At the conclusion of its discussions, the Committee decided to transmit to the Conference the following recommendations and resolutions:—

Recommendation concerning income security (Annex 20).
Recommendation concerning income security and medical care for persons discharged from the armed forces and assimilated services and from war employment (Annex 21),
Recommendation concerning medical care (Annex 22),
Resolution concerning social security in Asiatic countries (Annex 23),
Resolution concerning the definition of terms used in international conventions and recommendations concerning social security (Annex 24),
Resolution concerning social insurance rights and related questions in the peace settlement (Annex 25),
Resolution concerning international administration to promote social security (Annex 26).

42. By the first Recommendation Members of the Organization are urged to apply, as rapidly as national conditions allow, certain guiding principles set forth in the Recommendation, in developing their income security schemes with a view to the implementation of the fifth principle of the Atlantic Charter, and to report to the International Labour Office concerning the measures taken to give effect to these principles.

43. The second Recommendation provides for the social security of members of the armed forces and assimilated services under three heads: mustering-out grant, unemployment insurance and assistance, and pension and sickness insurance.

44. The third Recommendation contains general principles, and suggestions for their application, for the extension and generalization of measures to protect the health of the people.

45. The Resolution concerning the social insurance rights of displaced persons replaces a proposed Draft Convention. It suggests that the peace settlement should include arrangements to protect the social insurance rights of workers recruited for employment by Axis and Associated countries.

46. The Resolution on International Administration to Promote Social Security provides for technical assistance, both by the Office and by States which have schemes in operation, to countries which are in the course of initiating or modifying their institutions. It deals with three primary aspects of collaboration: first, the interchange of experts; second, regular interchange of information especially on: (1) statistics of social security services and consideration of the possibility of standardizing them; (2) large-scale investment; (3) measures to simplify administration; (4) relations between social assistance and social insurance; (5) prevention of the risks covered by insurance; and (6) organization of courses of higher study for the training of administrative staff for social insurance institutions. Finally, the Resolution suggests that the Office should consider the opportunity of concluding international agreements for common tasks within the financial or administrative field.

47. All the texts submitted by the Committee on Social Security were approved by the Conference as a whole. A motion by Mr. Tomlinson, Government delegate of the United Kingdom, that the first Recommendation should be sent to Governments for their observations, and that the whole subject covered by the Recommendation should be placed on the agenda of the next Conference with a view to the adoption of a Draft Convention was defeated by 68 votes to 14.

Committee on Social Policy in Dependent Territories

48. In the Committee on social policy in dependent territories a general discussion was first held, in which opinions were expressed on the nature of policies of social development in dependent territories, and on the means of giving effect to the Conference's instructions. While some members stressed the urgency of reaching concrete results at the 26th Session of the International Labour Conference, other members held that the questions were so complex and that the preparatory work of the Conference had been so rapid that the Conference should take final decisions only after

there had been an opportunity for consultation of the interests concerned.

The British Government member, for instance, pointed out that the Report had not been prepared in accordance with the usual method of consultation with the Governments. The British Government, as is shown by its policy, was favourably disposed towards all efforts to improve social standards in dependent territories. It considered, however, that this should be done in accordance with normal procedure and in the most practical manner. In view of the decision of the Conference the real task of the Committee was to summarize the views of the members on the Office's proposals. If that plan was adopted, voting on any question of principle should be unnecessary, and, if such questions were put to the vote, the British Government would abstain.

The Employers' members supported these arguments.

The Government delegates of Belgium, United Statets, France, Australia, New Zealand and the Netherlands urged that the decisions reached should be presented in a reasonably strong form. The colonial peoples, who had shown their loyalty during the war, would be greatly disappointed if only a resolution emerged from this Conference. The British Workers' member said that the sacrifice of dependent peoples during the war would seem incomprehensible to them if no benefits were offered to them as a result of victory. A second discussion method would postpone to an uncertain date the final decisions of the International Labour Conference.

Finally, the motion that the Committee should suggest that the Articles on which it had agreed should be adopted by the Conference in the form of a recommendation was approved by the Committee by twenty-five votes, with thirteen abstentions.

49. When the final text of the proposed Recommendation was put to the vote in the Committee, the British Government member said that he could vote in favour of the Recommendation, subject to the reservation, expressed by his abstention on the motion to propose a Recommendation, that he considered that the choice of the form in which the guiding principles should be adopted should be left entirely to the plenary Conference. The British Employers' member associated himself with this statement on behalf of the Employer members who had abstained on the motion.

With these reservations the proposed Recommendation was adopted unanimously (33 votes to 0).

50. The draft Recommendation lists a few general and basic principles. The first is that the primary object of the policy applied to dependent territories must be the well-being and the development of the peoples of these territories.

In addition to stating this principle the draft Recommendation suggests the means of carrying it out in asking that the physical means be placed at the disposal of the authorities whose aim has been the emancipation of the people in dependent territories.

The draft Recommendation also makes a point of associating those who live in these dependent territories with the achievement of this aim, associating them with it continually and in so far as the evolution of the autochthonous institutions permits.

The draft Recommendation does not ignore such questions as slavery and opium. It also recalls four international labour Conventions passed some time ago and applying specifically to these same territories: one on forced labour, one on the recruiting of workers, one on labour contracts, and one on punitive sanctions.

The draft also contains provisions for the protection of child, youth and women labour. One of the sections of the draft Recommendation is devoted to the remuneration of workers; another to public welfare, dwellings, and social security; and still another to professional organizations and co-operative organizations.

One provision in the Recommendation prohibits any discrimination between workers on grounds of race, colour, religion or tribe.

51. Two resolutions were also adopted without opposition to secure the continuation of the examination of minimum standards of social policy in dependent territories by the Conference and appropriate means of study to this end.

52. Subject to an amendment submitted by Mr. Hallsworth, Workers' delegate of the United Kingdom, and providing for the insertion in the Recommendation of clauses 1, 2 and 3 of section 14, "Inspection and Safety", on page 65 of Report V of the Office, the Recommendation, together with the two Resolutions, were adopted by the Conference in plenary sitting.

Before the Recommendation was put to the vote, the Government delegate of the United Kingdom announced that his vote would be given in favour of the adoption of the text that was before the Conference.

53. The text of the Recommendation and of the two Resolutions as adopted by the Conference will be found in Annexes 27, 28 and 29 of this report.

Credentials Committee

54. The Committee on Credentials submitted to the Conference four reports in which it noted, among other things, that the following delegations were incomplete:

Government delegates only (11):
Ethiopia, Haiti, Iran, Iraq, Ireland, Liberia, Luxembourg, Switzerland, Turkey, Uruguay, Venezuela.

Government and Workers' delegates only (2):
Colombia, Costa Rica.

55. Objections to the nomination of the following members were submitted to the Committee:

The Indian Workers' Delegates and Advisers (lodged by the All India Trade Union Congress),

The Yugoslav Workers' Delegate and Adviser (lodged by the Yugoslav Seamen's Union),

The Delegates appointed by the Government of Yugoslavia (lodged by the United South Slav Committee),

The Workers' Delegate and Advisers of the Argentine Republic (lodged by the Secretary of the Workers' Group of the Conference),

The Workers' Delegate and Adviser of Greece (lodged by the Representative of the Panhellenic Federation of the Maritime Trade Unions).

56. The objection concerning the nomination of the Workers' Delegate and Advisers of the Argentine Republic was subsequently withdrawn by its author. As regards the other nominations to which objection was made, the Committee asked the Conference to consider them as duly valid for the 26th Session of the Conference.

57. The four reports of the Credentials Committee were adopted by the Conference without discussion.

Committee on the Application of Conventions

58. This Committee's report to the Conference dealt with the obligation on Governments to make annual reports to the Office on the measures which have been taken to give effect to the provisions of the Conventions which their respective countries have ratified and to which they are parties. In spite of the obstacles which made the full operation of the normal procedure impossible, this obligation had been substantially fulfilled, the Committee reported.

59. The Committee, however, considered it important that the normal procedure should be re-established as early as possible and therefore recommended: (*a*) that the Committee of Experts for the examination of reports on the application of Conventions be re-established at the earliest possible date, and (*b*) that the personnel of the Office should be increased to enable it to undertake the statutory duty imposed upon the Director by Article 22 of the Constitution to compile a summary of the annual reports for submission to the Conference.

60. The Committee found that it had not been possible to do much to implement the recommendations made by the Committee on the application of Conventions in their report to the Conference in 1939 and therefore wished to reiterate the recommendations made in the following respects:

(*a*) The importance "of Governments supplying their annual reports in time for examination by the Committee of Experts";

(*b*) The importance of a realization that "there is no legal basis for delay on the part of a State in giving effect to a Convention which it has ratified";

(*c*) "That in securing the proper enforcement of the national legislative and other measures implementing the ratified conventions, labour inspection, operated by a staff adequate in number, training and organization, plays a fundamental role."

61. Certain suggestions for improving the position as regards the ratificaton and application of Conventions were made in the course of a general discussion in the Committee. No mention of these suggestions was made in the Committee's Report, as they were considered by the Committee to be outside its terms of reference.

The suggestions were:

(1) Establishment of a procedure that would enable a Government, after application to the International Labour Organization, to ratify a Convention, even if its legislation did not conform to that embodied in the Convention, on condition that this legislation has been found to be of an equally high level from a social point of view by an appropriate organ of the International Labour Organization;

(2) the practicability of framing regional Conventions;

(3) The possibility of allowing of ratification of a Convention by stages;

(4) That before a country is permitted to ratify a Convention, its national law should be brought into conformity with it;

(5) That these and other similar suggestions might suitably be considered by a special tripartite committee, or that they might be specifically considered by the Committee of Experts.

62. The Report of the Committee on the Application of Conventions was adopted by the Conference at its fourteenth plenary sitting on May 10.

Resolutions Committee

63. This Committee examined the resolutions submitted other than those relating to items on the agenda with a view to ascertain their receivability both as regards the time-limits for their submission and as regards the competence of the Conference, and considered their expediency.

64. Six resolutions were thus examined by the Committee, namely:

Resolution concerning the action of Federal States on Conventions and Recommendations, submitted by Mr. Bengough, Workers' delegate, Canada (Annex 30);

Resolution concerning the membership of Austria in the International Labour Organization, submitted by the Government delegate of Czechoslovakia (Annex 31);

Resolution concerning complete delegations to the Conference submitted by Mr. Jamnadas Mehta, Indian Workers' delegate (Annex 32);

Resolution concerning the use of Spanish and Portuguese as official languages, submitted by the Government delegates of Brazil, Chile and Uruguay (Annex 33);

Resolution concerning the membership of certain American States in the International Labour Organization, submitted by the Government delegates of Chile, Colombia and Mexico and by the Workers' delegates of Canada and the Netherlands (Annex 34);

Resolution concerning Nazi crimes, submitted by the Polish delegates (Annex 35).

65. These resolutions were transmitted to the full conference, which adopted them all, with the exception of the Resolution concerning Federal States, submitted by Mr. Bengough of Canada, which was transmitted to the Governing Body of the International Labour Office to be considered along with the other constitutional matters listed in the Canadian Resolution referred to in the section of this report devoted to the work of the Committee on Items I and II.

Elections to the Governing Body

66. On May 5 the electoral colleges of the three groups represented at the Conference met separately to elect new members of the Governing Body.

As a result of the elections, the elective seats on the Governing Body are occupied as follows:—

Governments (1):

Brazil, Chile, Mexico, Norway, Poland, Yugoslavia, Peru and Greece.

Employers—Regular Members:

Col. Antoine (France), Col. Chapa (Mexico), Mr. Erulkar (India), Sir John Forbes Watson (United Kingdom), Mr. Gemmill (Union of South Africa), Mr. Harriman (United States of America), Mr. Joassart (Belgium), Mr. Morawetz (Czechoslovakia).

Deputy Members:

Mr. Li Ming (China), Mr. Dahl (Norway), Mr. Macdonnell (Canada), Mr. Cowley Hernandez (Cuba), Mr. Falter (Poland), Mr. Kulukundis (Greece), Mr. Warning (Netherlands), Mr. Banats (Yugoslavia).

Workers—Regular Members:

Mr. Hallsworth (United Kingdom), Mr. Watt (United States of America), Mr. Anderson (Sweden), Mr. Laurent (France), Mr. Rens (Belgium), Mr. Chu Hsueh-fan (China), Mr. Lombardo Toledano (Mexico), Mr. Bengough (Canada).

Deputy Members: Mr. Crofts (Australia); Mr. Oldenbroek (Netherlands); Mr. Kosina (Czechoslovakia); Mr. Ibanez (Chile); Mr. Downes (Union of South Africa); Mr. Adamczyk (Poland); Mr. Nordahl (Norway); Mr. Mehta (India).

69. It was decided that the mandate of Governments and persons occupying elective seats would not be extended beyond the next ordinary session of the International Labour Conference.

Declaration by the Delegations of Occupied Countries

70. The Conference members representing the occupied countries of Europe, (Belgium, Czechoslovakia, France, Greece, Luxembourg, the Netherlands, Norway, Poland, and Yugoslavia) held meetings during which they agreed on the text of a declaration regarding the special reconstruction problems of those countries (Annex 36).

The text of this Declaration was read to the Conference by Mr. Tixier, Government Delegate of France.

71. Miss Perkins, Government Delegate of the United States, then moved a resolution taking note of the Declaration and expressing the hope that the United Nations and the

(1) The permanent seats of the Governing Body are occupied by the United States of America, Belgium, British Empire, Canada, China, France, India, Netherlands.

other members of the Conference will unite their efforts to promote in every way the economic and social recovery of all the countries sorely tried by enemy occupation and by the devastation due to the war (Annex 37).

This resolution was seconded by Sir Frederick Leggett on behalf of the British Government delegation and adopted unanimously by the Conference at its eighteenth sitting on May 12.

Closing of the Conference

72. The Twenty-Sixth Session of the International Labour Conference was declared closed at 8 p.m., May 12, after a series of speeches by the President, Vice-Presidents and the Secretary-General of the Conference.

73. In his closing speech the President stated that he had never attended a meeting where representatives of three groups, employers, employees and Governments, had been so united in the objectives towards which they desired to travel. The Declaration of Aims which the Conference had adopted would go down in history as one of the most significant documents of our time. It was the greatest social charter that had yet been published. The Declaration and the Recommendations that had been adopted lay the foundation for the kind of post-war world we had undertaken to bring into being. But the constructive task of building upon this foundation was one to which we must still dedicate our efforts and our resolve.

We have the honour to be,
Sir,
Your obedient servants,

(Signed) Paul Martin,
Brooke Claxton.

ANNEX 1—Address by the Canadian Minister of Labour, Honourable Humphrey Mitchell

I bring to this Congress the good wishes of the Government of Canada and its people, and in so doing express the earnest hope that these deliberations will maintain the high standards of social endeavour that have been recently set in motion by our Government to eradicate from the lives of the men and women those three great basic fears: The fear of destitution through unemployment; the fear of destitution through old age; and the fear of destitution through sickness.

The Government of Canada has been active in the International Labour Organization since its inception. The size of the Canadian delegation here this morning is an indication of the importance that our Government attaches to this Organization as an agency for the crystallization of progressive measures throughout the civilized world.

We maintained a permanent representative in Geneva prior to the outbreak of war, so that we could be in the closest contact with the International Labour Organization. After the outbreak of war, we took you into our home. I hope it is only temporarily, that you will go back some day to that magnificent structure that was used prior to the outbreak of war. While it is sometimes very cold in our country in the winter, you can rest assured that the warmth of our reception to the Office is on a par with the vigour and the generosity of the Canadian people.

I think it is fair to say that this Organization has made the greatest contribution to world good of any international organization that has ever been set up. What pleases me a great deal, too, is that we are meeting on American soil; since the genesis of this Organization was conceived in the mind of that great labour leader, the late Samuel Gompers. I have always felt that it is the simplest things that govern the destinies of a nation or a civilization. Whenever I am a little low on my fundamentals, I still go back to Sam Gompers.

It is also fitting that this meeting should be held in the United States. It is here in the North American Continent that free men have fashioned the most powerful instrument of production since men invented the wheel and learned the art of controlling fire in the service of mankind.

Notwithstanding what we might do here, let it be clearly understood that our primary duty is in the destruction of the greatest menace that ever confronted mankind since the dawn of history, and no other consideration must stand in the way. All the plans that we may make at this magnificent gathering will be of no avail unless Hitler and his friends in the Pacific are completely wiped off the face of the earth.

Always remember this, that freedom is like the air you breathe—you do not miss it until it gets scarce. The progress of our civilization is in proportion to the freedom of our institutions. The history of the arts and sciences in all the democratic countries has clearly indicated this.

May I say a few words about my own country. We, in Canada, have built the greatest industrial machine in our history. We have the largest production of foodstuffs on the farms of our country in our history. When I tell you that six out of eight people of fourteen years of age and over—that includes men and women—are either in the armed services or engaged in avocations necessary for the successful prosecution of the war, that will give you some indication of the degree of organization that has taken place in the Dominion of Canada. Speaking of our farmers, last year the production on their farms was 43 per cent greater than it was in 1939. When I tell you that since the war broke out we have taken half a million people out of agriculture and put them into industry and the armed forces, it will give you some indication of the driving force of our people in assisting in defeating our enemies across the seas.

Then we have endeavoured with the co-operation of labour and management to stabilize our currency and our price structure. I think we have been reasonably successful in so doing. We have clearly in mind that you cannot plan for the future on an unstable price structure. You have to have a stable currency and a stable price level.

There are a good many books written about money. If some people can make a thing so complicated that they cannot understand it themselves, they think it should work. But I have got a simple definition of money: If it isn't hard to get, it isn't money. So when we go into the post-war period with these plans of reconstruction, of

social advancement, we feel, in the Dominion of Canada, that it is absolutely necessary that we should keep our price structure stable.

In the mobilization of our country, let me say this—that we have had the greatest co-operation in Selective Service, in labour relations, on the economic side and also in the labour relations side, from both employers and employees. We feel that we still have some trials and tribulations on our industrial front, but that is the price you pay for freedom. Don't forget that—it is the price you pay for freedom.

I think that I should say this: that the world admires the great contribution being made by the American people. I feel that your genius for mass production will tip the scales of victory.

May we all leave this Conference inspired with the spirit of freedom that has contributed so much to the advancement of mankind. After all is said and done, your life and my life are only a heartbeat in the life of the nation or a civilization. May it be said of us here that we will have set in motion policies that have for their purpose the protection of the men, women and children of our time and those who are to follow.

History has never been written around people who sit on the fence. This City of Philadelphia is a monument of that fact. History is written around the people who are prepared to live dangerously.

In conclusion I should like to close with these words: That I hope the post-war period will be planned and fashioned by the courageous men and women with the organizing genius that will make victory possible. The United Nations have been magnificent in destruction. If we use the same energy and talents in the problems of reconstruction, the future of our respective nations is assured.

ANNEX 2—Statement by Mr. Percy Bengough

The future policy, program and status of the International Labour Organization is, in our opinion, the most important question for consideration and decision that is before this 26th Session. One section of the Constitution of the I.L.O. states that universal peace can be established only if based upon social justice, and that conditions of labour exist, involving such injustice, hardship and privation to large numbers of people, as to produce unrest so great that the peace and harmony of the world are imperilled, and an improvement of these conditions is urgently needed. This statement made in 1919 is even more significant in 1944, and the ideas expressed must be fully recognized now, if permanent peace is to be attained.

Subject only to the vital need of winning the war in the shortest possible time in order to save our democratic way of life—the question of what we are going to do in the post-war period is the most important problem that humanity has ever had to solve, because if solutions are not found to these problems the stupendous sacrifices made in the effort to save our democracies will have been in vain. Frankly, the majority of Canadian workers are fearful of the prospects of the post-war period. Hundreds of thousands of them retain bitter memories of unemployment and misery during the Great Depression. They remember when they were anxious and willing to work, and no jobs were available. To-day, they look for assurance—yes, very definite assurance—that they will not once again find themselves, through no fault of their own, on the verge of starvation while living in a land of plenty.

When we consider what Canada has accomplished during the war, with a population all told of approximately twelve and a quarter million, we inevitably must go on to ask how are we going to arrange our way of living in order to rid ourselves of unemployment, want and misery in the post-war period? Canada has to-day some 750,000 able-bodied citizens in the armed services. It must be recognized that in such service, and particularly in modern mechanized warfare, they become far greater consumers than they would be in civilian life. We have around a million and a quarter men and women engaged directly in war work. Over $55,000,000 worth of munitions and supplies are being produced in Canada every week.

Over and above all this, in the fiscal year 1942-43, Canada provided a direct gift of 1,000,000,000 dollars in munitions, raw materials and foodstuffs for the United Kingdom, some of which was transferred to other countries. In the three previous years, Canada provided financial assistance to the United Kingdom totalling $1,518,000,000. In the fiscal year 1943-44, Canada provided for the distribution of Canadian war equipment, raw materials and foodstuffs to the United Nations to the value of 1,000,000,000 dollars, on the basis of strategic need. From August, 1942, up to date, Canada has donated 260,000 tons of wheat to Greece. And while all this has been

accomplished, we have, in addition, grown, manufactured and distributed all civilian requirements.

On the declaration of peace, we shall be confronted with a new era in Canadian history. Canadians feel justly proud of their war effort. The productive capacity of Canada has been more than trebled. It has been officially stated that, in the four war years since 1939, Canada has undergone an industrial transformation which, under normal conditions, could not have taken place in less than twenty-five years. This indicates what we can do when we are compelled to meet extraordinary demands.

If we can do all these things for the purposes of destruction, is it not natural that people should ask why Canadian workers could not be gainfully employed for constructive purposes during the years of peace? Why were hundreds of thousands of our citizens suffering unemployment and want prior to the outbreak of war? One thing we have conclusively demonstrated, and that is that we can produce an abundance to meet every human need and requirement and, knowing this, the workers of Canada will not go back to the pre-war days of fear and want.

We have no illusions as to the magnitude of the problems and difficulties which will confront us in the post-war period, and for which preparations must now be made. Civilian positions and jobs in gainful employment will have to be provided for all of those who have been fighting on our behalf overseas, as well as for those who are working on our behalf in the production of munitions and supplies at home. Two million new jobs have to be found in Canada in the post-war period, and we shall have to find them expeditiously, in order to be sure that chaos, confusion and possibly disaster will not occur.

War compelled us to intensify our industrial efforts, and a gigantic system of planning was adopted which was wholly unprecedented. Apart from such planning, it would have been impossible for Canadians to meet their war responsibilities. The consciousness of the workers and the people generally has been awakened. They realize to-day the enormous capacity that we have to produce and the value of our scientific and modern methods of production; they know what Canada has accomplished while at the same time she has maintained and fed a great army of men and women removed from the productive activities of industry. It is obvious that we must not return to a system of life that reduces farm output, that restricts production, and that develops only on a basis of profitable operation for the owners of industry, and a scarcity of commodities for the masses of the people. We have advanced proposals to meet these problems in our own country. However, time does not permit me to present our views on these particular matters at present.

The workers of Canada have no desire, nor do they believe it possible, even though this North American continent has an abundance of natural resources, to solve these problems by a policy of isolation. We recognize the fact that if shoes can be produced in Japan for 25 cents a pair in the post-war period, as a result of low living standards, that sooner or later, workers producing such products in other countries, will either have to reduce their standards or become unemployed. No country to-day, however favourably situated, can solve these great problems alone. They are international, and must be solved through international co-operation.

The International Labour Organization has the confidence of the people of the world, to a greater extent than any other international agency that has been, or can be, devised. The I.L.O. has demonstrated its possibilities—there is no time, nor is it necessary, to experiment now in the endeavour to form another international organization to do the great work that has to be done. But, if we are sincere and determined to rid this world of fear and want, we can give to the International Labour Organization the finances and authority it needs for its successful operation and for the achievement of the greatest and finest objective of mankind—the establishment of universal peace, based on social justice and economic security.

The workers of Canada, wholeheartedly endorse the proposed declaration concerning the aims and purposes of the International Organization, as these are set out in the Report now under discussion.

ANNEX 3—Statement by Mr. Paul Martin

The Office is to be congratulated on the preparatory work which has produced the series of reports for this Conference. It has done so under difficulty, without the opportunity of consulting governments in advance.

I propose chiefly to concentrate my remarks on Reports I and II, which to a very great extent must be regarded as political in the sense that they impinge on national policies which have not yet been defined.

The fact that these policies have not yet been defined by the governments makes the Office Reports even more valuable, as they are, therefore, the beginning and foundation of our discussion. The first step in the consideration of any problem is the gathering of material, the second the definition of the problem. The Office has provided the material and has gone a great distance towards defining the problem.

The definition of the problem will be well begun when the Conference has agreed on the text of the proposed declaration concerning the aims and purposes of the Organization. I think that we agree that such a declaration should be made by this Conference.

The text of the declaration provided by the Office offers a good draft from which to work. I am not able to agree with all it contains. I am sure that the Office did not expect that the Canadian Delegation or any other Delegation would agree entirely. If they did, there would be no need for this Conference.

This Conference must keep in mind that simultaneously with the formulation of the future policy and program of the Organization other international economic and social institutions are being set up, or have been set up, and are now making plans for their own future activity. The pattern which is beginning to take shape suggests that there will be a number of separate organizations each of which will cover a particular phase of international economic or social relations.

These separate international organizations are projected in the sphere of monetary and exchange policy, commercial policy, international collaboration to permit full employment, commodity policy, international investment, food and agriculture. It seems probable there will be others.

In the view of the Canadian Government these international organizations must eventually be brought together in an international framework. It is important that the functions of each should be clear-cut and definite. Any tendency for one organization to take on vague general purposes which would encompass an excessive range of activities must be avoided if we are to avoid overlapping and confusion.

I cannot, therefore, until it has been more specifically defined, subscribe to the statement confined in the proposed Declaration of Aims and Purposes that it is the responsibility of the Organization to "scrutinize all international economic and financial policies and measures . . . and consider all relevant economic and financial factors and include in its decisions and recommendations any provisions which it considers appropriate"; neither can I subscribe to the statement that the Organization claims "a primary interest in the achievement of harmonious working relationships between all the constituent functional parts of the body of social and economic institutions which the world's needs require."

In saying this, I mean that the Declaration as phrased is not sufficiently precise as a definition of the scope and function of the I.L.O. Such a definition is required. There should be no doubt—no room for doubt—on such a vital Declaration, particularly as it is recommended to the United Nations that it be repeated in affirmative terms in the Peace Settlement. I should want answers to the following questions, which the wording of the draft Resolution raises in my mind:

1. Is the International Labour Organization to discharge this responsibility of scrutiny over governments and over specialized international bodies by way of seeking knowledge of their plans and tendering advice to them as to the social implications of their proceedings or measures?

2. Is it to seek membership in international bodies?

3. Is it to use its duty of scrutiny to acquire a primacy over other international bodies with equal functional importance in related spheres?

4. Is it to share in responsibility for the decisions of such bodies?

The form and phrasing of the Declaration can well give rise to these and similar questions, and accordingly I suggest that the Conference make very sure as to their import so as to be sure of the path which it proposes the Organization shall tread.

The I.L.O. should be in a position to give advice where international financial policy may

affect wages or working conditions, similarly the Food and Agriculture Organization should be in a position to give advice where measures proposed by the I.L.O. may affect agricultural production. Eventually, this may be achieved at the top through a new co-ordinating agency; in the meantime, the mechanism of mutual exchange between the international organizations must be improvised on a basis of equality.

Much stress is laid in Report 1 upon the tripartite character of the Organization, and on the consequent "representation of highly important elements of organized public opinion," to co-ordinate the work of other international agencies.

I agree with the view that the tripartite character of the International Labour Organization must be considered in planning its future. The representation of employers and workers gives the Organization exceptional authority in the field of employer-employee relations, working conditions, hours, wages, industrial safety, and so on; but I think that it must be recognized that the tripartite representation is also a limiting factor as limiting the peculiar competence of the Organization to those matters which are of special importance and direct relation to the sections of the national communities—employers and workers —represented in it.

We must not weaken the position of the Organization in its rightful field by overreaching in an attempt to extend its authority into fields where other groups of the community are more directly concerned. As an example of this danger, I draw your attention to the passage of the Office's report dealing with the Permanent Agricultural Committee. The Organization has, of course, a legitimate interest in agricultural questions; but we cannot pretend that the employer-workers representation in the I.L.O. is a representation of the agricultural community or of the community of consumers.

Further, the United Nations have established a new permanent organization on food and agriculture. I think that we should, therefore, recognize that the claim of the International Labour Organization to authority in this field extends only to those questions which are specifically questions of wages, hours, working conditions and so on; and to support the Organization's claims here, we should endeavour to secure within the I.L.O. representation of agricultural employers and workers.

I have found Chapter VI of the First Report an interesting and stimulating document. No proposals for submission to the Conference are included, but it is indicated that the suggestions contained would be submitted to the Governing Body. Unfortunately it has not been possible for the Governing Body to give consideration, before this debate, to the financial questions raised in this Chapter.

It is unquestionable that the financial relations between the I.L.O. and the League are complicated and difficult and should at some time be simplified. With the growth of the number of states belonging to the I.L.O. which are not members of the League, these difficulties have increased. The questions are whether now is the time to make changes, and whether the changes proposed are desirable.

I do not believe that this is the time to change. The present machinery, with some improvisation, has worked satisfactorily through four years of war. Temporary and ad hoc measures can be taken to meet new difficulties as they arise; but here again before tearing down and rebuilding, we must have a clearer view of the new world organization which is taking shape.

In so far as we can consider the future, I believe that the emphasis in this discussion should be on the possibility and means of reaching as soon as possible a single international budget. As the Office Report rightly points out, such an international budget cannot be established at this stage. The principle, however, should be recognized, and we should avoid taking a step in the direction of separate budgets, which I believe all would agree would be in the opposite direction to that in which we wish to go.

Moreover, I have noted that the proposal to divorce the I.L.O. budget from that of the League is taken in some quarters to mean that the Organization is prepared to cut itself adrift from the League. Many of you will have noted an item which appeared recently in the press referring to the International Labour Organization, in which it is stated "the Governing Body is slated to consider decisions capable of driving another nail in the coffin of the League", and a little further on, "some delegates look for a decision which would sever the last practical tie between the I.L.O. and the League".

I should like to see this idea effectively scotched. I could not, in this Conference, give support to any proposal which, rightly or wrongly, may be interpreted as "driving another nail in the coffin of the League".

While considering the external relations of the Organization we should not neglect to examine the internal constitution of the Organization itself with a view to possible improvement. The relations between the Conference, Governing Body and Office might bear examination, especially to bring the Conference

into closer contact with the Office and to provide for more continuity in the Conference itself and in its committees. Again the whole subject of regional organization is deserving of study. Would it be wise or otherwise, for example, to authorize the establishment of permanent regional committees to work with regional branches of the Office in Asia, South America, the Far East, or elsewhere?

A small change in the Conference rules which might be valuable to federal states would be a provision for the attendance at the Conference, as part of National Delegations, of two classes of Observers, namely (1) representatives of the constituent states or provinces of the federal state, and (2) representatives of important national bodies which have a direct and legitimate interest in the work of the I.L.O. but cannot properly be fitted into the existing composition of delegations as governmental advisers.

Such a provision might well be subject to a proviso limiting such observers to a stated number or to a number bearing a stated relation to the total number of government advisers in attendance.

In summary and conclusion, I should like to make the following proposals to the Conference:

(1) We should look through the first two items on the agenda with a view to dividing them according to the action which this Conference should take. I find that we have in Item I a Declaration of the aims and purposes of the Organization which is reproduced in the proposed Resolution concerning Social Provisions in the Peace Settlement contained in Report II. I believe that such a Declaration should be made by this Conference, but I should like to see this Declaration contain a specific statement of the sphere of authority of the Organization in terms of its tripartite constitution, as I have indicated. I believe that such a definition of our field of activity would save troublesome rivalries in the future between the I.L.O. and other international organizations.

(2) I do not think that we can hope to settle at this Conference questions as to the relationship of the Organization to other international bodies and to its future program generally. The necessary result of the expressions of opinion given to the Conference should be the appointment by the Conference, or by the Governing Body, of a Committee empowered to deal with Resolutions or Declarations affecting the future of the Organization. Such a Committee should meet as frequently as necessary, preferably in Montreal—should, in active collaboration with the Office, discuss and revise the Office Reports in the light of the discussion in this Conference. The Committee should have as its great task the fitting of the Organization into its proper and rightful place in the new international framework now beginning to emerge. Arrangements for collaboration betwen the International Labour Organization and other existing or projected international organizations should be regarded as of a tentative and interim character, pending the establishment of a World Council or the restoration of the League, or the creation of other central control agency.

(3) The work of the Committee would crystallize in a Report for submission to governments with a view to action thereon at the next Conference, by which time the pattern of the new world organization may be expected to have taken such shape that with the aid of considered opinions from governments the Conference may well be able to take further steps towards completing the structure. Canada would expect to be represented on this Committee and would cooperate fully with it.

(4) The same, or another committee, should consider the internal constitution of the Organization; whether or not the relation between the Conference and the Office should be strengthened; whether more continuity might be given the Conference and its committees; whether permanent regional organization should be developed with regional committees and branches of the Office. The working of the Standing Orders might be examined and consideration given to the admission of Observers on Government Delegations to meet one of the problems of Federal States.

(5) When the proposals of the first committee have begun to take shape the Governing Body should refer to governments the financial questions. We should be moving towards an international budget, not away from it.

(6) Lastly, there are questions of an urgent character raised in Report II which we should discuss in so far as they affect the I.L.O., and submit to a committee of the Conference for further consideration. All the recommendations in Report II are, of course, not within the competence of the I.L.O. to achieve; but I see no reason why the Conference should not make general recommendations as to the social objectives of the group of international organizations in existence and coming into being. Too much of our time, however, should

not be spent in dealing with principles and generalities. I believe that the time will soon be here for action and I think that the committee dealing with this item of the agenda should devote most of its time to problems such as the re-introduction into liberated territories of the codes, practices and policies of the I.L.O. which were in effect until they were destroyed by the aggressor. While not neglecting the more distant future, let us be sure that we deal fully with the problems which may confront the United Nations in the immediate future.

ANNEX 4—Statement by Mrs. Cora Casselman

Students of public affairs have long been accustomed to look to the annual report of the Director of the International Labour Office for a faithful survey of world economic and labour developments and an authoritative appraisal of the trends in social policy. The reappearance, after two years, of this report is therefore a welcome event.

This year, as usual, the report devotes attention to Canada's place in the world's economy. Even before the war Canada ranked among the eight most important trading and industrial countries. Since 1939 she has become an arsenal of supply in the battle for world freedom. Her agricultural and industrial development have been tantamount, in the words of the Director, to an economic revolution. As a producer of munitions, for instance, Canada now ranks fourth among the United Nations. By the end of 1943 she had produced more than ten thousand planes, six hundred thousand motor vehicles, seven hundred and fifty escort cargo and patrol ships, vast quantities of chemicals and explosives, and millions of dollars' worth of instruments and communications.

On the other hand, with very little increase in acreage and an actual reduction in man-power, Canada's agriculture is to-day producing unprecedented quantities of many important foodstuffs and raw materials. In less than four years we have increased our output by 50 per cent, in spite of a reduction of 23 per cent in man-power.

At the restoration of peace, therefore, Canada will be equipped to produce more than in any previous period in her history. This increase in efficiency of production will have a profound effect upon the distribution of goods in Canada and upon the international trade of the nation. A larger proportion of the Canadian people will be employed in factories, and in the trades dependent on them, than at any time in the past, while these factories will be in a position to produce within Canada many of the things that were previously imported from other countries. It should be emphasized, moreover, that much of this industrial expansion has occurred in primary industries. The development of a Canadian tool-making industry is a case in point, while the growth of the chemical industry and the rapid expansion of aluminum production also constitute admirable examples.

In many cases, moreover, the war has made important changes in technology which will remove differences that existed before the war. The Director is therefore right in estimating that the structure of Canadian international trade will thus be permanently affected.

It is likely that munition and armament factories, because of the peculiar nature of the existing production, will not be useful to Canada in times of peace. There will arise, therefore, the problem of reconverting to civilian use a certain volume of resources no longer needed for the making of war material. The great complexity of this task is widely recognized, and a beginning has been made with the advance planning and preparation which will be essential to its successful performance.

The increase in production capacity has been possible only through the full employment of man-power. Five millions or nearly 60 per cent of the total population, aged fourteen and over were in the armed forces or at work at the end of 1943. The strength of the armed forces was around 770,000. The number of workers of both sexes in war industry alone was over 1,140,000.

We are glad to record here the magnificent part played by the women of Canada in all phases of our war effort. They have come forward as volunteers to accept all kinds of work at a rate and with a spirit that is nothing short of spectacular. At the end of 1943 over one million women were gainfully employed in Canada, as compared with around 600,000 in August, 1939. In addition there are over 750,000 women—wives and daughters of farmers—supplementing the work of men to maintain the high record of farm production. Each year these women have taken on more and more of the farm work in addition to their work for the home and family, at a great sacrifice of time and energy.

It is, of course, in war industry that we have seen the greatest expansion in the employment of women. In June, 1941, there were 40,000 women so employed. By September, 1943, that number had increased to 235,000. This large employment of women in a thousand different industrial plants has created problems of its own in connection with work conditions. For instance, the entry within two years of nearly 200,000 women into war industry alone has had the effect of creating a shortage of help in other industries and services in which women workers have always predominated. One of them is hospital service.

Every effort has been made to bring into full productive activity the skill and services of all the Canadian people. Since 1940 Canada has brought its employment service under federal administration and strengthened it in a variety of ways. Now there are over 240 offices in five regions across Canada with a staff of over 5,000. The Director's comments on employment services in general apply to Canada. The gradual evolution of the machinery needed for solving employment problems is one of the most hopeful factors in the present situation.

War experience in attaining the most effective use and distribution of the available skills will be of direct value in meeting the vast programs of employment organization in the transition

from war to peace. We agree with the Director that the broader conception of the employment service brought about by war needs must continue to prevail once the war has come to an end. As the Director points out, there should be no delay in equipping the employment services to play an effective part in the carrying out of national plans for the after-war period.

In 1939 the total wages and salaries paid in Canada amounted to two and a half billion dollars. In the following years the total rose steadily until in 1943 the figure of over four and a half billion dollars was reached. This is due not only to the increase in the numbers of earning population. Wage rates in Canada to-day are an alltime high level. They are considerably higher, in fact, than in 1920, when the cost of living was at a peak as a result of the first world war. While the wage index for 1943 has not yet been definitely determined, the Canadian Minister of Labour predicts that it will show a still greater advance this year.

In addition to an increase in the level of salaries, it should be noted that, since the outbreak of war, vacations with pay have been introduced, covering an aggregate of 600,000 employees.

The improved position of wage earners is best realized when the cost of living index is taken into account. Canada's record in this respect is outstanding among allied countries. In January, 1944, the cost of living index in Canada had risen by almost eight points less than it had risen in Great Britain.

As one of the measures necessary to prevent inflation, Canada has enforced a strict wage policy. It is with satisfaction that the Canadian delegates note this statement in the Director's Report, that the Canadian policy of stabilization "has achieved considerable success". Wartime wage controls have involved the temporary assumption by the federal Government of powers formerly vested in the provincial authorities. The Director is right in his view that this development may have widespread effects in the post-war period.

A statement of measures adopted by Canada to stabilize wages and salaries at levels prevailing in November, 1941, will be found at page 44 in the Director's Report.

Wage control and price control have not been separated. It is noteworthy that the Director reports that in control of prices in Canada the administration has "achieved a degree of success which affords a welcome contrast to the experience of the last war" (page 19). "After a period of selective price controls", he explains, "Canadian authorities put into effect an all-inclusive price stop towards the end of 1941. The policy has been effective: during the first four years of war the Canadian cost of living index rose 18 per cent as compared with 28 per cent in the United Kingdom, 23 per cent in the United States, and 51 per cent in Canada in the same period of the last war. In the first two years of price ceiling control to the end of 1943, the rise in the Canadian index was only 3 per cent".

A chapter of the Director's Report deals with wartime international collaboration in the economic field. It describes the part played by Canada in this collaboration, her participation in the co-ordinating boards of the United Nations, the international wheat agreement of June, 1942, and the mutual aid agreements between Canada, on the one hand, and Great Britain, the Soviet Union, Australia, China, and the French Committee of National Liberation on the other. As the Director points out, a basic principle of these agreements, and one of outstanding importance for the post-war period, is that "these give rise neither to war debts nor to indefinite and uncertain post-war obligations". When explaining the scheme, the Canadian Minister of Finance stated: "It shall be good and sufficient consideration for transferring war supplies to other United Nations that such supplies are to be used in the joint and effective prosecution of the war."

In a subsequent chapter, the Director discusses social developments such as employment and social insurance. There again he is able to announce to the Conference an important measure taken by Canada, in the midst of the war itself: the putting into operation of a national scheme of unemployment insurance for workers in industry and commerce. To bring about this measure, which had been delayed for constitutional reasons, it was necessary to amend the British North America Act, which is the basis of our country's constitution. This was done with the unanimous consent of the nine provinces. A parliamentary committee is now considering detailed measures covering all persons in Canada for health insurance. Already on the statute books are comprehensive rehabilitation acts for veterans of the war.

It is fortunate that, in his chapter on the work of the Organization, the Director records the technical assistance afforded by the Office to Canada and to other countries during the period under review. This gives me an opportunity of publicly thanking the Director and the members of his staff, on behalf of the Canadian Government, for their ready response to my country's request for assistance when the programme for social security and labour relations was under review.

In making this call, Canada expressed confidence in the Office to which she gave sanctuary when it was forced by events to move from its seat in Switzerland. She was glad of having this opportunity, when the future of the Organization was at stake. She is likewise proud that *The International Labour Code of 1939* was published in a Canadian city. This corpus of social legislation is, perhaps, the most valuable legacy which the inter-wars period has made to civilization. On that solid basis the present generation should be able to rise to constantly higher levels on the road to progress.

The war is not over. We face now the most critical period. We must still expend our energies and resources to defeat the enemy. But while we do not relax our efforts, our minds are already struggling with the problems of peace. We have learned in war to unite our strength to win our common objective within our nations and among our nations. Differences between clashing interests that divide us at home have been set aside in order to reach the goal of full wartime production. Differences that impede us in reaching the goal of full peacetime production must give way to a similar united effort to bring prosperity to all our people.

Canada shows by her co-operation in international conferences in war and in peace that she realizes her responsibilities and that she stands ready with her allies to build structures of firm and lasting co-operation. The I.L.O. stresses the importance of interchange of views and free discussion among the three member groups, Government, employers and workers. It stresses the importance of these same methods among member countries—the interchange of views and free discussion. It has made and is making a tremendous contribution to world progress. Canada joins in congratulating the Director and his staff on their splendid achieve-

ments. Their objective, our objective, can be reached by no easy path. But by determined purpose, by patient perseverance, by common action, we shall conquer fear and want within our borders, and among the peoples of the world. By broad vision, by courage and decision, we shall conquer the greatest enemy of all mankind—war itself.

ANNEX 5—Declaration Concerning the Aims and Purposes of the International Labour Organization

The General Conference of the International Labour Organization, meeting in its Twenty-Sixth Session in Philadelphia, hereby adopts, this tenth day of May in the year nineteen hundred and forty-four, the present Declaration of the aims and purposes of the International Labour Organization and of the principles which should inspire the policy of its members.

I

The Conference reaffirms the fundamental principles on which the Organization is based and, in particular, that:

(*a*) labour is not a commodity;

(*b*) freedom of expression and of association are essential to sustained progress;

(*c*) poverty anywhere constitutes a danger to prosperity everywhere;

(*d*) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of Governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.

II

Believing that experience has fully demonstrated the truth of the statement in the Constitution of the International Labour Organization that lasting peace can be established only if it is based on social justice, the Conference affirms that:

(*a*) all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity;

(*b*) the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy;

(*c*) all national and international policies and measures, in particular those of an economic and financial character, should be judged in this light and accepted only in so far as they may be held to promote and not to hinder the achievement of this fundamental objective;

(*d*) it is a responsibility of the International Labour Organization to examine and consider all international economic and financial policies and measures in the light of this fundamental objective;

(*e*) in discharging the tasks entrusted to it the International Labour Organization, having considered all relevant economic and financial factors, may include in its decisions and recommendations any provisions which it considers appropriate.

III

The Conference recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve:

(*a*) full employment and the raising of standards of living;

(*b*) the employment of workers in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common well-being.

(*c*) the provision, as a means to the attainment of this end and under adequate guarantees for all concerned, of facilities for training and the transfer of labour, including migration for employment and settlement;

(*d*) policies in regard to wages and earnings, hours and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection;

(*e*) the effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures;

(*f*) the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care;

(*g*) adequate protection for the life and health of workers in all occupations;

(*h*) provision for child welfare and maternity protection;

(*i*) the provision of adequate nutrition, housing and facilities for recreation and culture;

(*j*) the assurance of equality of educational and vocational opportunity.

IV

Confident that the fuller and broader utilization of the world's productive resources necessary for the achievement of the objectives set forth in this Declaration can be secured by effective international and national action, including measures to expand production and consumption, to avoid severe economic fluctuations, to promote the economic and social advance-

ment of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a high and steady volume of international trade, the Conference pledges the full co-operation of the International Labour Organization with such international bodies as may be entrusted with a share of the responsibility for this great task and for the promotion of the health, education and well-being of all peoples.

V

The Conference affirms that the principles set forth in this Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to the whole civilized world.

ANNEX 6—Resolution Concerning the Constitution and Constitutional Practice of the International Labour Organization and Its Relationship With Other International Bodies

The General Conference resolves that:

1. During periods of emergency when, in the judgment of the Governing Body, the efficient operation of the Organization or of the Office will be advanced thereby, and the Governing Body so notifies the Members of the Organization, it shall provide that, supplementary to the normal procedure, the following communications should be transmitted through the Director:

(*a*) the communication to Members of certified copies of Recommendations and Conventions in accordance with paragraph 4 of Article 19 of the Constitution of the Organization;

(*b*) the communication by Members of the information concerning the action taken in regard to Recommendations required by Paragraph 6 of Article 19 of the Constitution;

(*c*) the communication by Members of the formal ratifications of International Labour Conventions in accordance with paragraph 7 of Article 19 of the Constitution and the relevant provisions of the individual Conventions;

(*d*) the communication to Members of all notifications required by the terms of International Labour Conventions.

2. The Conference requests the Governing Body:

(*a*) to take effective steps as promptly as possible to deal with problems common to a region or to a particular industry, with due regard to the Constitution and principles of the Organization, and its competence, and

(*b*) to report to the next general session of the Conference the steps taken and plans for the further regionalization of the Office and of the Organization and for special consideration of the problems of particular industries.

3. The Conference requests the Governing Body during the period of deliberation of the Committee to be established under the terms of this Resolution and of the development of an overall pattern of international institutions, to take appropriate steps to assure close collaboration with a full exchange of information between the I.L.O. and any other public international organizations which now exist or may be established for the promotion of economic and social well-being, and in the furtherance of this objective it may instruct the Director to arrange with such organizations, on conditions mutually agreeable, for

(*a*) the exchange of information, views, reports, studies and other documents regarding policies and measures of mutual interest and concern at appropriate stages in their formulation and execution, and:

(*b*) the exchange of representatives without vote, at meetings convened by this organization and such other organizations, and:

(*c*) the creation and maintenance of such joint committees as may facilitate their effective co-operation.

4. The Conference requests the Governing Body:

(*a*) to appoint a Committee as soon as possible to consider the future Constitutional development of the Organization. The Committee shall particularly consider the following matters in active collaboration with the Office, and in the light of the Report on Item I submitted by the Office the resolutions and amendments submitted to the Conference, the views expressed in the Conference and any suggestions which may be communicated to the Office by Governments:

(1) the relationship of the Organization to other international bodies;

(2) the constitutional practice of the Organization and its clarification and codification;

(3) the status, immunities and other facilities to be accorded to the Organization by Governments as necessary to the efficient discharge of the responsibilities of the Organization;

(4) the methods of financing the Organization;

(*b*) after receiving and considering the Report of the Committee to bring to the attention of the Conference at its next general session such matters as in its judgment require action by the Conference.

5. The Conference requests the Governing Body to appoint representatives with power to negotiate, if necessary prior to the next general session of the Conference, with international authorities on behalf of the Organization concerning any constitutional questions which at any time require immediate action, including the matters referred to in paragraph 4.

6. The Conference authorizes the Governing Body to decide the place at which the Twenty-seventh Session of the Conference shall be held. In the event of a maritime session being convened in the near future, this authorization shall apply to the Twenty-seventh and Twenty-eighth Sessions.

ANNEX 7—Resolution Concerning the International Character of the Responsibilities of the Director and Staff of the International Labour Office

The Conference, desirous of reaffirming the international character of the responsibilities of the Director and staff of the International Labour Office adopts the following resolution:

(1) The Director of the International Labour Office shall, on appointment, make a solemn declaration before the Governing Body that he will discharge the duties committed to him with the interests of the International Labour Organization alone in view, will not seek or receive instructions in regard to the discharge thereof from any authority external to the Organization, and will at all times uphold the provisions of the Constitution of the International Labour Organization.

(2) The responsibilities of the staff of the International Labour Office shall be exclusively international in character. Members of the staff shall on appointment make a solemn declaration in the form and manner approved by the Governing Body that they will not seek or receive instructions in regard to the discharge of their responsibilities from any authority external to the Organization.

(3) The Conference affirms it to be the duty of the Members of the Organization to respect fully the international character of the responsibilities of the Director and Staff of the International Labour Office and not to seek to influence any of their nationals in the discharge of such responsibilities.

ANNEX 8—Resolution Concerning the Holding of a Regional Conference of the Countries of the Near and Middle East

Whereas the International Labour Organization, during the coming years, will have to pay closer attention to the various regions of the world where similar social and economic conditions exist, and

Whereas the raising of the social standards of the workers in town and country will largely depend upon appropriate solutions being sought to the specific problems of the regions concerned, and

Whereas the Near and the Middle East constitute a vast region of particular importance, where similar conditions prevail as regards the working and living conditions of great masses of agricultural workers, whether independent, semi-independent, or wage-paid, and

Whereas these conditions as well as the problems with which the countries concerned are confronted in their effort towards systematic development of resources and industrialization, require special study, exchange of experience and joint action, and

Whereas particular attention should be directed to the working and living conditions in the oil producing areas of this region.

The twenty-sixth Session of the International Labour Conference resolves to invite the Governing Body of the International Labour Office to examine the possibility of convening at an early date a regional conference of the countries of the Near and Middle East, with a view to giving effect to the consideration of the specific problems of that region.

ANNEX 9—Resolution Concerning Industrial Committees

The Conference is of the opinion that the International Labour Office should proceed forthwith with the setting up of industrial sections and invites the Governing Body to elaborate regulations governing the activities of industrial committees.

ANNEX 10—Resolution Concerning Measures for the Protection of Transferred Foreign Workers and of Foreign Workers' and Employers' Organizations

Whereas the International Labour Conference is called upon by Item II on the Agenda of the present Session to make recommendations to the United Nations for present and post-war social policy;

Whereas some of the gravest problems of social policy that will confront the United Nations when they come to occupy certain portions of Axis territory will be those which will arise in connection with the millions of foreign workers who have been transferred to work in Axis countries; and

Whereas the Council of the United Nations Relief and Rehabilitation Administration has assumed responsibility for the measures to be taken to repatriate such workers; and

Whereas it is desirable that provision should be made for the protection of such workers in regard to their health, welfare and general interests pending their repatriation;

The Conference recommends as follows:

1. Precautions should be taken, subject to the removal of all officials identified with the former totalitarian régime, to ensure that the administrative machinery set up by the former régime for handling questions connected with the utilization of foreign labour power, together with all its records and documents, is for the time being preserved intact. In particular, the United Nations and the occupying authorities should make it clear that the personnel concerned will be held individually responsible for the preservation of such documents and records and that persons convicted of destroying or concealing them will be severely punished.

2. Pending the repatriation of foreign workers, which should be carried out with the greatest possible speed, the competent occupation authority should take appropriate action for the purpose of protecting such workers in regard to their feeding, accommodation, health, safety, welfare and general interests.

3. All discriminatory treatment in respect of remuneration, the right to employment, conditions of employment, the wearing of distinctive badges, etc., on account of race, national or local origin, or religion, should be immediately abolished.

4. The competent occupation authority should in the matters concerning foreign workers in Axis nations collaborate with the Governments and Trade Unions of Allied countries.

5. Arrangements should be made, within the framework of general restitution arrangements, for the restitution of funds or property that may have been confiscated in Germany or elsewhere from international and foreign trade union organizations, co-operatives, and employers' organizations by Axis agents.

ANNEX 11—Proposed Resolution Concerning Economic Policies for the Attainment of Social Objectives

Whereas the prospect of a complete victory of the United Nations makes it possible to prepare a better world order directed towards the achievement of the social objectives which these nations proclaimed in the Atlantic Charter in expressing their desire to bring about the fullest collaboration between all nations in the economic field with the object of securing for all improved labour standards, economic advancement and social security; and

Whereas these objectives of the United Nations coincide with the basic principles of the International Labour Organization, and the International Labour Conference, meeting in New York in 1941, pledged the full collaboration of the International Labour Organization in their implementation; and

Whereas the International Labour Conference is called upon by Item II on the Agenda of the present Session to make recommendations to the United Nations for present and post-war social policy concerning more especially the measures required to be taken internationally and nationally to ensure full employment, social security and rising standards of living; and

Whereas the initiative with regard to international policy lies with the United Nations at the present time, and it is desirable in order to attain the objectives referred to that all nations should pursue an appropriate national policy; and

Whereas the attainment of full employment and high productivity by the various nations after the war is essential to the achievement of freedom from want, the attainment of increasing living standards, the realization of genuine economic security and the continuation of peaceful economic progress; and

Whereas full employment can be achieved and maintained only through the adoption, by governments, industry and labour, of policies and measures which effectively encourage the continuing expansion of production and improvement of distribution; and

Whereas the speedy achievement of full employment requires the prompt and orderly reconversion, reconstruction and expansion of industry, trade, commerce and agriculture after the war, and the subsequent maintenance of employment and production at high levels requires the creation of an economic and social environment conducive to a progressive and expanding economy;

The Conference adopts the following resolution;

I. International Policy

1. Believing that the relief of war-stricken peoples, repatriation of prisoners and exiles and resumption of agricultural and industrial production are matters which will be of the utmost urgency immediately on the liberation of occupied countries and that on the successful handling of these problems the possibility of achieving the long-range objectives of social and economic well-being will largely depend,

The Conference welcomes the creation of the Unitel Nations Relief and Rehabilitation Administration, urges all States concerned to co-operate actively in the achievement of the tasks entrusted to it and assures the Administration of the readiness of the International Labour Organization to assist it in every appropriate way.

2. In view of the fact that for varying periods after the end of hostilities many essential commodities and transport facilities will be in short supply, and that international arrangements will be needed to ensure a fair allocation of available supplies and prevent excessive price movements,

The Conference considers that the Governments of the United Nations concerned should arrange to continue in operation, for such periods as any serious shortages may persist, the existing machinery of international co-ordination and control subject to such modification, and in particular to such enlargement of the membership of the authorities concerned, as may contribute to the equitable and efficient operation of such machinery in the transition from war to peace.

3. The Conference endorses the declaration of the United Nations Conference on Food and Agriculture held in May, 1943, that while the primary responsibility lies with each nation for seeing that its own people have the food needed for life and health, each nation can fully achieve this goal only if all co-operate in appropriate international action, and urges the setting up of a permanent international organization, as recommended by the Conference on Food and Agriculture, to raise the level of nutrition and improve the efficiency of agricultural production and distribution.

4. Recognizing that a satisfactory international monetary system is essential to the full development of mutually advantageous economic relations between nations, and consequently to the raising of standards of living,

The Conference attaches great importance to the establishment at the earliest possible moment of effective international machinery for settling balances arising out of international trade and other transactions and for maintaining stability in rates of exchange, notes with satisfaction that the Governments of the United Nations are giving careful attention to this matter and urges that they include in any agreement establishing such machinery a provision requiring the authorities responsible for its application to have regard in framing and applying their policies to the effect of their decisions on employment and living standards.

5. Noting that imports of capital will be needed for reconstruction, development and the raising of living standards in many countries and believing that the provision of such capital will contribute to the maintenance of full employment in the lending countries,

The Conference:

(*a*) considers that the existing machinery of the international capital market should be supplemented by the establishment of appropriate international machinery for the purpose of promoting the international movement of capital;

(*b*) considers that the promotion of full employment and higher living standards should be regarded as a primary objective of any such international machinery;

(*c*) considers that the authorities responsible for the operation of such international machinery should consult the International Labour Organization as to the appropriateness of including in the terms under which development works financed in whole or in part through such machinery are to be carried out, provisions regarding the welfare and working conditions of the labour employed; and that such provisions should be framed in consultation with the International Labour Organization;

(*d*) affirms the readiness of the International Labour Organization to render every assistance in its power in determining the appropriations of the inclusion of such provisions and in their framing and application and in the promotion through the operations of such international machinery of the general objectives of full employment and higher living standards.

6. Recognizing the great contribution which the international exchange of goods and services can make to higher living standards and to high levels of employment,

The Conference:

(*a*) believes that the measures proposed in the foregoing paragraphs for the promotion of exchange stabilization and international lending will contribute to the expansion of international trade, but considers that the United Nations should also examine wartime changes in industrial capacity, and arrange for exchange of information on postwar industrial programs and should take vigorous action to promote the expansion of international trade by appropriate commercial policies; and considers that all countries, creditor as well as debtor, should adapt their commercial policy in such a way as to enable them to settle all obligations arising out of international transactions;

(*b*) considers that the United Nations should initiate measures to facilitate the co-ordination through appropriate international machinery of the commercial policies of all countries for the purpose of promoting a steady expansion in world trade on a multilateral basis;

(*c*) considers that in such co-ordination special consideration should be given to the need of countries which are highly dependent on returns from exports to take measures to

ensure a high degree of stability in the level of their economic activity and observes that the need for these measures will decrease to the extent that international collaboration proves successful; and

(*d*) considers that in such co-ordination special account should be taken of the dislocation and the accumulated needs resulting from the devastation caused by war operations and from the prolonged diversion from peacetime production in countries which have been engaged for a long period in a sustained and total war effort.

7. In order to lay the foundation for rising levels of consumption throughout the world and at the same time to ensure more stable and adequate incomes to those primary producers whose services are needed for the production of essential raw materials and foodstuffs,

The Conference considers that the United Nations should initiate concerted action designed to ensure the constant availability to all purchasers of adequate supplies of such commodities at prices which give a reasonable return to the efficient producer and are held sufficiently stable to afford protection against major short-term fluctuations in supply or demand; and that such international arrangements (*a*) should provide for adequate representation of consumers as well as producers, representing both importing and exporting countries, in all authorities responsible for the determination and application of policy, and (*b*) should aim to assure to all workers, including the self-employed, engaged in the production of the commodities concerned, fair remuneration, satisfactory working conditions and adequate social security protection, having regard to the general standards in the countries concerned.

8. Believing that migratory movements may play an important part in the development of a dynamic economy, and that disorderly international migration may create economic and social dislocation in the countries concerned and involve serious individual hardship for the migrats themselves, while desirable migratory movements are often hampered by technical and financial difficulties which can be overcome only through international co-operation,

The Conference considers that:

(*a*) The United Nations should encourage by appropriate measures, with adequate safeguards for all concerned, the orderly migration of labour and settled in accordance with the economic needs and social conditions prevailing in the various countries, and in this connection should note the Conclusions adopted by the Conference of Experts on Technical and Financial Co-operation with regard to Migration for Settlement held at the International Labour Office in 1938;

(*b*) Arrangements should be made for close co-operation between the International Labour Organization and any public international agency established to deal with migration;

(*c*) The Governing Body should take steps to bring before an early session of the Conference a report of a representative commission, with such technical assistance as it may require, on the means necessary to protect the interests of labour, on the one hand, against barriers which prevent migration from areas of limited resources, and on the other hand, against the lowering of the labour standards that might result from immigration at a rate exceeding the capacity of the receiving countries to absorb immigrants.

9. In order that re-employment may be expedited and healthy living standards established within a period of minimum duration in areas liberated from Axis occupation,

The Conference recommends that arrangements be made by those nations whose productive capacities have been maintained during the war, by all other nations which are in a position to make materials available and by the appropriate international organizations, to give the highest priority consistent with the exigencies of war to immediately supplying the territories liberated from Axis occupation with materials and equipment required for industrial installations, agriculture, transport, public works and utilities of an essential character.

10. Believing that the best possible conditions for a rise in the standard of living and the maintenance of full employment in the world can only be obtained by mutually consistent national economic, financial and social policies and by co-ordination of the activities of the different international institutions in this field,

The Conference considers that appropriate international measures should be taken which guarantee sufficient contact and consultation with regard to such policies between governments as well as between the different international institutions.

II. National Policy

11. In order that full employment at productive peacetime pursuits, freedom from want, rising standards of living and genuine economic security may be achieved with a minimum of delay after the war,

The Conference urges that governments and employers' and workers' organizations formulate comprehensive and co-ordinated programs, suited to the particular needs of their countries, for prompt and orderly reconversion, reconstruction and economic expansion, and that such programs be prepared and applied simultaneously with the consideration of the international measures referred to in the preceding paragraphs.

12. Recognizing that the economic situation will differ markedly among the various countries at the war's end, varying particularly with the degree and type of industrial development, the extent to which the peacetime economy has been disrupted by the war, and whether the country's territory has been occupied by the enemy; and recognizing that national post-war economic programs must vary accordingly, in order to meet most effectively the needs of the country in which they are to be applied.

The Conference urges that, with due allowance for difference in national economic situations, programs for economic reconversion, reconstruction and expansion include the development of sound policies and procedures to provide:

(*a*) Effective arrangements for the orderly and expeditious demobilization and repatriation, and for the early absorption in productive peacetime employment of members of the armed forces, civilian workers, prisoners, per-

sons who have resisted deportation, deported persons and refugees, for the prompt termination of contracts and settlement of claims, the prompt determination of policy on the peacetime use of Government-owned war production capacity and equipment and the disposition of surplus materials, with a view to the use of these items to satisfy human needs, and liberal provision for the maintenance, educational training and retraining of persons unavoidably out of employment as recommended by the 26th Session of the International Labour Conference in its Recommendation concerning employment organization in the transition from war to peace:

(*b*) Retention, as long as shortages exist, of such war-created economic controls—for example, price and exchange controls and rationing—as are necessary to prevent inflation, and the relaxation of such controls as rapidly thereafter as is consistent with the public welfare;

(*c*) Adjustment of tax systems to encourage rapid reconversion, reconstruction and economic expansion, while maintaining an equitable distribution of tax burdens and avoiding financial measures which tend to increase the dangers of inflation or deflation;

(*d*) Development of effective mechanisms for adequate financing of the reconversion, reconstruction and expansion of industry, trade, commerce and agriculture, and particularly to assist the establishment of new and efficient enterprises.

13. The Conference urges that all practicable measures be taken to maintain a high and steady level of employment, to minimize fluctuations in business activity, and to assure a steadily expanding volume of production, more particularly by means of:

(*a*) Fiscal, monetary and other measures, including useful public works, to sustain the volume of demand for goods and services at a high level while avoiding the dangers of an inflationary spiral of prices and wages—in this connection attention should be paid, among other measures, to such methods as an adequate income security system, and to properly timed public works financed by borrowing in periods of depression, in accordance with the Public Works (National Planning) Recommendation, 1937;

(*b*) Measures to discourage monopolistic practices and to encourage technological progress, to maintain a reasonably flexible system of prices and wages, to encourage the transfer of workers and productive resources from declining to expanding industries, and to attain a high degree of mobility of resources and freedom of access to alternative employments.

(*c*) Measures to provide adequate incentives to engage in and expand constructive enonomic activity, to encourage private investment and to maintain the rate of investment—among the measures which warrant careful consideration in this connection are the adjustment of tax systems, removal of artificial barriers limiting access to resources and markets, the relaxation of unreasonable restrictions imposed by governmental agencies or by business or by labour organizations, and the maintenance of a high and stable demand for goods;

(*d*) Measures to provide adequate opportunity for workers to engage in productive activity and to obtain advancement—among the measures which warrant careful consideration in this connection are the provision of improved and more generally accessible educational and training facilities, provision of higher nutritional and health standards, improvement of public employment services, increased provision against economic insecurity, the maintenance of wages at a high level, and the protection, extension and improvement of collective bargaining procedures.

ANNEX 12—Resolution Requesting the Governing Body to Examine Problems Involved in Labour Provisions for Internationally-Financed Development Works

Considering that the International Labour Organization should be in a position to offer effective assistance in determining the appropriateness of including provisions concerning welfare and working conditions in the terms under which any international development works are to be carried out, and in framing and applying any such provisions;

The Conference requests the Governing Body to examine the methods which might be adopted for determining the appropriateness in any particular case of the inclusion of such provisions, for framing such provisions, and for ensuring their effective application.

ANNEX 13—Resolution Concerning Social Provisions in the Peace Settlement

Whereas the Conference is called upon to make recommendations to the United Nations for present and post-war social policy, and more particularly concerning the social provisions to be inscribed in the various general or special treaties or agreements to which the United Nations will jointly or severally become parties;

Whereas the prospect of a complete victory of the United Nations makes it possible to prepare a better world order directed towards the achievement of the social objectives which these nations proclaimed in the Atlantic Charter in expressing their desire to bring about the fullest collaboration between all nations in the economic field with the object of securing for all improved labour standards, economic advancement and social security;

I

The Conference considers that the principles stated in the following draft are appropriate for inclusion in a general or special treaty or agreement between nations desirous of giving early effect to the principles of the Atlantic Charter and Article VII of the Mutual Aid agreement:

The signatory governments

Having pledged themselves to provide conditions which will ensure an increasing measure of freedom from want to their own peoples and to all peoples;

Recognizing, therefore, their common obligation to foster expanding production and

employment on a sound basis, free from disruptive fluctuations, and to ensure that workers and productive resources shall not be allowed to be idle while the needs of large parts of the world remain unsatisfied;
Realizing that the economic life and conditions in each nation are increasingly dependent upon the economic life and conditions of other nations, and that hence the attainment of the above-stated objectives requires increasing collaboration among nations;
Have agreed that:

Article I

The Declaration of the Aims and Purposes of the International Labour Organization adopted by the International Labour Conference at Philadelphia, 1944, the text of which is annexed, is hereby reaffirmed.

Article II

Each government recognizes its duty to maintain a high level of employment. Accordingly, all arrangements by and among the signatory and other like-minded governments for international economic co-operation should be framed and administered to serve the objectives set forth in Article I. They should be directed to the expansion of production, employment and the exchange and consumption of goods and to the liberation of economic activity from unreasonable restrictions. Particular consideration should be given to measures for promoting the reconstruction of economic life in countries whose economic and social life has been disrupted as the result of Axis aggression.

Article III

The following matters are of international concern and should be among the social objectives of international as well as national policy:

(1) Opportunity for useful and regular employment to all persons who want work, at fair wages or returns and under reasonable conditions, with provision for protection of health and against injury in all occupations;
(2) Raising standards of living to provide adequate nutrition, housing, medical care and education;
(3) Establishment of minimum standards of employment to prevent exploitation of workers, whether employed or self-employed, whose opportunities for high wage employment are limited;
(4) Provision for child welfare;
(5) Provision for a regular flow of income to all those whose employment is interrupted by sickness or injury, by old age or by lack of employment opportunity;
(6) The effective recognition of the right of freedom of association and of collective bargaining;
(7) Provision of facilities for training and transfer of labour.

Article IV

The International Labour Office may, under standards constitutionally determined by the International Labour Conference, as occasion requires, collect from, and interchange with, the signatory governments, uniform statistical and other economic information on the following matters which are among those of direct interest to the International Labour Organization and are of international concern:

(1) Employment, wages and conditions of work;
(2) Standards of living and the distribution of income, with particular reference to wage and salaried workers;
(3) Technical education and training for employment;
(4) Industrial health, safety and welfare;
(5) Industrial relations;
(6) Social security; and
(7) Administration of labour and social security legislation.

Article V

With respect to the matters set forth in Article III:

(1) The governments, through appropriate international agencies, shall develop standards and statistical measures, and shall maintain uniform statistics and other information.
(2) The governments shall interchange among themselves and make available to the International Labour Organization such information and reports as may be required to assist them and the Organisation to develop recommendations with respect to such matters.
(3) The governments shall take appropriate steps to assure close collaboration and full exchange of information between the International Labour Organisation and any other international bodies which now exist or may be established for the promotion of economic advancement and social well-being.
(4) The governments shall take appropriate steps to have placed on the agenda of the International Labour Conference annually the subject of the extent to which the social objectives set forth in Article I have been attained and on the measures taken during the year toward the attainment of the objectives.

Article VI

With respect to draft international conventions and recommendations adopted by the Conference in accordance with Article 19 of the constitution of the International Labour Organisation, the signatory governments undertake to report to the International Labour Office as requested by the Governing Body on the status of legislation and administration and, in so far as practicable, of practices under collective agreements between employers and workers.

[Here follows the *Declaration concerning the Aims and Purposes of the International Labour Organisation,* for the text of which see Annex 5 above.]

II

The Conference recommends that the Governing Body of the International Labour Organization:

(1) call a special conference of the Organization when in its opinion there is a danger of a substantial fall in general employment levels for the purpose of recommending appropriate national or international measures to prevent the development or spread of unemployment and to establish conditions under which high levels of employment may be maintained or restored;
(2) correlate the activities of the I.L.O. toward the end of maintaining full employment with those of any other inter-

national agency or agencies which may be designated by the United Nations to have primary responsibility in related economic fields.

III

The Conference Recommends that:

(1) The United Nations should undertake—

(*a*) to apply to any dependent territories in respect of which they have accepted or may accept a measure of international accountability through any international or regional commission or other body the principle that all policies designed to apply to dependent territories shall be primarily directed to the well-being and development of the peoples of such territories, and to the promotion of the desire on their part for social progress;

(*b*) to apply to such territories the provisions of the Forced Labour Convention, 1930; the Recruiting of Indigenous Workers Convention, 1936; the Contracts of Employment (Indigenous Workers) Convention, 1939, and the Penal Sanctions (Indigenous Workers) Convention, 1939;

(*c*) to make a periodical report to the International Labour Office in respect of each such territory indicating the extent to which effect has been given to the provisions of the Social Policy (Dependent Territories) Recommendation, 1944;

(*d*) to ask the International Labour Office to appoint, in continuation of the collaboration established in the case of the Permanent Mandates Commission, a representative on any Committee which may be entrusted with the task of watching over the application of the principle of international accountability, and further to ensure that any facilities which may be afforded, in the form of inspection or otherwise, for the better implementation of this principle, shall include appropriate measures for examining the application of the above-mentioned Conventions and Recommendation.

(2) When determining the future status of dependent territories which on 1 September 1939 were controlled by Axis Powers, the United Nations should specifically require the application thereto of the arrangements provided for in the preceding paragraph.

(3) In making international arrangements concerning transport by air, land, and inland waterway, the United Nations should have due regard to the repercussions of such arrangements on the working and living conditions of persons employed in transport, and should consult the International Labour Organization in regard to such repercussions and more particularly in regard to the working and living conditions of persons who, in operating such transport systems, work in or under the jurisdiction of more than one country.

(4) The International Labour Organization should make available to the United Nations any information or assistance calculated to facilitate the implementation of the proposals contained in the resolution concerning economic policies for the attainment of social objectives and the present resolution and should be prepared to participate in any international conference which may be considering such proposals.

IV

Believing that the exceptional opportunity of the negotiations of the peace settlement should be taken to secure a concerted advance in the acceptance of binding obligations concerning conditions of labour;

The Conference reaffirming the principle of the association of management and labour in the framing of such standards,

Recommends

(*a*) That throughout the peace settlement the United Nations should wherever appropriate include provisions for labour standards. In a number of cases such provisions might properly be taken from conventions or recommendations that have been or may be adopted by the International Labour Conference.

(*b*) That the Governing Body should appoint a consultative committee on labour provisions in the peace settlement. This committee should hold itself in readiness, together with the Director of the International Labour Office, to give advice with reference to such provisions on the request of the United Nations or of particular groups of the United Nations. This committee should have the right to co-opt additional members of special competence with respect to the particular sets of provisions under consideration.

(*c*) That the United Nations should make full use of this committee in any way in which they consider it appropriate to include labour provisions in the peace settlement.

V

The Conference recommends to Governments that a Conference of representatives of the Governments of the United, associated, and other Nations, willing to attend, be called at an early date, in association with the Governing Body of the International Labour Office, to consider an international agreement on domestic policies of employment and unemployment; and this Conference pledges the full co-operation and the assistance of the I.L.O. in calling such a conference on employment, and in helping to carry into effect appropriate decisions it might make.

ANNEX 14—Statement by Mr. Paul Martin, K.C., M.P., in Presenting Report of Committee on Employment

There is no point in my making any extended remarks at this juncture, except to say by way of résumé that the Committee is grateful to those of the Office, its officers, and translators who assisted so materially in rendering so efficient the working of this Committee.

As Mr. Tomlinson said, having in mind the terms of reference of the Committee, there was no Committee of the Conference to whom had been assigned a more important responsibility. For, after all, the Committee's deliberations were predicated upon two fundamental assumptions: The first, that policies to effect full employment are a *sine qua non* for the successful handling of the main terms of reference engaging this whole Conference; and, secondly, the recognition that the problem of full employment in terms of application will affect different countries in different ways.

All the nations assembled at this Conference can agree upon the principles and suggestions embodied in this Report. The application of these principles, however, will require variation in various parts of the world.

In so far as the liberated areas are concerned, we recognize that the principles enunciated in the Report cannot be given immediate application. But I think I may state on behalf of the Committee that there was engendered throughout our deliberations a deep understanding of the special problem that faces the countries now occupied by the enemy; and that while the application of full employment principles may not be as readily applied in those areas as in the more fortunate countries, there will be a disposition on the part of the more fortunate countries to assist in the reconstruction of those liberated areas, in terms of full employment for them as for the more fortunate countries.

But we must not lose sight of the one clear and indisputable fact in the discussion of this tremendous problem. There is, as Mr. Tomlinson has so well said, a demand in each country on the part of all people, of all shades of political opinion, regardless of what their labels may be, that if we could during the war, with victory and justice as the spearhead and the encouragement, provide full employment for our people, then with equally powerful incentives in the days of peace, that must be possible when the days of war have passed.

But all of us at this international Conference, Mr. President, must not lose sight of the fact that full employment in my country—and I dare say that each delegate would say the same thing of full employment in his country—is dependent upon the fullest economic and political collaboration of all the nations of the world. If that cannot be done, if that cannot be assumed, then I dare say that full employment at home will be conceived at least in terms of limited capacities.

But I do suspect that the deliberations of this Conference, and certainly this Committee, were predicated upon the great assumption upon which not only human dignity but the peace of the world depends: that in determining the political side of the peace, there shall not be forgotten those important economic considerations which were, perhaps, forgotten twenty years ago, and which this time, we trust, will not be forgotten.

And so that we can have full employment, high levels of employment for our people in all the lands, our Governments represented here and represented at other Conferences must bring about, *vis-a-vis* one another, the fullest amount of collaboration, not only in political but also in economic terms. In that spirit, and in that spirit alone, we must go along in the building of a better world.

ANNEX 15—Employment (Transition from War to Peace) Recommendation, 1944

The General Conference of the International Labour Organization,

Having been convened at Philadelphia by the Governing Body of the International Labour Office, and having met in its Twenty-sixth Session on 20 April 1944, and

Having decided upon the adoption of certain proposals with regard to the organization of employment in the transition from war to peace which is the third Item on the Agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts, this twelfth day of May, of the year one thousand nine hundred and forty-four, the following Recommendation which may be cited as the Employment (Transition from War to Peace) Recommendation, 1944:

Whereas the promotion of full employment with a view to satisfying the vital needs of the population and raising the standard of living throughout the world is a primary objective of the International Labour Organization;

Whereas in order to achieve full employment economic measures providing employment opportunities must be supplemented by effective organization to help employers to secure the most suitable workers, to help workers to find the most suitable employment, and generally to ensure that, at any given moment, the necessary skills are available and are distributed satisfactorily among the various branches of production and the various areas; and

Whereas the character and magnitude of the employment adjustments required during the transition from war to peace will necessitate special action, more particularly for the purpose of facilitating the re-employment of demobilised members of the armed forces, discharged war workers, and all persons whose usual employment has been interrupted as a result of the war, enemy action, or resistance to the enemy or enemy-dominated authorities, by assisting the persons concerned to find without delay the most suitable employment;

The Conference recommends the Members of the Organization to apply the following general principles, and in so doing to take into account, according to national conditions, the suggested methods of application, and to communicate information to the International Labour Office, as requested by the Governing Body, concerning the measures taken to give effect to these principles.

General Principles

I. Each Government should collect whatever information is necessary regarding workers seeking or likely to be seeking employment and regarding prospective employment opportunities, with a view to ensuring the most rapid reabsorption or redistribution in suitable employment of all persons who desire to work.

II. The demobilisation of the armed forces and of assimilated services and the repatriation of prisoners of war, persons who have been deported, and others, should be planned with the objective of maximum fairness to individuals and maximum opportunities for satisfactory re-establishment in civil life.

III. National programmes for industrial demobilisation and reconversion should be planned in co-operation with employers' and workers' organizations, and other adequate measures taken, in such manner as to facilitate the most rapid attainment of full employment for the production of needed goods and services.

IV. In the organization of full employment in the transition period and thereafter, the widest possible use of employment service facilities by employers seeking workers and by workers seeking employment should be encouraged

by the competent authorities and by employers' and workers' organizations.

V. Each Government should, to the maximum extent possible, provide public vocational guidance facilities, available to persons seeking work, with a view to assisting them to find the most suitable employment.

VI. Training and retraining programmes should be developed to the fullest possible extent in order to meet the needs of the workers who will have to be re-established in employment or provided with new employment.

VII. With a view to avoiding the need for excessive movements of workers from one area to another and preventing localised unemployment in particular areas, each Government should, in co-operation with employers' and workers' organizations, formulate a positive policy in regard to the location of industry and the diversification of economic activity. Governments should also take steps to facilitate any necessary mobility of labour, both occupational and geographical.

VIII. Efforts should be made during the transition period to provide the widest possible opportunities for acquiring skill for juveniles and young workers who were unable, because of the war, to undertake or to complete their training and efforts should also be made to improve the education and health supervision of young persons.

IX. The redistribution of women workers in each national economy should be carried out on the principle of complete equality of opportunity for men and women in respect of admission to employment on the basis of their individual merit, skill and experience, and steps should be taken to encourage the establishment of wage rates on the basis of job content, without regard to sex.

X. Disabled workers, whatever the origin of their disability, should be provided with full opportunities for rehabilitation, specialised vocational guidance, training and retraining, and employment on useful work.

XI. Measures should be taken to regularise employment within the industries and occupations in which work is irregular, in order to achieve full use of the capacities of the workers.

Methods of Application

I. Advance collection of information

1. Each Government should arrange for the co-ordinated collection and utilisation of as complete and up-to-date information as possible on:

(*a*) the number, educational and occupational backgrounds, past and present skills, and occupational wishes of members of the armed forces and of assimilated services, and as far as possible of all persons whose usual employment has been interrupted as the result of enemy action or resistance to the enemy or enemy-dominated authorities;

(*b*) the number, location, industrial distribution, sex distribution, skills and occupational wishes of workers who will have to change their employment during the transition from war to peace; and

(*c*) the number and distribution of older workers, women and juveniles who are likely to withdraw from gainful employment after the war emergency and the number of juveniles who are likely to be seeking employment on leaving school.

2. (1) Comprehensive material on prospective labour requirements, showing the probable extent and timing of the demand for workers from each major industry, both in total and by major skills, should be collected and analysed before the end of the war.

(2) Where such information is in the possession of any administrative authority, it should be made available to the authorities primarily responsible for the collection or utilisation of advance information on labour supply and requirements.

(3) The material on labour requirements should cover more particularly:

(*a*) the probable contraction of labour requirements resulting from the closing of certain munitions undertakings;

(*b*) the probable rate of contraction of the armed forces and of assimilated services upon the termination of hostilities;

(*c*) probable fluctuations and changes by areas in the labour force of industries or undertakings which will, with or without a period of conversion, continue in operation to meet peacetime needs;

(*d*) probable labour requirements in industries which will be expanding to meet peacetime needs, in particular in industries the output of which is most urgently needed to improve the standard of living of the workers, and in public works, including works of a normal character and works held in reserve for the provision of supplementary employment in periods of declining economic activity; and

(*e*) the probable demand for workers in the main industries and occupations under conditions of full employment.

3. Prospective labour supply and demand in the various areas should be kept under constant review by the appropriate authorities, in order to show the effect of the war and the probable effect of the termination of hostilities on the employment situation in each of these areas.

4. Members should co-operate in collecting the information referred to in subparagraphs (*a*), (*b*) and (*c*) of paragraph 1 in respect of persons transferred out of their own countries as a result of Axis aggression. Each Government should supply such information in respect of nationals of other Members living in its territory, in Axis territories, or in territory occupied by the Axis, who are awaiting repatriation, even where the information available is merely of a general character.

II. Demobilization of the Armed Forces

5. Close contact should be organized and maintained between the employment service and the authorities responsible for the demobilization of the armed forces and assimilated services and for the repatriation of prisoners of war and persons who have been deported, in order to ensure the speediest re-employment of the men and women concerned.

6. (1) The rate and order of demobilization should be controlled according to clearly expressed principles which should be given wide publicity in order that they may be clearly understood.

(2) In the process of demobilization, which should in general be as rapid as military necessity and transportation facilities permit, consideration should be given to:

(*a*) the desirability of regulating the rate and distributing the flow of demobilization so as to avoid local concentrations of ex-service men and women disproportionate to the capacity of their community to provide opportunity for employment or training;

(*b*) the desirability of arranging, where necessary, for an early release of workers whose qualifications make them indispensable for urgent reconstruction work.

7. (1) Schemes for reinstating in their former employment persons whose usual employment has been interrupted by military mobilization, enemy action, or resistance to the enemy or enemy-dominated authorities, should be adopted and carried out so far as changed post-war circumstances allow.

(2) The fullest possible employment and advancement opportunities for these men and women, on the basis of their qualifications, should be assured through Government action and collective agreements.

(3) Immediate alternative employment should be secured for the workers displaced by the operation of these schemes.

8. In addition to schemes for re-employment, immediate consideration should be given to the provision, wherever justified by prospective opportunities to make a living, of adequate financial and other assistance to enable qualified demobilized persons to settle or resettle on the land, to enter or re-enter a profession, or to take up other independent work.

III. Industrial Demobilization and Conversion

9. (1) Each Government should, in cooperation with employers' and workers' organizations, formulate a national industrial demobilization and reconversion program to facilitate the rapid and orderly conversion of the economy from wartime to peacetime requirements during the period of reconstruction, account being taken of the urgent need of countries devastated by the war, with a view to attaining full employment with the least possible delay. All information in regard to the demobilization and reconversion program should be made available to the authorities responsible for collecting advance information on labour supply and requirements.

(2) The cooperation of employers' and workers' organizations should be invited with a view to working out comprehensive industry and area demobilization and reconversion programs to facilitate the change-over from war to peace production in a manner that will minimize transitional unemployment.

10. (1) Each Government should, so far as possible before the end of the war, determine its policy in regard to the peace-time use of Government-owned war production capacity and equipment and in regard to the disposition of surplus materials.

(2) Special consideration should be given to the early release of factories and equipment urgently needed for peacetime production or training.

(3) In general, factories, equipment or materials should not be destroyed or kept out of use where human needs are unsatisfied or where no excess production would exist at reasonable prices under conditions of demand associated with full employment.

11. Each Government should, in formulating its policy and procedure for the termination or adjustment of war contracts, give special consideration to the possibilities of continued employment or rapid re-employment of the workers affected or of favourable opportunities for employment in other areas. Governments should also arrange for the prompt settlement of claims under terminated contracts, so that employment will not be held back by needless financial difficulties of contractors. Contractors in countries at present occupied who have worked voluntarily in the interest of the enemy should not be granted the benefit of such arrangements.

12. (1) Arrangements should be made to ensure that administrative authorities give information at the earliest possible moment to the employment service and contractors regarding any circumstances likely to cause dismissals or lay-offs.

(2) Procurement agencies should give contractors both at home and abroad and the employment service as long advance notice as possible of cut-backs in war orders. In no case should the notice given be less than two weeks.

(3) Employers should give the employment service at least two weeks' advance notice of proposed dismissals affecting more than a specified number of workers, in order to enable the employment service to make plans for alternative employment for the workers concerned.

(4) Employers should give the employment service at least two weeks' advance notice of proposed temporary lay-offs affecting more than a specified number of workers, together with information to show the probable duration of such lay-offs, in order to enable the employment service to find temporary public or private employment or training for the laid-off workers. Employers should so far as possible inform the laid-off workers of the expected duration of such lay-offs.

IV. Applications for Work and for Workers

13. (1) Vacancies on public works and in undertakings working on public orders to the extent of 75 per cent or more of their operations should be filled through the employment service.

(2) Consideration should be given to the advisability of requiring employers in specified industries or areas to engage their workers through the employment service in order to facilitate the readjustment of employment.

(3) Employers should be encouraged to give advance notice of their labour requirements to the employment service.

14. Persons applying for employment on Government-sponsored projects, as well as persons applying for publicly supported training programs or transfer assistance, or claiming unemployment benefit or allowance, should be required to register with the employment service.

15. Special efforts should be made to assist demobilized members of the forces and war workers to find the most suitable work of which they are capable, making use wherever possible of the skills acquired by them during the war.

16. Every effort should be made, by the authorities, and in particular by the employment service, in co-operation with employers' and workers' organizations, to encourage as wide a use as possible of the employment service by employers and workers.

V. Vocational Guidance

17. Special and immediate attention should be given to the development of suitable methods and techniques of vocational guidance for adult workers.

18. In cases of prolonged unemployment, the use of vocational guidance facilities should be made a condition for the continued receipt of unemployment benefit or allowance.

19. The competent authorities should, in co-operation with the private bodies concerned, develop and maintain adequate training facilities for vocational guidance officers.

VI. Training and Retraining Programs

20. On the basis of information concerning labour supply and demand in the post-war period, each government should, in close co-operation with employers' and workers' organiztions, formulate a national training and retraining program, geared to the post-war needs of the economy and taking into account changes in the different skill requirements of each industry.

21. Every possible step should be taken to facilitate the occupational mobility necessary to adjust the supply of workers to present and prospective labour requirements.

22. Training and retraining programs should be extended and adapted to meet the needs of demobilized persons, discharged war workers, and all persons whose usual employment has been interrupted as the result of enemy action or resistance to the enemy or enemy-dominated authorities. Special emphasis should be placed on courses of training designed to fit the persons concerned for employment which offers a permanent career.

23. In addition to apprenticeship schemes, systematic methods of training, retraining and upgrading workers should be developed to meet post-war needs for the reconstitution and expansion of the skilled labour force.

24. Persons undertaking training should be paid, where necessary, remuneration or allowances which provide an inducement to undergo and continue training and are sufficient to maintain a reasonable standard of life.

25. Men and women whose higher training and education has been prevented or interrupted by war service, whether in a military or civilian capacity, or by enemy action, or by resistance to the enemy or enemy dominated authorities, should be enabled to enter upon or resume and complete their training and education, subject to continued proof of merit and promise, and should be paid allowances during their training and education.

26. (1) Qualified vocational teachers and instructors who have been engaged in other work during the war should be encouraged to resume their previous occupation at the earliest possible moment.

(2) Refresher courses should be organized in case of need:

(*a*) for vocational instructors returning to their work after a lengthy absence; and

(*b*) for teaching new methods and techniques.

(3) Additional vocational teachers and instructors should be trained in the numbers required to meet the needs of the training and retraining program.

(4) Members should co-operate, where necessary, in reconstituting and expanding vocational training and retraining, by such methods as:

(*a*) the provision in one country of training as instructors for persons from another country to enable them to acquire broader skill or training not available in their own country;

(*b*) the loan of experienced vocational instructors and teachers from one country to help meet shortages of vocational training staff or new industrial needs in another country;

(*c*) facilitating the return to the territories of member countries of subjects thereof living in the territory of another member country who are qualified for teaching and instructing in their home country; and

(*d*) the provision of training handbooks and other equipment to assist instructors and persons in training.

27. Training and retraining services should be co-ordinated on a national, regional and local basis, and should be closely associated at all levels of operation with guidance work, with the placement work of the employment service, and with the training activities of employers' and workers' organizations.

VII. Geographical Mobility

28. With a view to facilitating the necessary mobility of labour, the employment service should take action to overcome the obstacles to transfers from one area to another and to assist the movement of workers to areas needing labour, thereby helping to bring together available skills and available employment opportunities and thus preventing unemployment.

29. (1) Where a worker is transferred from one area to another on the initiative or with the consent of the employment service, arrangements should be made to grant travelling expenses and to assist the worker to meet initial expenses in the new place of work by granting or advancing him a specified amount, fixed according to the circumstances.

(2) where a temporary transfer made through the employment service involves the separation of the head of the household from his family, arrangements should be made to grant an appropriate separation allowance to cover the added costs of maintaining double living quarters.

VIII. Employment of Young Workers

30. (1) The policy of revising upward the school-leaving age and the age for admission to employment should be considered by all countries as a primary factor in planning employment policy for the transition period.

(2) Maintenance allowances should be granted to parents by the competent authorities during the additional period of compulsory education referred to above.

31. Student-aid programs should be developed to enable young persons above the school-leaving age to continue their education in secondary schools or high schools, and for those beyond the secondary school level, subject to continued proof of merit, in technical or higher education schools or courses on a full-time basis.

32. (1) Vocational guidance services adapted to their needs should be available for all young persons, both prior to and at the time of leaving school, through the school or the employment service.

(2) Free pre-employment medical examination should be provided for all young persons. The results of this examination should be incorporated in a certificate to serve as a basis for periodical re-examinations during a period to be precribed by national laws or regulations.

(3) In countries in which war conditions and enemy occupation have undermined the health of young persons, particular attention should be given to the health supervision of such persons from the time of their admission to employment through the period of adjustment to working life, and, where necessary, measures of physical rehabilitation should be adopted.

(4) Members should co-operate, when requested, in providing for the training of medical and nursing staff, and the loan of experienced doctors, surgeons, nursing personnel and appropriate equipment, in order to facilitate the physical rehabilitation of the young persons referred to in sub-paragraph (3) above.

33. (1) Young persons whose contracts of apprenticeship have been interrupted owing to the war should be entitled to resume apprenticeship on the termination of their war service.

(2) State aid should be made available to enable a person whose apprenticeship has been resumed in accordance with sub-paragraph (1) above to be assured of an income which is reasonable, having regard to his age and to the remuneration he would have been receiving had his apprenticeship not been interrupted.

(3) In all cases in which military service, raw material shortages, enemy action, or other war circumstances, have prevented young persons from entering or continuing apprenticeship, arrangements should be made to encourage them, as soon as circumstances permit, to resume their apprenticeship or to learn a skilled trade.

(4) With a view to encouraging the resumption of interrupted apprenticeships, arrangements should be made to review the provisions of apprenticeship contracts and to vary them where this seems equitable to take account of training, skill or experience acquired during war service.

(5) Existing apprenticeship programs should be re-examined, in co-operation with employers' and workers' organizations, with a view to giving wider opportunities to learn a skilled trade to the younger workers who have not been able, owing to the war, to enter apprenticeship. More particularly, consideration should be given to making arrangements for varying existing restrictions on admission to apprenticeship and for taking into account any training, skill or experience acquired during the war.

34. Employers should be encouraged to introduce programs of systematic in-plant training to enable all the young workers employed in the undertaking to acquire training or to improve their skill and broaden their knowledge of the operations of the undertaking as a whole. Such programs should be developed in co-operation with workers' organizations and should be adequately supervised.

35. In countries which have been invaded during the war, and in which there are young persons who have been compelled to abstain from work, or, without regard to their aptitudes or desires, to work for the enemy, special attention should be devoted to the readjustment of such young persons to work habits and to supplementing their vocational training.

IX. Employment of Women

36. The redistribution of women workers in the economy should be organized on the principle of complete equality of opportunity for men and women on the basis of their individual merit, skill and experience, without prejudice to the provisions of the International Labour Conventions and Recommendations concerning the employment of women.

37. (1) In order to place women on a basis of equality with men in the employment market, and thus to prevent competition among the available workers prejudicial to the interests of both men and women workers, steps should be taken to encourage the establishment of wage rates based on job content, without regard to sex.

(2) Investigations should be conducted, in co-operation with employers' and workers' organizations, for the purpose of establishing precise and objective standards for determining job content, irrespective of the sex of the worker, as a basis for determining wage rates.

38. The employment of women in industries and occupations in which large numbers of women have traditionally been employed should be facilitated by action to raise the relative status of these industries and occupations and to improve conditions of work and methods of placement therein.

X. Employment of Disabled Workers

39. The criterion for the training and employment of disabled workers should be the employability of the worker, whatever the origin of the disability.

40. There should be the closest collaboration between medical services for the disabled and vocational rehabilitation and placement services.

41. Specialized vocational guidance for the disabled should be developed in order to make it possible to assess each disabled worker's capacity and to select the most appropriate form of employment for him.

42. (1) Wherever possible, disabled workers should receive training in company with able-bodied workers, under the same conditions and with the same pay.

(2) Training should be continued to the point where the disabled person is able to enter employment as an efficient worker in the trade or occupation for which he has been trained.

(3) Wherever practicable, efforts should be made to retrain disabled workers in their former occupations or in related occupations where their previous qualifications would be useful.

(4) Employers with suitable training facilities should be induced to train a reasonable proportion of disabled workers.

(5) Specialized training centres, with appropriate medical supervision, should be provided for those disabled persons who require such special training.

43. (1) Special measures should be taken to ensure equality of employment opportunity for disabled workers on the basis of their working capacity. Employers should be induced by wide publicity and other means, and where necessary compelled, to employ a reasonable quota of disabled workers.

(2) In certain occupations particularly suitable for the employment of seriously-disabled workers, such workers should be given preference over all other workers.

(3) Efforts should be made, in close co-operation with employers' and workers' organizations, to overcome employment discriminations against disabled workers which are not related to their

ability and job performance, and to overcome the obstacles to their employment including the possibility of increased liability in respect of workmen's compensation.

(4) Employment on useful work in special centres under non-competitive conditions should be made available for all disabled workers who cannot be made fit for normal employment.

44. Information should be assembled by the employment service in regard to the occupations particularly suited to different disabilities and the size, location and employability of the disabled population.

XI. Regularization of Employment in Particular Industries

45. In industries in which operations are irregular, such as construction and port transport, the schemes for the regularization of employment adopted or extended during the war by Member States should be maintained and adapted to peacetime conditions in consultation with the employers' and workers' organizations concerned.

ANNEX 16—Employment Service Recommendation, 1944

The General Conference of the International Labour Organization,

Having been convened at Philadelphia by the Governing Body of the International Labour Office, and having met in its Twenty-sixth Session on 20th April, 1944, and

Having decided upon the adoption of certain proposals with regard to the employment service, which is included in the third Item on the Agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts, this twelfth day of May, of the year one thousand nine hundred and forty-four, the following Recommendation which may be cited as the Employment Service Recommendation, 1944:

Whereas the application of the Employment (Transition from War to Peace) Recommendation, 1944, requires the existence and development of an efficient employment service; and

Whereas the Unemployment Convention, 1919, provides for the establishment of a "system of free public employment agencies under the control of a central authority"; and

Whereas the fulfilment of the tasks enumerated in the Employment (Transition from War to Peace) Recommendation, 1944, involves a new and broader definition of the responsibilities, functions and methods of operation of the employment service; and

Whereas this broader conception is of importance in the formulation and application of a long-term full employment policy;

The Conference recommends the Members of the Organization to apply the following general principles, and to report to the International Labour Office from time to time, as requested by the Governing Body, concerning the measures taken to give effect to these principles:

1. The essential duty of the employment service should be to ensure, in co-operation with other public and private bodies concerned, the best possible organization of industrial, agricultural and other employment as an integral part of the national program for the full use of productive resources.

2. (1) To fulfil this duty, steps should be taken to strengthen the employment service and related authorities.

(2) These services should be responsible for:

(a) collecting and making available information concerning labour supply, employment opportunities, the skills required to do particular jobs, changes in skill requirements within the different industries, employment and unemployment trends, the regularization of employment, and the causes of unemployment, and other information of value in promoting full employment;

(b) assisting workers to find suitable employment and employers to find suitable workers;

(c) assisting in developing and in determining the content of training and retraining courses;

(d) developing methods of facilitating the transference, where necessary, of workers from one occupation or area to another;

(e) helping to achieve the best possible distribution of manpower within each industry and area;

(f) co-operating as may be required in the administration of unemployment insurance and assistance;

(g) assisting other public and private bodies in planning the location of industry, public works, housing projects, social amenities, and other social and economic measures.

3. The closest co-operation between the employment service and other authorities whose activities affect the employment situation, including authorities charged with responsibility for accelerating or slowing down public works in accordance with the current state of employment and unemployment, should be established at the national, regional and local levels.

4. (1) In addition to the joint advisory bodies provided for in Article 2 of the Unemployment Convention, 1919, the employment service should co-operate closely with employers' and workers' organizations. Appropriate machinery should be devised to enable these organizations to assist in the formulation and carrying out of employment policy.

(2) The employment service should co-operate with any joint industry committees which may be set up to facilitate the solution of the special problems of the industries concerned.

ANNEX 17—Public Works (National Planning) Recommendation, 1944

The General Conference of the International Labour Organization,

Having been convened at Philadelphia by the Governing Body of the International Labour Office, and having met in its Twenty-sixth Session on 20th April, 1944, and

Having decided upon the adoption of certain proposals with regard to the national planning of public works, which is included in the third Item on the Agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts, this twelfth day of May, of the year one thousand nine hundred and forty-four, the following Recommendation which may be cited as the Public Works (National Planning) Recommendation, 1944:

Whereas the Public Works (National Planning) Recommendation, 1937, recommends that all works undertaken or financed by public authorities should be timed in such a way as to reduce industrial fluctuations as far as possible, and that special consideration should be given to the financing by loan in periods of depression of works likely to stimulate economic recovery and to the application of a monetary policy which will make possible the expansion of credit required for the speeding up of such works and ensure the lowest possible rate of interest on the loans;

Whereas at the end of the war public authorities will be faced with the great need to repair the damage caused by the war, to restore and replace existing public works, and to provide new public works and services; and

Whereas public works constitute a large element in the economic life of all nations, and public works programs are an important method by which levels of productivity can be increased, and by which levels of living of all peoples can be raised; and

Whereas it is important in the transition from war to peace that public and private enterprise should be co-ordinated to assure the prompt and orderly use of human and material resources, avoiding on the one hand rush demands for materials which would leave contractors temporarily in short supply and on the other hand inadequate development of demand;

The Conference recommends the Members of the Organization to apply the following general principles, and to communicate information to the International Labour Office, as requested by the Governing Body, concerning the measures taken to give effect to these principles:

1. Each Member should prepare a long-term development program which can be accelerated or slowed down in accordance with the employment situation in different parts of the country.

2. Special attention should be paid to the importance of timing the execution of the works and the ordering of supplies, so as to limit the demand for labour at a time when there is already full employment and to increase it at a time when there is unemployment.

3. In applying this policy, consideration should be given not only to the employment situation in the country as a whole but also to the situation in each area and to the particular types of skill available in the area concerned.

4. Local authorities and others responsible for framing schemes for employment should be informed by their central authorities at the earliest possible moment what financial support will be forthcoming, so that the local authorities and technical services may proceed without further delay to prepare plans and to make such practical preparation as would enable large numbers of demobilized soldiers to be absorbed as soon as they are available.

ANNEX 18—Resolution Concerning the Conventions and Recommendations Adopted at Earlier Sessions of the Conference Bearing Upon the Problem of the Organization of Employment in the Transition From War to Peace

The General Conference of the International Labour Organization,

Having adopted the Employment (Transition from War to Peace *Recommendations*, 1944, the Employment Service *Recommendation*, 1944, the Public Works (National Planning) *Recommendation*, 1944,

Draws the attention of the Members of the Organization to the bearing upon the problem of the organization of employment in the transition from war to peace of the following Conventions and Recommendations:—

the Unemployment Conventions, 1919,
the Fee-Charging Employment Agencies Convention, 1933,
the Employment Agencies Recommendation, 1933,
the Unemployment Provision Convention, 1934,
the Unemployment Provision Recommendation, 1934,
the Unemployment (Young Persons) Recommendations, 1935,
the Vocational Training Recommendation, 1939,
the Apprenticeship Recommendation, 1939,
the Vocational Education (Building) Recommendation, 1937,
the Minimum Age (Industry) Convention (Revised), 1937,
the Minimum Age (Family Undertakings) Recommendation, 1937,
the Minimum Age (Non-Industrial Employment) Convention (Revised), 1937,
the Minimum Age (Agriculture) Convention, 1921,
the Public Works (National Planning) Recommendation, 1937,
the Public Works (International Co-operation Recommendation, 1937; and

Urges that Members which have not already done so should give consideration to ratifying the said Conventions, and to giving effect, wherever possible, to their provisions pending ratification, and that all members should give consideration to making effective the provisions of the said Recommendations.

ANNEX 19—Resolution Concerning Co-operation in Regard to the Preparation for Plans for Public Works in Countries at Present in Enemy Occupation

Whereas the Governments of the United Nations, whose territory is still under the occupation of the enemy, are unable to prepare detailed plans for public works in their countries, because they do not possess the data necessary for such a preparation and because they are handicapped by either the lack of trained technical personnel, or by the lack of adequate financial means or by both;

Whereas the universities and technical colleges in some of the occupied countries have been forcibly closed for years, and laboratories, research institutes and libraries destroyed;

Whereas in most of these countries the number of previously trained technical experts has been because of persecution considerably reduced and the remaining experts have been for years without any communication with the western world and consequently have been unable to keep up with the results and methods of technical progress achieved in non-occupied territories; and

Whereas a considerable volume of public works will have to be undertaken upon the liberation of those countries in order to provide the basis for a speedy reconstruction, to organize the transportation network, to provide housing for the great masses of the population, and finally to provide employment;

It is resolved:

(*a*) that the Members of the International Labour Organization be invited to exchange the results of their research in the various branches of development works including public utilities and their experiences with the technical problems involved in the preparation and carrying out of development works programs.

(*b*) that they exchange experiences gained in the planning and organization of development works and in the maintenance of such works and public utilities; and exchange information on the education of technical experts and on making these matters known to the public.

(*c*) that the Conference invites the Governing Body to call a meeting of the International Public Works Committee at the earliest practicable moment and to include in the agenda of that meeting the study of the exchange of such information as is referred to in clauses (*a*) and (*b*).

ANNEX 20—Income Security Recommendation, 1944

The General Conference of the International Labour Organization,

Having been convened at Philadelphia by the Governing Body of the International Labour Office, and having met in its Twenty-sixth Session on 20th April, 1944, and

Having decided upon the adoption of certain proposals with regard to income security, which is included in the fourth item on the Agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation.

adopts, this twelfth day of May, of the year, one thousand nine hundred and forty-four, the following Recommendation which may be cited as the Income Security Recommendation, 1944:

Whereas the Atlantic Charter contemplates "the fullest collaboration between all nations in the economic field with the object of securing for all improved labour standards, economic advancement and social security"; and

Whereas the Conference of the International Labour Organization, by a resolution adopted on 5th November, 1941, endorsed this principle of the Atlantic Charter and pledged the full co-operation of the International Labour Organization in its implementation; and

Whereas income security is an essential element in social security; and

Whereas the International Labour Organization has promoted the development of income security—

by the adoption by the International Labour Conference of Conventions and Recommendations relating to workmen's compensation for accidents and occupational diseases, sickness insurance, provision for maternity, old age, invalidity, and widows' and orphans' pensions, and provision for unemployment,

by the adoption by the First and Second Labour Conferences of American States of the resolutions constituting the Inter-American Social Insurance Code, by the participation of a delegation of the Governing Body in the First Inter-American Conference on Social Security which adopted the Declaration of Santiago de Chile, and by the approval by the Governing Body of the Statute of the Inter-American Conference on Social Security established as a permanent agency of co-operation between social security administrations and institutions acting in concert with the International Labour Office, and

by the participation of the International Labour Office in an advisory capacity in the framing of social insurance schemes in a number of countries and by other measures; and

Whereas some members have not taken such steps as are within their competence to promote the well-being and development of their people although their need for improved labour standards, economic advancement and social security is greatest; and

Whereas it is now highly desirable that such members take all necessary steps as soon as possible to reach the accepted international minimum standards and develop those standards; and

Whereas it is now desirable to take further steps towards the attainment of income security by the unification or co-ordination of social insurance schemes, the extension of such schemes to all workers and their families, including rural populations and the self-employed, and the elimination of inequitable anomalies; and

Whereas the formulation of certain general principles which should be followed by members of the Organization in developing their income security schemes along these lines on the foundation of the existing Conventions and Recommendations, pending the unification and amplification of the provisions of the said Conventions and Recommendations, will contribute to this end;

The Conference:

(*a*) recommends the Members of the Organization to apply progressively the following general guiding principles, as rapidly as national conditions allow, in developing their income security schemes with a view to the implementation of the fifth principle of the Atlantic Charter, and to report to the International Labour Office from time to time as requested by the Governing Body, concerning the measures taken to give effect to the said general guiding principles;

(*b*) calls the attention of the Members of the Organization to the suggestions for the application of these general guiding principles submitted to the Conference and contained in the Annex to this Recommendation.

Guiding Principles

GENERAL

1. Income security schemes should relieve want and prevent destitution by restoring, up to a reasonable level, income which is lost by reason of inability to work (including old age) or to obtain remunerative work or by reason of the death of a breadwinner.

2. Income security should be organized as far as possible on the basis of compulsory social insurance, whereby insured persons fulfilling prescribed qualifying conditions are entitled, in consideration of the contributions they have paid to an insurance institution, to benefits payable at rates, and in contingencies, defined by law.

3. Provision for needs not covered by compulsory social insurance should be made by social assistance; certain categories of persons, particularly dependent children and needy invalids, aged persons and widows, should be entitled to allowances at reasonable rates according to a prescribed scale.

4. Social assistance appropriate to the needs of the case should be provided for other persons in want.

SOCIAL INSURANCE

5. The range of contingencies to be covered by compulsory social insurance should embrace all contingencies in which an insured person is prevented from earning his living, whether by inability to work or inability to obtain remunerative work, or in which he dies leaving a dependent family, and should include certain associated emergencies, generally experienced, which involved extraordinary strain on limited incomes, in so far as they are not otherwise covered.

6. Compensation should be provided in cases of incapacity for work and of death resulting from employment.

7. In order that the benefits provided by social insurance may be closely adapted to the variety of needs, the contingencies covered should be classified as follows:—

(*a*) sickness;
(*b*) maternity;
(*c*) invalidity;
(*d*) old age;
(*e*) death of breadwinner;
(*f*) unemployment;
(*g*) emergency expenses; and
(*h*) employment injuries.

Provided that benefits should not be payable at the same time for more than one of the following contingencies: invalidity, old age and unemployment.

8. Supplements for each of the first two children should be added to all benefits payable for loss of earnings, provision for further children being left to be made by means of children's allowances payable out of public funds or under contributory schemes.

9. The contingency for which sickness benefit should be paid is loss of earnings due to abstention from work necessitated on medical grounds by an acute condition, due to disease or injury, requiring medical treatment or supervision.

10. The contingency for which maternity benefit should be paid is loss of earnings due to abstention from work during prescribed periods before and after child-birth.

11. The contingency for which invalidity benefit should be paid is inability to engage in any substantially gainful work by reason of a chronic condition, due to disease or injury, or by reason of the loss of a member or function.

12. The contingency for which old-age benefit should be paid is the attainment of a prescribed age, which should be that at which persons commonly become incapable of efficient work, the incidence of sickness and invalidity becomes heavy, and unemployment, if present, is likely to be permanent.

13. The contingency for which survivors' benefits should be paid is the loss of support presumably suffered by the dependants as the result of the death of the head of the family.

14. The contingency for which unemployment benefit should be paid is loss of earnings due to the unemployment of an insured person who is ordinarily employed, capable of regular employment in some occupation, and seeking suitable employment, or due to part-time unemployment.

15. Benefits should be provided in respect of extraordinary expenses, not otherwise covered, incurred in cases of sickness, maternity, invalidity and death.

16. The contingency for which compensation for an employment injury should be paid is traumatic injury or disease resulting from employment and not brought about deliberately or by the serious and wilful misconduct of the victim, which results in temporary or permanent incapacity or death.

17. Social insurance should afford protection, in the contingencies to which they are exposed, to all employed and self-employed persons, together with their dependants, in respect of whom it is practicable:

(*a*) to collect contributions without incurring disproportionate administrative expenditure; and
(*b*) to pay benefits with the necessary cooperation of medical and employment services and with due precaution against abuse.

18. The employer should be made responsible for collecting contributions in respect of all persons employed by him, and should be entitled to deduct the sums due by them from their remuneration at the time when it is paid.

19. In order to facilitate the efficient administration of benefits, arrangements should be made for the keeping of records of contributions, for ready means of verifying the presence of the contingencies which give rise to benefits, and for a parallel organization of medical and employment services with preventive and remedial functions.

20. Persons employed for remuneration should be insured against the whole range of contingencies covered by social insurance as soon as the collection of contributions in respect of them can be organized and the necessary arrangements can be made for the administration of benefit.

21. Self-employed persons should be insured against the contingencies of invalidity, old age and death, under the same conditions as employed persons as soon as the collection of their contributions can be organized. Consideration should be given to the possibility of insuring them also against sickness and maternity necessitating hospitalization, sickness which has lasted for several months, and extraordinary

expenses incurred in cases of sickness, maternity, invalidity and death.

22. Benefits should replace lost earnings, with due regard to family responsibilities, up to as high a level as is practicable without impairing the will to resume work where resumption is a possibility, and without levying charges on the productive groups so heavy that output and employment are checked.

23. Benefits should be related to the previous earnings of the insured person on the basis of which he has contributed: Provided that any excess of earnings over those prevalent among skilled workers may be ignored for the purpose of determining the rate of benefits, or portions thereof, financed from sources other than the contributions of the insured person.

24. Benefits at flat rates may be appropriate for countries where adequate and economical facilities exist for the population to procure additional protection by voluntary insurance. Such benefits should be commensurate with the earnings of unskilled workers.

25. The right to benefits other than compensation for employment injuries should be subject to contribution conditions designed to prove that the normal status of the claimant is that of an employed or self-employed person and to maintain reasonable regularity in the payment of contributions: Provided that a person should not be disqualified for benefits by reason of the failure of his employer duly to collect the contributions payable in respect of him.

26. The cost of benefits, including the cost of administration, should be distributed among insured persons, employers and taxpayers in such a way as to be equitable to insured persons and to avoid hardship to insured persons of small means or any disturbance to production.

27. The administration of social insurance should be unified or co-ordinated within a general system of social security services, and contributors should, through their organizations, be represented on the bodies which determine or advise upon administrative policy and propose legislation or frame regulations.

SOCIAL ASSISTANCE

28. Society should normally co-operate with parents through general measures of assistance designed to secure the well-being of dependent children.

29. Invalids, aged persons and widows who are not receiving social insurance benefits because they or their husbands, as the case may be, were not compulsorily insured, and whose incomes do not exceed a prescribed level, should be entitled to special maintenance allowances at prescribed rates.

30. Appropriate allowances in cash or partly in cash and partly in kind should be provided for all persons who are in want and do not require internment for corrective care.

Annex

GUIDING PRINCIPLES ACCOMPANIED BY SUGGESTIONS FOR APPLICATION

(The paragraphs in bold type are the general guiding principles and the subparagraphs are the suggestions for application.)

GENERAL

1. Income security schemes should relieve want and prevent destitution by restoring, up to a reasonable level, income which is lost by reason of inability to work (including old age) or to obtain remunerative work or by reason of the death of a breadwinner.

2. Income security should be organized as far as possible on the basis of compulsory social insurance, whereby insured persons fulfilling prescribed qualifying conditions are entitled, in consideration of the contributions they have paid to an insurance institution, to benefits payable at rates, and in contingencies, defined by law.

3. Provision for needs not covered by compulsory social insurance should be made by social assistance; certain categories of persons, particularly dependent children and needy invalids, aged persons and widows, should be entitled to allowances at reasonable rates according to a prescribed scale.

4. Social assistance appropriate to the needs of the case should be provided for other persons in want.

I. SOCIAL INSURANCE

A. Contingencies Covered

Range of Contingencies to be Covered

5. The range of contingencies to be covered by compulsory social insurance should embrace all contingencies in which an insured person is prevented from earning his living, whether by inability to work or inability to obtain remunerative work, or in which he dies leaving a dependent family, and should include certain associated emergencies, generally experienced, which involve extraordinary strain on limited incomes, in so far as they are not otherwise covered.

6. Compensation should be provided in cases of incapacity for work and of death resulting from employment.

7. In order that the benefits provided by social insurance may be closely adapted to the variety of needs, the contingencies covered should be classified, as follows:

(a) sickness;
(b) maternity;
(c) invalidity;
(d) old age;
(e) death of breadwinner;
(f) unemployment;
(g) emergency expenses; and
(h) employment injuries.

Provided that benefits should not be payable at the same time for more than one of the following contingencies; invalidity, old age and unemployment.

8. Supplements for each of the first two children should be added to all benefits payable for loss of earnings, provision for further children being left to be made by means of children's allowances payable out of public funds or under contributory schemes.

Sickness

9. The contingency for which sickness benefit should be paid is loss of earnings due to abstention from work necessitated on medical grounds by an acute condition, due to disease or injury, requiring medical treatment or supervision.

(1) The necessity for abstention from work should be judged, as a rule, with reference to the previous occupation of the insured person, which he may be expected to resume.

(2) Benefit need not be paid for the first few days of a period of sickness, but if sickness recurs within a few months, a fresh waiting period should not be imposed.

(3) Benefit should preferably be continued until the beneficiary is fit to return to work, dies or becomes an invalid. If, however, it is considered necessary to limit the duration of benefit, the maximum period should not be less than 26 weeks for a single case, and provision should be made for extending the duration of benefit in the case of specified diseases, such as tuberculosis, which often involve lengthy, though curable, sickness; Provided that at the outset of the operation of an insurance scheme it may be necessary to provide for a shorter period than 26 weeks.

Maternity

10. The contingency for which maternity benefit should be paid is loss of earnings due to abstention from work during prescribed periods before and after childbirth.

(1) A woman should have the right to leave her work if she produces a medical certificate stating that her confinement will probably take place within six weeks, and no woman should be permitted to work during the six weeks following her confinement.

(2) During these periods maternity benefit should be payable.

(3) Absence from work for longer periods or on other occasions may be desirable on medical grounds, having regard to the physical condition of the beneficiary and the exigencies of her work; during any such periods sickness benefits should be payable.

(4) The payment of maternity benefit may be made conditional on the utilization by the beneficiary of health services provided for her and her child.

Invalidity

11. The contingency for which invalidity benefit should be paid is inability to engage in any substantially gainful work by reason of a chronic condition, due to disease or injury, or by reason of the loss of a member or function.

(1) A handicapped person should be expected to engage in any occupation which may reasonably be indicated for him, having regard for his remaining strength and ability, his previous experience, and any facilities for training available to him.

(2) A person for whom such an occupation can be indicated but is not yet available, and a person following a training course, should receive provisional invalidity benefit, training benefit or unemployment benefit, if he is otherwise qualified for it.

(3) A person for whom no such occupation can be indicated should receive invalidity benefit.

(4) Beneficiaries whose permanent inability to engage regularly in any gainful occupation has been confirmed should be allowed to supplement their invalidity benefit by casual earnings of small amount.

(5) Where the rate of invalidity benefit is related to the rate of the previous earnings of the insured person, the right to benefit should be admitted if the handicapped person is not able to earn by ordinary effort as much as one-third of the normal earnings in his previous occupation of able-bodied persons having the same training.

(6) Invalidity benefit should be paid, from the date when sickness benefit ceases, for the whole duration of invalidity, provided that when the beneficiary reaches the age at which old-age benefit may be claimed the latter may be substituted for invalidity benefit.

Old Age

12. The contingency for which old-age benefit should be paid is the attainment of a prescribed age, which should be that at which persons commonly become incapable of efficient work, the incidence of sickness and invalidity becomes heavy, and unemployment, if present, is likely to be permanent.

(1) The minimum age at which old-age benefit may be claimed should be fixed at not more than 65 in the case of men and 60 in the case of women: Provided that a lower age may be fixed for persons who have worked for many years in arduous or unhealthy occupations.

(2) Payment of old-age benefit may, if the basic benefit can be considered sufficient for subsistence, be made conditional on retirement from regular work in any gainful occupation; where such retirement is required, the receipt of casual earnings of relatively small amount should not disqualify for old-age benefit.

Death of Breadwinner

13. The contingency for which survivors' benefits should be paid is the loss of support presumably suffered by the dependents as the result of the death of the head of the family.

(1) Survivors' benefits should be paid: (*a*) to the widow of an insured man; (*b*) for the children, stepchildren, adopted children and, subject to their previous registration as dependents, illegitimate children of an insured man or of an insured woman who supported the children; and, (*c*) under conditions to be defined by national laws, to an unmarried woman with whom the deceased cohabited.

(2) Widow's benefit should be paid to a widow who has in her care a child for whom child's benefit is payable or who, at her husband's death or later, is an invalid or has attained the minimum age at which old-age benefit may be claimed; a widow who does not fulfill one of these conditions should be paid widow's benefit for a minimum period of several months, and thereafter if she is unemployed until suitable employment can be offered to her, after training if necessary.

(3) Child's benefit should be paid for a child who is under the school-leaving age, or who is under the age of 18 and is continuing his general or vocational education.

Unemployment

14. The contingency for which unemployment benefit should be paid is loss of earnings due to the unemployment of an insured person who is ordinarily employed, capable of regular employment in some occupation, and seeking suitable employment, or due to part-time unemployment.

(1) Benefit need not be paid for the first few days of a period of unemployment reckoned from the date on which the claim is registered, but if unemployment recurs

within a few months, a fresh waiting period should not be imposed.

(2) Benefit should continue to be paid until suitable employment is offered to the insured person.

(3) During an initial period reasonable in the circumstances of the case, only the following should be deemed to be suitable employment:

(*a*) employment in the usual occupation of the insured person in a place not involving a change of residence and at the current rate of wages, as fixed by collective agreements where applicable; or

(*b*) another employment acceptable to the insured person.

(4) After the expiration of the initial period,

(*a*) employment involving a change of occupation may be deemed to be suitable if the employment offered is one which may reasonably be offered to the insured person, having regard to his strength, ability, previous experience and any facilities for training available to him;

(*b*) employment involving a change of residence may be deemed to be suitable if suitable accommodation is available in the new place of residence;

(*c*) employment under conditions less favourable than the insured person habitually obtained in his usual occupation and district may be deemed to be suitable if the conditions offered conform to the standard generally observed in the occupation and district in which the employment is offered.

Emergency Expenses

15. Benefits should be provided in respect of extraordinary expenses, not otherwise covered, incurred in cases of sickness, maternity, invalidity and death.

(1) Necessary domestic help should be provided, or benefit paid for hiring it, during the hospitalization of the mother of dependent children, if she is an insured woman or the wife of an insured man and is not receiving any benefit in lieu of earnings.

(2) A lump sum should be paid at childbirth to insured women and the wives of insured men towards the cost of a layette and similar expenses.

(3) A special supplement should be paid to recipients of invalidity or old-age benefit who need constant attendance.

(4) A lump sum should be paid on the death of an insured person, or of the wife, husband or dependent child of an insured person, towards the cost of burial.

Employment Injuries

16. The contingency for which compensation for an employment injury should be paid is traumatic injury or disease resulting from employment and not brought about deliberately or by the serious and wilful misconduct of the victim which results in temporary or permanent incapacity or death.

(1) Injuries resulting from employment should be deemed to include accidents occurring on the way to or from the place of employment.

(2) Where compensation for an employment injury is payable, the foregoing provisions should be subject to appropriate modifications as indicated in the following paragraphs.

(3) Any disease which occurs frequently only to persons employed in certain occupations or is a poisoning caused by a substance used in certain occupations, should, if the person suffering from such a disease was engaged in such an occupation, be presumed to be of occupational origin and give rise to compensation.

(4) A list of diseases presumed to be of occupational origin should be established and should be revised from time to time by a simple procedure.

(5) In fixing any minimum period of employment in the occupation required to establish the presumption of occupational origin and any maximum period during which the presumption of occupational origin will remain valid after leaving the employment, regard should be had to the length of time required for the contraction and manifestation of the disease.

(6) Temporary incapacity compensation should be payable under conditions similar to those applicable to the payment of sickness benefit.

(7) Consideration should be given to the possibility of paying compensation from the first day of temporary incapacity if the incapacity lasts longer than the waiting period.

(8) Permanent incapacity compensation should be payable in respect of the loss or reduction of earning capacity by reason of the loss of a member or function or by reason of a chronic condition due to injury or disease.

(9) A person who becomes permanently incapacitated should be expected to resume employment in any occupation which may reasonably be indicated for him, having regard to his remaining strength and ability, his previous experience, and any facilities for training available to him.

(10) If no such employment can be offered, the person should receive compensation for total incapacity on a definitive or provisional basis.

(11) If such employment can be offered, but the sum which the person is able to earn by ordinary effort in the employment is significantly less than that which he would probably have earned had he not suffered the injury or disease, he should receive compensation for partial incapacity proportionate to the difference in earning capacity.

(12) Consideration should be given to the possibility of paying suitable compensation in every case of loss of a member or function or disfigurement, even where no reduction of capacity can be proved.

(13) Persons exposed to the risk of an occupational disease of gradual development should be examined periodically, and those for whom a change of occupation is indicated, should be eligible for compensation.

(14) Compensation for permanent incapacity, total or partial, should be paid from the time when temporary incapacity compensation ceases for the whole duration of permanent incapacity.

(15) Persons receiving compensation for permanent partial incapacity should be able to qualify for other benefits under the same conditions as able-bodied persons, where the rates of such benefits are related to the previous earnings of the insured person.

(16) Where the rates of such benefits are not related to the previous earnings of the

insured person, a maximum may be fixed for the combined rate of compensation and other benefit.

(17) Survivors' compensation should, subject to the provisions of the following sub-paragraphs, be paid to the same dependants as could otherwise qualify for survivors' benefits.

(18) A widow should receive compensation for the whole duration of her widowhood.

(19) A child should receive compensation until the age of 18, or 21 if he is continuing his general or vocational education.

(20) Provision should be made for compensating other members of the family of the deceased who were dependent upon him, without prejudice to the claims of the widow and children.

(21) The survivors of a person permanently incapacitated in the degree of two-thirds or more who dies otherwise than from the effects of an employment injury should be entitled to basic survivors' benefits, whether or not the deceased fulfilled the contribution conditions for such benefit at the time of his death.

B. Persons Covered

Range of Persons to Be Covered

17. Social insurance should afford protection, in the contingencies to which they are exposed, to all employed and self-employed persons, together with their dependants, in respect of whom it is practicable:

(a) to collect contributions without incurring disproportionate administrative expenditure; and

(b) to pay benefits with the necessary co-operation of medical and employment services and with due precautions against abuse.

(1) Dependent wives (that is to say, wives who are not employed or self-employed) and dependent children (that is to say, persons who are under the school-leaving age, or who are under the age of 18 and are continuing their general or vocational education) should be protected in virtue of the insurance of their bread-winners.

Collection of Contributions

18. The employer should be made responsible for collecting contributions in respect of all persons employed by him, and should be entitled to deduct the sums due by them from their remuneration at the time when it is paid.

(1) Where membership of an occupational association or the possession of a licence is compulsory for any class of self-employed persons, the association or the licensing authority may be made responsible for collecting contributions from the persons concerned.

(2) The national or local authority may be made responsible for collecting contributions from self-employed persons registered for the purpose of taxation.

(3) Pending the development of agencies to enforce payment of contributions, provision should be made for enabling self-employed persons to contribute voluntarily, either as individuals or as members of associations.

Administration of Benefits

19. In order to facilitate the efficient administration of benefits, arrangements should be made for the keeping of records of contributions, for ready means of verifying the presence of the contingencies which give rise to benefits, and for a parallel organization of medical and employment services with preventive and remedial functions.

Employed Persons

20. Persons employed for remuneration should be insured against the whole range of contingencies covered by social insurance as soon as the collection of contributions in respect for them can be organized and the necessary arrangements can be made for the administration of benefit.

(1) Persons whose employment is so irregular or likely to be so short in its total duration, that they are unlikely to qualify for benefit confined to employed persons, may be excluded from insurance for such benefits. Special provision should be made on behalf of persons who ordinarily work for a very short period for the same employer.

(2) Apprentices who receive no remuneration should be insured against employment injuries, and, as from the date at which they would have completed their apprenticeship for their trade, compensation based on the wages current for workers in that trade should become payable.

Self-Employed Persons

21. Self-employed persons should be insured against the contingencies of invalidity, old age and death under the same conditions as employed persons as soon as the collection of their contributions can be organized. Consideration should be given to the possibility of insuring them also against sickness and maternity necessitating hospitalization, sickness which has lasted for several months, and extraordinary expenses incurred in cases of sickness, maternity, invalidity and death.

(1) Members of the employer's family living in his house, other than his dependent wife or dependent children, should be insured against the said contingencies on the basis of either their actual wages or if these cannot be ascertained the market value of their services; the employer should be responsible for the payment of contributions in respect of such persons.

(2) Self-employed persons whose earnings are ordinarily so low that they can be presumed to be a merely subsidiary or casual source of income or that payment of the minimum contribution would be a hardship for them should be excluded provisionally from insurance and referred for counsel to the employment service or to any special service that may exist for promoting the welfare of the occupational group to which they may belong.

(3) Persons who after completing the contribution period prescribed as a qualification for invalidity and survivors' benefits cease to be compulsorily insured either as employed or as self-employed persons should be given the option to be exercised within a limited period of continuing their insurance under the same conditions as self-employed persons subject to such modifications as may be prescribed.

C. Benefit Rates and Contribution Conditions

Benefit Rates

22. Benefits should replace lost earnings, with due regard to family responsibilities, up

to as high a level as is practicable without impairing the will to resume work where resumption is a possibility, and without levying charges on the productive groups so heavy that output and unemployment are checked.

23. Benefits should be related to the previous earnings of the insured person on the basis of which he has contributed: Provided that any excess of earnings over those prevalent among skilled workers may be ignored for the purpose of determining the rate of benefits, or portions thereof, financed from sources other than the contributions of the insured person.

24. Benefits at flat rates may be appropriate for countries where adequate and economical facilities exist for the population to procure additional protection by voluntary insurance. Such benefits should be commensurate with the earnings of unskilled workers.

(1) Sickness and unemployment benefits should, in the case of unskilled workers, be not less than 40 per cent of the previous net earnings of the insured person if he has no dependants, or 60 per cent thereof if he has a dependent wife or housekeeper for his children; for each of not more than two dependent children, an additional 10 per cent of such earnings, less the amount of any children's allowances for these children, should be payable.

(2) In the case of workers with high earnings, the foregoing proportions of benefit to previous earnings may be somewhat reduced.

(3) Maternity benefit should in all cases be sufficient for the full and healthy maintenance of the mother and her child; it should be not less than 100 per cent of the current net wage for female unskilled workers or 75 per cent of the previous net earnings of the beneficiary, whichever is the greater, but may be reduced by the amount of any child's allowance payable in respect of the child.

(4) Basic invalidity and old-age benefits should be not less than 30 per cent of the current wage commonly recognized for male unskilled workers in the district in which the beneficiary resides, if the beneficiary has no dependants, or 45 per cent thereof if he has a dependent wife who would be qualified for widow's benefit or a housekeeper for his children; for each of not more than two dependent children, an additional 10 per cent of such wage, less the amount of any children's allowances for these children, should be payable.

(5) Basic widow's benefit should be not less than 30 per cent of the current minimum wage commonly recognized for male unskilled workers in the district in which the beneficiary resides; for each of not more than three dependent children, child's benefit at the rate of 10 per cent of such wage, less the amount of any children's allowances for these children, should be payable.

(6) In the case of an orphan, basic child's benefit should be not less than 20 per cent of the current minimum wage commonly recognized for male unskilled workers, less the amount of any child's allowance payable in respect of the orphan.

(7) A portion of every contribution additional to those paid as a qualification for basic invalidity, old-age and survivors' benefits may be credited to the insured person for the purpose of increasing the benefits provided for in sub-paragraphs (4), (5) and (6).

(8) In every case in which retirement is deferred beyond the minimum age at which old-age benefit could have been claimed, basic old-age benefit should be equitably increased.

(9) Compensation for employment injuries should not be less than two-thirds of the wages lost, or estimated to have been lost, as the result of the injury.

(10) Such compensation should take the form of periodical payments, except in cases in which the competent authority is satisfied that the payment of a lump sum will be more advantageous to the beneficiary.

(11) Periodical payments in respect of permanent incapacity and death should be adjusted currently to significant changes in the wage level in the insured person's previous occupation.

Contribution Conditions

25. The right to benefits other than compensation for employment injuries should be subject to contribution conditions designed to prove that the normal status of the claimant is that of an employed or self-employed person and to maintain reasonable regularity in the payment of contributions: Provided that a person shall not be disqualified for benefits by reason of the failure of his employer duly to collect the contributions payable in respect of him.

(1) The contribution conditions for sickness, maternity and unemployment benefits may include the requirement that contributions shall have been paid in respect of at least a quarter of a prescribed period, such as two years, completed before the contingency occurs.

(2) The contribution conditions for maternity benefit may include the requirement that the first contribution shall have been paid at least ten months before the expected date of confinement, but even though the contribution conditions are not fulfilled, maternity benefit at the minimum rate should be paid during the period of compulsory abstention from work after confinement, if the claimant's normal status appears, after consideration of the case, to be that of an employed person.

(3) The contribution conditions for basic invalidity, old-age and survivors' benefits may include the requirement that contributions shall have been paid in respect of at least two-fifths of a prescribed period, such as five years, completed before the contingency occurs; payment of contributions in respect of not less than three-quarters of a prescribed period, such as ten years, or of any longer period which has elapsed since entry into insurance, should be recognized as an alternative qualification for benefit.

(4) The contribution conditions for old-age benefit may include the requirement that the first contribution shall have been paid at least five years before the claim for benefit is made.

(5) The right to benefit may be suspended where an insured person wilfully fails to pay any contribution due by him in respect of any period of self-employment or to pay any penalty imposed for late payment of contributions.

(6) The insurance status of an insured person at the date when he becomes entitled to invalidity or old-age benefit should be maintained during the currency of such benefit for the purposes of ensuring him, in the event of recovery from invalidity, as full protection under the scheme as he was entitled to on the occurrence of the invalidity, and of entitling his survivors to survivors' benefits.

D. Distribution of Cost

26. The cost of benefits, including the cost of administration, should be distributed among insured persons, employers and taxpayers, in such a way as to be equitable to insured persons and to avoid hardship to insured persons of small means or any disturbance to production.

(1) The contribution of an insured person should not exceed such proportion of his earnings taken into account for reckoning benefits as, applied to the estimated average earnings of all persons insured against the same contingencies, would yield a contribution income the probable present value of which would equal the probable present value of the benefits to which they may become entitled (excluding compensation for employment in injuries).

(2) In accordance with this principle the contributions of employed persons and self-employed persons for the same benefits may, as a rule, represent the same proportion of their respective earnings.

(3) A minimum absolute rate, based on the minimum rate of earnings which may be deemed to be indicative of substantial gainful work, may be prescribed for the insured person's contribution with respect to benefits the whole or part of which does not vary with the rate of previous earnings.

(4) Employers should be required to contribute, particularly by subsidizing the insurance of low-wage earners, not less than half the total cost of benefits confined to employed persons, excluding compensation for employment injuries.

(5) The entire cost of compensation for employment injuries should be contributed by employers.

(6) Consideration should be given to the possibility of applying some method of merit rating in the calculation of contributions in respect of compensation for employment injuries.

(7) The rates of contribution of insured persons and employers should be kept as stable as possible, and for this purpose a stabilization fund should be constituted.

(8) The cost of benefits which cannot properly be met by contributions should be covered by the community.

(9) Among the elements of cost which may be charged to the community may be mentioned:

(*a*) the contribution deficit resulting from bringing persons into insurance when already elderly;

(*b*) the contingent liability involved in guaranteeing the payment of basic invalidity, old-age and survivors' benefits and the payment of adequate maternity benefit;

(*c*) the liability resulting from the continued payment of unemployment benefit when unemployment persists at an excessive level; and

(*d*) subsidies to the insurance of self-employed persons of small means.

E. Administration

27. The administration of social insurance should be unified or co-ordinated within a general system of social security services, and contributors should, through their organizations, be represented on the bodies which determine or advise upon administrative policy and propose legislation or frame regulations.

(1) Social insurance should be administered under the direction of a single authority, subject, in federal countries, to the distribution of legislative competence; this authority should be associated with the authorities administering social assistance, medical care services and employment services in a co-ordinating body for matters of common interest, such as the certification of inability to work or to obtain work.

(2) The unified administration of social insurance should be compatible with the operation of separate insurance schemes, compulsory or voluntary in character, providing supplementary, but not alternative, benefits for certain occupational groups, such as miners and seamen, public officials, the staffs of individual undertakings and members of mutual benefit societies.

(3) The law and regulations relating to social insurance should be drafted in such a way that beneficiaries and contributors can easily understand their rights and duties.

(4) In devising procedures to be followed by beneficiaries and contributors, simplicity should be a primary consideration.

(5) Central and regional advisory councils, representing such bodies as trade unions, employers' associations, chambers of commerce, farmers' associations, women's associations and child protection societies, should be established for the purpose of making recommendations for the amendment of the law and administrative methods, and generally of maintaining contact between the administration of social insurance and groups of contributors and beneficiaries.

(6) Employers and workers should be closely associated with the administration of compensation for employment injuries, particularly in connection with the prevention of accidents and occupational diseases and with merit rating.

(7) Claimants should have a right of appeal in case of dispute with the administrative authority concerning such questions as the right to benefit and the rate thereof.

(8) Appeals should preferably be referred to special tribunals, which should include referees who are experts in social insurance law, assisted by assessors, representative of the group to which the claimant belongs, and, where employed persons are concerned, by representatives of employers also.

(9) In any dispute concerning liability to insurance or the rate of contribution, for an employed or self-employed person, and where an employer's contribution is in question, an employer should have a right of appeal.

(10) Provision for uniformity of interpretation should be assured by a superior appeal tribunal.

II. SOCIAL ASSISTANCE

A. Maintenance of Children

28. Society should normally co-operate with parents through general measures of assistance designed to secure the well-being of dependent children.

(1) Public subsidies in kind or in cash or in both should be established in order to assure the healthy nurture of children, help to maintain large families, and complete the provision made for children through social insurance.

(2) Where the purpose in view is to assure the healthy nurture of children, subsidies should take the form of such advantages as free or below-cost infants' food and school meals and below-cost dwellings for families with several children.

(3) Where the purpose in view is to help to maintain large families or to complete the provision made for children by subsidies in kind and through social insurance, subsidies should take the form of children's allowances.

(4) Such allowances should be payable, irrespective of the parents' income, according to a prescribed scale, which should represent a substantial contribution to the cost of maintaining a child, should allow for the higher cost of maintaining older children, and should, as a minimum, be granted to all children for whom no provision is made through social insurance.

(5) Society as a whole should accept responsibility for the maintenance of dependent children in so far as parental responsibility for maintaining them cannot be enforced.

B. Maintenance of Needy Invalids, Aged Persons and Widows

29. Invalids, aged persons and widows who are not receiving social insurance benefits because they or their husbands, as the case may be, were not compulsorily insured, and whose incomes do not exceed a prescribed level, should be entitled to special maintenance allowances at prescribed rates.

(1) The persons who should be entitled to maintenance allowances should include:

(*a*) persons belonging to occupational groups or residing in districts to which social insurance does not yet apply, or has not yet applied for as long as the qualifying period for basic invalidity, old age or survivors' benefits, as the case may be, and the widows and dependent children of such person; and

(*b*) persons who are already invalids at the time when they would normally enter insurance.

(2) Maintenance allowances should be sufficient for full, long-term maintenance; they should vary with the current cost of living, and may vary as between urban and rural areas.

(3) Maintenance allowances should be paid at the full rate to persons whose other income does not exceed a prescribed level and at reduced rates in other cases.

(4) The provisions of the present Recommendation defining the contingencies in which invalidity, old-age and survivors' benefits should be paid should be applied, in so far as they are relevant, to maintenance allowances.

C. General Assistance

30. Appropriate allowances in cash or partly in cash and partly in kind should be provided for all persons who are in want and do not require internment for corrective care.

(1) The range of cases in which the amount of the allowance is entirely discretionary should be gradually narrowed as the result of the improved classification of cases of want, and the establishment of budgets corresponding to the cost of maintenance in short-term and long-term indigency.

(2) The grant of allowance may be subject to compliance by the recipient with directions given by the authorities administering medical or employment services in order that the assistance may yield its greatest constructive effect.

ANNEX 21—Social Security (Armed Forces) Recommendation, 1944

The General Conference of the International Labour Organization,

Having been convened at Philadelphia by the Governing Body of the International Labour Office, and having met in its Twenty-sixth Session on 20th April, 1944, and

Having decided upon the adoption of certain proposals with regard to income security and medical care for persons discharged from the armed forces and assimilated services and from war employment, which is included in the third item on the Agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts, this twelfth day of May, of the year one thousand nine hundred and forty-four, the following Recommendation which may be cited as the Social Security (Armed Forces) Recommendation, 1944:

Whereas persons discharged from the armed forces and assimilated services have been obliged to interrupt their careers and will be faced with initial expenditure in re-establishing themselves in civil life; and

Whereas persons discharged from the armed forces or assimilated services or from war employment may in certain cases remain unemployed for a time before obtaining suitable employment; and

Whereas it is undesirable that persons discharged from the armed forces and assimilated services should find themselves at a disadvantage in respect of pension insurance as compared with persons who have remained in civil employment, and the Invalidity, Old-Age and Survivors' Insurance Recommendation, 1933, while providing for the maintenance of the rights under pension insurance schemes of persons engaged in military service who were insured before beginning such service, does not provide for the attribution of any rights under such schemes to persons not insured before entering military service; and

Whereas it is desirable that persons discharged from the armed forces and assimilated services should be protected by insurance in respect of sickness occurring between their discharge and their re-establishment in civil life by entry into insurable employment or otherwise; and

Whereas it is necessary to make equitable provision in regard to these matters, without prejudice to the satisfaction of other essential needs, such as those of military and civilian war victims, which must also be a charge on the national income:

The Conference recommends the Members of the Organization to apply the following principles and to communicate information to the International Labour Office, as requested by the Governing Body, concerning the measures taken to give effect to these principles:

I. Mustering-out Grant

1. Persons discharged from the armed forces and assimilated services should, except in cases in which they have, in virtue of national laws or regulations, continued to receive a substantial part of their remuneration, receive on their discharge a special grant, which may be related

to their length of service and should be paid in the form of a lump sum, in the form of periodical payments, or partly in the form of a lump sum and partly in the form of periodical payments.

II. Unemployment Insurance and Assistance

2. Persons discharged from the armed forces and assimilated services should, so far as is administratively practicable, be treated under unemployment insurance schemes as insured contributors in respect of whom contributions have been paid for a period equal to their period of service. The resulting financial liability should be borne by the State.

3. Where persons discharged from the armed forces and assimilated services or from war employment, as defined by national laws or regulations, exhaust their right to benefit before suitable employment is offered to them, or are not covered by an unemployment insurance scheme, an allowance financed wholly from State funds should be paid until suitable employment is available; the allowance should, if possible, be paid irrespective of need.

III. Pension and Sickness Insurance

4. (1) Where a compulsory insurance scheme providing pensions in case of invalidity, old age or death and covering a substantial part of the working population is in force, periods of service in the armed forces and assimilated services should be reckoned as contribution periods for the purpose of determining whether any requirement in regard to a minimum qualifying period has been fulfilled.

(2) Where the rate of pension varies with the number of contributions credited to the insured person, the period of service should be taken into account for the purpose of increasing the rate of pension.

(3) Where contributions are graduated according to remuneration, contributions should be credited in respect of periods of service on the basis of a uniform hypothetical remuneration of reasonable amount: Provided that contributions credited to persons insured immediately before beginning their service may be based on the remuneration which they were receiving at the time if such remuneration was higher than the hypothetical remuneration.

(4) Persons discharged from the armed forces and assimilated services should retain, during the period between their discharge and the time at which they can be considered to be re-established in civil life, their rights in respect of the contributions credited to their account; these rights should be maintained for a period of not less than twelve months.

5. (1) Where a compulsory insurance scheme providing sickness, maternity and medical benefits and covering a substantial part of the working population is in force, persons discharged from the armed forces and assimilated services should be entitled to such benefits in respect of sickness or childbirth occurring during the period betwen their discharge and the time at which they can be considered to be re-established in civil life; these rights should be maintained for a period of not less than twelve months.

(2) Where the compulsory insurance scheme provides maternity and medical benefits for the dependents of insured persons, discharged persons protected by the scheme should be entitled to such benefits for their dependents.

(3) Where the rate of sickness benefits is proportional to the remuneration of the insured person, the rate of benefit payable to discharged persons should be based on a uniform hypothetical remuneration of reasonable amount.

6. (1) The State should bear the liability created by crediting persons serving in the armed forces or assimilated services with pension insurance contributions and insuring them against sickness pending their re-establishment in civil life: Provided that, where the pay of any class of such persons may, having regard to the value of their subsistence and of dependents' allowances, be considered at least equivalent on the whole to the wages prevailing in industry, a portion of the pension insurance contribution may be deducted from their service pay.

(2) The provisions of sub-paragraph (1) shall not apply in cases where, in virtue of national laws or regulations, such persons continue to receive, during their service, a substantial part of their remuneration, and the normal contributions required by law continue to be payable in respect of them.

ANNEX 22—Medical Care Recommendation, 1944

The General Conference of the International Labour Organization,

Having been convened at Philadelphia by the Governing Body of the International Labour Office, and having met in its Twenty-sixth Session on 20 April, 1944, and

Having decided upon the adoption of certain proposals with regard to the question of medical care services which is included in the fourth Item on the Agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts, this twelfth day of May of the year one thousand nine hundred and forty-four, the following Recommendation which may be cited as the Medical Care Recommendation, 1944:

Whereas the Atlantic Charter contemplates "the fullest collaboration between all nations in the economic field with the object of securing for all improved labour standards, economic advancement and social security"; and

Whereas the Conference of the International Labour Organization, by a resolution adopted on 5 November, 1941, endorsed this principle of the Atlantic Charter and pledged the full co-operation of the International Labour Organization in its implementation; and

Whereas the availability of adequate medical care is an essential element in social security; and

Whereas the International Labour Organization has promoted the development of medical care services—

by the inclusion of requirements relating to medical care in the Workmen's Compensation (Accidents) Convention, 1925, and the Sickness Insurance (Industry, etc.) and (Agriculture) Conventions, 1927,

by the communication to the Members of the Organization by the Governing Body of the conclusions of meetings of experts relating to public health and health insurance in periods of economic depression, the economical

administration of medical and pharmaceutical benefits under sickness insurance schemes, and guiding principles for curative and preventive action by invalidity, old-age and widows' and orphans' insurance,

by the adoption by the First and Second Labour Conferences of American States of the resolutions constituting the Inter-American Social Insurance Code, by the participation of a delegation of the Governing Body in the First Inter-American Conference on Social Security which adopted the Declaration of Santiago de Chile, and by the approval by the Governing Body of the Statute of the Inter-American Conference on Social Security, established as a permanent agency of co-operation between social security administrations and institutions acting in concert with the International Labour Office, and

by the participation of the International Labour Office in an advisory capacity in the framing of social insurance schemes in a number of countries and by other measures; and

Whereas some Members have not taken such steps as are within their competence to improve the health of the people by the extension of medical facilities, the development of public health programs, the spread of health education, and the improvement of nutrition and housing, although their need in that respect is greatest, and it is highly desirable that such Members take all steps as soon as possible to reach the international minimum standards and to develop these standards; and

Whereas it is now desirable to take further steps for the improvement and unification of medical care services, the extension of such services to all workers and their families, including rural populations and the self-employed, and the elimination of inequitable anomalies, without prejudice to the right of any beneficiary of the medical care service who so desires to arrange privately at his own expense for medical care; and

Whereas the formulation of certain general principles which should be followed by Members of the Organization in developing their medical care services along these lines will contribute to this end:

The Conference recommends the Members of the Organization to apply the following principles, as rapidly as national conditions allow, in developing their medical care services with a view to the implementation of the fifth principle of the Atlantic Charter, and to report to the International Labour Office, as requested by the Governing Body, concerning the measures taken to give effect to these principles.

I. General

Essential Features of a Medical Care Service

1. A medical care service should meet the need of the individual for care by members of the medical and allied professions and for such other facilities as are provided at medical institutions:

(*a*) with a view to restoring the individual's health, preventing the further development of disease and alleviating suffering, when he is afflicted by ill health (curative care); and

(*b*) with a view to protecting and improving his health (preventive care).

2. The nature and extent of the care provided by the service should be defined by law.

3. The authorities or bodies responsible for the administration of the service should provide medical care for its beneficiaries by securing the services of members of the medical and allied professions and by arranging for hospital and other institutional services.

4. The cost of the service should be met collectively by regular periodical payments which may take the form of social insurance contributions or of taxes, or of both.

Forms of Medical Care Service

5. Medical care should be provided either through a social insurance medical care service with supplementary provision by way of social assistance to meet the requirements of needy persons not yet covered by social insurance, or through a public medical care service.

6. Where medical care is provided through a social insurance medical care service:

(*a*) every insured contributor, the dependent wife or husband and dependent children of every such contributor, such other dependents as may be prescribed by national laws or regulations, and every other person insured by virtue of contributions paid on his behalf, should be entitled to all care provided by the service;

(*b*) care for persons not yet insured should be provided by way of social assistance if they are unable to obtain it at their own expense; and

(*c*) the service should be financed by contributions from insured persons, from their employers, and by subsidies from public funds.

7. Where medical care is provided through a public medical care service:

(*a*) every member of the community should be entitled to all care provided by the service;

(*b*) the service should be financed out of funds raised either by a progressive tax specifically imposed for the purpose of financing the medical care service or of financing all health services, or from general revenue.

II. Persons Covered

Complete Coverage

8. The medical care service should cover all members of the community, whether or not they are gainfully occupied.

9. Where the service is limited to a section of the population or to a specified area, or where the contributory mechanism already exists for other branches of social insurance and it is possible ultimately to bring under the insurance scheme the whole or the majority of the population, social insurance may be appropriate.

10. Where the whole of the population is to be covered by the service and it is desired to integrate medical care with general health services, a public service may be appropriate.

Coverage Through a Social Insurance Medical Care Service

11. Where medical care is provided through a social insurance medical care service, all members of the community should have the right to care as insured persons or, pending their inclusion in the scope of insurance, should

have the right to receive care at the expense of the competent authority when unable to provide it for themselves.

12. All adult members of the community (that is to say, all persons other than children as defined in paragraph 15) should be required to pay insurance contributions if their income is not below the subsistence level. The dependent wife or husband of a contributor should be insured in virtue of the contribution of her or his breadwinner, without any addition on that account.

13. Other adults who prove that their income is below the subsistence level, including indigents, should be entitled to care as insured persons, the contribution being paid on their behalf by the competent authority. Rules defining the subsistence level in each country should be laid down by the competent authority.

14. If and so long as adults unable to pay a contribution are not insured as provided for in paragraph 13, they should receive care at the expense of the competent authority.

15. All children (that is to say, all persons who are under the age of 16 years, or such higher age as may be prescribed, or who are dependent on others for regular support while continuing their general or vocational education) should be insured in virtue of the contributions paid by or on behalf of adult insured persons in general, and no additional contribution should be payable on their behalf by their parents or guardians.

16. If and so long as children are not insured as provided for in paragraph 15, because the service does not yet extend to the whole population, they should be insured in virtue of the contribution paid by or on behalf of their father or mother without any additional contribution being payable on their behalf. Children for whom medical care is not so provided should, in case of need, receive it at the expense of the competent authority.

17. Where any person is insured under a scheme of social insurance for cash benefits or is receiving benefit under such a scheme, he and his qualified dependents as defined in paragraph 6, should also be insured under the medical care service.

Coverage Through a Public Medical Care Service

18. Where medical care is provided through a public medical care service, the provision of care should not depend on any qualifying conditions, such as payment of taxes or compliance with a means test and all beneficiaries should have an equal right to the care provided.

III. The Provision of Medical Care and Its Co-ordination With General Health Services

Range of Service

19. Complete preventive and curative care should be constantly available, rationally organized and, so far as possible, co-ordinated with general health services.

Constant Availability of Complete Care

20. Complete preventive and curative care should be available at any time and place to all members of the community covered by the service, on the same conditions, without any hindrance or barrier of an administrative, financial or political nature, or otherwise unrelated to their health.

21. The care afforded should comprise both general-practitioner and specialist out- and in-patient care, including domiciliary visiting; dental care; nursing care at home or in hospital or other medical institutions; the care given by qualified midwives and other maternity services at home or in hospital; maintenance in hospitals, convalescent homes, sanatoria or other medical institutions; so far as possible, the requisite dental, pharmaceutical and other medical or surgical supplies, including artificial limbs; and the care furnished by such other professions as may at any time be legally recognized as belonging to the allied professions.

22. All care and supplies should be available at any time and without time limit, when and as long as they are needed, subject only to the doctor's judgment and to such reasonable limitations as may be imposed by the technical organization of the service.

23. Beneficiaries should be able to obtain care at the centres or offices provided, wherever they happen to be when the need arises, whether at their place of residence or elsewhere within the total area in which the service is available, irrespective of their membership in any particular insurance institution, arrears in contributions or of other factors unrelated to health.

24. The administration of the medical care service should be unified for appropriate health areas sufficiently large for a self-contained and well-balanced service, and should be centrally supervised.

25. Where the medical care service covers only a section of the population or is at present administered by different types of insurance institutions and authorities, the institutions and authorities concerned should provide care for their beneficiaries by securing collectively the services of members of the medical and allied professions, and by the joint establishment or maintenance of health centres and other medical institutions, pending the regional and national unification of the services.

26. Arrangements should be made by the administration of the service for securing adequate hospital and other residential accommodation and care, either by contracts with existing public and approved private institutions, or by the establishment and maintenance of appropriate institutions.

Rational Organization of Medical Care Service

27. The optimum of medical care should be made readily available through an organization that ensures the greatest possible economy and efficiency by the pooling of knowledge, staff, equipment and other resources and by close contact and collaboration among all participating members of the medical and allied professions and agencies.

28. The wholehearted participation of the greatest possible number of members of the medical and allied professions is essential for the success of any national medical care service. The numbers of general practitioners, specialists, dentists, nurses and members of other professions within the service should be adapted to the distribution and the needs of the beneficiaries.

29. Complete diagnostic and treatment facilities, including laboratory and X-ray services, should be available to the general practitioner, and all specialist advice and care, as well as nursing, maternity, pharmaceutical and other auxiliary services and residential accommoda-

tion, should be at the disposal of the general practitioner for the use of his patients.

30. Complete and up-to-date technical equipment for all branches of specialist treatment, including dental care, should be available, and specialists should have at their disposal all necessary hospital and research facilities, and auxiliary out-patient services such as nursing, through the agency of the general practitioner.

31. To achieve these aims, care should preferably be furnished by group practice at centres of various kinds working in effective relation with hospitals.

32. Pending the establishment of, and experiments with, group practice at medical or health centres, it would be appropriate to obtain care for beneficiaries from members of the medical and allied professions practising at their own offices.

33. Where the medical care service covers the majority of the population, medical or health centres may appropriately be built, equipped and operated by the authority administering the service in the health area, in one of the forms indicated in paragraphs 34, 35 and 36.

34. Where no adequate facilities exist or where a system of hospitals with out-patient departments for general-practitioner and specialist treatment already obtains in the health area at the time when the medical care service is introduced, hospitals may appropriately be established as, or developed into, centres providing all kinds of in- and out-patient care and complemented by local outposts for general-practitioner care and for auxiliary services.

35. Where general practice is well developed outside the hospital system while specialists are mainly consultants and working at hospitals, it may be appropriate to establish medical or health centres for non-residential general-practitioner care and auxiliary services, and to centralize specialist in-patient and out-patient care at hospitals.

36. Where general and specialist practice are well developed outside the hospital system, it may be appropriate to establish medical or health centres for all non-residential treatment, general-practitioner and specialist, and all auxiliary services, while cases needing residential care are directed from the centres to the hospitals.

37. Where the medical care service does not cover the majority of the population but has a substantial number of beneficiaries, and existing hospital and other medical facilities are inadequate, the insurance institution, or insurance institutions jointly, should establish a system of medical or health centres which affords all care, including hospital accommodation at the main centres, and, so far as possible, transport arrangements; such centres may be required more particularly in sparsely settled areas with a scattered insured population.

38. Where the medical care service covers too small a section for complete health centres to be an economical means of serving its beneficiaries, and existing facilities for specialist treatment in the area are inadequate, it may be appropriate for the insurance institution, or the institutions jointly, to maintain posts at which specialists attend beneficiaries as required.

39. Where the medical care service covers a relatively small section of the population concentrated in an area with extensive private practice, it may be appropriate for the members of the medical and allied professions participating in the service to collaborate at centres rented, equipped and administered by the members, at which both beneficiaries of the service and private patients receive care.

40. Where the medical care service covers only a small number of beneficiaries who are scattered over a populated area with adequate existing facilities, and voluntary group practice as provided for in paragraph 39 is not feasible, beneficiaries may appropriately receive care from members of the medical and allied professions practising at their own offices, and at public and approved private hospitals and other medical institutions.

41. Travelling clinics in motor vans or aircraft, equipped for first-aid, dental treatment, general examination and possibly other health services such as maternal and infant health services, should be provided for serving areas with a scattered population and remote from towns or cities, and arrangements should be made for the free conveyance of patients to centres and hospitals.

Collaboration with General Health Services

42. There should be available to the beneficiaries of the medical care service all general health services, being services providing means for the whole community and/or groups of individuals to promote and protect their health while it is not yet threatened or known to be threatened, whether such services be given by members of the medical and allied professions or otherwise.

43. The medical care service should be provided in close co-ordination with general health services, either by means of close collaboration of the social insurance institutions providing medical care and the authorities administering the general health services, or by combining medical care and general health services in one public service.

44. Local co-ordination of medical care and general health services should be aimed at either by establishing medical care centres in proximity to the headquarters for general health services, or by establishing common centres as headquarters for all or most health services.

45. The members of the medical and allied professions participating in the medical care service and working at health centres may appropriately undertake such general health care as can with advantage be given by the same staff, including immunization, examination of school children and other groups, advice to expectant mothers and mothers with infants, and other care of a like nature.

IV. The Quality of Service

Optimum Standard

46. The medical care service should aim at providing the highest possible standard of care, due regard being paid to the importance of the doctor-patient relationship and the professional and personal responsibility of the doctor, while safeguarding both the interests of the beneficiaries and those of the professions participating.

Choice of Doctor and Continuity of Care

47. The beneficiary should have the right to make an initial choice, among the general practitioners at the disposal of the service within a reasonable distance from his home, of the doctor by whom he wishes to be attended in a

permanent capacity (family doctor); he should have the same right of choice for his children. These principles should also apply to the choice of a dentist as family dentist.

48. Where care is provided at or from health centres, the beneficiary should have the right to choose his centre within a reasonable distance from his home and to select for himself or his children a doctor and a dentist among the general practitioners and dentists working at this centre.

49. Where there is no centre, the beneficiary should have the right to select his family doctor and dentist among the participating general practitioners and dentists whose office is within a reasonable distance from his home.

50. The beneficiary should have the right subsequently to change his family doctor or dentist, subject to giving notice within a prescribed time, for good reasons, such as lack of personal contact and confidence.

51. The general practitioner or the dentist participating in the service should have the right to accept or refuse a client, but may not accept a number in excess of a prescribed maximum nor refuse such clients as have not made their own choice and are assigned to him by the service through impartial methods.

52. The care given by specialists and members of allied professions, such as nurses, midwives, masseurs and others, should be available on the recommendation, and through the agency, of the beneficiary's family doctor who should take reasonable account of the patient's wishes if several members of the specialty or other profession are available at the centre or within a reasonable distance of the patient's home. Special provision should be made for the availability of the specialist when requested by the patient though not recommended by the family doctor.

53. Residential care should be made available on the recommendation of the beneficiary's family doctor, or on the advice of the specialist, if any, who has been consulted.

54. If residential care is provided at the centre to which the family doctor or specialist is attached, the patient should preferably be attended in the hospital by his own family doctor or the specialist to whom he was referred.

55. Arrangements for the general practitioners or dentists at a centre to be consulted by appointment should be made whenever practicable.

Working Conditions and Status of Doctors and Members of Allied Professions

56. The working conditions of doctors and members of allied professions participating in the service should be designed to relieve the doctor or member from financial anxiety by providing adequate income during work, leave and illness and in retirement, and pensions to his survivors, without restricting his professional discretion otherwise than by professional supervision, and should not be such as to distract his attention from the maintenance and improvement of the health of the beneficiaries.

57. General practitioners, specialists and dentists, working for a medical care service covering the whole or a large majority of the population, may appropriately be employed whole time for a salary, with adequate provision for leave, sickness, old age and death, if the medical profession is adequately represented on the body employing them.

58. Where general practitioners or dentists, engaged in private practice, undertake part-time work for a medical care service with a sufficient number of beneficiaries, it may be appropriate to pay them a fixed basic amount per year, including provision for leave, sickness, old age and death, and increased if desired by a capitation fee for each person or family in the doctor's or dentist's charge.

59. Specialists engaged in private practice who work part time for a medical care service with a considerable number of beneficiaries may appropriately be paid an amount proportionate to the time devoted to such service (part-time salary).

60. Doctors and dentists engaged in private practice who work part time for a medical care service with few beneficiaries only may appropriately be paid fees for services rendered.

61. Among the members of allied professions participating in the service, those rendering personal care may appropriately be employed whole time for salary, with adequate provision for leave, sickness, old age and death, while members furnishing supplies should be paid in accordance with adequate tariffs.

62. Working conditions for members of the medical and allied professions participating in the service should be uniform throughout the country or for all sections covered by the service, and agreed on with the representative bodies of the profession, subject only to such variations as may be necessitated by differences in the exigencies of the service.

63. Provision should be made for the submission of complaints by beneficiaries concerning the care received and by members of the medical or allied professions concerning their relations with the administration of the service, to appropriate arbitration bodies under conditions affording adequate guarantees to all parties concerned.

64. The professional supervision of the members of the medical and allied professions working for the service should be entrusted to bodies predominantly composed of representatives of the professions participating with adequate provision for disciplinary measures.

65. Where, in the proceedings referred to in paragraph 63, a member of the medical or allied professions working for the service is deemed to have neglected his professional duties, the arbitration body should refer the matter to the supervisory body referred to in paragraph 64.

Standard of Professional Skill and Knowledge

66. The highest possible standard of skill and knowledge should be achieved and maintained for the professions participating both by requiring high standards of education, training and licensing and by keeping up to date and developing the skill and knowledge of those engaged in the service.

67. Doctors participating in the service should be required to have an adequate training in social medicine.

68. Students of the medical and dental professions should, before being admitted as fully qualified doctors or dentists to the service, be required to work as assistants at health centres or offices, especially in rural areas, under the

supervision and direction of more experienced practitioners.

69. A minimum period as hospital assistant should be prescribed among the qualifications for every doctor entering the service.

70. Doctors wishing to furnish specialist service should be required to have certificates of competence for their specialty.

71. Doctors and dentists participating should be required periodically to attend post-graduate courses organized or approved for this purpose.

72. Adequate periods of apprenticeship at hospitals or health centres should be prescribed for members of allied professions, and post-graduate courses should be organized and attendance periodically required for those participating in the service.

73. Adequate facilities for teaching and research should be made available at the hospitals administered by or working with the medical care service.

74. Professional education and research should be promoted with the financial and legal support of the State.

V. Financing of Medical Care Service

Raising of Funds Under Social Insurance Service

75. The maximum contribution that may be charged to an insured person should not exceed such proportion of his income as, applied to the income of all insured persons, would yield an income equal to the probable total cost of the medical care service, including the cost of care given to qualified dependents as defined in paragraph 6.

76. The contribution paid by an insured person should be such part of the maximum contribution as can be borne without hardship.

77. Employers should be required to pay part of the maximum contribution on behalf of persons employed by them.

78. Persons whose income does not exceed the subsistence level should not be required to pay an insurance contribution. Equitable contributions should be paid by the public authority on their behalf: Provided that in the case of employed persons, such contributions may be paid wholly or partly by their employers.

79. The cost of the medical care service not covered by contributions should be borne by taxpayers.

80. Contributions in respect of employed persons may appropriately be collected by their employers.

81. Where membership of an occupational association or the possession of a licence is compulsory for any class of self-employed persons, the association or the licensing authority may be made responsible for collecting contributions from the persons concerned.

82. The national or local authority may be made responsible for collecting contributions from self-employed persons registered for the purpose of taxation.

83. Where a scheme of social insurance for cash benefits is in operation, contributions both under such scheme and under the medical care service may appropriately be collected together.

Raising of Funds under Public Medical Care Service

84. The cost of the medical care service should be met out of public funds.

85. Where the whole population is covered by the medical care service and all health services are under unified central and area administration, the medical care service may appropriately be financed out of general revenue.

86. Where the administration of the medical care service is separate from that of general health services, it may be appropriate to finance the medical care service by a special tax.

87. The special tax should be paid into a separate fund reserved for the purpose of financing the medical care service.

88. The special tax should be progressively graded and should be designed to yield a return sufficient for financing the medical care service.

89. Persons whose income does not exceed the subsistence level should not be required to pay the tax.

90. The special tax may appropriately be collected by the national income tax authorities or, where there is no national income tax, by authorities responsible for collecting local taxes.

Raising of Capital Funds

91. In addition to providing the normal resources for financing the medical care service, measures should be taken to utilize the assets of social insurance institutions, or funds raised by other means, for financing the extraordinary expenditure necessitated by the extension and improvement of the service, more particularly by the building or equipment of hospitals and medical centres.

VI. Supervision and Administration of Medical Care Service

Unity of Health Services and Democratic Control

92. All medical care and general health services should be centrally supervised and should be administered by health areas as defined in paragraph 24, and the beneficiaries of the medical care service, as well as the medical and allied professions concerned, should have a voice in the administration of the service.

Unification of Central Administration

93. A central authority, representative of the community, should be responsible for formulating the health policy or policies and for supervising all medical care and general health services, subject to consultation of, and collaboration with, the medical and allied professions on all professional matters, and to consultation of the beneficiaries on matters of policy and administration affecting the medical care service.

94. Where the medical care service covers the whole or the majority of the population and a central government agency supervises or administers all medical care and general health services, beneficiaries may appropriately be deemed to be represented by the head of the agency.

95. The central government agency should keep in touch with the beneficiaries through advisory bodies comprising representatives of organizations of the different sections of the population, such as trade unions, employers' associations, chambers of commerce, farmers' associations, women's associations and child protection societies.

96. Where the medical care service covers only a section of the population, and a central government agency supervises all medical care and general health services, representatives of

[illegible]

[illegible]

[illegible]

ANNEX 23—Resolution Concerning Social Security in Asiatic Countries

Whereas the proposals for the promotion of social security before the Committee are for the most part inapplicable to Asiatic countries such as India in their present stage of industrial development, and

Whereas the Asiatic Member States constitute a large part of the world with vast populations which should not be excluded from the benefits of the proposed measures for the promotion of social security, having regard to the aims and purposes of the International Labour Organization,

The Conference recommends that an Asiatic regional conference be held at as early a date as possible and that the question of the organization of social security be included in the agenda of that conference.

ANNEX 24—Resolution Concerning the Definition of Terms Used in International Conventions and Recommendations Concerning Social Security

Whereas it would greatly contribute to the clarification of the terms used in Conventions and Recommendations concerning social security to establish an international nomenclature of social security terms in orders to avoid misinterpretation due to differences in the terminology employed in various countries,

The Conference requests the International Labour Office to prepare in consultation with experts on social security, on sociology, and on economic and legal questions, a list containing definitions of terms occurring in international conventions or recommendations on social security with a view to arriving at international agreement.

ANNEX 25—Resolution Concerning Social Insurance and Related Questions in the Peace Settlement

1. Whereas the peace settlement must necessarily comprise various clauses intended to solve a number of international problems of a social nature, of capital importance, which will arise as between the Axis and associated countries on the one hand and the United Nations on the other;

2. Whereas, among these problems the following deserve special attention:

(*a*) The protection of the social insurance rights of displaced persons;

(*b*) Indemnities for losses and damage suffered in consequence of the war and occupation by the social security institutions of Members of the United Nations and by their nationals;

(*c*) The settlement of the social problems resulting from the transfer of territories and the exchange of populations;

(*d*) The revival of bilateral social treaties and the juridical status under social legislation of nationals of Members of the United Nations in the Axis and associated countries;

The Conference approves as a basis for the solution of the problems mentioned above, the principles which are submitted in Annexes I-IV of the present Resolution and,

Invites the Governing Body to appoint within six months a Special Committee constituted in the manner indicated in Annex V, which should be entrusted with the preparation, on the basis of the said principles of—

(1) precise provisions concerning these questions for submission to the United Nations with a view to their insertion in the peace settlement; and

(2) such executive measures as may appear practical.

Annex I

Principles Concerning the Protection of the Social Insurance Rights of Displaced Persons

1. The peace settlement should include the following arrangements to protect the social insurance rights of workers recruited for employment by Axis and associated countries.

2. The arrangements shall apply to any person who, while residing in the territory of a Member of the United Nations (hereinafter called "country of residence") has, at any time since 31 August 1939 (since 28 September 1938 in the case of Czechoslovakia) and before the cessation of hostilities, been recruited by or on behalf of an agency of an Axis or associated country (hereinafter called "recruiting country") for employment in its own or in another territory occupied by it, and who in virtue of such employment has been liable to compulsory social insurance as a manual worker, salaried employee or miner, as the case may be, under the laws or regulations of the recruiting country or would have been so liable if a national of such country. Similar arrangements should also apply to workers subjected to forced labour in their country of residence.

Pension Insurance

3. A recruited worker shall be deemed to have been affiliated to the pension insurance institution of the recruiting country appropriate to the nature of his employment as from the date of his departure from his country of residence—

(1) until the date of his return thereto, or

(2) until the date of his death or his becoming and invalid, according as (1) or (2) is the earlier.

4. During the whole period for which he is deemed to have been affiliated to an insurance institution of the recruiting country, contributions shall be deemed to have been paid in respect of the recruited worker. Such contributions shall be based on the normal wage of a worker of the recruiting country performing similar work and shall comprise such part of the total of the joint contribution of employed persons and employers, payable in virtue of the social insurance laws or regulations of the recruiting country, as is applied to the financing of the pension insurance scheme administered by the insurance institution to

which the recruited worker concerned is deemed to have been affiliated.

5. Where the last employment of a recruited worker in his country of residence was in work of a higher grade than that in which he was employed in the recruiting country, the contributions deemed to have been paid in respect of him shall be based on the earnings corresponding to the work of higher grade and shall be deemed to have been paid to the pension insurance institution of the recruiting country appropriate to the nature of this employment.

6. The total of the contributions deemed to have been paid in respect of a recruited worker, together with a proportionate share of any State subsidy to the revenue or expenditure of the pension insurance scheme, shall constitute a debt due to the country of residence. The recruiting country accepts full responsibility for the discharge of this debt: provided that such acceptance of responsability shall not be interpreted as altering the nature of the debt which remains primarily a joint liability of all the social insurance institutions of the recruiting country. The discharge of the above-mentioned responsibility by the recruiting country shall be effected independently of all other financial obligations which may be incurred as the result of the war by the recruiting country to the country of residence.

Provided that the total of any instalments of a pension or any lump sum in commutation of a pension which have been paid by an insurance institution of the recruiting country to a recruited worker or his survivors up to the date when the arrangements came into force shall be deducted from the total of the contribution debts due by the recruiting country, and, in such proportion as the country of residence may determine from the proceeds of each debt individually.

7. The debt shall fall due on the date to which its amount is notified to the recruiting country and shall be increased by compound interest at the rate of x per cent. annually from the date at which the recruited worker is deemed to have ceased to be affiliated to an insurance institution of the recruiting country, until the debt is discharged.

8. Any rules adopted for the conversion, with a view to payment, of the amount of any debts expressed in the currency of the recruiting country into the currency of the country of residence, shall provide equitably for protecting the creditor from the effects of the depreciation of the currency of the recruiting country.

9. On the payment of the debt, the liabilities of the recruiting country in respect of the rights in course of acquisition and rights acquired by a recruited worker while he was deemed to be affiliated to an insurance institution of the recruiting country shall be considered as discharged.

Provided that, where, in the course of five years from the date when these arrangements came into force, the frequency of invalidity and death among recruited workers while in the recruiting country and while insured in their country of residence after their return, is found to be significantly greater than that assumed in the actuarial estimates of the scheme under which they are insured, the resultant increase in the pension expenditure shall constitute a debt due by the recruiting country, to be discharged in accordance with the provisions of paragraphs 6 to 8.

10. The country of residence shall use the proceeds of the debt paid in respect of each recruited worker in order to credit him with rights under its pension insurance laws and regulations, and for this purpose shall affiliate him to an insurance institute appropriate for him in view of the nature of his occupation. If there is no such institution the country of residence shall apply the proceeds for the benefit of the worker concerned in such way as it may deem fit.

11. Where the recruited worker died or became disabled before the date when these arrangements came into force, a pension shall be awarded if the qualifying conditions can be deemed to have been fulfilled, having regard to the period during which he is deemed to have been affiliated to an insurance institution of the recruiting country.

Accident Insurance

12. Where a recruited worker became permanently incapacitated or died in consequence of an occupational accident or disease occurring in the recruiting country in respect of which compensation was payable under the laws or regulations of the recruiting country concerning accident insurance or would have been so payable if he had been a national of the recruiting country, such compensation shall be commuted for a lump sum representing its capital value, calculated in accordance with actuarial tables applied under the accident insurance laws or regulations of the country of residence. Where necessary the rate of the pension shall be recalculated on the basis of the normal wage of a worker of the recruiting country performing similar work, and the provisions of paragraph 5 shall apply correspondingly.

13. Such lump sum shall constitute a debt due by the recruiting country to the country of residence, and paragraph 6 shall apply correspondingly.

14. The debt shall fall due at the date at which its amount is notified to the recruiting country and shall be increased by compound interest at the rate of x per cent. annually from the date when the first instalment, due but not yet paid, became payable until the debt is discharged; paragraph 8 shall apply correspondingly.

15. The country of residence shall use the proceeds of the debt paid in respect of the recruiting worker in order to provide him or his survivors with a pension under its accident insurance laws or regulations.

Unemployment Insurance

16. The provisions of these arrangements shall apply correspondingly to the unemployment insurance contributions paid in respect of workers recruited by the recruiting country.

17. Provided that the country of residence shall apply the proceeds of the debts in respect of such contributions on behalf of recruited workers who are unemployed after their return.

General Provisions

18. For the purpose of assisting the countries of residence concerned in applying these arrangements, there shall be established in connection with the International Labour Office a Commission consisting of one delegate from each such country, together with three persons appointed respectively by the Government, workers and employers' representatives upon the Governing Body of the International Labour Office.

19. The Commission shall be empowered to make regulations for the purpose of giving effect to these arrangements and resolving any difficulties which may arise in connection with the application thereof; it shall establish its own procedure.

20. Without prejudice to the generality of the powers conferred by paragraph 19, the Commission is entitled to make regulations designed to—

(*a*) substitute more summary methods than those specified in paragraphs 4 to 6 for the calculation of debts;

(*b*) substitute for the present arrangements the general provision of the Maintenance of Migrants' Pension Rights Convention, 1935, as between certain countries or certain categories of recruited workers.

(*c*) resolve any doubt whether workers are to be regarded as having been recruited;

(*d*) determine the rate of the contribution to be deemed to have been paid in respect of a recruited worker;

(*e*) determine one wage on which the contribution is to be deemed to have been based, taking into consideration typical wages of broad occupational groups and the necessity of ignoring all discrimination based on race, nationality and religion;

(*f*) determine the propriety of classifying as recruited workers nationals of Members of the United Nations recruited while residing in the territory of an Axis or associated country and certain other groups such as deported persons, and, for the purposes of workmen's compensation, prisoners of war.

21. The Commission shall accord just consideration to representations and complaints from recruiting countries arising out of the application of these arrangements.

22. Any expenses properly incurred by the Commission shall be borne by recruiting countries.

Annex II

Principles Concerning Indemnities for Social Claims

1. In the peace settlements which will impose financial obligations on the Axis and associated countries, provision should be made for full indemnities in respect of legitimate claims of a social character which result from the events of the present war and from the occupation of the territories of certain Members of the United Nations.

2. The above provision relates:

(1) On the one hand, to the satisfaction of claims for indemnity made by social security institutions (social insurance or autonomous welfare funds) of Members of the United Nations in respect of all loss and damage which they have suffered as the result of the events mentioned in paragraph 1; the indemnity should include the reconstitution of the reserves of social insurance institutions which are necessary to cover their liabilities as affected by the said events, including the increase of those liabilities resulting from the aggravation of the risks in consequence of the said events;

(2) On the other hand, to the satisfaction of the claims of individual nationals of Members of the United Nations in respect of treatment contrary to international law or other inequitable treatment imposed on them by Axis or associated countries in the matter of conditions of employment (including remuneration), loss of social insurance rights not covered by the provisions of Annex I to the present Resolution, and of any other claims connected with working conditions and social protection and the like which are the direct or indirect consequence of the events mentioned in paragraph 1 and involve the liability either of Governments and public institutions of the Axis and associated countries or of physical or legal persons belonging to such countries;

(3) In the peace settlement which will impose financial obligations on the Axis and associated countries, provision should be made for priority in favour of the payment of indemnities in respect of the claims mentioned under paragraphs 1 and 2 over all other claims.

Annex III

The Principles Concerning the Settlement of the Social Problems Resulting from the Transfer of Territories and the Exchange of Populations

1. Any provisions in the peace settlement on the subject of the transfer of territories should provide for:

(*a*) The transfer of a clearly defined part of the social insurance liabilities pertaining to the ceded territories from the countries previously competent to the countries subsequently competent, corresponding to the ceded territories;

(*b*) The immediate transfer by the previously competent countries to the subsequently competent countries of the reserves necessary according to actuarial calculations, to cover the liabilities which will be assumed and discharged by the latter; this transfer should be effected independently of any payments from the Axis or associated countries to the United Nations on account of war reparations or any other account;

(*c*) The resumption by the successor countries of the payment of the social insurance benefit for which they became liable, so as to secure the uninterrupted continuation of the payment of current benefits and the award of benefits in respect of rights in course of acquisition which have been assumed;

(*d*) The application of the principles set out under sub-paragraphs (*a*) to (*c*), not only to social insurance but to all similar social security institutions, such as pension funds, unemployment funds, autonomous provident or welfare funds, etc.

2. All arrangements entered into among Members of the United Nations for the exchange of populations between different countries should include suitable provisions for the protection of the social rights of workers, including regulations similar to those provided for under paragraph 1.

Annex IV

Principles Relating to the Revival of Bilateral Social Treaties and to the Juridical Status of Nationals of Members of the United Nations Under Social Legislation in Axis and Associated Countries

1. The peace settlement should, at the request of Members of the United Nations concerned,

provide for the revival of treaties and bilateral agreements on the subjects of social insurance, labour, unemployment, public assistance and other related subjects in force on 31 August, 1939 (or at any earlier date at which the territory of a Member was occupied) between Axis and associated countries on the one hand and these Members of the United Nations on the other; it should provide that such treaties and agreements may not thereafter be denounced unilaterally by Axis or associated countries within five years from the date of the peace settlement.

2. The peace settlement should guarantee the nationals of the United Nations the same treatment as Axis and associated countries grant to their own nationals in the application of all branches of social legislation.

Annex V

Composition of the Proposed Commission

A. Three representatives of the Governing Body, appointed from members of the three groups, being nationals of countries other than those directly represented on the Committee, in accordance with paragraph B below;

B. Ten experts on social insurance and the international regulation of social questions, appointed in particular by countries directly concerned in this matter;

C. Duly qualified representatives of the international bodies which are competent for related questions.

ANNEX 26—Resolution Concerning International Administration to Promote Social Security

Whereas mutual assistance in social security administration is one of the forms of collaboration between nations calculated to promote the progressive development in all countries of comprehensive social security schemes providing for income security and medical care; and

Whereas the International Labour Office has co-operated with Members of the Organization in an advisory capacity in the planning and development of social security schemes by means of expert missions, and it is now desirable to take further measures to make the experience of social security administration gained by Members individually available through the International Labour Office to other Members about to introduce social security schemes or to amend their existing schemes; and

Whereas the Inter-American Conference on Social Security adopted at its first session, held at Santiago de Chile in 1942, resolutions favouring co-operation among social security administrations and institutions with a view to the unification of statistics of medical care and the encouragement of research and technical studies:

The Conference requests the International Labour Office:

(*a*) to take the necessary measures to facilitate the interchange of qualified technicians and experts by means of agreements between Members of the Organization;

(*b*) to continue efforts to promote, on an international or regional basis, systematic and direct collaboration among social security administrations or institutions with a view to the regular interchange of information which will facilitate their work and the study of common problems in the application of social security. Among these problems the following are enumerated without implying any order of preference:

(i) the comparability of statistics on the working of social security services, and their possible standardisation;

(ii) long-term investment of the reserves of social security institutions;

(iii) simplification of social security administration;

(iv) relations between social security institutions based on assistance and those based on insurance;

(v) the prevention of the risks covered;

(vi) the training and technical improvement of the personnel of social security administration through the organization of courses of higher study in the actuarial and accounting fields and others related to the application of social security systems.

(*c*) to study the possibility and appropriateness of international or multilateral agreements which would establish bodies responsible for performing common functions, either in the field of finances or of administration.

ANNEX 27—Social Policy in Dependent Territories Recommendation, 1944

The General Conference of the International Labour Organization,

Having been convened at Philadelphia by the Governing Body of the International Labour Office, and having met in its Twenty-sixth Session on 20th April, 1944, and

Having decided upon the adoption of certain proposals with regard to minimum standards of social policy in dependent territories, which is the fifth item on the Agenda of the Session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts, this twelfth day of May of the year one thousand nine hundred and forty-four, the following Recommendation which may be cited as the Social Policy in Dependent Territories Recommendation, 1944:

Whereas the economic advancement and social progress of the peoples of dependent territories have become increasingly a matter of close and urgent concern to the States responsible for their administration; and

Whereas the International Labour Organization has from its inception endeavoured to assist the efforts towards this end of governments, employers and workers; and

Whereas the Atlantic Charter has expressed the desire of the signatories "to bring about the fullest collaboration between all nations in the economic field with the object of securing,

for all, improved labour standards, economic advancement and social security"; and

Whereas the Conference of the International Labour Organization, by a Resolution adopted on 5th November, 1941, endorsed the principles of the Atlantic Charter and pledged the full co-operation of the International Labour Organization in their implementation; and

Whereas the International Labour Organization has from time to time adopted Conventions and Recommendations dealing with special aspects of the conditions of life and labour in dependent territories and has promoted the application to such territories, in accordance with Article 35 of the Constitution of the Organization, of Conventions and Recommendations of general application; and

Whereas the progress of the well-being and development of dependent peoples is influenced by the economic relations between the dependent territories and the rest of the world, as well as by measures taken within the dependent territories; and

Whereas it is desirable to state the fundamental principles of social policy in dependent territories, and to provide for the extension of the application to such territories of accepted international minimum standards and for the improvement of these standards, in order to promote the attainment of the aforesaid objects;

The Conference makes the following recommendations:—

1. Each Member of the International Labour Organization should take or continue to take such steps as are within its competence to promote the wellbeing and development of the peoples of dependent territories through the effective application of the general principles set forth in Part I of the Annex to this Recommendation.

2. Each Member of the Organization which is responsible for any dependent territory should take all steps within its competence to secure the effective application in each such territory of the minimum standards set forth in Part II of the Annex to this Recommendation, and in particular should bring this Recommendation before the authority or authorities competent to make effective in each such territory the minimum standards set forth in Part II of the Annex.

3. Each Member of the Organization should, if it approves this Recommendation, notify the Director of the International Labour Office of its acceptance of the general principles set forth in Part I of the Annex; should communicate to the Director at the earliest possible date particulars of the action taken to make effective the minimum standards set forth in Part II of the Annex in respect of each dependent territory for which the Member in question is responsible; and thereafter should report to the International Labour Office from time to time, as requested by the Governing Body, concerning the action taken to give effect to the Recommendation.

4. The standards set forth in Part II of the Annex to this Recommendation should be regarded as minimum standards, which do not qualify or impair any obligation to apply higher standards incumbent upon any Member of the Organization under the Constitution of the Organization or under any International Labour Convention which the Member may have ratified, and should in no case be so interpreted or applied as to lessen the protection afforded by existing legislation to the workers concerned.

Annex

PART I. GENERAL PRINCIPLES

Article 1

1. All policies designed to apply to dependent territories shall be primarily directed to the well-being and development of the peoples of such territories and to the promotion of the desire on their part for social progress.

2. Policies of more general application shall be formulated with due regard to their effect upon the well-being of dependent peoples.

Article 2

1. In order to promote economic advancement and thus to lay the foundations of social progress, every effort shall be made to secure, on an international, regional, national or territorial basis, financial and technical assistance in the economic development of dependent territories under the control of the local administrations, in such a way as to safeguard the interests of the peoples of dependent territories.

2. It shall be an aim of policy for all Government authorities to ensure that adequate funds are made available to provide capital for development purposes on terms which secure to the peoples of the dependent territories the full benefits of such development.

3. In appropriate cases international, regional or national action shall be taken with a view to establishing conditions of trade sufficient for the maintenance of reasonable standards of living for producers efficiently producing the essential export products of dependent territories.

Article 3

All possible steps shall be taken by appropriate international, regional, national and territorial measures to promote improvement in such fields as public health, housing, nutrition, education, the welfare of children, the status of women, conditions of employment, the remuneration of wage earners and independent producers, migratory labour, social security, standards of public services and general production. These steps shall include the adoption of appropriate commercial and trading policies by countries on which dependent territories depend.

Article 4

All possible steps shall be taken effectively to associate the peoples of the dependent territories in the framing and execution of measures of social progress, preferably through their own elected representatives where appropriate and possible.

PART II. MINIMUM STANDARDS

Section 1. Slavery

Article 5

In pursuance of the objectives of free labour in a free world, the principle is affirmed that the slave trade and slavery in all its forms shall be prohibited and effectively suppressed in all dependent territories.

Section 2. Opium

Article 6

1. In recognition of the menace which the use of opium may represent to the health, productivity and general welfare of the peoples

of dependent territories, the principle is affirmed that the traffic in opium and other dangerous drugs shall be strictly regulated in such manner as to protect fully the interests of the workers.

2. Consideration shall be given to the prohibition of opium smoking and the abolition of government opium monopolies in all dependent territories where opium smoking is still authorized.

SECTION 3. FORCED OR COMPULSORY LABOUR

Article 7

1. The use of forced or compulsory labour in dependent territories, which may have been inaugurated during the present war emergency, shall be eliminated entirely within the shortest possible period. In the meantime measures shall be adopted in dependent territories to increase the spontaneous offer of labour.

2. The use of forced or compulsory labour in all its forms shall be suppressed within the shortest possible period.

3. Where forced or compulsory labour is used in dependent territories as a temporary and exceptional measure the conditions and guarantees provided for in the Forced Labour Convention, 1930, shall be respected. In no case shall the use of forced or compulsory labour by private employers be permitted, irrespective of whether or not the State contracts with the employers.

4. Consideration shall be given to the possibility of eliminating or withdrawing any exceptions to the application in dependent territories of all the provisions of the Forced Labour Convention, 1930.

5. Consideration shall be given to the application of the Forced Labour Convention, 1930, to those dependent territories where forced or compulsory labour may occur in respect of which the Convention is not already in force.

6. Consideration shall be given to the desirability of ratifying the Forced Labour Convention, 1930, by such States responsible for dependent territories where forced or compulsory labour may occur as have not already done so.

Article 8

With a view to avoiding the development of indirect compulsion to labour, consideration shall be given to the application of the principles set forth in the Forced Labour (Indirect Compulsion) Recommendation, 1930.

SECTION 4. RECRUITING OF WORKERS

Article 9

1. It shall be an aim of policy to eliminate the recruiting of workers and to replace such recruiting by arrangements which, though based upon the spontaneous offer of labour through free agencies controlled by government, provide for medical inspection, transport, food and shelter and all other benefits accruing to workers under existing systems.

2. Pending the formulation of any new proposals concerning the methods of obtaining labour and with a view to the more rapid promotion of a change over to the new methods contemplated, consideration shall be given to the application of the principles contained in the Elimination of Recruiting Recommendation, 1936.

Article 10

1. Consideration shall be given to the application of the Recruiting of Indigenous Workers Convention, 1936, to those dependent territories where recruiting may occur in respect of which the Convention is not already in force.

2. Consideration shall be given to the desirability of ratifying the Recruiting of Indigenous Workers Convention, 1936, by such states responsible for dependent territories where recruiting may occur as have not already done so.

SECTION 5. SPECIAL TYPES OF CONTRACT OF EMPLOYMENT

Article 11

1. It shall be an aim of policy to regulate long-term employment by a system of written contracts in the cases required by and in accordance with the provisions of the Contracts of Employment (Indigenous Workers) Convention, 1939.

2. Consideration shall be given to the application of the Contracts of Employment (Indigenous Workers) Convention, 1939, to those dependent territories where employment under long-term contract may occur in respect of which the Convention is not already in force.

3. Consideration shall be given to the desirability of ratifying the Contracts of Employment (Indigenous Workers) Convention, 1939 by such States responsible for dependent territories where employment under long-term contract may occur as have not already done so.

Article 12

With a view to the definite limitation of periods of service under contract, consideration shall be given to the application of the principles set forth in the Contracts of Employment (Indigenous Workers) Recommendation, 1939.

Article 13

1. All practicable steps shall be taken to equate supply and demand in areas where some casual employment is inevitable and to guard against undesirable attraction of casual labour to centres of potential employment.

2. Measures, such as short-term labour agreements, shall be considered in order to secure the maximum employment for labour normally available at such centres.

Article 14

1. The practise of entering statements of a subjective nature on the worker's conduct or ability in work-cards or work-books required by law to be carried on the person of the worker shall be eliminated.

2. The use of work-cards or work-books shall be regulated to prevent their use as a device of intimidation or compulsion in employment.

Article 15

Where a married man is employed on contract within his own country but at a considerable distance from his home, the competent authority shall take all practical steps in appropriate cases to afford him full opportunity to be accompanied if he so desires by his wife and family.

SECTION 6. PENAL SANCTIONS

Article 16

1. It shall be an aim of policy to abolish penal sanctions for breach of contract of employment as defined in Article 1 of the Penal Sanctions (Indigenous Workers) Convention, 1939.

2. Consideration shall be given to the application of the Penal Sanctions (Indigenous Workers) Convention, 1939, to those dependent territories where the imposition of penal sanctions may occur in respect of which the Convention is not already in force.

3. Consideration shall be given to the desirability of ratifying the Penal Sanctions (Indigenous Workers) Convention, 1939, by such States responsible for dependent territories where the imposition of penal sanctions may occur as have not already done so.

SECTION 7. EMPLOYMENT OF CHILDREN AND YOUNG PERSONS

Article 17

1. Adequate provision shall be made in dependent territories, to the maximum extent possible under local conditions, for the progressive development of broad systems of education, vocational training and apprenticeship, with a view to the elimination of illiteracy among children and young persons and to their effective preparation for a useful occupation.

2. In order that the child population may be able to profit by existing facilities for education and in order that the extension of these facilities may not be hindered by a demand for child labour, the employment of persons below the school-leaving age shall be prohibited in any area where educational facilities are provided on a scale adequate for the majority of the children of school age.

Article 18

1. Children under the age of twelve years shall not be employed in any employment, except on light work of an agricultural or domestic character in which only members of the employer's family are employed or except on agricultural light work carried on collectively by the local community. This age shall be progressively raised along with the school-leaving age.

2. Where the transfer of children to the family of an employer is permitted by custom, the conditions of transfer and of employment shall be closely regulated and supervised, whether the children are above or below twelve years of age. The progressive abolition of all such transfers shall be an aim of policy for all dependent territories.

Article 19

Children under the age of fifteen years shall not be employed or work in any industrial undertaking, or in any branch thereof.

Article 20

Children under the age of fifteen years shall not be employed or work on vessels.

Article 21

1. Young persons under the age of sixteen years shall not be employed underground in mines.

2. The employment underground in mines of young persons who have attained the age of sixteen years but not that of eighteen years shall be conditional on the production of a medical certificate attesting fitness for such work, signed by a doctor who shall be approved by the competent authority.

Article 22

1. Young persons under the age of eighteen years shall not be employed or work on vessels as trimmers or stokers.

2. When a trimmer or stoker is required in a port where young persons of less than eighteen years of age only are available, such young persons may be employed and in that case it shall be necessary to engage two young persons in place of the trimmer or stoker required. Such young persons shall be at least sixteen years of age.

3. Provided that the provisions of this Article do not apply:

(*a*) to the employment of young persons on vessels mainly propelled by other means than steam;

(*b*) to young persons of not less than sixteen years of age who, if found physically fit after medical examination, may be employed as trimmers or stokers on vessels exclusively engaged in coastal trade.

Article 23

The provisions of Articles 18 (1), 19 and 20 do not apply to work, approved and supervised by the competent authority, done by children or young persons in *bonafide* State or private technical schools or school ships or training ships having prescribed courses of study and reasonable limits on the length of time in which students may remain in training or apprenticeship.

Article 24

1. In the case of unhealthy, dangerous or onerous work, minimum ages higher than those required in virtue of Articles 18 (1) and 19 shall be fixed, or the hours of work of children between the minimum age of employment and an appropriate higher age shall be subject to special limitations, or other special protection shall be afforded.

2. Special protection shall be provided for children who are permitted to undertake employment away from their homes.

Article 25

1. Young persons under eighteen years of age shall not be employed during the night in any industrial undertaking, or in any branch thereof.

2. Provided that young persons over the age of sixteen years may be employed during the night in exceptional circumstances defined by the competent authority.

Article 26

1. The employment of any young person under eighteen years of age on any vessel shall be conditional on the production of a medical certificate attesting fitness for such work, signed by a doctor who shall be approved by the competent authority.

2. In urgent cases the competent authority may allow a young person below the age of eighteen years to embark without having un-

dergone medical examination, always provided that such an examination shall be undergone, at the expense of the employer, at the first port at which the vessel calls, and that failing satisfactory medical attestation the young person shall be returned as a passenger to the port or place where he was engaged or to his home, whichever is the nearer, at the expense of the employer.

Article 27

In developing systems of education suited to the economic and social interests of the communities, consideration shall be given to the application of the principles set forth in the Vocational Training Recommendation, 1939, so far as this is practicable and appropriate to local circumstances.

Article 28

To assist in the application of the provisions of this Section, administrative bodies or officers shall be appointed. The appointment and establishment of these administrative bodies or officers shall be made in accordance with practices successfully adopted in metropolitan or independent countries.

SECTION 8. EMPLOYMENT OF WOMEN

Article 29

It shall be an aim of policy for all competent authorities to take such measures as, having due regard to local conditions, are appropriate and practicable to secure for women: adequate opportunities of general education, vocational training and employment; safeguards against physically harmful conditions of employment and economic exploitation, including safeguards for motherhood; protection against any special forms of exploitation; and fair and equal treatment between men and women as regards remuneration and other conditions of employment.

Article 30

All practicable steps shall be taken to improve the social and economic status of women in any dependent territory where, whether by law or custom, arrangements survive which in effect maintain women in, or reduce women to, a condition of servitude.

Article 31

1. Provision shall be made as rapidly as possible for maternity protection for women employed in industrial and commercial undertakings.

2. In so doing the aim shall be to give effect, subject to such modifications as may be necessary in the light of local conditions, to the provisions of the Childbirth Convention, 1919, and in particular to the following principles:

(*a*) the right to be absent from employment before and after childbirth;
(*b*) the right to medical assistance and benefits during such absence.

Article 32

1. Women shall not be employed during the night in any industrial undertaking, or in any branch thereof.

2. Provided that women may be employed during the night:

(*a*) in cases where the work has to do with raw materials or materials in course of treatment which are subject to rapid deterioration; and
(*b*) when in any undertaking an emergency occurs which it was impossible to foresee and which is not of a recurring character.

3. Provided also that the prohibition of night work may be suspended, when in case of serious emergency the public interest demands it.

4. The provisions of this Article do not apply to women holding responsible positions of management who are not ordinarily engaged in manual work.

Article 33

1. Women shall not be employed on underground work in any mine.

2. Provided that the competent authority may grant exemptions from the above prohibition in respect of:

(*a*) women holding positions of management who do not perform manual work;
(*b*) women employed in health and welfare services;
(*c*) women who, in the course of their studies, spend a period of training in the underground parts of a mine; and
(*d*) any other woman who may occasionally have to enter the underground parts of a mine for the purpose of a non-manual occupation.

Article 34

In order to promote the application of measures relating to the employment and economic status of women and their welfare, use shall be made of women advisers where questions especially affecting women are to be considered. The women advisers shall, whenever possible, be drawn from the local population.

SECTION IX. REMUNERATION

Article 35

1. The improvement of standards of living shall be regarded as the principal objective in the planning of economic development.

2. All practicable measures appropriate to local conditions shall be taken to secure for independent producers and wage earners conditions which will ensure the maintenance of minimum standards of living as ascertained by means of official enquiries into living conditions and will give scope to independent producers and wage earners to improve those standards by their own efforts.

3. Forms of economic enterprise which require the labour of workers living away from their homes shall take account of the normal family needs of the workers.

4. Where the labour resources of other areas are used on a temporary basis for the benefit of one area, measures shall be taken to encourage the transfer of part of the workers' wages and savings from the area of labour utilization to the areas of labour supply.

5. Where workers and their families move from low-cost to higher-cost areas, account shall be taken of the increased cost of living resulting from the change.

6. The substitution of alcohol or other spirituous beverages for all or any part of wages for services performed by the workers shall be prohibited.

Article 36

All public works, whether undertaken directly by a public authority or through a contract entered into between a public authority and an employer, shall be subject to the requirement that the rates of wages and the general conditions of employment shall not be less than the prevailing rates and conditions, and shall where practicable be fixed after consultation with any employers' and workers' organizations concerned.

SECTION X. HEALTH, HOUSING AND SOCIAL SECURITY

Article 37

1. All practicable measures shall be taken to improve the health of the people by the extension of medical facilities, by the development of public health programs, by surveys of epidemic and endemic diseases prevalent in tropical dependent territories and by the introduction of appropriate measures of combating them, by the spread of health education and the improvement of nutrition and housing.

2. All practicable measures shall be taken to ascertain by nutritional surveys the food requirements of the people and the ways of improving nutrition and to give effect to the food policies which such surveys indicate. National nutritional organizations shall be set up and shall be provided with adequate funds, facilities and authority.

3. The competent authority shall be responsible for ensuring the establishment of satisfactory housing conditions. The general aim of policy shall be to provide workers normally dependent on wage earning with the opportunity of securing satisfactory housing accommodation on premises not the property of the employer.

4. Where an undertaking employing labour is situated in an area where satisfactory housing accommodation is not available, the provision of housing may be made an obligation on the undertaking on an equitable basis. In such cases the competent authority shall define the minimum standards of accommodation and shall exercise strict control over the enforcement of these standards. The competent authority shall also define the rights of the worker who may be required to vacate his house on leaving employment and shall take all necessary steps to secure the enforcement of these rights.

Article 38

Such arrangements as are practicable, having due regard to local conditions, shall be made for the maintenance and treatment of the sick and for the care of the aged, of the incapacitated and of the dependent survivors of deceased persons.

Article 39

1. Provision shall be made by law for the payment of compensation to employed persons in case of incapacity for work caused by accidents arising out of and in the course of their employment, and to their dependent survivors in case of death caused by such accidents, and for the medical care of persons injured by such accidents.

2. The laws and regulations concerning workmen's compensation shall apply to all workers, employees and apprentices employed on vessels and by industrial, commercial, and agricultural undertakings.

3. Provided that exceptions may be made in respect of:

(*a*) persons whose employment is of a casual nature and who are employed otherwise than for the purpose of the employer's trade or business;
(*b*) out-workers;
(*c*) members of the employer's family who work exclusively on his behalf and who live with him;
(*d*) non-manual workers whose remuneration exceeds a limit to be determined by laws or regulations.

Article 40

1. Compensation shall be payable to workers incapacitated by occupational diseases, or, in case of death from any such disease to their dependents, in accordance with the general principles of workmen's compensation.

2. Provided that such compensation may be limited to the occupational diseases of chief importance in the territory concerned.

SECTION 11. PROHIBITION OF COLOUR AND RELIGIOUS BARS AND OTHER DISCRIMINATORY PRACTICES

Article 41

1. The standards set by law in each territory with respect to conditions of labour shall have due regard to the equitable economic treatment of all workers lawfully resident or working therein.

2. Discrimination directed against workers for reason of race, colour, confession or tribal association, as regards their admission to public or private employment shall be prohibited.

3. All measures practicable under local conditions shall be taken to promote effective equality of treatment in employment by the provision of facilities for training, by the discouragement of discrimination in the negotiation of collective agreements or on grounds of trade union membership, and by other appropriate means.

SECTION 12. INSPECTION

Article 42

1. Labour inspection services shall be established in territories where such services do not already exist. Inspectors shall be required to inspect conditions of employment at frequent intervals.

2. The inspectors shall have no direct or indirect interest in undertakings subject to their supervision.

3. Workers and their representatives shall be afforded every facility for communicating freely with the inspectors.

SECTION 13. INDUSTRIAL ORGANIZATION

Article 43

1. The rights of employers and employed alike to associate for all lawful purposes shall be guaranteed by appropriate measures.

2. All practicable measures shall be taken to consult and associate the representatives of organizations of employers and workers in the establishment and working of machinery for conciliation, arbitration, minimum wage fixing and labour inspection. Where representative organizations of workers have not developed, the competent authority shall appoint persons specially qualified to act on behalf of the workers and by advice and guidance to assist in the early development of workers' organizations.

3. All practicable measures shall be taken to assure to trade unions which are representative of the workers concerned the right to conclude collective agreements with employers or employers' organizations.

Article 44

1. As rapidly as possible, machinery shall be created for the settlement of collective disputes between employers and workers.

2. Representatives of the employers and workers concerned, including representatives of their respective organizations, where such exist, shall where practicable, be associated in the operation of the machinery, in such manner and to such extent, but in any case in equal numbers and on equal terms, as may be determined by the competent authority.

SECTION 14. CO-OPERATIVE ORGANIZATIONS

Article 45

1. The assistance and development of co-operative societies, including co-operative organizations of workers for the promotion of health, housing and education, shall be accepted as part of the economic program of competent authorities in dependent territories, and the measures to be taken shall include financial assistance wherever this is appropriate.

2. To this end consideration shall be given to:

(*a*) the adoption of adequate legislation, simple and inexpensive in application, covering all forms of co-operative organizations;

(*b*) the creation of special services to promote and supervise the development of co-operative organizations and to encourage education in co-operation.

3. In appropriate cases co-operative organizations shall be effectively represented on public boards and agencies affecting their interests.

SECTION 15. DEFINITIONS AND SCOPE

Article 46

For the purposes of this Part of the present Annex:

(*a*) the term "agricultural undertaking" may be defined so as to include processes conducted on the undertaking for the preservation and despatch of the agricultural products of the undertaking, unless it is desired to classify these processes as parts of an industrial undertaking;

(*b*) the term "commercial undertaking" includes:

(i) commercial establishments and offices, including establishments engaging wholly or mainly in the sale, purchase, distribution, insurance, negotiation, loan, or administration of goods or services of any kind;

(ii) establishments for the treatment or care particularly of the aged, infirm, sick, destitute, or mentally unfit;

(iii) hotels, restaurants, boarding houses, clubs, cafés and other refreshment houses;

(iv) theatres and places of public amusement; and

(v) any establishment similar in character to those enumerated in sub-paragraphs (i), (ii), (iii), and (iv) above;

(*c*) the term "industrial undertaking" includes:

(i) undertakings in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed, including undertakings engaged in shipbuilding, in the generation, transformation, or transmission of electricity, in the production or distribution of gas or motive power of any kind, in the purification or distribution of water, or in heating;

(ii) undertakings engaged in the construction, reconstruction, maintenance, repair, alteration, or demolition of any one or more of the following: buildings, railways, tramways, airports, harbours, docks, piers, works of protection against floods or coast erosion, canals, works for the purpose of inland, maritime or aerial navigation, roads, tunnels, bridges, viaducts, sewers, drains, wells, irrigation or drainage works, telecommunication installations, works for the production or distribution of electricity or gas, pipelines, waterworks, and undertakings engaged in other similar work or in the preparation for or laying the foundations of any such work or structure;

(iii) mines, quarries or other works for the extraction of minerals from the earth; and

(iv) undertakings engaged in the transport of passengers or goods, excluding transport by hand, unless such undertakings are regarded as parts of the operation of an agricultural or commercial undertaking;

(*d*) the terms "agricultural undertaking", "commercial undertaking" and "industrial undertaking" include both public and private undertakings;

(*e*) the term "vessel" includes all ships and boats, of any nature whatsoever, engaged in maritime navigation, whether publicly or privately owned, excluding ships of war; it may be interpreted as excluding vessels of less than a specified tonnage and carrying a crew of less than a specified number;

(*f*) the term "night" signifies a period of at least eleven consecutive hours: Provided that in those tropical countries in which work is suspended during the midde of the day, the night period may be shorter if compensatory rest is accorded during the day;

(*g*) provisions prescribing a minimum age may be interpreted as relating to an apparent minimum age where records of birth are inadequate.

Article 47

The competent authority may exclude from the application of the provisions of this Part of the present Annex undertakings or vessels in respect of which, from their nature and size, adequate supervision may be impracticable.

ANNEX 28—Resolution Including the Question of Minimum Standards of Social Policy in Dependent Territories (Supplementary Provisions) in the Agenda of the Next General Session of the Conference

In accordance with the provisions of paragraph 3 of Article 16 of the Constitution of the International Labour Organization, the XXVIth Session of the International Labour Conference decides to include in the Agenda of the next general session of the International Labour Conference the question of:

Minimum standards of social policy in dependent territories (supplementary provisions).

ANNEX 29—Resolution Requesting the Governing Body to set up a Committee to Advise the International Labour Office on Standards of Social Policy in Dependent Territories

The XXVIth Session of the International Labour Conference,

Recognizing the value of the work of the Committee of Experts on Native Labour and the necessity of providing the Office with all possible technical advice on social problems in dependent territories,

Requests the Governing Body of the International Labour Office to set up as soon as possible a Committee to advise the Office on standards of social policy in dependent territories.

The following are among the questions which the Governing Body may consider should appropriately be laid before the Committee, the creation of which is suggested:

(1) The status of women in dependent territories;

(2) Migratory labour and its protection;

(3) Housing standards in dependent territories, including methods to facilitate the interchange of information on progress realized.

ANNEX 30—Resolution Concerning the Action of Federal States on Conventions and Recommendations

(Submitted by Mr. Percy R. Bengough, Workers' Delegate of Canada)

Whereas the constitutions of a number of federal States, Members of the International Labour Organization, prevent their ratification of I.L.O. Conventions dealing with matters within the competence of their constituent State Governments, and in such circumstances the usual procedure for dealing with Conventions and Recommendations cannot be adopted;

And whereas it is desirable that a method be established whereby Conventions and Recommendations may be dealt with, pending any necessary change in the constitutions of the countries concerned or of the International Labour Organization;

Therefore, be it resolved, that the Acting Director be instructed to communicate with the Governments of such federal States, in the period between the Twenty-sixth and Twenty-seventh Sessions of the International Labour Conference, suggesting that arrangements be made whereby Draft Conventions or Recommendations which apply to matters within the competence of the constituent State Governments would be referred to such Governments by the federal authority, with the request that they bring the Recommendations or draft Conventions before the authority or authorities within whose competence the matters lie, for the enactment of legislation or other action.

And further, that the federal Governments be requested to obtain in due course a report regarding the action taken with respect to the Recommendations or Conventions, and convey such information to the Secretary-General.

ANNEX 31—Resolution Concerning the Membership of Austria in the International Labour Organization

The Conference takes note with satisfaction of the Moscow Declaration expressing the wish of the signatories to see re-established a free and independent Austria, recalls the active participation of Austria in the International Labour Organization from 1919 to 1928 and expresses the hope that a free, independent and democratic Austria will soon resume her participation in the International Labour Organization.

ANNEX 32—Resolution Concerning Complete Delegations to the Conference

In view of the growing volume and importance of the work of the International Labour Organization, and in order to enable the Conference of the Organization to have full and fruitful discussion of the questions on the agenda of the Conference and also to enable each delegation to participate effectively in the deliberations of the Conference and the several Committees, this Session of the International Labour Conference earnestly invites the Members of the International Labour Organization to send complete delegations, including an adequate number of advisers, to each session without regard to cost or distance.

ANNEX 33—Resolution Concerning the Use of Spanish and Portuguese as Official Languages

Considering that the nations of Latin America have made a substantial contribution to the development and universalization of the International Labour Organization;

Considering that the nations of Latin America have unanimously developed, spontaneously and with exceptional rapidity, a social policy based on the International Conventions and on the generous conceptions of the protection of labour and collective welfare;

Considering that the prominent position attained by the American Republics and the special social conditions of the Western Hemisphere have been demonstrated at the Labour Conferences of the American States which were held in 1936 and 1939, at Santiago-de-Chile and Havana respectively, and which had far-reaching results;

Considering that the ethical unity, historic traditions and ideals characteristic of the peoples of Latin America demonstrate the existence of an authentic culture, the value of which is all the greater inasmuch as it extends over the whole of the South American Continent and Central America;

Considering that the social development of Latin America springs from the Iberian civilization, which is both Spanish and Portuguese and is two-fold in its nature, and still maintains this diversity which so far from being a cause of division, rather serves to bind them more closely together for the preservation of the characteristics they derive from a common historic source;

Considering that the Spanish and Portuguese languages spoken by the nations of Latin America are also the languages of the countries of the Iberian Peninsula, of the peoples of a large part of the Continent of Africa, and of various regions of Asia;

Considering also that the Spanish and Portuguese languages are regional transformations and progressive adaptations of Latin and at the same time modern, living languages, with a classical etymology, which can be readily understood and acquired;

Considering that the original root and the manner of development of the Portuguese and Spanish idioms, which development has taken place in geo-political condition presenting substantial similarities, have rendered impossible wide divergences between the two tongues, so that to-day the peoples who speak them can readily understand one another;

Considering that the Havana Conference of 1939 in Resolution XXV, expressed itself unanimously in favour of the publication of legal decisions by the International Labour Organization in Spanish and Portuguese;

Considering finally that the use of the Spanish language has become an established practice of the International Labour Organization and that Portuguese has been used for several official publications of the Organization;

The Conference requests the Governing Body to consider the possibility of making Spanish and Portuguese official languages of the International Labour Organization and to submit to the next General Session of the Conference any necessary amendments of the Standing Orders of the Conference and of its Committees.

ANNEX 34—Resolution Concerning the Membership of Certain American States in the International Labour Organization

The International Labour Conference

expresses its great satisfaction that Nicaragua and Paraguay are represented at the Twenty-sixth Session of the Conference by Observers;

requests the Governing Body of the International Labour Office to consider, in consultation with those States, as well as other States of the American continent which are not at present Members of the Organization, how the resumption of active membership of the Organization by all of the States of the American continent could best be achieved; and

expresses the earnest hope that all the States of the American Continent will be represented at the next session of the International Labour Conference as Members of the Organization.

ANNEX 35—Resolution Concerning Atrocities in the Occupied Countries of Europe

Whereas the Declaration concerning the aims and purposes of the International Labour Organization, adopted by the Twenty-sixth Session of the International Labour Conference includes the reaffirmation of the following fundamental principle on which the Organization is based;

"that all human beings irrespective of race, creed or sex have the right to pursue both their material well-being and their spiritual development under conditions of freedom and dignity";

Whereas Nazi Germany and its satellites are continuing the criminal persecutions of all Axis-occupied countries, aiming particularly at annihilation of the Jews of Europe;

Whereas especially in occupied Poland mass murder of populations is being committed on a scale hitherto unknown in modern history;

The International Labour Conference adopts the following resolution:

The General Conference of the International Labour Organization, convened at its Twenty-sixth Session at Philadelphia, on 12 May, 1944,

1. protests against Nazi crimes which violate the fundamental principles of humanity and of international law;
2. welcomes
   the statement on atrocities signed by President Roosevelt, Prime Minister Churchill and Premier Stalin, announced on November 1, 1943, following the Three Power Conference in Moscow,
   and the Joint Declaration against extermination of the Jewish people announced on December 17, 1942, in London, Moscow and Washington by the Governments of Belgium, Czechoslovakia, Greece, Luxem-

burg, the Netherlands, Norway, Poland, the United States of America, the United Kingdom of Great Britain and Northern Ireland, the Union of Socialist Soviet Republics and Yugoslavia, and the French National Committee;

and expresses its firm conviction that all guilty of such crimes must be tried and punished;

3. requests that the United Nations take immediately all possible steps to stop mass slaughter of the population of the occupied countries of Europe;
4. expresses its deepest sympathy for all victims of Nazi terror including the defenders of the Ghettos of Warsaw and other cities and its great admiration for the underground fighters of all occupied countries who have been fighting and dying together for the common cause of the United Nations.

ANNEX 36—Declaration by the Delegations of the Occupied Countries of Europe

The delegates of the occupied countries of Europe represented at the Philadelphia Conference—that is, Belgium, Czechoslovakia, France, Greece, Luxemburg, the Netherlands, Norway, Poland, and Yugoslavia,

Having taken note of the declaration concerning the aims and purposes of the International Labour Organization, the resolution concerning social provisions in the peace settlement, and the resolution concerning economic policies for the attainment of social objectives,

Consider it to be their duty to state their views on the special problems of the economic, financial and social reconstruction of the countries of Europe, once they have been liberated.

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They desire to stress their complete agreement with the principles and social objectives that should prevail in the reorganization of the world after the war, as set forth in the draft of the fundamental declaration and in the resolution before the Conference. In particular, they express their complete conviction that their respective countries will keep these principles and objectives closely in view in their economic policy, and will set as their essential aims the achievement of full employment, rising standards of living for the peoples, and social security. The social ideal that is their goal is thus the same as that which inspires all the members of the Conference, and they will devote all their efforts to its speedy realization.

II

Unfortunately, by reason of the loss and destruction caused by the war, and of the systematic persecution, devastation and pillage resulting directly from the actions of the invader, the situation of the occupied countries at the actual moment of liberation will be one bristling with difficulties.

The problem will not merely be how to transform a war economy into a peace economy, but, rather, how to provide for full-scale reconstruction in both the economic and the social fields, and the very conditions in which this work of almost total reconstruction must be undertaken will in themselves be particularly difficult.

We shall deliberately confine ourselves here to the economic and social fields. But we would briefly note that before all else, we must reconstruct the free political institutions that our countries formerly enjoyed, and amongst them all those based on the right of free association.

Without claiming to paint a complete picture here of the tragic situation in which the liberated countries will find themselves, we wish, however, to draw attention to certain aspects of the problems that they will have to face.

(*a*) Famine, privation of all kinds, isolation, imprisonments, deportations, executions—these are the marks that the long years of occupation will leave; the population as a whole will be greatly weakened. Many of the prisoners, the deported and the refugees will return home with their health undermined. The ground will be prepared for the spread of epidemics. The first task, and the most urgent, will be to improve nutrition, to provide medical aid and to distribute medicaments.

It seems to all of us highly desirable that, beginning now, and with a view to safeguarding the future of the race, medical supplies and vitamins intended for the children in occupied countries should be assembled for delivery to them, if possible immediately, and, in any case, as soon as delivery could be made without the enemy's obtaining any benefit therefrom.

(*b*) Stocks are completely exhausted. We shall find these countries emptied of their substance. For a long time the essential needs of their populations will far exceed the available quantities of consumption goods.

(*c*) The wear-and-tear on machines and materials, the exhaustion of reserves, the complete destruction of means of communication and transport, confiscations of all kinds, chaos in finance, currency and movable property, all the destruction of buildings, factories, mines and electric power stations due to the campaigns of invasion and to the deliberate policy of the invader faced with indomitable resistance—to all these will be added still further devastation in the course of the campaign of liberation. Under such conditions, the immediate possibilities of the production of goods will be considerably reduced.

(*d*) Until the emergence of order out of chaos and the restoration of equilibrium between needs and means, as regards both capital goods and consumption goods, the Governments of the liberated countries will doubtless find themselves compelled to maintain or to introduce economic controls similar to those that the United Nations have had to impose on themselves to meet war needs.

(*e*) The dislocation of the entire machinery of production and distribution—including the loss of foreign markets—will of course involve for some considerable time a marked shrinkage of the labour market. Here there is a serious risk of extensive unemployment.

And that is just the very time when the repatriated, the demobilized and the members of the resistance organizations will have to be reincorporated in economic life.

An immense effort will thus have to be made to avoid unemployment on a large scale. A whole series of special provisional measures will doubtless be required pending a gradual return to less abnormal conditions.

III

The sooner these efforts of economic reconstruction are successful, the sooner will it be possible to achieve the social objectives defined by the Conference.

The liberated countries are minded to undertake themselves, by their own efforts and under their own responsibility, the great work of national reconstruction which will require gigantic efforts in the fields of labour and finance, but they are aware of the parallel need for a concerted effort in the international domain. In this general effort, they will actively participate. They are justified in counting upon the full collaboration of countries less impoverished than they.

They are convinced that the international solidarity forged between the United Nations during the war will continue during the peace, and that the countries that have known neither occupation nor devastation will wish to give them priority in the supply of the essential consumption and capital goods required for their economic and social restoration.

The rapid restoration of the producing and consuming capacity of Europe is, moreover, indispensable to the return of the prosperity of the other countries of the world, and more especially to the prosperity of the great producers of raw materials, industrial products and agricultural produce.

In the general interest, international solidarity must be established both in the economic domain and in the financial domain with a view to the complete and speedy reconstruction of the occupied and devastated countries. To the United Nations falls the task of finding and applying the necessary measures for an equitable distribution of the costs of reconstruction after the war.

IV

Another danger threatens the occupied countries at the present time. The enemy, on the eve of his retreat or rout may resort to the last extreme excesses in destroying without discrimination both life and wealth. In certain regions this threat has already materialized. The more extensive the destruction, the more difficult will be the reconstruction and the longer will the achievement of social conditions worthy of the resolutions of this Conference be delayed. A last warning to the invaders informing them categorically that the authors of such excesses will answer for them personally with their heads and with their property might lessen the danger that threatens. In the circumstances, such warning should be given without delay and with the high moral authority of all the nations gathered together at this Conference.

V

The peoples of Europe, at this moment bent under the yoke of the invader, will find in the solicitude of the Conference for their own special problems a measure of comfort and a guarantee that the effective organizations of international solidarity will help them after the war to efface the marks of the tragedy that has weighed them down through these years of hardship.

ANNEX 37—Resolution Concerning the Declaration by the Delegations of the Occupied Countries of Europe

The Conference having taken note of the Declaration made on behalf of the occupied countries:

(1) expresses the conviction that the heroic resistance of the occupied countries is one of the essential factors in the struggle of the United Nations against the common enemy;

(2) shares the preoccupations, anxieties and wishes expressed by the representatives of the occupied countries concerning the special difficulties with which they are confronted in their economic and social reconstruction;

(3) welcomes the decisions already taken by the United Nations to heal the wounds caused by the war;

(4) expresses the hope that the United Nations and the other members of the Conference will unite their efforts to promote in every way the economic and social recovery of all the countries sorely tried by enemy occupation and by the devastation due to the war;

(5) asserts the determination of the International Labour Organization to associate its endeavours with the concerted will of the oppressed nations for the purpose of rebuilding their social life according to principles of international solidarity and respect for the fundamental spiritual and human values.

DEPARTMENT OF LABOUR
CANADA

WAGES IN THE PRIMARY TEXTILES INDUSTRY IN CANADA, 1943

(Issued as a supplement to the LABOUR GAZETTE October, 1944)

Minister—Hon. Humphrey Mitchell
Deputy Minister—Arthur MacNamara

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1944

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WAGES IN THE PRIMARY TEXTILES INDUSTRY IN CANADA, 1943

The statistics of wages and hours printed in this supplement to the LABOUR GAZETTE are the result of a co-operative arrangement by the National War Labour Board, the Department of Labour (Research and Statistics Branch), and the Primary Textiles Institute, under which the necessary information could be obtained without duplication of effort.

Previous statistics of wage rates in the textile industry have been published in a series of annual supplements to the LABOUR GAZETTE which contained statistics of wages and hours for the principal industries in Canada. The four divisions of the Primary Textiles Industry covered, were: Cotton Yarn and Cloth; Woollen Yarn and Cloth; Knitted Goods, including Hosiery; and Silk Yarn and Fabrics (now Rayon). Wage rates were shown for the main occupations as reported to the Department by each of a representative number of employers but the identity of the employers or firms was not revealed. Averages of the rates for each occupation were not calculated for Canada as a whole or by regions. The last of these supplements to be published was Report No. 25, applying to the year 1941 and certain previous years, issued in 1942.

The coverage of the industry represented in the following tables is much more complete than was the case in any previous survey for which statistics have been published. Formerly only a representative list of firms was requested to report but in the survey, the results of which are published here, practically all firms in the industry were circularized.

Most of the wage earners in the textile industry are paid on a piece rate basis but information on both time and piece workers is included in this report. Information is not included for foremen and supervisors, learners and beginners, aged and handicapped workers, nor for part-time workers. This is the same practice as was followed in previous reports of the Department on wages and hours.

The tables which follow are arranged in this order: the first four apply to Canada as a whole and give wage data for the four main divisions of the Primary Textiles Industry, namely, Cotton Yarn and Cloth, Woollen Yarn and Cloth, Knitting, and Rayon; the tables for Canada are followed by thirteen tables showing certain data for each of the four divisions of the industry by province or region.

In the four tables for Canada the average straight time wages or earnings per hour are shown for all qualified employees in each of the selected occupations on day work only. The figures include the cost-of-living bonus but do not include any overtime premium earnings. Data for male and female workers are shown separately. In addition, ranges of hourly wages are shown which include the middle 60 per cent of the workers in any of the occupations covered in which 30 or more workers were employed. That is, 20 per cent of the workers in each of these occupations received more than the higher figure in the range and 20 per cent received less than the lower figure.

Except for these ranges, the information in the regional tables is the same as in the tables for Canada with the addition of two columns—one giving the number of day workers in each of the occupations listed, the other showing the average hours actually worked per week by these employees during the pay period covered, that is, the period ending November 30, 1943. The tables for the Woollen Yarn and Cloth Industry and for the Knitting Industry give the above data for each of four regions, namely, the Maritime Provinces, Quebec, Ontario and the Western Provinces; the table for the Cotton Yarn and Cloth Industry gives similar data for the Maritime Provinces, Quebec and Ontario, and that for the Rayon Industry shows these figures for Quebec and Ontario only, the industry being concentrated in these two provinces.

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Table I

COTTON YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

CANADA

Department and Occupation	Male		Female	
	Range of Wages Per Hour Middle 60% of Workers*	Average Wages Per Hour	Range of Wages Per Hour Middle 60% of Workers*	Average Wages Per Hour
	$	$	$	$
OPENING AND PICKING—				
Picker Tender	·43–·48	·465	*	·340
Fixer	*	·575	.....	.....
CARDING—				
Card Tender	·45–·48	·476	*	·424
Grinder	·55–·61	·580	*	·398
DRAWING AND COMBING—				
Drawing Tender	*	·447	·32–·40	·365
Fixer	*	·561	.....	.....
FLY FRAMES—				
Fly-Frame Tender	·44–·53	·489	·38–·46	·418
SPINNING—				
Spinner	·42–·49	·460	·36–·44	·407
Doffer	·40–·53	·469	·31–·38	·356
Fixer	·52–·58	·562	.....	.....
SPOOLING—				
Spooler Tender	*	·463	·35–·46	·404
WARPING—				
Warper Tender	*	·633	·38–·44	·415
DRESSING—				
Slasher Tender	·57–·63	·596	.....	.....
DRAWING-IN—				
Warp Tying Machine Operator	·49–·65	·572	*	·451
Drawing-in Hand	*	·458	·36–·48	·423
TWISTING—				
Twister Tender	·43–·49	·466	·36–·45	·412
Fixer	*	·553	.....	.....
WEAVING—				
Weaver	·49–·63	·563	·43–·53	·491
Battery Hand	·42–·53	·474	·29–·42	·362
Loom Fixer	·64–·68	·662	.....	.....
NAPPING ROOM—				
Napper Tender	·41–·47	·449	*	·382
YARN ROOM—				
Winder Tender	*	·504	·35–·45	·406
CLOTH ROOM—				
Inspector	·41–·51	·474	·34–·43	·388
DYEHOUSE—				
Operator	·46–·55	·513	*	·444
Dye Helper	*	·498	.....	.....
MILL GENERAL YARD AND MECHANICAL				
Shop Labourer	·41–·48	·451	·29–·39	·353
Machinist	·59–·71	·664	.....	.....
BLEACHING, DYEING AND FINISHING—				
Folding Machine Operator	·40–·44	·426	*	·334
Kier Winder	·43–·49	·468	*	·430

* Middle 60 per cent of workers covered by each occupation listed but only where there are 30 or more workers In these cases, 20 per cent received more, 20 per cent less than range of rates shown.

Table II

WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

CANADA

Department and Occupation	Male		Female	
	Range of Wages Per Hour Middle 60% of Workers*	Average Wages Per Hour	Range of Wages Per Hour Middle 60% of Workers*	Average Wages Per Hour
	$	$	$	$
STOCK PREPARATION—				
Garnett and Wool Picker	·38–·51	·458	*	·334
CARDING—				
Card Tenders and Finishers	·41–·54	·487	·28–·44	·383
Card Strippers and Grinders	·42–·55	·485	.....	.....
Card Room Floor Hands	*	·500	.....	.....
COMBING—				
Comb and Gill Box Operators	*	·323	·29–·42	·361
DRAWING—				
Mixing Gill, Draw Box and Draw Frame Operators	*	·487	·33–·43	·396
WORSTED SPINNING—				
Worsted Spinning Frame Operators	*	·436	·33–·42	·391
Worsted Spinning Doffers and Floor Hands	*	·464	*	·372
WOOLLEN SPINNING—				
Mule and Frame Operators	·42–·62	·537	·33–·51	·407
Doffers and Floor Hands	*	·624	.....	.....
TWISTING—				
Twisters	*	·521	·29–·42	·368
WINDING—				
Winders, Spoolers and Reelers	·35–·51	·451	·29–·42	·360
WARPING—				
Warpers and Beamers	·45–·66	·549	·31–·42	·373
DRAWING IN—				
Drawers In	*	·479	·29–·44	·368
WEAVING—				
Weavers	·45–·64	·558	·33–·53	·437
Loom Fixers	·54–·74	·648	.....	.....
BURLING AND MENDING—				
Burlers and Menders	*	·419	·29–·52	·403
FINISHING—				
West and Dry Operators	·41–·56	·493	·29–·45	·377
Cloth Speckers	.....	.....	·30–·35	·344
DYEING—				
Dye Machine Operators	·40–·55	·483	*	·382

* Middle 60 per cent of workers covered by each occupation listed but only where there are 30 or more workers. In these cases 20 per cent received more, 20 per cent less than range of rates shown.

Table III

KNITTING INDUSTRY, NOVEMBER, 1943

CANADA

Department and Occupation	Male		Female	
	Range of Wages Per Hour Middle 60% of Workers*	Average Wages Per Hour	Range of Wages Per Hour Middle 60% of Workers*	Average Wages Per Hour
	$	$	$	$
HOSIERY—				
Full Fashioned Footers	·74–·96	·855	.....	.....
Full Fashioned Leggers	·65–·90	·787	*	·527
Full Fashioned Toppers	·47–·95	·765	·33–·48	·409
Full Fashioned Helpers	·25–·38	·326	.....	.....
Full Fashioned Combination	·77–·92	·845	*	·748
Loopers	*	·380	·27–·47	·374
Sewing Machine Operators	.....	.....	·31–·52	·414
Hand Operators	·29–·53	·423	·28–·49	·389
Boarders	·42–·78	·590	·36–·57	·455
Dye-House Operators	·38–·55	·494	*	·408
Circular Knitters	·38–·58	·485	·27–·45	·359
Twisters, Reelers, Winders†	*	·520	·29–·45	·374
Fixers Looping	*	·650	.....	.....
Fixers Full Fashioned	*	·717	.....	.....
Fixers Circular	·58–·88	·750	*	·677
UNDERWEAR AND OUTERWEAR—				
Circular Knitters	·42–·74	·586	·27–·45	·375
Flat Knitters	*	·601	*	·542
Cloth Finishers	·41–·54	·490	*	·558
Sewing Machine Operators	*	·446	·29–·49	·389
Dye-house Operators	·39–·60	·515	*	·367
Hand Operators	·40–·66	·540	·29–·43	·372
Cutters	·46–·77	·630	·32–·49	·407
Fixers, Sewing Machine	*	·804	.....	.....
Fixers, Knitting	·53–·77	·654	.....	.....

* Middle 60 per cent of workers covered by each occupation but only where there are 30 or more workers. In these cases, 20 per cent received more, 20 per cent less than range of rates shown.

† Underwear and Outerwear twisters, reelers and winders are included under Hosiery.

TABLE IV

RAYON INDUSTRY, NOVEMBER, 1943

CANADA

DEPARTMENT AND OCCUPATION	MALE		FEMALE	
	Range of Wages Per Hour Middle 60% of Workers*	Average Wages Per Hour	Range of Wages Per Hour Middle 60% of Workers*	Average Wages Per Hour
	$	$	$	$
OPENING AND PICKING—				
Picker Tender	*	·375	.....	.....
Flxer	*	·440	.....	.....
CARDING—				
Card Tender	*	·428	.....	.....
Grinder	*	·569	.....	.....
DRAWING—				
Drawing Tender	.....	.....	*	·371
FLY FRAMES—				
Fly Frame Tender	.....	.....	*	·338
Fixer	*	·573	.....	.....
SPINNING (SPUN)—				
Spinner	.....	.....	*	·384
Doffer	*	·355	.....	.....
Fixer or Charge-Hand	*	·608	.....	.....
TWISTING AND THROWING—				
Twister Tender	·39–·50	·454	·30–·41	·373
Fixer	*	·529	.....	.....
WINDING AND PACKING—				
Winder	*	·391	·29–·44	·376
Packer	.....	.....	*	·314
Fixer	*	·531	.....	.....
WARPING—				
Warper	·43–·65	·544	·34–·51	·445
DRAWING-IN—				
Twisting-in	*	·496	*	·402
DRESSING—				
Slasher Tender	·42–·57	·528	.....	.....
WEAVING—				
Weaver	·46–·64	·559	·39–·56	·473
Battery Hand	*	·493	·29–·35	·341
Fixer	·65–·77	·710	.....	.....
CLOTH ROOM—				
Inspector	·45–·63	·559	*	·372
Head Grader	*	·609	.....	.....
CLOTH FINISHING—				
Inspector	*	·437	·27–·36	·328
Sheerer	*	·436	.....	.....
DYEHOUSE AND FINISHING—				
Dyer	·37–·49	·444	*	·333
Tendering	*	·463	.....	.....

* Middle 60 per cent of workers covered by each occupation listed but only where there are 30 or more workers. In these cases, 20 per cent received more, 20 per cent less than ranges of rates shown.

Table V

COTTON YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

MARITIME PROVINCES

Department and Occupation	Male			Female		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
OPENING AND PICKING—						
Picker Tender	13	·416	56·9	4	·341	54·2
Fixer	4	·535	50·5	.....	.....	.....
CARDING—						
Card Tender	20	·444	55·2	2	·428	50·0
Grinder	5	·568	57·0	1	·398	46·0
DRAWING AND COMBING—						
Drawing Tender	2	·450	55·0	54	·324	48·0
Fixer	1	·584	55·0	.....	.....	.....
FLY FRAMES—						
Fly-Frame Tender	6	·462	55·1	43	·425	48·8
SPINNING—						
Spinner	.....	.....	.....	66	·383	49·0
Doffer	6	·436	50·0	35	·331	47·1
Fixer	11	·517	54·2	.....	.....	.....
SPOOLING—						
Spooler Tender	.....	.....	.....	62	·380	51·3
WARPING—						
Warper Tender	4	·541	54·0	8	·402	49·3
DRESSING—						
Slasher Tender	8	·630	53·9	.....	.....	.....
DRAWING-IN—						
Warp Tying Machine Operator	6	·598	52·7	1	·494	55·0
Drawing-in Hand	1	·467	55·0	8	·494	51·3
TWISTING—						
Twister Tender	5	·439	51·4	23	·389	47·8
Fixer	3	·509	55·0	.....	.....	.....
WEAVING—						
Weaver	41	·591	49·5	59	·520	50·3
Battery Hand	4	·432	49·5	60	·378	46·5
Loom Fixer	37	·679	50·8	.....	.....	.....
NAPPING ROOM—						
Napper Tender	7	·470	52·3	.....	.....	.....
YARN ROOM—						
Winder Tender	4	·459	55·0	37	·480	50·1
CLOTH ROOM—						
Inspector	14	·470	49·5	13	·353	47·9
DYEHOUSE—						
Operator	5	·481	57·8	.....	.....	.....
MILL GENERAL YARD AND MECHANICAL—						
Shop Labourer	51	·495	51·0	2	·324	47·5
Machinist	31	·688	52·4	.....	.....	.....
BLEACHING, DYEING AND FINISHING—						
Folding Machine Operator	3	·467	50·6	.....	.....	.....
Kier Winder	6	·436	47·3	.....	.....	.....

Table VI

COTTON YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

QUEBEC

Department and Occupation	Male			Female		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
OPENING AND PICKING—						
Picker Tender	91	·455	52·4	.....	.....	.....
Fixer	15	·571	55·5	.....	.....	.....
CARDING—						
Card Tender	102	·470	52·8	3	·362	50·7
Grinder	74	·580	55·4	.....	.....	.....
DRAWING AND COMBING—						
Drawing Tender	24	·428	52·5	103	·377	44·7
Fixer	15	·566	54·9	.....	.....	.....
FLY FRAMES—						
Fly-Frame Tender	83	·483	53·3	244	·411	45·3
SPINNING—						
Spinner	43	·458	52·4	659	·407	46·9
Doffer	175	·453	51·4	77	·341	44·5
Fixer	108	·564	53·6	.....	.....	.....
SPOOLING—						
Spooler Tender	14	·468	53·3	217	·407	47·1
WARPING—						
Warper Tender	5	·466	47·0	39	·406	48·0
DRESSING—						
Slasher Tender	44	·585	56·6	.....	.....	.....
DRAWING-IN—						
Warp Tying Machine Operator	27	·575	50·9	17	·458	46·5
Drawing-in hand	2	·452	41·0	63	·414	47·5
TWISTING—						
Twister Tender	42	·468	53·3	86	·412	48·4
Fixer	15	·559	56·5	.....	.....	.....
WEAVING—						
Weaver	212	·525	52·3	292	·471	46·7
Battery Hand	32	·485	53·6	291	·359	50·2
Loom Fixer	219	·659	52·4	.....	.....	.....
NAPPING ROOM—						
Napper Tender	21	·428	52·2	1	·385	50·0
YARN ROOM—						
Winder Tender	2	·427	55·0	473	·397	46·6
CLOTH ROOM—						
Inspector	174	·469	48·1	288	·394	45·3
DYEHOUSE—						
Operator	10	·501	53·7	.....	.....	.....
MILL GENERAL YARD AND MECHANICAL—						
Shop Labourer	550	·437	57·8	42	·341	49·3
Machinist	220	·656	55·9	.....	.....	.....
BLEACHING, DYEING AND FINISHING—						
Folding Machine Operator	109	·420	51·3	3	·334	45·3
Kier Winder	91	·469	52·7	1	·462	55·0

Table VII

COTTON YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

ONTARIO

Department and Occupation	Male			Female		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
OPENING AND PICKING—						
Picker Tender	33	·512	54·1	.....	.....	.....
Fixer	8	·599	59·1	.....	.....	.....
CARDING—						
Card Tender	36	·510	53·8	15	·436	50·7
Grinder	22	·581	55·1	.....	.....	.....
DRAWING AND COMBING—						
Drawing Tender	3	·595	52·3	61	·383	44·4
Fixer	1	·473	63·0	.....	.....	.....
FLY FRAMES—						
Fly-Frame Tender	8	·566	54·5	113	·430	46·6
SPINNING—						
Spinner	3	·507	38·7	229	·413	45·4
Doffer	35	·554	51·9	48	·404	40·5
Fixer	36	·570	57·2	.....	.....	.....
SPOOLING—						
Spooler Tender	1	·412	69·0	86	·419	45·2
WARPING—						
Warper Tender	17	·700	52·6	39	·426	47·6
DRESSING—						
Slasher Tender	37	·603	52·7	.....	.....	.....
DRAWING-IN—						
Warp Tying Machine Operator	19	·558	52·9	2	·378	54·5
Drawing-in hand	.....	.....	.....	30	·423	45·9
TWISTING—						
Twister Tender	1	·569	66·0	51	·423	46·3
Fixer	8	·559	53·0	.....	.....	.....
WEAVING—						
Weaver	151	·610	51·1	121	·521	49·3
Battery Hand	8	·448	48·4	91	·362	47·2
Loom Fixer	107	·665	52·6	.....	.....	.....
NAPPING ROOM—						
Napper Tender	11	·476	48·8	4	·380	49·0
YARN ROOM—						
Winder Tender	8	·548	51·7	280	·410	45·1
CLOTH ROOM—						
Inspector	35	·499	52·7	58	·366	49·0
DYEHOUSE—						
Operator	36	·521	54·9	2	·444	43·0
Dye Helper	2	·498	63·0	.....	.....	.....
MILL GENERAL YARD AND MECHANICAL—						
Shop Labourer	131	·495	53·2	23	·380	45·6
Machinist	87	·674	54·9	.....	.....	.....
BLEACHING, DYEING AND FINISHING—						
Folding Machine Operator	7	·490	52·0	.....	.....	.....
Kier Winder	13	·472	51·8	4	·427	48·3

Table VIII

WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

MARITIME PROVINCES

Department and Occupation	Male			Female		
	Number of Workers	Average		Number of Workers	Average	
		Wages Per Hour	Hours Per Week		Wages Per Hour	Hours Per Week
		$			$	
STOCK PREPARATION—						
Garnett and Wool Picker Operators	29	·460	53·3	3	·272	51·4
CARDING—						
Card Tenders and Finishers	27	·453	55·8	2	·352	56·6
WOOLLEN SPINNING—						
Mule and Frame Operators	57	·500	49·0	10	·330	52·3
TWISTING—						
Twisters	.....	.....	.....	10	·298	43·3
WINDING—						
Winders, Spoolers and Reelers	.....	.....	.....	37	·310	45·6
WARPING—						
Warpers and Beamers	3	·482	55·0	7	·325	49·3
DRAWING IN—						
Drawers In	.....	.....	.....	3	·328	51·3
WEAVING—						
Weavers	.....	.....	.....	52	·373	46·2
Loom Fixers	8	·506	55·8	.....	.....	.....
BURLING AND MENDING—						
Burlers and Menders	.....	.....	.....	5	·293	49·3
FINISHING—						
Wet and Dry Operators	20	·415	55·0	1	·309	43·5
Cloth Speckers	.....	.....	.....	13	·300	53·2
DYEING—						
Dye Machine Operators	15	·454	57·7	.....	.....	.....

TABLE IX

WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

QUEBEC

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
STOCK PREPARATION—						
Garnett and Wool Picker Operators	133	·412	55·1	2	·300	56·9
CARDING—						
Card Tenders and Finishers	71	·456	55·5	17	·284	48·9
Card Strippers and Grinders	33	·433	57·3	.....	.....	.....
Card Room Floor Hands	7	·533	53·5	.....	.....	.....
COMBING—						
Comb and Gill Box Operators	4	·323	49·5	13	·346	50·6
DRAWING—						
Mixing Gill, Draw Box and Draw Frame Operators	7	·473	51·8	50	·373	54·2
WORSTED SPINNING—						
Worsted Spinning Frame Operators	.....	.....	.....	27	·383	48·7
WOOLLEN SPINNING—						
Mule and Frame Operators	111	·473	53·3	30	·326	50·0
Doffers and Floor Hands	1	·468	55·0	.....	.....	.....
TWISTING—						
Twisters	6	·430	47·6	97	·334	50·7
WINDING—						
Winders, Spoolers and Reelers	18	·411	49·0	152	·319	48·6
WARPING—						
Warpers and Beamers	43	·501	52·5	26	·380	50·0
DRAWING IN—						
Drawers In	1	·382	55·0	18	·307	46·9
WEAVING—						
Weavers	280	·534	49·9	100	·412	50·0
Loom Fixers	52	·629	54·4	.....	.....	.....
BURLING AND MENDING—						
Burlers and Menders	3	·415	65·0	295	·345	48·5
FINISHING—						
Wet and Dry Operators	145	·466	55·9	14	·338	39·2
Cloth Speckers	.....	.....	.....	17	·316	52·2
DYEING—						
Dye Machine Operators	85	·434	55·0	.....	.....	.....

TABLE X

WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

ONTARIO

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
STOCK PREPARATION—						
Garnett and Wool Picker Operators	203	·490	52·8	17	·335	47·1
CARDING—						
Card Tenders and Finishers	188	·506	52·1	39	·424	48·4
Card Strippers and Grinders	53	·504	54·4	.....	.....	.....
Card Room Floor Hands	4	·446	56·6	.....	.....	.....
COMBING—						
Comb and Gill Box Operators	.....	.....	.....	22	·370	47·8
DRAWING—						
Mixing Gill, Draw Box and Draw Frame Operators	6	·505	48·1	202	·403	45·9
WORSTED SPINNING—						
Worsted Spinning Frame Operators	5	·436	40·5	165	·392	46·2
Worsted Spinning Doffers and Floor Hands	10	·464	51·9	21	·372	47·6
WOOLLEN SPINNING—						
Mule and Frame Operators	205	·585	50·1	78	·454	44·1
Doffers and Floor Hands	4	·660	58·4	.....	.....	.....
TWISTING—						
Twisters	11	·566	52·5	165	·394	45·1
WINDING—						
Winders, Spoolers and Reelers	15	·493	51·8	521	·376	45·1
WARPING—						
Warpers and Beamers	50	·596	52·0	44	·375	47·7
DRAWING IN—						
Drawers In	2	·527	55·3	42	·395	48·5
WEAVING—						
Weavers	231	·588	49·1	623	·449	47·2
Loom Fixers	109	·670	51·8	.....	.....	.....
BURLING AND MENDING—						
Burlers and Menders	8	·421	54·3	371	·453	47·7
FINISHING—						
Wet and Dry Operators	306	·512	52·7	113	·382	46·8
Cloth Speckers	.....	.....	.....	41	·372	45·8
DYEING—						
Dye Machine Operators	149	·513	56·4	14	·383	43·0

TABLE XI

WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1943

WESTERN PROVINCES

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
STOCK PREPARATION—						
Garnett and Wool Picker Operators	4	·413	51·1	4	·409	40·8
CARDING—						
Card Tenders and Finishers	4	·447	55·1	2	·459	42·2
Card Strippers and Grinders	4	·595	53·2	.....	.....	.....
WOOLLEN SPINNING—						
Mule and Frame Operators	4	·480	53·1	3	·420	43·4
WINDING—						
Winders, Spoolers and Reelers	.....	.....	.....	9	·381	45·3
WARPING—						
Warpers and Beamers	.....	.....	.....	5	·398	47·6
DRAWING IN—						
Drawers In	.....	.....	.....	2	·395	46·0
WEAVING—						
Weavers	4	·423	44·2	41	·391	44·2
Loom Fixers	2	·592	51·7	.....	.....	.....
BURLING AND MENDING—						
Burlers and Menders	.....	.....	.....	7	·379	38·8
FINISHING—						
Wet and Dry Operators	5	·487	53·3	12	·365	41·3
DYEING—						
Dye Machine Operators	1	·546	53·0	.....	.....	.....

Table XII

KNITTING INDUSTRY, NOVEMBER, 1943

MARITIME PROVINCES

Department and Occupation	Male			Female		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
HOSIERY—						
Loopers	1	·620	58·4	52	·344	47·6
Sewing Machine Operators	.....	.....	.....	2	·352	43·7
Hand Operators	1	·394	51·2	47	·308	47·7
Boarders	.....	.....	.....	9	·269	40·9
Dye-house Operators	8	·366	54·5	.....	.....	.....
Circular Knitters	9	·508	48·8	83	·270	47·1
Twisters, Reelers, Winders*	2	·457	48·3	51	·315	44·4
Fixers Circular	8	·594	59·1	.....	.....	.....
UNDERWEAR AND OUTERWEAR						
Circular Knitters	8	·483	54·7	35	·320	46·1
Cloth Finishers	2	·557	65·5	.....	.....	.....
Sewing Machine Operators	.....	.....	.....	251	·345	47·0
Dye-house Operators	13	·485	51·0	.....	.....	.....
Hand Operators	4	·435	61·0	87	·343	47·1
Cutters	14	·503	52·7	21	·340	47·3
Fixers, Sewing Machine	1	·533	59·9	.....	.....	.....

* Underwear and Outerwear twisters, reelers and winders are included under Hosiery.

Table XIII

KNITTING INDUSTRY, NOVEMBER, 1943

QUEBEC

Department and Occupation	Male			Female		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
HOSIERY—						
Full Fashioned Footers	100	·823	48·0	.....	.....	.....
Full Fashioned Leggers	410	·769	48·6	.....	.....	.....
Full Fashioned Toppers	41	·740	46·7	273	·390	47·6
Full Fashioned Helpers	54	·312	46·6	.....	.....	.....
Full Fashioned Combination	52	·842	51·9	.....	.....	.....
Loopers	3	·288	50·8	323	·333	46·3
Sewing Machine Operators	.....	.....	.....	240	·382	43·8
Hand Operators	25	·406	46·4	596	·352	46·3
Boarders	83	·584	46·7	35	·443	43·3
Dye-house Operators	36	·434	51·8	4	·406	43·1
Circular Knitters	45	·403	49·6	162	·295	45·1
Twisters, Reelers, Winders*	3	·394	51·3	117	·318	47·3
Fixers Looping	.....	.....	.....	.....	.....	.....
Fixers Full Fashioned	13	·601	55·0	.....	.....	.....
Fixers Circular	33	·682	50·6	.....	.....	.....
UNDERWEAR AND OUTERWEAR.						
Circular Knitters	72	·546	49·7	71	·353	42·0
Flat Knitters	12	·526	52·2	.....	.....	.....
Warpers	.....	.....	.....	.....	.....	.....
Cloth Finishers	6	·360	51·3	.....	.....	.....
Sewing Machine Operators	14	·384	49·3	501	·341	45·2
Dye-house Operators	22	·432	49·2	.....	.....	.....
Hand Operators	49	·507	48·4	226	·332	42·8
Cutters	51	·627	47·6	33	·389	43·3
Fixers, Sewing Machine	2	·827	45·0	.....	.....	.....
Fixers, Knitting	10	·549	53·0	.....	.....	.....

* Underwear and Outerwear twisters, reelers and winders are included under Hosiery.

Table XIV

KNITTING INDUSTRY, NOVEMBER, 1943

ONTARIO

Department and Occupation	Male			Female		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
HOSIERY—						
Full Fashioned Footers	52	·917	47·7	.....	.....	.....
Full Fashioned Leggers	161	·831	50·8	10	·527	42·7
Full Fashioned Toppers	2	·828	51·0	136	·450	44·6
Full Fashioned Helpers	6	·450	48·4	.....	.....	.....
Full Fashioned Combination	15	·858	51·3	5	·748	39·1
Loopers	.....	.....	.....	320	·424	43·5
Sewing Machine Operators	.....	.....	.....	136	·476	41·2
Hand Operators	8	·481	46·7	626	·434	42·8
Boarders	105	·595	47·6	106	·478	42·6
Dye-house Operators	51	·558	51·6	4	·411	51·6
Circular Knitters	64	·535	51·1	334	·406	44·9
Twisters, Reelers, Winders*	5	·625	48·4	268	·414	43·2
Fixers Looping	3	·651	50·7	.....	.....	.....
Fixers Full Fashioned	9	·899	50·6	.....	.....	.....
Fixers Circular	91	·790	51·7	2	·677	52·3
UNDERWEAR & OUTERWEAR—						
Circular Knitters	157	·598	48·7	201	·398	43·9
Flat Knitters	7	·743	46·8	9	·542	49·2
Warpers	.....	.....	.....	.....	.....	.....
Cloth Finishers	58	·500	49·4	.....	.....	.....
Sewing Machine Operators	6	·591	49·3	1,505	·416	41·6
Dye-house Operators	75	·545	48·4	2	·367	36·7
Hand Operators	30	·622	46·7	770	·388	41·5
Cutters	33	·689	48·6	195	·420	42·2
Fixers, Sewing Machine	19	·818	50·2	.....	.....	.....
Fixers, Knitting	29	·692	49·6	.....	.....	.....

* Underwear and Outerwear twisters, reelers and winders included under Hosiery.

Table XV

KNITTING INDUSTRY, NOVEMBER, 1943

WESTERN PROVINCES

Department and Occupation	Male			Female		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
UNDERWEAR AND OUTERWEAR—						
Circular Knitters	9	·815	48·7	22	·329	42·4
Cloth Finishers	.....	.....	.....	2	·558	44·8
Sewing Machine Operators	.....	.....	.....	79	·362	43·7
Hand Operators	3	·478	47·0	42	·364	43·8
Cutters	3	·662	48·2	12	·377	42·5
Twisters, Reelers, Winders	.....	.....	.....	11	·337	44·4

TABLE XVI

RAYON INDUSTRY, NOVEMBER, 1943

QUEBEC

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
OPENING AND PICKING—						
Picker Tender	3	·375	59·1	.....	.....	.....
Fixer	2	·440	52·8	.....	.....	.....
CARDING—						
Card Tender	3	·428	48·6	.....	.....	.....
Grinder	1	·569	42·5	.....	.....	.....
DRAWING—						
Drawing Tender	.....	.....	.....	2	·371	52·0
FLY FRAMES—						
Fly Frame Tender	.....	.....	.....	3	·338	38·1
Fixer	1	·573	50·0	.....	.....	.....
SPINNING (SPUN)—						
Spinner	.....	.....	.....	13	·361	45·5
Doffer	9	·355	46·7	.....	.....	.....
Fixer or Charge-Hand	7	·608	51·1	.....	.....	.....
TWISTING AND THROWING—						
Twister Tender	86	·451	53·0	208	·346	49·6
Fixer	12	·529	54·6	.....	.....	.....
WINDING AND PACKING—						
Winder	10	·395	49·2	381	·338	47·8
Packer	.....	.....	.....	21	·314	50·2
Fixer	11	·541	51·7	.....	.....	.....
WARPING—						
Warper	27	·514	52·4	59	·441	47·1
DRAWING-IN—						
Twisting-in	17	·496	51·2	8	·393	53·8
DRESSING—						
Slasher Tender	24	·493	52·0	.....	.....	.....
WEAVING—						
Weaver	226	·556	49·9	207	·467	47·3
Battery Hand	14	·466	51·6	98	·341	47·8
Fixer	110	·710	50·9	.....	.....	.....
CLOTH ROOM—						
Inspector	48	·559	47·7	19	·372	47·3
Head Grader	2	·609	50·0	.....	.....	.....
CLOTH FINISHING—						
Inspector	6	·437	57·6	28	·309	47·6
Sheerer	2	·436	60·8	.....	.....	.....
DYEHOUSE AND FINISHING—						
Dyer	121	·444	55·3	5	·333	54·8
Tentering	5	·463	50·1	.....	.....	.....

Table XVII

RAYON INDUSTRY, NOVEMBER, 1943

ONTARIO

Department and Occupation	Male			Female		
	Number of Workers	Average Wages Per Hour	Average Hours Per Week	Number of Workers	Average Wages Per Hour	Average Hours Per Week
		$			$	
SPINNING (SPUN)—						
Spinner	.....	.....	.....	9	·418	46·4
TWISTING AND THROWING—						
Twister Tender	7	·492	51·0	64	·470	45·3
WINDING AND PACKING—						
Winder	6	·384	52·3	157	·472	44·4
WARPING—						
Warper	8	·643	53·2	7	·499	49·7
DRAWING-IN—						
Twisting-in	.....	.....	.....	6	·416	49·8
DRESSING—						
Slasher Tender	5	·695	51·6	.....	.....	.....
WEAVING—						
Weaver	15	·591	54·7	37	·508	46·2
Battery Hand	2	·661	59·1	.....	.....	.....
Fixer	11	·713	43·7	.....	.....	.....
CLOTH FINISHING—						
Inspector	.....	.....	.....	6	·406	48·3

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